



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)

June 2002

Distribution List

MINUTES OF THE LAND FORCE WESTERN AREA
(LFWA) LABOUR MANAGEMENT RELATIONS
COMMITTEE HELD IN THE LFWA CONFERENCE
ROOM AT 0930 HOURS, 02 MAY 2001

Chairpersons

Col D. Barr - Chief of Staff

Mr. Brian Molsberry – Regional Vice-President UNDE MB & SK

Members

Ms Karen Laing - Area Human Resource Business Manager

LCol P. Dixon – G4

LCol R. Kelly – 1 Area Support Group Chief of Staff

LCol H. Flaman – Area Surgeon

LCol D. Wright – Area Engineer

Maj G. Esligar – Area Comptroller

Mr. K. Nikolic – Acting Regional Vice-President UNDE – Alberta & the North

Mr. Chris Harvey – Chief Shop Stewart IBEW – Alberta, Saskatchewan & Manitoba

Capt T. Brooks – G4 Development 3

Mrs. C. McCubbing - Asst Area Human Resource Business Manager

Ex-officio

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

Ms. Carlie Watson – Human Resource Project Officer

DISCUSSION

ACTION BY

INTRODUCTORY REMARKS

1. Mr. Molsberry and Col Barr opened the meeting at 0935hours,
welcoming former and new members.

1/8

DISCUSSION

ACTION BY

OLD BUSINESS AND STANDING ISSUES

ADOPTION OF THE MINUTES

2. As there were no errors or omissions, the minutes of the 4 Dec 01 meeting were adopted as printed.

NEW BUSINESS

SHILO CONCERNS

3. The AEngr stated that the hiring process for firefighters at ASU Shilo is ongoing. The CF Fire Marshall has identified there is a backlog of civilian training vacancies at the CF Fire Training School in Borden, and as a result has allocated more seats to civilian DND firefighters. ADM-HR (Civ) is investigating the FR fitness and low pay benchmark issues.

Mr. Molsberry stated that the retention issue in Shilo is more specific in that, in some cases, the new hires become qualified on the ambulance and then are off to larger cities for better salaries. Until the salary issue is addressed within DND for the FR group, this will be an ongoing saga.

LFWA LEAVE CARRYOVER POLICY

4. There are third level grievances outstanding from Edmonton. The interpretation of the Collective Agreements remains unclear, however this will be resolved following the grievance decisions from Edmonton. Mr. Molsberry suggested that the articles pertaining to leave issues of the Collective Agreements for Tables 1, 2 & 3 be attached in order for managers and employees to consult.

Ms. Reid

Secretarial Note – Leave Articles of Collective Agreements for Tables 1, 2 & 3 are attached.

MED-EMERG CONTRACT

5. The ASurg gave an overview of the 1999 CRS review, and therefore RX 2000, to date. Med Emerg International is responsible for hiring medical professionals for the Canadian Forces at four

DISCUSSION

ACTION BY

trial sites, Edmonton being one of them. Employees hired by Med Emerg have contracts ranging from six months to two years. Terms of reference are being written for every position, which will fit into UCS work descriptions. This will ensure that positions will be able to be rolled into the Public Service if they are required for a long period of time.

CIVILIAN TRAINING BUDGET

6. The Union was provided information regarding training allocations for the Area.

FUTURE SKILLS

7. Mr. Molsberry indicated that even though some soft skills training is useful, the union would rather see hard skills being trained. The union would like to see training more career-orientated rather than only job-orientated. As career-orientated training makes employees more marketable, it would further benefit DND to have a trained workforce. Ms. Laing indicated that the Defence Learning Network and hence, the Learning Centres are looking into this.

2 PPCLI

8. On behalf of the G7, Ms. Laing spoke to the way ahead for the Master Implementation Plan (MIP) for 2 PPCLI. The MIP is an ongoing process. It is currently with the Minister for signature.

Secretarial Note: The Minister signed off approval for construction funding, for 2 PPCLI. The MIP expected to be signed off this fall.

9. Kitchen employees are the responsibility of 17 Wing.

UCS

10. Ms. Laing explained the two review processes that are underway for the Area. The first was the LFWA currency review for the ST SCY/CR positions, which is underway. There was discussion as to why lodger units were not included in this review. Ms. Laing indicated that the Army could not give direction to other commands, and therefore it was not possible to include the lodger units.

DISCUSSION

ACTION BY

11. The second review is the national review for the PA group. The deadline to have all work descriptions in is 1 June. As most of the ST SCY/CR work descriptions were looked at in the LFWA currency review, the Area is positioned quite well for this national review.

12. Mr. Molsberry stated that the union commends management for the work done for the LFWA currency review; however, they would like to ensure that employees receive quality work descriptions. Mr. Molsberry suggested that consultants are hired to write the work descriptions.

Ms. Laing suggested that Mr. Molsberry discuss this issue with the union officials from the Department of Indian and Northern Affairs Canada. The G4 suggested that the union seek out managers who have experience writing work descriptions, as there are many managers who have been employed throughout all the classification reforms.

UNDE

Secretarial Note: The DND UCS PMO has utilized consultants to implement UCS for the last three years nationally.

13. Discussion entailed regarding the time lines for the LFWA currency review. The COS stated that the timing was directed by LFWA HQ and that managers must get the job done within the time lines. Ms. Laing indicated that the AHRBM office is available to aid any managers within the Area who are in need of help.

PARADE STATES

14. Copies of civilian and military reports were given to unions. Mrs. McCubbing will seek clarification for the definition of 'inactive' as it appears in the report.

Mrs.McCubbing

DESIGNATIONS

15. Ms. Reid stated that all local presidents have copies of the logs that were given out from the [last meeting](#). There has been no progress yet on meeting to discuss the designations and designation process, however collective agreements are valid until 2003 therefore there is still ample time to discuss this. Ms. Reid will give copies of the log to Mr. Molsberry and Mr. Nikolic.

Ms. Reid

DISCUSSION

ACTION BY

Secretarial Note: The rationales made for the designated positions within LFWA, by management, have subsequently been requested by UNDE also.

SUPPLY CHAIN PROJECT

16. Capt Brooks discussed the current state of the Supply Chain Project. There has been no firm answer as to who is affected and who is not. It has been stated that both military and civilian positions in the ammunition component of supply will remain with the government.

17. Updates and questions and answers have been widely circulated when information has become available.

BSI

18. Edmonton has now completed and submitted its second iteration of BSI evaluations.

19. Depending on the success of the program in Edmonton and other initial Army sites, the remainder of the sites in LFWA will be brought on line with BSI and CF Common Service Standards in the latter half of this fiscal year.

ACTIVITY BASED COSTING

20. After DMC, there was talk about task-based and activity-based accounting (ABC). As part of the new reserve funding model, all costs will be captured by the Financial Management Accounting System (FMAS). The problem is, is that civilian pay cannot be captured by FMAS, therefore this information is being captured by interviews with managers. The process is slow going, but the Army is probably the most advanced in the Canadian Forces. The formula that is currently being used to assign costs will continue to be used with managers in order to keep workloads to a minimum.

CIVILIAN RECOGNITION

21. Mr. Molsberry indicated that people were happy they were being recognized however the timeliness of the awards was looked down upon. In some instances, people were being recognized for a milestone that had passed a couple of years ago.

DISCUSSION

ACTION BY

UNDE PRAIRIES/NWT COUNCIL OF LOCALS

22. The UNDE Prairies/NWT Council of Locals will be held 9-12 May in Saskatoon, Saskatchewan.

DETACHMENT DUNDURN

23. The COS stated that negotiations continue with respect to the future usage of Detachment Dundurn. As WATC will now be utilized nationally, there may be a greater need for LFWA to train in Dundurn.

LMRC ENHANCEMENT & COLLECTIVE AGREEMENTS

24. Ms. Reid stated that LMRC enhancement training and collective agreement training both fall under the Treasury Board training initiative, and therefore, should be paid out of those allocated funds. In the West, Esquimalt has been listed as the pilot location, and therefore a schedule of these courses should be forthcoming.

Ms. Reid

AREA GRIEVANCE & APPEALS REPORT

25. Ms. Reid provided an update regarding grievances and appeals in LFWA. The general numbers will be supplied in the minutes.

EAP UPDATE

26. Mrs. McCubbing stated that EAP is continuing as a success. There have been new liaison officers named, who will be the VP Alberta & the North, and the VP Nova Scotia, which indicates that the union supports the program. One chairperson is stepping down from their position. Attached is the EAP report.

27. Mrs. McCubbing indicated that recognition is a problem for the volunteers of the EAP. There will be a national EAP recognition conference in Kingston in September.

CLOSING REMARKS

28. Ms. Laing noted that many ALMRC committee members will be leaving the Area. She and the two co-chairs thanked them for their involvement and for their commitment.

Next Meeting

The next meeting is tentatively scheduled in October 2002.

Recommended for approval:

C. Watson
HR Project Officer
Executive Secretary

Approved/Not Approved

D. Barr
Colonel
Chief of Staff
Co-Chairperson

Approved/Not Approved

Brian Molsberry
Vice President Manitoba & Saskatchewan
Co-Chairperson

Enclosures (3)

Distribution List

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List B