



National Defence

3rd Canadian Division
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6007-20 (3 CDSG COS)

3/ January 2018

Distribution List

**SUMMARY OF DISCUSSION – 3RD CANADIAN DIVISION
LABOUR MANAGEMENT CONSULTATION COMMITTEE – 11 JAN 2018**

Chairpersons

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

Members

Ms. Carmen Payne	Professional Institute of the Public Service of Canada (PIPSC) Steward (by phone)
Mr Bryan Meakin	Vice-President Union of National Defence Employees Alberta and the North (VP UNDE AB/North)
Mr Glen Kautz	Western Business Representative International Brotherhood of Electrical Workers (IBEW)
LCol Damon Dyer	CO Personnel Services 3 CDSG (CO Pers Svcs)
LCol Mark Beare	3 CDSG Chief of Staff (3 CDSG COS)
CWO James Doppler	Group Sergeant-Major 3 CDSG (GSM 3 CDSG)

Canada 

Ex-Officio Members

Ms. Susan Schellenberg Division Manager HR Client Services/ Planning and Programs ADM (HR-Civ)

Ms. Rebecca Moorehead Labour Relations Officer ADM (HR-Civ)

Absent – Regrets

LCol Robert Knapik CO Real Property Operations Unit (West) (RPOU (W))

LCol Chad Rizzato Manager Conflict Resolution Centre (Mgr CRC)

OPENING REMARKS

1. Comd 3 CDSG introduced himself as this was his first LMCC in his current position. There were several new additions to the committee, namely Glen Kautz (IBEW) and Bryan Meakin (UNDE). Ms Simcoe welcomed everyone and thanked those who travelled for taking the time to come to CFB Edmonton.

FOLLOW UP ITEMS

2. Ms Simcoe indicated that there were no follow-up points from May 2017 meeting and the next meeting would be in May 2018.

STANDING AGENDA ITEMS

EMPLOYEE ASSISTANCE PROGRAM

3. Ms Schellenberg indicated there were two hires desired in Wainwright, otherwise there was nothing new to note.

EMPLOYMENT EQUITY

4. Col McKenzie stressed the emphasis that is placed on employment equity within 3rd Canadian Division and that he will continue to push initiatives that promote employment equity.

CONFLICT MANAGEMENT PROGRAM

5. It was noted that Ms Kathy Elm had retired. LCol Chad Rizzato has assumed the role of Regional Manager for the Conflict Resolution Centre; there are plans for a centralized, dedicated program for dispute resolution that he will provide a brief on in the future. While it will roll out for military members first, there may be scope to provide overlap of services to civilian members.

MANAGEMENT AGENDA ITEMS

UPDATE ON SWE AND FTE

6. Col McKenzie noted that we are experiencing very different circumstances in January 2018 than in May 2017; there is less uncertainty and more ability to spend. Budgets were approved later this year, which in turn delayed hiring and has ultimately affected our ability to effectively spend our SWE allocations. Staffing is still slow, although several increased delegations to L4 and L3 have increased our ability to hire quicker.

7. Emphasis is placed on expediting hiring and growing the civilian workforce in order to fill critical capability gaps and augment strategic initiatives, such as Strengthening 3rd Cdn Div (S3D). Growth in our civilian workforce will be essential to fulfilling our mandated tasks within Strong, Secure, Engaged (SSE), which is not just replacing retirements, but looking at new growth.

8. There are discussions at the strategic level of potentially moving away from FTE at local levels, and being bound simply by SWE allocations. No timeline on when that change may happen, but at this time, there are several vacant FTE within 3 Cdn Div that can provide flexibility in hiring. Security verifications continue to slow processes, however, new policy change that does not require current DND employees to re-do their security clearance when appointed elsewhere and allows other federal employees with current security clearances to be hired and then do their security clearance has removed some of the backlog.

JOINT LEARNING PROGRAM (JLP) LMCC TRAINING

9. The decision was made for the JLP to provide mandatory two-day training to all committees. With the number of LMCC/UMCCs across Canada, a significant backlog has been created. Ms Moorehead is focussing on training at the L3 as a priority. Ms Simcoe reiterated that for the time being, JLP training in 3rd Cdn Div should be focussed on those committees where there are knowledge gaps, communication issues or conflicts in order to alleviate some of the pressure on the JLP.

UNION AGENDA ITEMS

REIMBURSEMENT OF SAFETY FOOTWEAR

10. Safety footwear reimbursement has moved from Phoenix to a general allowance claim. Backlog of outstanding Phoenix claims for footwear were to be cleared prior to Christmas and new claims are to be done through general allowance claims.

STAFFING PROCESSES UPDATE

11. Some staffing processes chain of command approval levels have been devolved from L2 to L3 and from L3 to L4 which has assisted units in expediting staffing to a certain degree. There is increased pressure from Comd 3rd Cdn Div and Comd 3 CDSG to hire to SWE allocation, however, due to delay in authority to hire in FY 17/18, it will be a challenge to achieve this FY. With that said, FY 18/19 should start with the assumption that the same SWE at a minimum will be received and there should be no holding back on staffing due to unknown allocations.

PHOENIX UPDATES - STATS

12. Susan reminded everyone of the new mandatory pay training that must be completed no later than 16 February 2018. Training is designed to create a common understanding of how to conduct pay transactions, with a view to alleviating some of the preventable errors caused by users in Phoenix.

13. Ms Simcoe, on behalf of UNDE, is encouraged to hear that compensation advisors who were let go are being re-hired in an effort to decrease the backlog in Phoenix pay issues.

14. Ms Payne indicated that PIPSC was hopeful they would be allowed to create a pay solution with in-house experts that would replace Phoenix; these deliberations are taking place at a political level.

ROUND TABLE

15. Mr Meakin asked for the highest level of security clearance required for civilian employees within 3rd Cdn Div, of which Secret was determined was the highest essential requirement. LCol Dyer indicated that in most instances, enhanced reliability is sufficient and access personnel may have to Secret documentation can be controlled.

16. Base Support Establishment Review 2017 (BSER17) update is that there are no new developments; there is no intent to cut any positions with personnel currently occupying them. There were, however, some long-term vacancies that were targeted for removal, although no decisions have been made to date.

CLOSING REMARKS

17. Comd 3 CDSG and Ms Simcoe thanked everyone for their participation and making the trip to CFB Edmonton. They look forward to continuing to work together in future meetings.

NEXT MEETING

18. The next LMCC meeting will be held in May 2018, date/time TBD.

Approved/Not Approved



J.P.S. McKenzie
Colonel
Co-Chairperson
Comd 3 CDSG

Approved/Not Approved



Mona Simcoe
Co-Chairperson
VP MB/SK

Distribution List

All Members/Attendees
DCHRSC (West) Labour Relations