

**3rd Canadian Division Support Group (3 CDSG) LMCC Report
(Land Forces Western Area)
Report for the National Executive Meeting Nov 2018**

The last 3 CDSG LMCC held 20 June 2018 in Edmonton

Items for Discussion:

CONFLICT MANAGEMENT PROGRAM:

Ms. Alison Arnesen, Acting Regional Manager, Conflict Resolution Centre (CRC) West/North advised the group that the Conflict Resolution Center, as of 20 July 2018, will now be known as the Conflict and Complaint Management Services (CCMS) office (Edmonton). The 3 CDSB Edmonton location is to remain the same and three (3) other offices have been opened in Western Canada: Esquimalt, Cold Lake, and Winnipeg. Ms. Arnesen discussed what the transformation means to employees and CAF members in Edmonton: All persons seeking services will engage with an Agent who will help them decide whether their situation warrants harassment, grievance, or ADR intervention. The Agent positions will be filled by 1x AS05 and 1x AS06, as well as 1x Capt /MWO (only the AS06 is filled currently). Col McKenzie described the genesis of this multifunctional model and the successes of the initial four (4) pilot location in Eastern Canada. Col McKenzie and Ms. Arnesen articulated that the intent is to prevent incidents that can be solved at the lowest level from climbing higher in the chain of command and further bogging down the grievance and harassment adjudication process. The major challenge, Ms. Arnesen discussed, was to get the change of structure out to units as fast as possible with as much detail as possible. UNDE had concerns as to what services exactly were open to civilian employees. MWO Kelly discussed that there is no change to the current ADR/HA/Grievance process for civilian employees; the process of engaging their union reps for guidance and submission of complaints remains the same and if ADR is a desired outcome for resolution, the CCMS will be available for mediation to occur. Ms. Arnesen also mentioned that the program will see the reinvigoration of the Harassment Investigator (HI) role within the CAF and that the VCDS has created 17 HI positions to be filled (but all are unfilled at this time).

SWE Update:

Col McKenzie indicated that the allocation had been received from 3 Cdn Div HQ and that spending SWE, with an intent of reaching 120% of our allocation was his goal. Although past management of SWE had resulted in restricted use, that is no longer be the case. Ms. Simcoe asked if the adjustments to pay rates from the latest collective agreements had been accounted and in the new SWE allocation and Col McKenzie confirmed that they had.

Vacancy Management:

Col McKenzie discussed the importance of CANFORGEN 076/18 and how its direction to 'scrub/abolish' extra positions within our organization will be beneficial. 3 Cdn Div will send their return or retained and abolished positions by 27 July. Ms. Simcoe and LCol Beare (COS) discussed acquiring the same lists from Ms. Schellenberg for positions that have gone unfilled for greater than 24 months. COS 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.

UNDE then asked about timelines and current issues with staffing requests. CHRO indicated that there are still challenges with the hiring process and that CHRO is struggling to keep pace with the amount of requests (this is recognized at the national level as well, to which a assistance response is coming, date TBC). Col McKenzie and COS both spoke to the streamlining efforts that are being made, or need to be made, in the hiring of new employees and agree that the limitations of the Public Service hiring process (transparency, security checks and clearance application, etc.) inherently make it a long process – one whose timelines are not always easily and obvious to identify.

Update on Base Support Establishment Review 2017 (BSER17):

Col McKenzie discussed that the completed report is about to be signed. The UK Defence Force BATUS has been told to decrease their staff spending bill and this will likely have impact on Canadian Public Servant employees in BATUS/Suffield. Initial intentions of BATUS were to cut all PS positions immediately and backfill with UK soldiers on a term-basis (as part of their deployment from the UK to Suffield), however, the COS reiterated that we do not support WFA and articulated that position cutting had critical criteria (that BATUES would be unlikely to meet). However, with a decrease in the frequency of Exercise PRAIRIE STORM, and thus a 50% drop in Force Generation throughput by BATUS, the COS was able to get agreement from BATUS that using attrition as a means of cutting current positions was the best option. Col McKenzie concurred that both 3 CBSG and BATUS were happy with this plan.

Hard copies of Collective Agreements:

UNDE asked LR if printed copies of CA’s were being mailed out to each employee. LR confirmed that each CA was available online and that if an employee wanted a copy, that they could print it themselves or ask their management to provide one for them. Hard Copies were being mailed in stages to employees.

Office of Disability Management:

ODM aims to be 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.

Services are being phased in by the ODM on a regional basis. Most recently, ODM visited Winnipeg/Shilo when they were conducting interviews for their ODM offices and while there, Nicole Schaaf wanted to meet with senior leaders in Manitoba because Manitoba is targeted for implementation early FY19/20. 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. She is planning a visit to Edmonton mid-July to continue the conversations with 3 Cdn Div HQ.

Respectfully Submitted

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