

6007-20 (AHRBM)

14 June 2004

Distribution List

MINUTES OF THE LAND FORCE WESTERN AREA (LFWA) LABOUR
MANAGEMENT RELATIONS COMMITTEE MEETING HELD IN THE
LFWA G3 CONFERENCE ROOM AT 0900 HOURS, 19 NOVEMBER 2003

Chairpersons

LCol W.J. Ellis – Chief of Staff

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

Members

Mr. Steve Covell – Regional Vice-President UNDE AB & the North

Mr. Chris Harvey – Chief Shop Steward IBEW AB, SK & MB

Mr. Ben Kessler – Steward PIPSC

LCol R.J. Jensen – G5

Maj M.J. Gingras – Area Engineer Branch

Maj K.M. Gash-Wysman – Area Comptroller

Maj M. Sanchez Maloney – G4 Development

Mrs. Colleen McCubbing – Area Human Resource Business Manager

Ex-officio

Mrs. Lou Anne Astra – Human Resource Services Manager (Prairies)

Ms Cindy Reid – Senior Human Resources Officer (CPSC Prairies)

Executive Secretary

Mrs. Colleen McCubbing – Area Human Resource Business Manager

DISCUSSION

INTRODUCTORY REMARKS

1. LCol Ellis and Mr. Molsberry opened the meeting at 0900 hours, welcoming all members and then proceeding to round table introductions.

OLD BUSINESS AND STANDING ISSUES

ADOPTION OF THE MINUTES

2. The co-chairs noted that para 4 of the previous minutes (letter to UMCC) had not yet been actioned. LCol Ellis and Mr. Molsberry will action this item.
3. With the above noted exception, the minutes were adopted as read.

NEW BUSINESS

FIREFIGHTER PHYSICAL FITNESS TESTING

4. Maj Gingras advised that the CFFM had issued a communiqué (copy attached to minutes) designed to address the job security concerns of firefighters affected by the Fire Fighter Physical Fitness Maintenance Program. He explained that the DM through the business planning process would fund the costs associated with the issues outlined in the communiqué.
5. Mr. Molsberry stated that a concern has been raised regarding the appropriateness of PSP holding confidential information. He said that he has queried the national UNDE office and will share the information once it is received. Maj Gingras said that he would also pursue this issue through the Army chain of command.
6. Mr. Covell added that Treasury Board is presently reviewing the FR standard.

MASOP UPDATE

7. Maj Sanchez Maloney explained that MASOP, presently at the conceptual level, was designed as a cost savings measure. There are six initiatives that focus on the areas of warehousing, distribution, petrol, oil and lubricants, clothing, ammunition, calibration and quality assurance. She emphasized that the focus is on processes and that the \$46M in savings will be accomplished through means other than person year reduction. In response to the COS, Maj Sanchez Maloney said that that the Project has been allotted two and a half years to come up with cost saving measures. Information, including the HR Plan, can be found at <http://www.forces.gc.ca/admmat/cosmat/masop/index.htm>.
8. Mr. Molsberry expressed concern that the numbers previously used for the SCP would be used for MASOP. Maj Sanchez Maloney will seek clarification regarding the numbers to be used. He also requested that any numbers forwarded to the national level be shared with UNDE. LCol Ellis agreed that the correct numbers are to be used and that the national level needs to understand our concern regarding proper confirmation. (Secretarial Note: Maj Sanchez Maloney received confirmation from Maj Virginia Tattersall (MASOP Policy and Business Practices) that the numbers to be used for MASOP are in no way, shape or form related to any of the numbers used/put together by SCP.)

LFWA BUDGET REPORT

9. Maj Gash-Wysman provided a budget update. She said that the overall budget at the beginning of the FY was \$180M and at the present time (60% through the FY) we are on track. She advised that the 20% rule for the SWE has been reinstated and will result in a 20% charge on the over-expenditure at FY end. Land Staff will accept the penalty for this FY, however in future years the responsibility will be felt at the Area level and below. She confirmed for Mr. Molsberry the fact that funding for term employees is over and above the allotted budget.

10. Maj Gash-Wysman also advised the committee that a SWE review is being conducted. She said that in light of the 20% penalty being imposed that the Land Staff wants to ensure appropriate allocations are established. It is expected that the review will be finalized by the first week in Dec.

LFWA DEPLOYMENT COMMITMENTS

11. LCol Ellis provided an update regarding the deployment commitments. Mr. Molsberry stated that the union is concerned regarding the stress, on both the military and civilian members of the defence team, resulting from the tempo of operations and deployments.

LFWA MILITARY TRAINING PLANS

12. LCol Ellis provided an update regarding military training, stating that the tempo has increased as a result of the preparation required to deploy military members.

LMRC ENHANCEMENT TRAINING

13. Mrs. Astra advised that the training is ongoing at the LFWA units. She said that Suffield and Shilo have scheduled training for January, and that Wainwright will send individuals to Suffield.

14. Discussion ensued regarding the validity of the training and Mr. Molsberry requested that the Area continue to support the venture. Ms Reid and Mrs. McCubbing reminded the committee of the LFWA support (as per a letter sent out by Col Tattersall). Mr. Harvey added that he thought the training was useful but that there were definitely associated costs. Mr. Molsberry suggested that the JLP training be viewed as another means to augment the LMRC Enhancement Training.

EXCLUDED POSITIONS

15. In response to Mr. Molsberry's request for a listing of excluded employees, Ms Reid explained that the issue is before the HR sub-committee of the UMCC. She said that the sub-committee is meeting on 8 Dec 03 and a decision regarding the sharing of the information will be rendered at that time. Mr. Molsberry said that there might be similar requests at the local level. Ms Reid will provide follow-up on this issue.

GRIEVANCE AND APPEALS REPORT

16. Mrs. Astra provided an update as per the attached copy. She pointed out that the service centre is working on updating information regarding ADR. Mr. Molsberry stated that information regarding ADR has been forthcoming, on a sporadic basis, from various sources and requested that both the service centre and the ADR centre provide reports. He indicated that the purpose of this was to facilitate a complete identification of issues within the Area.

2 PPCLI MIP UPDATE

17. LCol Jensen provided an informative briefing (copy of slides attached). He said that quality of life is an issue, particularly for the spouses of members. The COS said that this applies also to CMTC.

CFB SASKATCHEWAN/DET DUNDURN UPDATE

18. LCol Jensen updated the committee on this issue. Mr. Molsberry said that this long-standing issue affects the civilian employees who may eventually work under the command of the Army versus the Air Force. The COS said that a review of the most appropriate location for ranges is ongoing. In response to Mr. Molsberry's query regarding the build-up of small arms range capability in Shilo for 2 PPCLI, LCol Ellis stated that the decision had not yet been made.

PSAC DESIGNATIONS

19. Mr. Molsberry stated that the designation process at the national level is ongoing and that the quality check is an ominous task. He stated that level 2 consultations with Ms Reid were very productive and that the earnest discussion entered into with the LFWA locals was beneficial. He reminded the committee that designations submitted from the local level are proposals only.

20. There was a brief discussion regarding collective bargaining - Mr. Covell stated that he would be attending collective bargaining meetings in Ottawa next week, Mr. Harvey said that IBEW was returning to the bargaining table soon and Mr. Kessler stated that PIPSC has a signed collective agreement.

CO-DEVELOPMENT

21. Ms Reid explained that with the passage of new legislation, the issue of co-development has been brought to the forefront. She stated that co-development encourages a cooperative and collegial approach when dealing with issues. Ms Reid explained that in DND there is a sub-committee of the UMCC that will study co-development relative to all issues. She said that the recent visits by DGER to the units provided an opportunity to gather information and speak with both management and union representatives. Ms Reid said that although various other organizations are looking at the issue of co-development, that we must be mindful and ensure linkages are there and that there needs to be a shared understanding of what co-development is.

22. Mr. Covell stated that the national sub-committee, of which is he a member, will be meeting next week to establish terms of reference. He stated that UCS could be used as a “model” for co-development. Mr. Molsberry noted that the LFWA LMRC meetings, in existence for the past six to seven years, are an example of co-development. Mrs. McCubbing advised the committee that Col Jestin (DLP) is also a member of the national sub-committee.

CLASSIFICATION REVIEW UPDATE

23. Mr. Covell said that classification reform is moving ahead and that he is a member of a tiger team that was set up by the national steering committee. He said that the purpose of the team is to ensure the appropriate and fair classification of all employees. LCol Ellis commented that BGen MacDonald represents the Army on the national steering committee. In regard to the Area perspective, Mrs. McCubbing said that the Area approach to classification is that employees must have current work descriptions.

24. Mr. Harvey commented that the classification review of the EL 3 positions was complete and that there were some concerns. He did say that the assistance provided by Mr. Greg Hunt, throughout the process, was appreciated.

25. Mrs. Astra said that the Service Centre has reorganized its classification services and that new officers have been hired. In addition, she said that some of the human resource officers have received classification training. In response to Mr. Molsberry’s concern regarding training for managers, Mrs. Astra said that the intent is to recommence the training. Mr. Covell commented that relativity is a concern and that the tiger team is reviewing the issue of centralized versus regional classification.

CIVILIAN HUMAN RESOURCE PLANNING AND COORDINATION COMMITTEE

26. Ms Reid advised that the Record of Decisions for the various committees will be placed on the website that is currently under construction. In the interim, a copy of the 15 October Record of Decisions is attached to the minutes.

CIVILIAN TRAINING PLANS

27. Mrs. McCubbing said that she is working with the Learning and Career Centre and DLP 5 regarding training. She said that she had unconfirmed information that the individual learning plan deadline had been extended to March 2005.

28. Mr. Covell said that the Alberta Joint Career Transition Centre (JCTC) is running several courses in Edmonton, Wainwright and Cold Lake and that employees are attending. Mr. Molsberry added that training offered through the JCTC is available to both military and civilian components.

29. LCol Ellis stated that the military component is experiencing many of the same training challenges as the civilian component. He said that the pace of operations makes it difficult to identify the best time to run courses. LCol Ellis said that the Area Commander needs to be aware of what his training expenditures are and that the performance is measured. In response to Mr. Molsberry's request, LCol Ellis said that a breakdown of the training allocation would be provided.

30. Mr. Harvey commented that in his experience employees are being told that training is too expensive, for example courses specific to the EL group. (Secretarial Note: AHRBM checked with G6 regarding his awareness of this issue. As is the policy of this forum, the G6 recommended Mr. Harvey address his concerns to the appropriate manager at his local level.)

PERSONNEL NUMBERS

31. The numbers for the military (regular and reserve force) and the civilian components were e-mailed to the union reps on 17 Nov 03. Concern was expressed regarding the validity of the numbers in the monthly strength returns as compared to other numbers provided. The AHRBM will follow up.

EMPLOYEE ASSISTANCE PROGRAM

32. Mrs. McCubbing advised that the Referral Agent Professional Development Session was held in Cold Lake during the period 9-11 Sep 03. She said that there were 12 persons in attendance from LFWA and that the session was very successful.

33. Mrs. McCubbing stated that there are presently 18 EAP practitioners (referrals agents and chairpersons) in LFWA and that two practitioners attended trained in Winnipeg (17-28 Nov 03). She also said that there were no specific details, however a national EAP symposium is scheduled for 2004.

TERM EMPLOYMENT

34. Mrs. Astra requested input from the union with reference to the requirement for consultation on the issue of term employees with 2+ years of service who are not being

extended. Mr. Molsberry requested that this consultation occur at the local level. All attendees were in agreement that this was the appropriate level for this consultation to occur.

AWARDS

35. Mrs. McCubbing advised that the long service awards, i.e. 15, 25, 35, 45, and 50 year awards are administered by the Compensation Advisors at the respective units and that information regarding ad hoc awards is distributed as it is received. Mr. Molsberry commented on the need for the civilian component to receive recognition. LCol Ellis agreed that recognition is important for the both the military and civilian components. He said that Area Commander has recognized members of the defence team through the presentation of Area Commander's commendation and Area Commander's coin. He stated that this is an issue that requires work.

CLOSING REMARKS

36. Mr. Molsberry thanked everyone for attending the meeting and Mr. Harvey wished everyone a Merry Christmas.

NEXT MEETING

37. The next meeting will be held in the April/May timeframe.

Approved

- Original signed by -

W.J. Ellis
Lieutenant-Colonel
Chief of Staff
Co-Chairperson

Approved

- Original signed by -

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

Enclosures: 4

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List A