

23 June 2009

# Land Forces Central Area HQ LMRC - Report

The LFCA LMRC was held in Toronto on 23 June 2009.

Col McQuillan and I called the meeting to order at 1000 hrs. The previous minutes were then reviewed and with no changes the minutes were accepted.

## Highlights:

LFCA EE. Capt Patterson-Hock informed the committee that the Area is waiting to receive the Army EE Plan; and they probably won't receive it until the fall. The Area EE Plan will be revised, based upon the Army EE Plan. Once changes are made, she will send out the revised document to the local EEOs and to Ms Preston, HRA UNDE Ontario, for comments / feedback. She also stated that the Work Force data (WFD) for 31 March 2009 will be based on the 2006 Census but will not likely be received until Sept-Oct 2009. The annual Area EE Report was signed on 15 June 2009. A scanned copy will be posted on the J1 EE website.

She also informed the committee that there were few activities for International Day of Disabled Persons and International Day for the Elimination of Racial Discrimination even though these Days were set as priorities this past fiscal year. There will be an increased focus on EE Advisory Groups and they are planning to set up Advisory Groups in ASU London and LFCA TC Meaford.

She also has reviewed the EE portion of the Area Civilian Human Resources Planning Template and has not requested the Formations to provide an EE report; however, she will include the annual Area EE Report for FY 08/09 with the Area HR Plan. She will collate Formations' HR Plans (EE portions) into the Area HR Plan. I inquired about the deadline for the HRP submissions and was informed by the HRPM Gail Fox, that the Formation HRPs are due to the Area on 14 Aug 2009 and the Area HRP is due to the CLS on 11 Sep 2009.

He further stated that the TBIPS Regional Services Contract Award is anticipated for 2 July 2009. Once the Contract is in place, the supplier will have 10 days to respond. He also stated that the TEMS Regional Service Contract Award is anticipated for no earlier than Sept 2009. DTN NISO will be used to bridge the gap as the contracting process has taken longer than expected.

Brother Santerre asked about regional re-organization within 2 ASG Sig Sqn and wanted to know if this is part of the IM/IT initiative. LCol Greengrass stated to the committee that he has not been involved as this is being done by the unit itself.

Update on Classification Audit/Monitoring Report: Bonnie Robinson provided an update on the outstanding positions in the Classification Monitoring Exercise, and indicated that there are 5 Land Force positions that are outstanding in Ontario for review. Currently, acting pay situations for the two EL-05 positions in London needed to be resolved before any monitoring decisions can be implemented. WD finalization and submission for EG-06 Facilities Support

Manager in Petawawa is required prior to evaluation. DCCO has approved the proposed resolution for the CS-03 position in Kingston which involves organizational changes for the position and its subordinate CS 02 position. DCCO has approved the classification evaluations for the WFE Tech in Petawawa and the Ont Classification Officer will advise management and incumbents of these classification decisions. She also shared with the committee that she attended a lessons learned meeting with DCCO. I requested that a copy of the Lessons Learned Report be provided to the committee.

Update on the DCCO CS Study: Ms Robinson informed the committee that participants responded well to the Study visits and comments from the focus groups are posted on the DCCO website. The number one hot topic was relativity and the other hot topics included the classification process, organizational context, WDs and the CS Classification Standard. A letter on CS Group Regional Classification Issues Study was distributed by the Level 1 for sharing it with local managers.

Brother Santerre stated that this Study was started in consultation with PIPSC; however, no information has been released, nothing has been heard and no consultation has been done at the local/regional union level. Ms Robinson indicated that the L1 letter provides a status update while DCCO continues work on the study, including consultation with PIPSC, and prepares a report.

Proposed National Maintenance Contract - LCol Labelle, J4 Logistics LFCA HQ, provided a briefing on the Proposed National Maintenance Contract issue that was brought up during our last meeting. He indicated that about 40% of vehicles are non serviceable; however, only about 38% of the day is being spent on production. There are various factors, such as trade shortage, new equipment/technologies, high op tempo, inability by geography to address locally, systemic strains, significant recurring production gap and the inability to meet mandated Preventive Maintenance, that affect this 38% production rate.

He stated that the National Maintenance Contract is to address B Veh Fleet maintenance in the Army and that this is a short term contract to address this gap and is not intended to take away civilian jobs. There will be no employer-employee relationships. The number of contractors at each site will be driven by workload requirements and there is the ability to independently increase or decrease the number of contractors at each site, based on workload requirements. The goal of the Army is to mitigate the equipment maintenance productivity gap by 25% over the next two to three years. The Army wants to get to a steady-state by end FY 2011.

Base Transport-Use of Contract Bus Services CFB Petawawa: I raised the concern about the use of contract bus services at CFB Petawawa. I informed the committee of the situation and that the MDO drivers in Transport at 2 Services Battalion are extremely upset because of a decrease in overtime and for contracting out of the bus services. From the unions' perspective, it would be far less expensive to utilize civilian personnel in house than contracted services and would also ensure that expensive equipment would not sit idle. Col McQuillan indicated that he would have a concern if employees are not fully occupied. He indicated that he understood why the MDO drivers in Transport are upset - as a result of a decrease in overtime this year, there will be a loss in additional income for the drivers; he stated that overtime is not an entitlement. Overtime is, based on operational requirements, additional income over and which is above and beyond the employee's regular salary. Col McQuillan stated that there is

no additional funding in the Army this year; and it is critical that organizations live within their means. Further, in the Army, O & M may not be converted to SWE. Col McQuillan pointed out that employees in Transport in 2 Services Battalion are positively employed. He is not looking to cut civilian positions in this area as there is sufficient work for the employees available. In 2 Services Battalion, the number of civilian employees on staff as of 1 April 2008 was 101. During the fiscal year, thirty-two employees were hired, resulting in 133 employees on staff as of 1 April 2009; accordingly, the number of civilian employees on staff is not decreasing but is growing. Col McQuillan reiterated that there is no loss of jobs in this situation and added that the service that has been contracted is beyond the provisions of the collective agreement. What has been lost in this situation is the opportunity to increase additional income as a result of overtime.

Col McQuillan went on to explain that the overtime in the past had not been well-managed and as a result, expectations have developed that are now not being met and this is causing friction and upset. I stated that the more work is contracted out this creates conflict also the union would like to know as things are changing - this is when consultation starts.

Brother Santerre also questioned the rationale for comparing Kingston with Petawawa since the two bases have different environments. He suggested that it may be more appropriate to compare Petawawa with bases elsewhere. Col McQuillan explained that Kingston has mostly civilian employees doing long haul driving and as a result provides a good basis for comparison and the bottom line is that there is limited SWE for overtime. He did indicate that some funding for overtime is being held in reserve for emergency situations that may occur during the fiscal year.

I further stated that the union was not in agreement on this issue and requested that the Minutes reflect that the union and management agreed to disagree on this matter.

During the round table Jackie Lean informed the committee that the 2008 PSES results were out. Gail Fox commented that the Area has sent an email on this issue to Formations in the Area. The Area Civilian HRP Instructions, formations are required to analyze the PSES results and develop an action plan to address the issues/concerns identified.

I also inquired about how the 2009 EAP Learning Event went, which Gail Fox stated that the event went very well and the speakers were great.

The next meeting is scheduled for 8 October 2009.

In Solidarity,

*Submitted electronically,*

Debra Nadeau  
UNDE VP Ontario