



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)

November 2000

Distribution List

LFWA LABOUR MANAGEMENT RELATIONS COMMITTEE  
MEETING HELD AT 0900 HRS ON 29 SEP 00 IN LFWA CONF RM

Co-Chairperson: LCol P.F. Wynnyk, 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. P. Lizee, LFWA, AHRBM  
Mr. K. Nikolic, Wainwright  
Mrs. C. McCubbing, LFWA, Regional EAP Coord

Ex Officio: Cindy Reid, CPSC (Prairies)  
Maj Giraldeau, LFWA CO  
Capt Baker, LFWA, ASD Coord

INTRODUCTORY REMARKS

1. LCol Wynnyk called the meeting to order at 1330 hrs and welcomed all. He stressed the importance of the Defence Team working together and is pleased with the open and honest communication that takes place at these meetings.

DISCUSSION

ACTION

Review of Old Minutes

2. Parade States of Military and Civilian Employees. Mr. Molsberry asked for the status of this item. Mr. Lizee said the numbers required for civilian employees are on the DIN, but Mr. Molsberry pointed out that the numbers on the DIN are not accurate. Ms. Reid said they could provide the numbers but that the request would have to come from management, who could forward the provided information to the union. The numbers COS 1 ASG

for military personnel are being collected. The COS said the target date for completion will be 1 Nov 00. This item will stand on the agenda until the numbers have been provided. *Secretarial Note: Both civilian and military numbers will be available at the next meeting.*

3. Area Comd. BGen Fitch, A Comd, joined the meeting to welcome everyone to the table and to support communication at the LMRC. He spoke of the situation in Manitoba and stated that the CF's preference would be to have 2 PPCLI move to Shilo but explained that the Minister has not yet made an announcement. He feels that there are indications that the situation for employees in Shilo/Winnipeg is deteriorating and he wants to be sure that management understands how difficult the uncertainty is for these employees. He reminded all members of this committee that all lines of communication need to be kept open. Info
  
4. Support for EAP. A letter is being drafted for the Comd signature to remind the Chain of Command that RAs perform their duties as volunteers and that the Chain of Command supports them. EAP Coord  
*Secretarial Note: Letter sent - ref LFWA 6007-16 (Comd) 3 November 2000*
  
5. Skills Gap Analysis. LCol Porter and Mr. Covell have not met yet to discuss the Skills Gap Analysis. Mr. Molsberry is quite familiar with what NAIT offers and will provide Mr. Covell with the information. *Secretarial note:* The NAIT resources for skill gap analysis is based around educational evaluations (high school mainly). The skill gapping we are talking about (i.e. education and experience) would be in the provincial Department of Education as this was devolved from HRDC to the provinces. So a provincial education department contact should be sought. Mr. Molsberry
  
6. LFWA HR Committee. At the last meeting, the AHRBM had been asked to consider setting up an LFWA HR Committee. Mr Lizee advised that he was not aware of any HR issues which could be better dealt with by such a committee and that mechanisms presently exist to address issues of this nature. He recommended that such a committee could be set up on an ad hoc basis should events warrant it. Members agreed. AHRBM
  
7. Employability Training. The committee would like to see the plan Shilo is using. *Secretarial Note: Learning plan is attached as Annex C.* AHRBM
  
8. LMRC Enhancement Trg. The COS 1 ASG has been waiting for the plan for enhancement trg that C. Kern, DLP spoke about during the last meeting. COS 1 ASG  
Note: The training package is still under development and has not yet

been released for our use.

9. Council of Locals. The AHRBM and the Comd 1 ASG attended and gave briefings at the Council of Locals. UNDE appreciated the Comd attending, and would like to see the new Comd attend in the spring. Info

### New Business

11. ASD Coord. The ASD Coord gave a briefing on the Supply Chain Project, the Site Support Services Review, and the CFB Suffield MEO project which has been attached as Annex A. Info

12. LFWA Financial Overview. The ACompt briefed on the results of the mid year review. Mr. Molsberry reported that the cuts to CE have caused dramatic results for civ employees. The COS and Mr. Molsberry agreed that management should communicate funding cuts to ensure everyone is aware. *Secretarial Note: A breakdown of LFWA funding pressures was subsequently provided to Mr. Molsberry.* Info

13. Civilian Employees at 2 PPCLI. There is some confusion in Winnipeg over the civilian employees and who they belong to. The AHRBM will deal with this problem. *Secretarial Note: Situation has been resolved and AHRBM continues to monitor.* AHRBM

14. Joint Career Transition Committee (JCTC) Update. The JCTC has been developed to assist employees in transition. Committees have been set up in each province and are supported by the Federal Councils and Unions. LFWA participates in the Manitoba and Alberta committees. The Manitoba JCTC has contracted two service providers to supply skills gap trg/analysis. This committee is also providing general interest training via universities and community colleges. The Alberta JCTC is supporting the Learning Centre in Calgary and provides general interest/career development training via contractors who provide the courses using Federal Gov't facilities. DND wants to focus on affected employees. Most of these employees are operational and the second largest group is admin support employees. It was agreed that the lower level employees who are affected by the Supply Chain or Site Services projects should be the first to get trg. Both of these committees have received interim funding and have proceeded with some of their projects. They are awaiting final approval for their funding from the central steering committee. *Secretarial Note: No change.* AHRBM  
Mr Molsberry  
Mr Covell

15. EAP Briefing. The EAP Coord gave a briefing on EAP which has been attached as Annex B. Info

16. Casual Employees. The numbers of casual and term employees in LFWA are being collected by Mr. Garnet Lucas at 1 ASG. Mr. Molsberry may contact him to collect these statistics. *Secretarial Note: A HRBM will provide these numbers at the next meeting.* Mr. Molsberry
17. Contract Employees. Mr. Molsberry would like to know the percentage of work being done by contract employees in LFWA. The COS 1 ASG will report on this at the next LMRC. *Secretarial note: this should include contract work and personal services contracts.* COS 1 ASG
18. UCS Training. UNDE is concerned that union execs are not being loaded on UCS trg. The Departmental UCS Core Team (DUCT) Committee promised two seats on each course for UNDE members and one more seat for other unions. No problems reported in LFWA. Info
19. Staff Relations. To date there have been 65 staff relation grievances in the Area. Cindy Reid reported that 3 - 5 % of these grievances are upheld or partially upheld. Info
20. Next Meeting. The next meeting was tentatively scheduled for 7 Dec 00 at 1330 hrs, in the Comd's conference room at LFWA HQ. *Secretarial Note: The date for the meeting has been changed to 14 December 2000 at 1330 hrs.* Info
21. Adjournment. There being no further business to discuss, the meeting was adjourned at 1615 hrs.

Recommended for approval:

L.M. Smith  
Secretary  
Chief of Staff  
Land Force Western Area

Approved/Not Approved

P.F. Wynnyk  
Lieutenant-Colonel  
Acting Chief of Staff  
Co-Chairperson

Approved/Not Approved

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

Annexes:

- Annex A: ASD Update for LMRC Mtg
- Annex B: Employee Assistance Program (EAP)
- Annex C: Career Planning Seminar - Agenda

Distribution List

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