

Air Command - 34 Air Division UMCC
November 12 in Winnipeg
Summary

Previous Minutes:

#17 Talent Management Plans are mandatory for management employee has option

New Business:

IT Service Management (ITSM) Transformation Update-

-IT sources not absorbed by Shared Services are being consolidated. Standardizing and streamlining IT services across the department. There will be 22 or fewer Regional Service Management Centers across the department. Feeling that Air Command is trying to “wash their hands” as it is being head by ADIM in regards to communication issues throughout the implementation process. UNDE stressed that communication at the lower levels is critical to the ease of the transformation.

ADM IE Transformation-

-Management seems positive with the process and the outlook to the future of this transformation. Stated there is no going back it will continue even when there is a change of command.
-Air Command is in need of the infrastructure so ADM-IE may be able to supply extra funding when needed for infrastructure. This process should be looking at the “big picture” of the organization when planning. “Why paint the walls when the roof is leaking”
-UNDE asked when they are going to take the picture for the positions and staffing. It is assumed that it will be an average over the three year period.
-Boot Allowance-UNDE asked why boot allowance is funded from SWE? Under National Joint Council an allowance is a directive and because it is named an allowance in the collective agreement it will come out of SWE.
-Fan issue at 19 Wing in IMP Hanger– if it has approved funding it will be in this fiscal year. This is a Health and Safety issue to have no proper ventilation.

Standing Items:

Budget Overview- What projects having been resourced? Greater information for the civilian. Under the Budget columns L511 is for Vote 5 expenditures – civilian employees doing capital work. PIPSC asked if the Budget format could be a little more friendly in the titling of the information.

1&2 CAD Civilian Workforce Management Plan-

-**moratorium term plan** when is it going to be reinstated in regards to after three years a term is rolled into an indeterminate employee. The answer to the moratorium being lifted is a No any term requires L1 approval and after 24 months requires L2 approval.

-**Generalist Administrative Support Review**-looking at all administrative support, worked with L3's to assess their duties, number of positions deemed out of scope so have been removed from list, Brenda Hebert could only base her findings on file work descriptions so gave report back to L3's for review, a decision matrix has been further updated, wings still debating preliminary findings, asked about criteria used to assess positions into full time and part time, this will be supplied via email, 50% of assessment is based on L3 prioritizing that position, aligns with staffing plans used are from 2012 not from 2008, staff actions have been put on hold but management can fill with a term till this is lifted.

Apprentice Operational Development Program Update-UNDE voiced concern that apprentice positions that have approval for hiring have not yet been filled. This also means that the money for these positions is not saved it is returned back yearly. UNDE voiced that at a recent LMRC management stated that HR needed up-to-date work descriptions before they could move forward. It was stated by resource person Patti Charach CHRSC that all work descriptions are already available for apprentice positions and this information will be redistributed to the wings. She also stated that the wings have a priority list for hiring and so this may be for part of the delay. UNDE stated

TAB 2

that for the apprentice positions they should be a priority as funding is not carried over and positions such as your HP's should be high priority. We are finishing year two of this funding.

Employee Assistance Program EAP- RCAF has secured 4 seats for training in Halifax. UNDE stated that the facilitators for this training are equally shared with management and the union. UNDE had a facilitator in Halifax but management has denied her time to participate so the union secured a facilitator from Ottawa at UNDE's expense. UNDE questioned the stats for in-house EAP as people as stating they want to talk with people one on one and not through the 1-800. With ADR centralizing as well the UNDE is finding more members are coming to the union for guidance.

Employment Equity- UNDE asked about self-identifying when being hired on an EE hire. Resource person Kathy Smith stated that these stats are automatically entered at the complete of the hiring process. UNDE stated that more education needs to be done to encourage people to self-identify that are already employed in the workplace.

Employee Recourse-UNDE questioned the numbers for classification grievances as they seem low. Resource person Kathy Smith will check figures and confirm.

Round Table-

Tele conference/VTC- Mr. G Maxwell PIPSC will be attending via teleconference as it will save costs for the PIPSC. VTC does not seem to work well as there are always issues so he will prefer to attend via tele conference.

High Ops tempo –Col Howden mentioned the high ops tempo that the RCAF is now in as they are taking the lead on several initiatives.

Designations/ESA- UNDE asked for this information to be shared and was given a planned response from Resource person Kathy Smith that this info can't be shared and the union will have to contact their National level for this information when it becomes available.

Issue one concerning 19 Wing Comox IMP- the first one was the issue of maintenance staging for the Cormorant helicopter. Funding has been secured but the work has stalled around the issue of the rise and run of the stairs and meeting CLC standards. UNDE asked what the delay is as these staging's are to be crown assets so why is IMP not getting these safe work platforms done ASAP? The RCAF was aware of this issue and promised to look into it.

Issue two concerning 19 Wing Comox IMP- hearing tests – either a baseline or yearly, being done for our UNDE Members who work for IMP. As the noise levels encountered are from DND assets on DND property why the Members cannot be given the same standard of service as the PS workers or the CAFs? Management was to look into the reasons and liabilities under the act and DSafeG.

Next Meeting June 2015

Respectfully submitted

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