

**REAL PROPERTY OPERATIONS UNIT (WEST), RPOU(W)
LABOUR MANAGEMENT CONSULTATION COMMITTEE (LMCC)
Report for the National Executive Meeting May 2017**

The first RPOU(W) LMCC was held on 16 Nov 2016 with CO RPOU(W) Col Knapik, VP ABN Brenda Ebear, VP MB/SASK Mona Simcoe, HR Shaunna, and absent PIPSC Brian Harvey. The next meeting will be held 25 May 17 in Edmonton.

The purpose of the LMCC is to provide a forum for the open exchange of information between CO RPOU(W), key RPOU(W) HQ staff, RP Det/Sect OCs, UCWO and appropriate union representatives on labour-management relations issues/concerns affecting RPOU(W).

Items for Discussion:

Apprenticeship:

Concern over lack of Journeymen for program to continue properly

Future plans for Apprenticeship program after 2017

Organizational Chart:

Organizational chart was to be completed by Jan 2017 as the initial overview was not correct for vacancies or SWE

Centralization does give RPOPs the ability to move positions around and they acknowledge that the West is short positions.

West is same size as Ontario who has 300 more positions, Quebec is 1/3 a smaller with 400 more positions

P3:

Remains on our radar

Asbestos:

ADMIE new directive for asbestos database and varying levels of completeness for Local databases.

Continuing to stress the importance of managers and employees knowing, following and understanding the importance of where asbestos is in the buildings especially for those working with electrical, plumbing etc

Staffing Issues:

Status of acting pay and terms processes

SWE to fill the number of positions

Questions will be asked How many outstanding pay files/How much money is owed/How much money given to out of pocket expense claims/ How many have utilized the out of pocket claims/ Approval/Denial ratio for out of pocket claims

Terms of Reference:

Presented after the 16 Nov 2016 meeting and will be discussed and voted on at this next meeting. See Terms of Reference below

Respectfully Submitted by

Mona Simcoe
VP UNDE MB/Sask
Co-chair

Brenda Ebear
VP Alberta/North

ANNEX A TERMS OF REFERENCE

REAL PROPERTY OPERATIONS UNIT (WEST), RPOU(W)

LABOUR MANAGEMENT RELATIONS COMMITTEE (LMRC)

References: A. DAOD 5008-0 – Civilian Labour-Management Relations
B. DAOD 5008-2 – Civilian Labour-Management Consultation C. Consultation Framework between DND and Unions Representing National Defence Employees

BACKGROUND

1. Union Management Consultation Committees (UMCC's), or LMRC's, have operated at the national/regional/Area and local levels of the Department since 1970.

2. The Area level committee is seen as the appropriate forum to facilitate consultation on issues that cannot be resolved at the local level and may require furtherance to the national forum.

COMMITTEE PURPOSE AND SCOPE

3. RPOU(W) leadership, and its major bargaining agent representatives (Union of National Defence Employees (UNDE), the Professional Institute of the Public Service of Canada (PIPSC), and the International Brotherhood of Electrical Workers (IBEW) are committed to cooperatively establishing effective union-management relations across RPOU(W) on matters of mutual interest.

4. The purpose and primary focus of the LMRC is to provide a forum for the frank exchange of information, views and advice on workplace issues, between management and union representatives as close as possible to the workplace. The focus of the LMRC is on consultation; committees must strive to ensure that the meetings do not become simply a forum for distribution of information. Committees function in a consultative capacity only. They do not in any way restrict management's authority, its obligation to manage, or the unions' legal rights established by the Public Service Labour Relations Act (PSLRA) or applicable collective agreements.

5. The term "consultation" is defined as a process of seeking and providing information and advice, exchanging views and discussing problems in an atmosphere of mutual respect and trust. To be effective, the process must be motivated by a commitment of both sides to sharing information, to listening to the opinions and observations of the other and to working together to solve problems and resolve differences. Consultation in a labour relations context can be defined as: full disclosure, to the maximum extent possible, of contemplated actions to the representatives of the other party, prior to decisions being taken, with a view to ascertaining the full implications of those actions on the legitimate interests of the other party and resolving any problems which are identified. Almost all workplace issues can be the subject of consultation. However, committees have no authority to reach agreements which are beyond their level of responsibility or which would have the effect of amending collective agreements, Acts of Parliament, and statutory regulations.

6. RPOU(W) and the bargaining agent representatives support the resolution of issues, through consultation, collaboration, and/or co-development, at the lowest level possible and as appropriate. Either party to the committee may refer matters that cannot be resolved at the local level committees. Either party of the committee may refer matters that cannot be resolved at this level to the National UMCC. Parties at all levels are not restricted to these formal mechanisms and are encouraged to be creative and innovative in their approaches to consultation; either party may contact each other to discuss issues of concern as they arise.

COMMITTEE COMPOSITION

7. Representatives should include individuals with the appropriate managerial authority to make decisions and speak to the issues of concern.

a. Management representatives:

- (1) RPOU(W), (Co-Chairperson)
- (2)
- (3)

b. Union representatives: (UNDE to confirm Co-Chair)

- (4) UNDE (VP MB/SK)
- (5) UNDE (VP AB/North)
- (6) IBEW
- (7) PIPSC

c. Resource Persons: (Subject Matter Experts, Observers)

- (8) HR Rep
- (9) Recording Secretary (provided by management)
- (10) Other agreed-upon attendees based on specific agenda items

COMMITTEE PROCEDURES

8.Meetings will be scheduled twice annually, normally to be held during same time frame as the 3 CDSG LMCC. Ad hoc meetings can be requested and arranged by either management or labour should situations of significant or urgent nature arise necessitating consultation before the next scheduled LMRC meeting.

8.The role of the chair may either act as a co-chair to each meeting or alternate as chair from meeting to meeting. The chairpersons, at the request and concurrence of either party, may invite speakers to address the committee on predetermined topics if necessary.

9.Management and employee representatives shall provide agenda items at least two weeks prior to the meeting, to the Secretary. This allows for an agenda to be distributed to all concerned at least one week in advance of scheduled meetings. Items not identified in advance of meetings may still be discussed, subject to the agreement of the Co-Chairs.

10.The secretary will prepare agendas, maintain a record of discussion, and compile minutes for the review and approval of the Co-Chairs. Distribution of minutes to members will occur within a reasonable period of time. The Minutes will be signed at the next meeting and posted on the RPOU(W) Webpage.

11.Meetings will be held semi-annually, or more frequently based on need and mutual agreement.

IMMUNITY

12.Committee members must be free to discharge their duties without fear of reprisal, or that their relationships within the Department will be affected by action taken in good faith as a member of the committee.

AMENDMENT PROCEDURES

12.These terms of reference may be amended at any time by approval of the committee members

Management Co-Chair/Union Co-Chair

RPOU(W)/Union of National Defence Employees

Professional Institute of the
Public Service of Canada

International Brotherhood
of Electrical Workers