

**Real Property Operations Unit (West), RPOU(W)
Labour Management Relations Committee (LMRC)
Report for the National Executive meeting Nov 18**

The last RPOU(W) meeting was held 20 Jun 18.

Vacant Management Reports:

DCOC has advised that DND intends to terminate all positions which have been vacant more than two years. Discussion was requested on Vacancy Management Reports:

- a. To understand the depth and breadth of current vacancies and how management is intending to fill positions or if they are not going to fill them.
- b. How is management tracking staffing actions.
- c. SWE/FTE funding as per new collective agreements and classification upgrades. Is money being given to support these or finding funds from within?
- d. Auditor General's report on good governance.

Management discussed how advocating to retain a position can be made on the grounds of 'acting' or for future 're-classification' and that the exercise is to clean-up positions left over from years of creating, and not to remove employment options from organizations. Management shared their vacancy management reports and stated that many positions are those that have been eliminated as they were no longer needed, positions that have been vacant for many years.

Office of Disability Management:

ODM aims to be an impartial, collaborative and inclusive entity that facilitates a supportive, safe and healthy work environment, enabling ill, impaired and injured employees to stay at work or return to work as early as medically feasible.

Nicole Schaaf is the Regional Manager of ODM for BC, Prairies and NWT.

Part of their communication strategy is to brief broadly that the program exists and the plan for consultation and implementation nationally. The ODM is providing services in the NCR currently to 15 L1s and regional offices in Halifax and Esquimalt which are opening later this summer (also why there were sessions recently with ODM in both those locations). The expansion is raising a lot of questions from management and employees of organizations not receiving services. These high level briefings have been valuable in addressing initial concerns and setting the stage for future conversations. Ms Schaaf is planning a visit to Edmonton mid-July to continue the conversations with 3 Cnd Div HQ and RP Ops West.

Collective Agreements:

It was stated they are available online and if any employee needs a paper copy before they are distributed then they could print them.

Standardized Job Descriptions/Classification Review:

SJD presentation was given on June 21 in Edmonton. MB/Sask and AB/N local presidents outside the Edmonton area were invited via teleconference. Danielle Simard ADM(HR-Civ) discussed the use of SJD's and the way forward with the CF RPOs Classification project

(realignment and SJD mapping). Brother Paul Dagenais from UNDE was also in attendance to clarify any questions from the union perspective. VP MB/Sask stated her disappointment in this process; presentation being only 1.5 hrs long. Got through powerpoint but many questions were left unanswered and confused. It was stated they will meet again in the fall once the new system has been implemented. After discussions at the end of meeting it was discovered that management didn't feel that a longer meeting would be necessary and had no concerns about the SJD's.

Respectfully Submitted

Mona Simcoe Bryan Meakin
VP MB/Sask VP Alberta/North
Co-Chair