



National Defence

3rd Canadian Division
Headquarters

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6007-20 (Mgr CS/PP formerly DHRMPP)

5 July 2016

Distribution List

SUMMARY OF DISCUSSION – 3RD CANADIAN DIVISION (3 CDN DIV)
LABOUR MANAGEMENT CONSULTATION COMMITTEE – 26 MAY 2016

Chairpersons

Col S. M. Lacroix	Commander 3 rd Canadian Division Support Group (Comd 3 CDSG)
Ms. Mona Simcoe	Vice-President Union of National Defence Manitoba/Saskatchewan Region (UNDE MB/SK)

Members

Ms. Brenda Ebear	Vice President Union National Defence Employees Alberta and the North (VP UNDE AB and the North)
Mrs. Carmen Payne	Professional Institute of the Public Service of Canada (PIPSC) Steward (by phone)
Mr. Ed Karl	International Brotherhood of Electrical Workers (IBEW) Steward (by phone)

Ex-officio Members

Ms. Susan Schellenberg	Division Manager HR Client Services/Planning and Programs Civilian Human Resource Service Centre (Prairies)
Ms. Rebecca Moorehead	Labour Relations Officer Civilian Human Resource Service Centre (Prairies)
Ms. Kathy Elm	Reg Mgr Conflict Resolution Centre West and North

Canada

In Attendance

LCol K. J. McLoughlin 3 CDSG Chief Personnel Support Services

Maj J.F. Huot RP Ops Unit West, DCO

OPENING REMARKS

1. Comd 3 CDSG welcomed everyone to the meeting and introductions were made.

FOLLOW-UP ITEMS

2. The UNDE Reps asked for a BATUS Food Services update. Col Lacroix reported that he had not heard back from Public Service Procurement Canada in regard to quotes on costs for contracting out with the increased table service that BATUS was enquiring about. Next BATIC meeting is 14 June 2016 and if they have the quote from PSPC then they will present it. If not received, next BATIC meeting will likely be in Nov/16. If BATUS still wants to pursue once they hear the cost then DND will also do a cost estimate for the increased service requirements using Public Servants and present the options to BATUS. Ms Simcoe offered the name of the head of the Public Service Union in the UK. He can speak to the UK contracting out many institutional support functions in the UK and what the effect has been. She will share his contact info with Col Lacroix.

STANDING AGENDA ITEMS

ADM IE TRANSFORMATION

3. Col Lacroix explained that ADM IE stood up Real Property Operations Unit - West effective 1 April 2016. Decision going forward will be to have a management rep from RPOU West come to our Div LMCC meetings and we can reevaluate after a few meetings if this is sufficient. We will take ADM IE Transformation off the Agenda as a standing item. LCol R Knapik will be CO of RPOU West as of July 6, 2016.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

4. Ms Schellenberg reported that we are "hiring" 2 RA's in Edmonton.
5. Ms Ebear advised, as the Union Co-Chair of the National Employee Advisory Committee, they are looking at eliminating the Chairperson role and implementing 3 indeterminate coordinators to look after the RA's across the regions. They are speaking to Coordinators and Chairpersons over the next couple of months to determine roles and responsibilities.

EMPLOYMENT EQUITY (EE)

6. Nothing to report and no questions brought forward.

CONFLICT MANAGEMENT

7. Ms. Elm, Regional Manager Conflict Centre West and North was unable to attend. She will provide a report next meeting.

MANAGEMENT AGENDA ITEMS

HIRING – Operation Staffing

8. Col Lacroix reported last meeting that 3 CDSG had implemented an Operation to staff vacant positions efficiently through the use of shared resources and collective staffing processes. Op Staffing is one of the Staffing Recruitment methods that 3 Cdn Div is using to staff vacant positions. The attrition rates have slowly gone down and the hiring rate has gone up so that we are at a 4 in, 3 out ration in the region, which we have not seen in a long time. All L1's are raising the issue of the timeliness of Reliability Screening and the delays it is causing in staffing positions.

SERVICE DOGS

9. 3 CDSB Edmonton rescinded its Standing Order on Service dogs. National Policy has not been received yet. The Base has 4 service dogs and one in training. If employees have a concern they should let their managers know and individual arrangements will be made.

UNDE AGENDA ITEMS

PAY TRANSFORMATION

10. ADM HR Civ and all L1's are raising concerns regarding delays in Basic Pay and other Pay transactions. PSPC has stated that Basic Pay is their priority. They have also reported they are hiring additional staff. DND has a Pay Transformation Team that is gathering these issues raised across Canada from all the L1's and addressing them with PSPC. The Compensation related issues that the department is facing can not be resolved at the departmental level, they need to be resolved by the department now providing Compensation Services.

WAINWRIGHT LOCAL LMCC MEETINGS

11. Ms Ebear will get back to the committee if there is still an issue in Wainwright. Their local LMCC did have a meeting on February 25, 2016.

ROUND TABLE

12. Ms Ebear asked if anyone knew anything regarding a program called Sentinel. Additional information regarding this program was sent to all committee members following the meeting. The Padres are receiving training on this program. One main component of the program is to identify risks and indicators of potential for Suicide.

CLOSING REMARKS

13. Discussed the next meeting. As per our Terms of Reference we are to meet twice a year which is usually May and November. Next meeting will be November 2016.

08

, 10 AM to Noon.

14. Col Lacroix thanked all for attending.

NEXT MEETING

15. November 2016 – will determine a suitable date in Sept 2016

Approved / Not Approved



S.M. Lacroix
Colonel
Co-Chairperson
Comd 3 CDSG

Approved / Not Approved

Approved as per email 06 Sept/16.

Mona Simcoe
Co-Chairperson
VP MB/SK

Distribution List

List A

All Attendees

DCHRSC (Prairies) Labour Relations

DCHRSC (Pacific) Labour Relations