



National Defence

Land Force Western
Area Headquarters

10305 – 152 Avenue
Edmonton, Alberta
T5E 2S2

Défense nationale

Quartier général du Secteur de l'Ouest
de la Force terrestre

10305 – 152 Avenue
Edmonton (Alberta)
T5E 2S2

6007-20 (AHRBM)

20 June 2006

Distribution List

MINUTES OF THE LAND FORCE WESTERN AREA (LFWA)
LABOUR MANAGEMENT RELATIONS COMMITTEE
MEETING - COMMANDER'S CONFERENCE ROOM –
EDMONTON GARRISON – 0900 HOURS – 10 APRIL 2006

Chairpersons

Col Paul F. Wynnyk – Commander 1 ASG
Mr. Brian Molsberry - Regional Vice-President UNDE MB & SK

Members

Mrs. Marie Kennedy - Regional Vice-President UNDE AB & the North
Mr. Chris Harvey – Chief Shop Steward IBEW
LCdr Brian Cook - Dispute Resolution Centre Edmonton and Region
Maj Dan Gosselin – G4 LFWA
Capt Paul Ord – G8 Comptroller Rep LFWA
Mr. John O'Callaghan – Asst AGSO
Mrs. Colleen McCubbing - Area Human Resource Business Manager

Ex-officio

Mrs. Lou Anne Astra – Manager HR Services (Land)
Maj Tim Hall – OC Supply, 1 Svc Bn
Capt Troy Levernois, OIC ASR, 1 ASG HQ

Executive Secretary

Mrs. Colleen McCubbing - Area Human Resource Business Manager

Canada 

DISCUSSION

ACTION

INTRODUCTORY REMARKS

1. Col Wynnyk opened the meeting at 0900 hours, welcoming all members.
2. He stressed the importance of open and frank discussion between labour and management, and noted that forums such as the ALMRC provide an opportunity for this exchange. He emphasized the importance of addressing issues at the appropriate level.
3. Mr. Molsberry echoed Col Wynnyk's comments, noting that issues should be raised to the next level only when agreement and/or understanding cannot be attained.

(At this point the agenda was changed slightly to enable the Asst AGSO to depart.)

Standing Agenda Item

Health and Safety

4. Mr. O'Callaghan provided a brief update, including the fact that the 05/06 radiation and safety inspections had been completed.
5. Mr. Molsberry expressed concern regarding the lack of a safety policy committee at CFB/ASU Shilo. He inquired as to whether this was an Area or local decision and based on the fact that CFB/ASU Shilo had only 246 vice 300 employees (the minimum indicated in the policy). (Secretarial Note – Mr. O'Callaghan confirmed on 6 June 06 that policy committees are established in accordance with D Safe G policy.)
6. Mr. Molsberry's second concern is with regard to military members attending health and safety meetings to represent the civilian component in their respective units. (Secretarial Note – Mr. O'Callaghan confirmed on 6 June 06 that the representatives are approved by labour and management.)
7. Further to items 5. and 6., the two enclosed e-mails from Mr. O'Callaghan provide clarification

regarding the various committees and membership requirements.

OLD BUSINESS

Review of Previous Minutes

Provision of LFWA Retirement Statistics

8. Mrs. Astra advised that, as per Director General Labour Relations and Compensation direction, LFWA-specific retirement statistics will not be provided. She advised that information presently being compiled for HR Planning purposes will be made available.

HR Svcs
Mgr
Land

9. Discussion regarding the provision of information extended to Human Resources (HR) Planning. Mr. Molsberry acknowledged that the union is presently receiving some information but he would like a copy of the HR Plan and information on vacancy management. It was decided that Mrs. Astra will liaise with Mr. Molsberry regarding his request for information.

Staffing of the Environmental Positions

10. The AHRBM advised that a review of the issue revealed CLS will staff twenty-nine vice thirty-two positions.

SWE Excess

11. Capt Ord advised that a submission had been forwarded to the Level 1 Comptroller requesting authority to convert the FY 05/06 surplus from SWE to O & M.

Provision of Location-Specific Grievance Statistics

12. Mrs. Astra provided a handout (copy enclosed) detailing the number and type of grievances submitted during the period 1 January – 14 March 2006. She noted that the aim is to reduce the number.

13. Mr. Molsberry requested inclusion of the disposition of the grievance, i.e. upheld/denied. Mrs. Astra advised that the union is provided that information but that she would follow up with Mr. Molsberry.

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Classification Currency Data

14. Mrs. Astra advised that the data is available, and she will provide it to Mr. Molsberry following receipt.

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MCS – Union as Stakeholder

15. Col Wynnyk will follow up with the Comd LFWA on this issue. (Secretarial Note – The Comd LFWA supports the provision of the annual audit plan as well as specific audit reports that impact either directly or indirectly on the union membership.)

STANDING AGENDA ITEMS

Personnel Numbers

16. The AHRBM advised that electronic distribution of the personnel numbers occurred on 9 April 2006.

Budget

17. Capt Ord provided a budget update (copy enclosed). He noted that the surplus SWE was due, in part, to the use of contractors in situations where public service positions could not be filled, i.e. Shilo and Suffield.

18. Mr. Molsberry and Mrs. Kennedy suggested using surplus SWE funds for continuous learning and the Apprenticeship Training Program respectively. Capt Ord advised that the individual requesting the conversion is responsible for identifying how the funds will be expended.

19. With regard to the FY 06/07 budget, Capt Ord advised that the SWE budget has been reduced by \$2M. He added that the Area and Army comptrollers are discussing the issue.

20. In response to Mr. Molsberry's inquiry regarding the shortfall, Col Wynnyk stated that he is not prepared to comment as he and his business planner have not yet had sufficient discussion.

Grievances and Appeals

21. Mrs. Astra provided the 2005 Appeals Report (copy enclosed). She noted that, due to the new PSEA, the report will become redundant once the appeals are completed. In its place, she will provide a report outlining the Public Service Staffing Tribunal (PSST) statistics.

22. Information regarding grievances, for the period ending 31 March 2006, was discussed earlier in the meeting (paragraph 11 above refers).

Army Support Review (ASR)

23. The G4 introduced Maj Tim Hall, Officer in Charge of Supply Company and Capt Troy Laverne, Officers in charge Supply Company and ASR at 1 ASG respectively. He advised that the amalgamation of 1 GS and 1 Svc Bns is complete.

24. The G4 acknowledged that concerns were raised regarding the possibility of job loss as a result of ASR implementation. He said that one of the primary goals in planning the amalgamation was that no civilian employee would become unemployed. He further added that there may have been misunderstanding regarding the amalgamation of the battalions and the Institutional Army rationalization being two different processes.

25. Mr. Molsberry stated that there might have been some misunderstanding as to what phase of the ASR is being implemented.

26. Mrs. Astra noted that all efforts are being made to ensure employees do not become unemployed and that the human resource office is available to assist managers and employees.

MASOP

27. The G4 advised that the intent has always been to offset positions lost by MASOP, using ASR and force expansion growth. The co-chairs agreed that MASOP can be removed as a standing agenda item.

Dundurn/CFB Saskatchewan

28. Col Wynnyk advised that CF Transformation is ongoing and in the short term there is no change. He said that the Area will continue to work with 17 Wing Winnipeg to improve the infrastructure. The co-chairs agreed that there is no longer a requirement for this standing agenda item.

Alternative Dispute Resolution

29. LCdr Cook stated that the expansion of his responsibilities to include Winnipeg and Cold Lake enable him to provide Prairie-wide statistics (see enclosure). He advised that on a national basis the number of mediations have dropped, replaced by group needs assessments.

30. LCdr Cook advised that the DRC is concentrating on more training, both standard and tailored. He reported that 10 standard three-day courses and 25 pilot courses had been run in FY 05/06. He said that he is working with the union to co-develop a train-the trainer course that will result in labour and management delivering the basic course. He will work with Mrs. Kennedy on the initiative.

31. The group agreed that education is key to ensuring employees, managers and members understand that mediation is a voluntary and neutral process, and does not preclude them from pursuing their grievance to higher levels. LCdr Cook and Mrs. Kennedy will work together to educate the Defence Team.

Employee Assistance Program

32. The AHRBM advised that the National EAP Symposium scheduled for the fall of 2006 has been postponed until early 2007.

33. She noted that there are a number of new referral agents who require training, and nominations will be forwarded for the next scheduled English course in early 2007.

34. In response to an inquiry from Mr. Molsberry regarding EAP budgets, Capt Ord recommended the requests be submitted during the annual business/HR

planning processes.

NEW BUSINESS

Canada Command Update

35. Mr. Molsberry inquired as to whether the stand-up of Canada Command would affect the LFWA labour-management relationship. Col Wynnyk advised that in the short term the status quo will prevail.

PSMA Update

36. Mr. Molsberry requested clarification regarding the approval of leave by the British managers at CFB Suffield.

37. Mrs. Astra advised that the new delegation of authority had presented some interesting challenges and that the situation is presently being reviewed. She requested that the UNDE await the outcome.

38. Mr. Molsberry inquired as to next steps regarding PSMA implementation. Mrs. Astra advised that Informal Discussion training will be facilitated by the human resource officers and that she will provide the timelines to Mr. Molsberry.

HR Svcs
Mgr
(Land)

Infrastructure Update

39. Mr. Molsberry requested clarification as to LFWA's intent with regard to the Chief of the Defence Staff comment concerning infrastructure reduction.

40. Col Wynnyk advised that LFWA has done a good job of removing excess infrastructure. He noted that LFWA HQ/JTF West HQ will move to Edmonton Garrison.

Projected Deployments/Support Demands

41. Col Wynnyk stated that TF 2-07 is being spooled up, however there is some indecision as to whether or not they will deploy. He added that there will probably be one task force per year. Col Wynnyk also stated that CMTC is very busy and that some serials may have to be cancelled. The situation will continue to be evaluated. (Secretarial Note – a decision has been made not to deploy TF 2-07.)

Round Table Discussion

42. Mr. Harvey requested that personnel formulating policies on collective agreement articles be mindful of the differences between PSAC and IBEW collective agreements.

43. Mrs. Kennedy thanked everyone for making the Alberta Council of Locals in Medicine Hat a success.

Next Meeting

44. The next meeting is scheduled for 6 November 2006, commencing at 0900 hours.

Closing Remarks

45. Col Wynnyk thanked everyone for the support shown him during his tenure as management co-chair, and announced that he is being posted. He advised that his change of command will occur on 5 July, and his replacement will be Col Alex Patch.

46. Mr. Molsberry thanked Col Wynnyk for his commitment to the ALMRC and wished him well in his next posting.

Approved

- original signed by -

P.F. Wynnyk
Colonel
Co-Chairperson
Commander 1 ASG

Approved

- original signed by -

Brian Molsberry
Co-chairperson
Regional Vice-President UNDE MB & SK

Enclosures: 6

Distribution List

List A

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