

Maritime Forces Atlantic
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MARL: 1180-1 (FHRA)

January 2006

Distribution List

MINUTES OF THE 40th MARLANT LMRC
HELD 0930 HRS, 11 JANUARY 2006
ADMIRAL'S CONFERENCE ROOM D201

In Attendance

Chairperson: RAdm D.G. McNeil, Comd MARLANT
Co-Chairperson: Mr. Tom Spindler, CMSG

Attendees/Members:

Ms. Darlene O'Neill, FHRBM
Ms. Leanne Coleman-Kamphuis for Mike Jessome, PIPSC
Mr. Dean Reid, FGDT&LC(E)
Ms. Sue Paterson A/EAPC
Cdr Don Fleming for Capt (N) Gilles Hainse, CO FMFCS
Mr. Tom Spindler for Mr. Earle Simpson, CMSG
Mr. Jim Stewart, DCHRSC(A)
Mr. Bob Macdonald, FGDCA
Cdr Luc Pelletier, N6IM
Capt(N) Marc St-Jean, Base Comd
Ms. Donna Stringer, SME(LR)/CHRSC(A)
Capt(N) Gord Switzer, ACOS P&T
Mr. John Ducey for George Turner, IBEW

Recording Secretary: Mr. David Eisenhour

Guests: Mr. Richard Cashin, FGDT&LC(E)
Ms. Lea Ireland, N6IM
Ms. Claire Hamilton, EAP
Mr. Stewart Sparkes, ARDVMAG
Mr. Duncan Moffatt, CMSG
Mr. Kevin Yates, FGDCA

Regrets: Capt(N) Gilles Hainse, CO FMFCS
Mr. Earle Simpson, CMSG
Mr. George Turner, IBEW
Mr. Mike Jessome, PIPSC

I INTRODUCTORY REMARKS

1. RAdm McNeil opened the meeting by welcoming all. He noted the attending guests as the legacy of Willie Courtney. He went on to say that this being the 40th meeting is an indicator of good labour relations, of which MARLANT has been an example in DND. He emphasized that the meeting is all about the ability to discuss the issues openly, whether in agreement or disagreement.
2. RAdm McNeil reported the deployment of HMCS ATHABASKAN as Command Ship for a six-month NATO deployment. He emphasized all the hard work and the contributions of the MARLANT team to make this happen.
3. RAdm McNeil gave a brief overview on CF Transformation.
4. Mr. Spindler welcomed all and expressed his appreciation for the opportunity to participate. He is encouraged by the information sharing and active membership.
5. Opening comments were followed by round table introductions.

II REVIEW OF 36th MARLANT LMRC MINUTES FOR ERROR/OMISSIONS

6. RAdm McNeil requested any errors/omissions to the last minutes. Minutes were accepted.

III OLD BUSINESS – ITEMS FOR ACTION

7. Ms. O'Neill confirmed that members notify MLMRC Secretary of invited guests.
8. Ms. O'Neill established an Advisory Group schedule for presentation to the MLMRC as follows:
 - Jan 06 Visible Minorities Advisory Group
 - April 06 Atlantic Defence Women's Advisory Group
 - Sept 06 Persons With Disabilities Advisory Group
 - Jan 07 Aboriginal Advisory Group
9. Cdr Fleming reported that FMFCS has not incurred any significant MASOP training costs for the transition of personnel from CFAD to FMFCS. If costs are incurred, they will be charged to the MASOP project, through ADM Mat.

IV VISIBLE MINORITY ADVISORY GROUP PRESENTATION

10. Mr. Sparks gave a presentation on the background and challenges facing the Atlantic Region (attached). Salient points are as follows:
 - DVMAG has 65 members.

- Outreach program under development.
- Youthforce is a great success but needs enhanced monitoring.
- DVMAG requires continued support to maintain and increase momentum.
- DVMAG hosting a celebratory event for civilian and military members 24 February. More details to follow.

11. RAdm McNeil noted that he was encouraged by the presentation and added that the regional structure of JTFA will help address the AG's issues.

12. Capt(N) Switzer added that Capt Tizzard is the LFAA EE Officer who works closely with MARLANT's EE Officer to achieve a regional functionality. Capt(N) Switzer pointed out that he meets with the Advisory Group Co-Chairs regularly and thanked Mr. Sparks for his logic, conscience and contributions as the Co-Chair of the DVMAG.

V CAPABILITY PLANNING UPDATE

13. Capt(N) Payne noted that little has changed since the last update. He added that MARLANT has an ambitious over-programming budget going into the 4th quarter.

14. Capt(N) Payne went on to say that next year's Capability Plan has been rolled up to CMS for presentation to CDS and the DM. The CP has three major themes:

- Future of the Navy (i.e. Heavy transports)
- CF Transformation (JTFA)
- Renewal of ships (Ongoing maintenance and ship replacement)

15. Mr. Reid asked what the impact would be if the proposed plan to convert specific ADM Mat maintenance funding to "real" dollars for FMF CS was implemented.

16. Cdr Fleming pointed out that the proposal is still in the advisory stage and that the topic was on the next comptrollers meeting for discussion. No final position has been taken.

17. RAdm McNeil emphasized that these initiatives are aimed at making the CF more efficient. He added that there are serious capacity issues WRT the Fleet and support areas, which translates into growth and flexibility.

VI MATERIAL ACQUISITION & SERVICES OPTIMIZATION PROGRAM (MASOP)

18. Capt(N) St-Jean reported that the MASOP program is scheduled to wrap-up 31 March 2006. Two topics to update: Ammunition Depot HR issues and the Sea King spares at Shearwater.

19. Mr. Stewart reported that the MASOP project has decided to manage the remaining personnel reductions at CFAD Bedford through attrition. No additional

surplus situations will be needed unless employees request them to facilitate other employment placements.

20. Capt(N) St-Jean reported that a Time & Motion study is being conducted for analysis of the Sea King Spare Parts process at Shearwater. A healthy debate is underway and expects the Time/Motion analysis to be very helpful.

21. RAdm McNeil pointed out that the briefs he receives are not about losing any jobs. He went on to say that implementation may cause some work descriptions to change but no jobs will be lost.

22. Mr. Pike noted that UNDE still has some concerns but remains committed to the consultative process.

23. Mr. Reid reported that two SRs placed in FMFCS are undergoing training. Mr. Reid expressed his concern regarding the diminishing ability to secure funding from ADM Mat as the 31 March end date approaches. As noted above in para 9, Cdr Fleming explained that if necessary, this action will be taken.

24. Mr. Stewart proposed that MASOP be removed as a MLMRC standing agenda item. Since the project is winding down, he recommended that future issues be brought forward during round table. All Agreed.

Action – MLMRC Sec. Remove MASOP as an agenda item

VII MARLANT Civilian Human Resource Planning

Five-Year Civilian Strategic HR Plan 2003-2008

25. Ms. O'Neill presented the MARLANT Civilian HR Plan (attached). Salient points are as follows:

- The MARLANT Civilian HR Plan is a compilation of Unit HR issues facing the Formation.
- Retirement forecasts becoming reality.
- Strategic Intake 06/07 identified over 500 hirings required.
- Recruitment programs expanding beyond trades.

26. Mr. Reid pointed out that the high number of Grievances is attributable to the FGT&LC(E). He went on to say that the Dispute Resolution Centre information would be integrated into the Shop Stewarts training.

Work Force Renewal Project

27. Capt(N) Switzer reported that the Workforce Renewal Program is broadening to include more trades. The administrative support recruitment process will be reviewed for integration with NSCC business programs.

28. Capt(N) Switzer went on to point out that the workforce renewal partnership has been very successful due to the variety of stakeholders involved: NSCC, NSDOE, CMS, and ADM HR Civ.

VIII EMPLOYEE ASSISTANCE PROGRAM

29. Ms. Paterson announced that her assignment as the EAP Manager is completed as of 31 January and introduced Ms. Claire Hamilton as the acting manager for the next four months.

30. Ms. Paterson presented the latest EAP figures (a copy of the EAP report and comparison statistics is attached). Top three categories remain as Family, Work Related, and Mental & Emotional Health.

IX HR REFORM

31. Mr. Stewart presented an update of the Public Service Employment Act (PSEA). (attached).

32. Mr. Pike expressed his concern that the employee information sessions for smaller units not under MARLANT's command should also have an opportunity to take the training. Mr. Stewart explained that in addition to unit specific sessions, there will also be a number of general employee sessions scheduled. These sessions will likely be held in locations such as the Warfare Center at Stad.

X ROUND TABLE DISCUSSION

33. Cdr Fleming reported that on the 21 December the FMFCS Change of Command ceremony welcomed Capt(N) Gilles Hainse and wished fair winds to Capt(N) Smith.

34. Capt(N) Payne pointed out that MARLANT is still heavily involved in CF Transformation. CDS promulgated a 3rd sitrep (DCDS website attached)
http://dcds.mil.ca/exec/dcds/pages/cftransformation_e.asp#is

35. Ms. Stringer reported the stand-up of a new Departmental organization dealing with national recourse registry and grievance handling processes. Ms. Stringer is a member of the national working group – more information to follow.

36. Mr. Reid said he is looking forward to working with Capt(N) Hainse.

37. Ms. O'Neill reported that the new DND Education Program applications are due 1 March 2006. The program is previously known as the DND Scholarship Program. Ms. Beth Campbell, CHRSC (A)- LCC Halifax, is the point of contact in the Halifax area.

38. Ms. O'Neill noted that MARLANT will host a tour for 15 students from the Atlantic Provinces Special Education Authority (APSEA) 24 January.

39. Ms. O'Neill reported that Ms. Linda Duxbury will be speaking in Halifax 2 March 2006 at Pier 21. The event is a partnership of the DND Mgrs Network, NS Mgrs Network and Youth Connect NS and will be open to Federal and Provincial Departments.

40. Ms. O'Neill reminded members that corporate award nominations are due to her 17 January 2006.

41. Ms. O'Neill noted the DND Youth Connect Network will host a kick off event 19 January 2006 at RA Park. Youth Connect is intended for those mil/civ personnel between the ages of 19-35 and those young at heart.

42. Capt(N) Switzer reported that the MARLANT Workforce Committee is hosting Ms. Joan McArthur Blair (new NSCC President) for a tour and meeting 25 January 2006.

43. Cdr Pelletier reported that N6 is planning for realignment. Briefings are planned for union members and staff in the next week.

44. Capt(N) St-Jean gave an overview of the new NJC Directive on Safety Footwear and requested feedback from the committee on the draft documents. *Secretarial note: Documents distributed.*

Action – Committee members feedback requested by 20 January 06.

45. Mr. Stewart reported on an "Institutional Alignment" session on CF Transformation that was held in Ottawa in Nov. The session was attended by Flag Officers, EXs, and ADMs. He pointed out that the DM's message was not about job losses; rather it was about aligning support for CF operations. A follow up session is scheduled for March.

46. RAdm McNeil added that he was impressed with the civilian leadership and support for CF Transformation. Everyone is onside!

47. RAdm McNeil noted the Change of Command ceremony in Ottawa for incoming RAdm Drew Robertson appointed in place of retiring RAdm MacLean.

XI NEXT MEETING/IDENTIFY CO – CHAIR

48. The next meeting of the MARLANT LMRC is scheduled for 0930-1130 hrs 23 March 2006 in the Admiral's Conference Room, 6th floor, D-201. The Labor Co-Chairperson will be Mr. George Turner, IBEW.

Originally signed by:

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RAdm D.G. McNeil
Commander MARLANT/JTFA
Chairperson

Tom Spindler
CMMSG
Co-Chairperson

Distribution List

Action

Comd MARLANT, RAdm D.G. McNeil
COS MARLANT, Capt(N) J.S. Payne
Base Comd, Capt(N) M. St-Jean
CO FMFCS, Capt(N) A. Smith
ACOS P&T, Capt(N) G.D. Switzer
ACOS IM, Cdr L. Pelletier
FHRBM, Ms. D. Carter
IBEW, Mr. G. Turner
CMMSG, Mr. E Simpson
PIPSC, Mr. M. Jessome
President FGDTLC(E), Mr. D Reid
VP UNDE NS, Mr. D. Pike
President FGDCA, Mr. B. Macdonald

Information

DCHRSC(A), Mr. J. Stewart
SME(LR), Ms. D. Stringer
EAPC, Ms. T. Samson
A/EAPM, Ms. Sue Patterson
Cdr E. Steele, FLogO
MLMRC Sec., Mr. D. Eisenhaur
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