



National Defence

Défense nationale

Land Force Western
Area Headquarters

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

10305 – 152 Ave
Edmonton, Alberta
T5E 2S2

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6007-20 (COS Secy)

15 February 2000

Distribution List

LFWA LABOUR MANAGEMENT RELATIONS COMMITTEE
MEETING HELD AT 1330 ON 8 DEC 99 IN LFWA CONF RM

Co-Chairperson: Col T. Grant, LFWA COS

Co-Chairperson: Mr. B. Molsberry, UNDE Vice-President MB/SK

Members: LCol Dixon, LFWA, G4

Maj Esligar, LFWA, Compt

Maj Porter, 1 ASG, COS

Mr. S. Covell, UNDE Vice President - Alberta and the North

Ex Officio: Ms. C. Reed, Prairie Service Centre

Mrs. C. Kern, Land Staff, DLP

Mr. B. Cairns, LFWA HQ, UCS O

Capt Brooks, LFWA HQ, ASD Coord

INTRODUCTORY REMARKS

1. Col Grant called the meeting to order at 1335 hrs, by welcoming the committee to the table.

DISCUSSION

ACTION

2. Union Roles in Suffield. According to the CPAOs, unions are to have the ability of meeting one on one at LMRCs. Local constitutions direct the members of the committee, and UNDE always co-chairs. Suffield is trying to resolve this locally.

Info

3. EAP Status of LFWA Committees. Mr. Cairns reported on the EAP committees in LFWA. The Chairpersons have been asking for more visibility and more support from management. A second Rap session will be held for RAs in the new year. Mr. Molsberry supported EAP efforts and encouraged management to do the same. He would like to see that requests for trg of additional RAs are approved and explained the price to management is time-off from the workplace. Col Grant agreed and will write a letter to the formations supporting the training of extra RAs. COS LFWA

4. Supply Chain Project. Mr. Molsberry explained UNDE's concerns with the Supply Chain Project in that the study looked at the military side without consideration of the civilian side. He felt that managers should have shared input with UNDE. Employability of civilian employees should have been considered. On 15 Dec 99, Mr. Molsberry will address this issue with the Minister. Col Grant will send a letter to BGen Maissoneuve pointing out that this issue wasn't addressed. COS LFWA

5. Site Services Review. Capt Brooks reported on the Site Services Review. Site visits will be made in the near future. Edmonton is the only location in Western Area that will be visited. The CLS is looking at the Site Services Review. DGIS will produce a set of common service standards. An MEO Directive will be signed off in December. Mr. Covell, as the union rep on the previous MEO Review Team, should be included in the process. Info

6. ASD Update. The ASD Coord provided an update on ASD. The briefing note has been enclosed. Info

7. LFWA Civilian Employees. Mr. Molsberry requested a report on the numbers of civilians within LFWA by Base/Section, rank/classification and tenure. Maj Porter will collect and provide this information. COS 1 ASG

8. CFB Shilo/GATES. At this time a number of options are being reviewed with regard to Shilo. The Germans will announce their decision in mid December with regard to moving out of Shilo. *Secretarial Note: An announcement was made mid December informing the CLS that the German units will be moving out of Shilo.* Mr. Molsberry requested that the business cases be shared with UNDE. Col Grant will discuss this issue with the Land Staff. COS LFWA

9. HR Committee in Shilo. Col Grant tasked the Area HRBM to attend all JCTC meetings. They will have the authority and funds to make decisions. AHRBM

10. LFWA HR Committee. At the next ALMRC, a start date will Info

be set and membership specified for this committee.

11. Status of Dundurn. The transfer of Dundurn from Air Command to LFWA is on hold until Sep 00. Air Command needs more time to gather data. It is the intention of Land Staff to access the offer. Info
12. DPG 2000. The ramifications of DPG 2000 on LFWA were discussed. Mr. Molsberry would like to see the numbers of employees broken down by determinate/indeterminate status. He would also like to see "long term" term employees made indeterminate. The Level 3 Op Plan can identify numbers by SWE. Info
13. Update on GS Group in LFWA. A discussion was held re cleaning and food services. Mr. Molsberry raised a question regarding public servants working NPF functions. COS 1ASG will look into it and provide info to the Union. COS 1 ASG
14. LMRC Enhancement/Collective Agreement Trg. Enhancement trg for LMRCs was discussed. It was decided that training should be held off-site. Collective Agreement trg was also discussed. Mr. Molsberry said that UNDE has the capability of providing this trg. Col Grant agreed to run both types of trg on a trial basis. COS LFWA
15. 2 PPCLI Civilian Employees. It was determined that the civilian employees in 2 PPCLI belong to 17 Wing Winnipeg. Info
16. Funding of VPs in LFWA. UNDE VPs will be funded as per the last three years. Info
17. Armouries Civilian Employees. At this time there are no civilian employees in the Armouries in Alberta. There are approximately 21 civilian employees in Saskatchewan. Once Dundurn is transferred, this might change.
18. Round Table.
 - a. Civilian Trg. Mr. Molsberry reported that UNDE was looking at conducting a survey to identify the reason why employees don't want to participate in civilian trg. The COS suggested publishing a joint statement in the local base paper offering trg as "improving the capability of the workforce". The COS suggested that Mr. Molsberry liaise with the APAffO to come up with a communications plan. UNDE VP
 - b. Competition Posters. Mr. Covell brought up the concern that competition posters will be posted on a web Info

site only, in the near future. Employees who do not have access to a computer terminal will be disadvantaged. The COS believes this problem should be dealt with on a corporate level instead of locally. CPSC (PRA) is looking at the issue.

c. Employability Strategy. Ms. Kern reiterated that 45K has been allocated to this area. These funds have been, or have been committed to be, expended in Wainwright. The COS will push for more funding. Info

d. Pay Equity. Ms. Reed reported that the bulk of the effort in paying the effected groups will be with the 7000 former employees. The Service Centre has been gathering data for over 9 months on former employees. A Pay Equity unit is being set up in Winnipeg. Info

19. Next Meeting. The next meeting will be held 11 Apr 00. Col Grant will brief on the HRBM/CPO issue at that time. Info

20. Adjournment. There being no further business to discuss, the meeting was adjourned at 1445 hrs.

Recommended for approval:

//Original Signed By//

L.M. Smith
Chief of Staff Secretary

Approved/Not Approved

*//Original Approved and Signed By
LCol P. Wynnyk, Acting Chief of Staff*

T.J. Grant
Colonel
Chief of Staff
Co-Chairperson

Approved/Not Approved

//Original Approved and Signed By//

Brian Molsberry
Vice President (Manitoba/Saskatchewan)
Co-Chairperson

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LFWA UNDE Presidents