

MINUTES OF THE LAND FORCE WESTERN AREA
(LFWA) LABOUR MANAGEMENT RELATIONS
COMMITTEE HELD IN THE LFWA CONFERENCE
ROOM AT 1330 HOURS, 04 DECEMBER 2001

Chairpersons

Col D. Barr - Chief of Staff
Mr. Brian Molsberry – Regional Vice President UNDE MB & SK

Members

LCol P. Dixon - G4
LCol T. Doucette – G7
Maj J. Porter – 1 ASG COS
Maj G. Esligar - Area Comptroller
Mr. K. Nikolic - Acting Regional Vice-President UNDE – Alberta & the North
Mrs. C. McCubbing - Asst Area Human Resource Business Manager

Ex-officio

Ms. Cindy Reid- Senior Human Resources Officer (SHRO)
CHRSC (Prairies)

DISCUSSION

ACTION BY

INTRODUCTORY REMARKS

1. Col Barr opened the meeting at 1335 hours, welcoming everyone. Mr. Molsberry introduced Mr. Ken Nikolic, UNDE President from LFWA TC and advised that Mr. Nikolic was attending the meeting in the capacity of Acting Regional Vice-President Alberta and the North.

UNDE/
COS

DISCUSSION

OLD BUSINESS AND STANDING ISSUES

2. Mr. Molsberry noted that the issue of parade states, 2 PPCLI kitchen, and annual leave carryover (paras 3, 5, 29 respectively of the 19 April 01 minutes) required follow-up. It was agreed that, other than the annual leave carryover, these issues would be discussed as per the 4 December agenda.

DISCUSSION

ACTION BY

3. The COS explained that annual leave carryover had been discussed at length during the previous meeting. The co-chairs agreed that the issue was isolated to one location and as such was addressed locally. Ms Reid further stated that an area-wide policy was not required as leave was being applied in accordance with the collective agreement. The co-chairs agreed with this and other than Ms Reid following up on the status of the third level grievances that had been submitted by the unit, no further action will occur.

UNDE/
AHRBM/
SHRO

ADOPTION OF THE MINUTES

4. As a result of the preceding discussion, the minutes of 19 April 01 were adopted as printed.

NEW BUSINESS

LFWA RESTRUCTURE

5. LCol Doucette provided an overview of the LFWA restructure. He pointed out that the restructure was tied to the SORD and that the 1% per year SWE reduction for the next five years would have an impact on the restructure. It was felt that changes required as a result of the 1% reduction could be achieved through attrition. The COS agreed that Maj Neumann will update Mr. Molsberry as information becomes available.

G7/
AOP
COORD

2 PPCLI MOVE UPDATE AND RELEASE OF MIP

G7

6. The move of 2 PPCLI will occur in four phases. The initial draft MIP was forwarded for review and returns are expected by 14 Dec 01. The draft will be reviewed by the COMD/COS and subsequently forwarded to Ottawa.

Secretarial Note: As of the date of the minutes, the third draft of the MIP is being reviewed.

SORD 2002

UNDE

7. Mr. Molsberry stated that he had spoken with BGen Fenton regarding the SORD. In regard to 3 PPCLI

DISCUSSION

ACTION BY

Brian said that the Commander indicated that no decision had been made regarding their status. Mr. Molsberry stated that the union is concerned about the potential impact that on civilian employees should the unit disappear.

BUDGET REDUCTIONS

COMPT

8. The Comptroller indicated that as a result of a \$30 million budget shortfall that he is reviewing the budget with a view to decreasing spending. He said that preference would be given to decreasing the operating budget, however a review of the training budgets may also be required.

9. The Comptroller further commented that in addition to the planned 1% SWE reduction that the Area was also facing a \$2 million shortfall.

CURRENCY & UNDE WITHDRAWAL
FROM UCS COMMITTEES

UNDE

10. Mr. Molsberry explained that the lack of movement in UCS, since it's inception in 1995, had resulted in UNDE withdrawing from the UCS process. He did stress, however, that UNDE does see value in currency.

11. In regard to work description writing, Mr. Molsberry said that he would like to see qualified individuals work with managers and employees to develop work descriptions.

SCP – PRIMARY/SECONDARY NUMBERS

G4

12. The G4 advised that an electronic copy of the SCP numbers had been forwarded to Mr. Molsberry. He explained that the e-mail was a compilation of information submitted by LFWA units and questions regarding the information should be directed to respective Commanding Officers or unit OPIs. LCol Dixon pointed out that the information should be treated as Protected "A".

13. Discussion ensued regarding the criteria used to identify SCP-related positions. Capt Brooks explained that as per the direction received, positions containing

DISCUSSION

ACTION BY

less than 15% of supply chain-related duties were not identified. He further added that as per the lessons learned from Petawawa that it was not in anyone's best interest to "hide" duties in an attempt to identify fewer positions.

14. Mr. Nikolic expressed concern regarding the number of positions that could potentially be lost to the contractor and those that would have a significant decrease in duties when the supply chain related functions were removed. Capt Brooks explained that this concern had been identified and would be addressed in the transition plan.

UNDE

2 PPCLI – KAPYONG BARRACKS UPDATE/DISCUSSION

UNDE

15. Concern was expressed by Mr. Molsberry regarding the effect that the movement of 2PPCLI will have on civilian employees. Col Barr agreed that although 17 Wing currently administers these employees, ongoing consultation between 17 Wing and 2 PPCLI representatives should occur to ensure the interests of the employees are protected.

PARADE STATES – CIVILIAN/MILITARY

UNDE/
AHRBM

16. Mr. Molsberry was provided a hard copy of the parade states as per his request. An electronic copy will also be provided.

MEO PROCESS – SSSR/BSI/ABC

UNDE/
G4/
COMPT

17. The G4 advised that there had been no change regarding SSSR. BSI was introduced at Edmonton Garrison and there are plans to involve other units in subsequent years. The Compt advised that ABC is ongoing.

18. Mr. Nikolic questioned the MEO process in regard to a specific situation at LFWA TC. It was determined that the issue was specific to LFWA TC that the ALMRC should become involved only if local resolution was unobtainable. Ms Reid agreed to discuss the issue with the AHRBM and Mr. Nikolic in a separate forum.

UNDE/
SHRO/
AHRBM

Secretarial Note: This issue was resolved.

DISCUSSION

ACTION BY

NUMBERS OF MILITARY PERSONNEL
– SUPPORT VS OPERATIONAL

UNDE

19. There was discussion regarding the number of military personnel (military support staff to military operational staff). Following considerable discussion, it was decided that Mr. Molsberry would provide more detailed information regarding his request.

TRAINING & CAREER MANAGEMENT

UNDE/
AHRBM
SHRO

20. Mr. Molsberry stated that employees must take responsibility for their own careers, however the employer must give them the tools to do their jobs. He added that he felt learning centers were beneficial.

21. Mrs. McCubbing reported that in addition to other types of learning opportunities, that the JCTC provides an avenue for learning through workshops that they sponsor.

22. Ms Reid also noted that the recently-signed collective agreement provides for a substantial amount of funding to assist in training and developing employees.

23. Mr. Nikolic thanked management for allowing employees at the Edmonton Garrison to attend the JCTC Career Fair.

DESIGNATIONS

UNDE/
AHRBM/
SHRO

24. Mr. Molsberry stated that the union would like the opportunity prior to the next labour disruption to discuss with management the safety and security designations. Ms Reid agreed that there was indeed a requirement to review the designations and that DGER would be doing so.

EAP UPDATE

AHRBM

25. Mrs. McCubbing provided a brief update regarding EAP. She stated that several LFWA representatives had attended Input 2001 in Ottawa. The RAP Session planned for the fall of 2001 had been cancelled due to labour disruption and that there are 20th Anniversary celebrations being planned

DISCUSSION

ACTION BY

for Cornwall during Sep/Oct 2002. This session will replace individuals RAP sessions during 2002. In regard to promotional materials, she said that the 2002 calendars and agendas would be distributed prior to year end.

26. She said that she was pleased to report that each EAP representative would be receiving with a plaque and a pin, acknowledging their contribution during the 2001 International Year of the Volunteer.

AHRBM

LMRC ENHANCEMENT TRAINING

AHRBM

27. Mrs. McCubbing advised the group that she had attended an LMRC Enhancement Train the Trainer Course at 17 Wing Winnipeg. She reported that the training was beneficial and the course material provided a basis for the LMRC members to enhance their working relationship. She said that there had been some interesting discussion regarding the military/civilian and labour/management views. Overall the training was beneficial.

28. Mrs. McCubbing said that she had forwarded to DGLPD management nominations for the December training course. Unfortunately the seats were limited and DGLPD had not accepted the nominations. She will continue to follow up on this issue. A list of the approved trainers will be acquired from DGLPD and disseminated to the units.

KNOWING YOUR COLLECTIVE AGREEMENT

SHRO

29. Ms Reid advised that given the numerous changes during This current round of collective bargaining, it was agreed by the Parties to delay the delivery of these sessions to enable changes to Be made to the training package.

AREA GRIEVANCES AND APPEALS REPORT

SHRO

30. Ms Reid provided an update regarding grievances and appeals in LFWA.

Next Meeting

The next meeting is tentatively scheduled for April 2002.

