



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)

23 August 2003

Distribution List

MINUTES OF THE LAND FORCE WESTERN AREA  
(LFWA) LABOUR MANAGEMENT RELATIONS COMMITTEE MEETING  
HELD IN THE LFWA CONFERENCE ROOM AT 0900 HOURS, 14 MAY 2003

Chairpersons

Col J.K. Tattersall – Chief of Staff  
Mr. Brian Molsberry – Regional Vice President UNDE MB & SK

Members

Mr. Bob Taylor – National Vice President IBEW  
Mr. Steve Covell – Regional Vice President UNDE AB & the North  
Mr. Dave Riffel – Employment Relations Officer PIPSC  
Maj. M.J. Gingras – Acting Area Engineer  
Capt. G.J. Strome – G4 Development  
Mrs. Colleen McCubbing – Area Human Resource Business Manager

Ex-officio

Mr. Garry Dunn – Human Resource Services Manager (Prairies)  
Mrs. Dory Gonzales – Learning Advisor

Executive Secretary

Ms. Carlie Watson – Assistant Area Human Resource Business Manager

DISCUSSION

INTRODUCTORY REMARKS

1. Col Tattersall and Mr. Molsberry opened the meeting at 0900 hours, welcoming

Canada 

all members. Col Tattersall and Mr. Molsberry agreed that issues should be dealt with at the appropriate level, stressing that recrimination will not be tolerated. Col Tattersall briefly discussed the Area Campaign Plan.

## OLD BUSINESS AND STANDING ISSUES

### ADOPTION OF THE MINUTES

2. Para eight – The union was able to review and provide recommendations to the LFWA Employment Equity plan.
3. Para seventeen – The designation rationales were sent to the UNDE Vice Presidents.
4. Paras fifteen and sixteen – Mr. Molsberry indicated that correspondence should be sent to the Union Management Consultation Committee (UMCC) requesting that information that cannot be obtained at the Area LMRC be provided. Col Tattersall and Mr. Molsberry will send separate letters, with a carbon copy to each other.
5. Minutes were adopted as read with the above updates noted.

## NEW BUSINESS

### FIREFIGHTER PHYSICAL FITNESS TEST

6. Maj Gingras provided background information regarding the Firefighter Physical Fitness and Maintenance Program. He indicated that 31 December 2003 was the deadline to book a medical; therefore, it is the first part of a long process.
7. Mr. Molsberry stated that the test is not being administered the same way across the area, which is causing great concern. Maj Gingras indicated that he would look into this issue and would provide a copy of the direction that was given to the units regarding the test.

### MATERIEL ACQUISITION AND SUPPORT OPTIMIZATION PROJECT (MASOP)

8. Capt Strome provided a situational report regarding the MASOP. He indicated that the project was stood up in April 2003 and therefore it was too early to identify the number of civilians and military that may be affected in the Area. Mr. Molsberry indicated that employees are concerned about information that is circulating regarding the number of positions that would be affected. Col Tattersall stated that the G4 would request clarification regarding that information. The G4 will ensure the clarification is communicated to the units.

Secy note: Capt Strome requested clarification regarding the information that Mr. Molsberry had mentioned. As previously stated, it is too early in the project to clearly identify savings and personnel reductions. However, it was stated that there would be approximately \$46 million in savings, with personnel reductions making up

approximately \$9.2 million of that total. It was identified that there is a potential of 230 reductions, the bulk of those being military positions. This information will be communicated to the units.

#### LEAVE CARRYOVER

9. Mr. Dunn provided a presentation regarding leave carryover. A copy of the presentation is attached to the minutes.

10. Col Tattersall indicated that managers have been informed of their responsibilities; they should know the collective agreements and ensure that employees are being well looked after. Mr. Molsberry stated that UNDE agrees that leave forecasting is necessary, but that it must occur at the beginning rather than at the end of the fiscal year.

11. Mr. Taylor stated that collective agreements are the deciding factor and that it is in the best interest of the employee to utilize their leave. Proper management of leave is the responsibility of both management and employees.

#### LEARNING AND CAREER CENTRE

12. Mrs. Gonzales gave a presentation of the Learning and Career Centre (LCC). A copy of the presentation is attached.

13. The new orientation program was discussed. Mr. Dunn and Mrs. McCubbing are working towards the communication package for the Area. The link to the orientation package is attached: [http://hr.d-ndhq.dnd.ca/admhrciv/orientation/engraph/home\\_e.asp](http://hr.d-ndhq.dnd.ca/admhrciv/orientation/engraph/home_e.asp)

14. Col Tattersall indicated that he was enthusiastic that the LCC will allow for a proper investment in our employees. Mr. Molsberry stressed the fact that the satellite sites must have the same opportunity for learning and career development.

15. Mr. Riffel requested the name of a contact for competency-based management.

Secy note: The contact for Competency Based Management is Ms Lisa Capello Tiedemann, Senior Human Resources Consultant, (613)945-0069.

#### HUMAN RESOURCE MODERNIZATION

16. Mr. Dunn gave a brief update of the new human resource modernization bill. There was discussion regarding the various union opinions of the bill.

#### LFWA CURRENCY REVIEW/CLASSIFICATION REFORM

17. Mrs. McCubbing gave a status report of each of the initiatives. A classification grievance report will be attached to the minutes.

## TERM EMPLOYMENT POLICY

18. Mrs. McCubbing stated that the Term Employment Policy is located on the Treasury Board website; the policy is the same for LFWA.

## CIVILIAN HUMAN RESOURCE PLANNING & COORDINATION COMMITTEE (CHRPCC)

19. The CHRPCC is a consultative committee that is co-chaired by the Director Human Resources Regional Service Centre and the environmental commands; LFWA is a member of the Pacific and Prairie committees. The Prairie CHRPCC, for instance, allows Base Commanders, Wing Commanders, etc to be aware of the same policy, enabling them to address a common way ahead subject to the Commander's decision. The COS will brief unions in the ALMRC forum of what was discussed at the CHRPCC meetings. The COS emphasized that the CHRPCC would not be making policy or decisions. Mr. Molsberry requested that copies of the minutes be provided to the unions and that communication remains open with respect to issues that are being discussed at the meetings.

## WATC – PLANS FOR NATIONAL TRAINING

20. Col Tattersall gave an overview of the future military training that will occur at WATC. It is too early in the planning to know how this will affect WATC.

## UPDATE ON MIP – 2 PPCLI

21. The COS indicated that Part II of the MIP is with the Vice Chief of Defence Staff. The move of 2 PPCLI is still targeted for APS 04.

## DISPUTE RESOLUTION CENTRE UPDATE

22. A summary of regional numbers is attached to the minutes.

## EMPLOYMENT EQUITY UPDATE

23. The LFWA Employment Equity plan was signed by the Commander and is attached to the minutes.

## DUTY TO ACCOMMODATE

24. The COS asked for support from local union presidents in regard to the education of their members with respect to the Return to Work program.

Secy note: The contact for Duty to Accommodate is Mr. Mike Braham, Director Safe G, (613) 992-3551.

## DESIGNATIONS

25. Mrs. McCubbing commented that management was taking the lead on designations. The COS indicated that Base Commanders/Commanding Officers should discuss the proposed designations with local union presidents, but that negotiations would not occur at the local level. Mr. Molsberry indicated that there must be discussions at the local level with local union presidents.

26. Mr. Molsberry expressed his gratitude to LFWA for sharing the last round of designation information.

## JOINT CAREER TRANSITION CENTRE (JCTC) – FUNDING AND UPDATE

27. The COS indicated that LFWA would continue to seek proper guidance for a nationally coordinated response to the funding of travel for union executives attending JCTC meetings. Until a national policy has been established, travel to meetings will continue to be funded from LFWA.

## AREA GRIEVANCE AND APPEALS REPORT

28. The reports will be attached to the minutes. The COS indicated that it is still too early to begin a trend analysis of the data.

## EMPLOYEE ASSISTANCE PROGRAM (EAP) REPORT

29. Ms. Watson provided an EAP update, which is attached to the minutes. A list of the LFWA committees is also attached to the minutes.

30. Mr. Taylor stated that the National Joint Declaration was re-signed on 6 May 2003; the Deputy Minister, the Chief of Defence Staff and the Assistant Deputy Minister HR Civilian were all present.

31. Mr. Covell and Mr. Molsberry are the EAP Liaison Officers for LFWA, and will be present at the RAP session to be held in September 2003.

32. Mr. Molsberry congratulated all the committees in LFWA for the excellent jobs they are doing as volunteers.

## CLOSING REMARKS

33. The COS indicated that this ALMRC would be his last until possibly the meeting in Fall 2004.

NEXT MEETING

34. ALMRC members should indicate their availability for the next meeting in October/November to the AHRBM.

Approved

//original signed by//

J.K. Tattersall  
Colonel  
Chief of Staff  
Co-Chairperson

Approved

//original signed by//

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

Enclosures (8)

Distribution List

NDHQ/DGER  
DCHRSC (Prairies)  
DCHRSC (Pacific)  
CLS/DLP 5  
UNDE VP BC  
UNDE VP AB & the North  
UNDE VP MB & SK  
National Vice President IBEW  
Employment Relations Officer PIPSC  
List A  
List B