

Land Forces Western Area - 3 Canadian Division LMCC

November 4 in Edmonton

Summary

Standing Agenda Items:

ADM (IE) Transformation –BC will now be starting in April 2015. FTE's will be at the current level and employees in Yellowknife no changes. Management is not envisioning any problems with the changeover to ADM (IE).

Employee Assistance Program (EAP)-assist training is done nationally. Ratio of 1 EAP rep per 250 members. Union concern raised that there should always be two reps in case a member has concerns with one rep. Union concern raised that members do not want to call 1-800 and prefer to talk about these sensitive issues face to face which has increased the workload of the locals especially with ADR also centralized.

Employment Equity (EE) - Union concerned that because members chose whether to self-identify then the stats could be incorrect. What education is given to the workplace to encourage members to self-identify?

Conflict Management Program-Union concerned that stats for ADR are down as compared to before centralization. Members want to deal with their issues face to face and not wanting to wait weeks before a meeting can be arranged. This is putting more pressure on the union local volunteers as members are going to them more and more now.

Business Arising:

Wainwright Union Management Relations-they are having a sub-LMRC and it was very productive all majors were there and all is good now.

My-Key Access-efforts are still ongoing to allow external access but this is something that will happen nationally beyond this committee's control.

Overtime Payment Delays-seem to have been corrected

New Business:

Wainwright Fire Hall- Col Macaulay indicated that this issued has seem to have reached a national level and worked its way down to his command before he was even aware there was an issue. He stressed that in the future he hoped issues could be openly discussed with him or at this forum before they are moved forward. Upon further investigation at the local level no issues have been raised. The building is being updated at the same time as the mold issues are being repaired. Discussion has been happening with all members involved and it is his understanding that everyone is comfortable with the arrangements until the renovations are complete.

Designations-HR read from an official directive email. Stating that this will be address at National level and not for discussion at the local levels. The union will have to go to National for that information.

Terms of Reference-Union asked for a copy of the terms of reference. Ms. Colleen McCubbing will send.

Map of Area-Union asked for a map of the area in command. Ms. Colleen McCubbing will send.

Labour Co-Chair-Mrs. Mona Simcoe has been elected the new co-chair for this committee.

LCol Connolly - expressed his open door with any issues that should arise before the next meeting.

Next Meeting- March 2015 date due to a handover of command in June 2015

Respectfully submitted

Mona Simcoe

VP MB/Sask

Co-chair

Brenda Ebar

VP Alberta/North