**Real Property Operations Unit (West), RPOU(W)**

**Labour Management Relations Committee (LMRC)**

**Report for the National Executive meeting Feb 2020**

The last meeting was held 13 Nov 19

The CO is LCol Glaicar

Maj Rob Machin filling role of acting comd RPOUw in LCol Glaicars place.

**In Attendance:** VP ABN Bryan Meakin and myself representing UNDE.

**Budget issues** continue to be challenging SWE is capped. Staffing has increased to 463 but 525 needed positions. The west needs increased funding for this to happen.

UNDE states that management cannot continue not filling vacancies and expect the same

amount of services. UNDE expressed concerns about the lack of progression for employees and the amount of contracts filling the vacancies till they hire public service employees.

**Facilities Maintenance**: At this point management started talking about FM contracts, which raised a few red flags as to why they felt they needed to talk about them? Maj Machin talked about a new FM policy being developed for any new FM contracts which is still in development and any new FM contracts need to be reviewed by ADM(IE) before implementation. Renewal of existing FM contracts are also reviewed at RPOUw HQ prior to exercising options with a view to improve or make more efficient. The Maj states with the SWE allocations, priority is on hiring key staff required to manage, plan, and report operations. ADM(IE) SWE has been frozen by the DM and we have to work within our allocation. UNDE questioned why the topic of FM has come up and is there plans in the works or discussions happening on new or current FM contracts. The Maj said no just clarifying this for information. UNDE feels that they are considering more FM contracts because of the shortage of SWE to do the work.

**Vote 1 construction maintenance** from the past that has been approved but they will receive no additional funds so will be managed by priority - H&S, compliance and operational.

**Energy Performance Contract (EPC)**

UNDE asked for an update on Shilo Energy Performance Contract (EPC) for the heating plant and none was available at this time.

**SJD’s**

UNDE stated that the SJDs don’t work for DND but we will continue to monitor and guide

members. It is important for management to understand the SJD and how it relates to the

member’s work so they can explain to the member what it means for their workplace and job functions. Managers should be going through the SJD line by line with all members.

**Military Positions for operations**

UNDE expressed concerns that military personnel in RP Ops are being pulled for operations out of the shops specifically those on the air forces side of the house. Maj Machin will direct OCs to improve coordination as he understand the member’s frustration on short notice and work can’t get completed. He stated that these members are on loan to RP Ops and operational requirements will override.

**Staffing Reports**

UNDE discussed staffing reports for this meeting and the local LMCC meetings. Stressing

management should also be keeping track of their staffing needs. Mr Pelletier will investigate.

**Office of Disability Management**

UNDE asked about the Office of Disability Management for the prairies and if funding will be made available for this program. Maj Machin will reach out to Nicole Schaaf.

**BATIC**

UNDE raised concern that in BATIC, positions are not being filled from attrition and contractors are being brought in. Maj stated that the UK has verbally committed to remaining in Suffield for the next 20years and is looking to invest. This commitment is being formalized and Maj interested in hearing UNDE concerns to incorporate them into future agreements.

**ESA’s**

UNDE stated that ESAs are completed and requested that a union rep be present when letters are distributed to lessen the questions from members. The member needs to understand and the message needs to be clear on what is required should this happen and that it is only to be utilized for strike purposes not for operational requirements. It was stated that the positions they are aware of are those of senior members that already understand but management will work with union on this. Maj and HR did not seem to know that the ESA’s have been done.

**Closing**

Maj thanked all for patience as RPOUw moves forward and is always impressed by the

professionalism of the public service. UNDE expressed that communication is key to a good working relationship.

Next meeting will coincide with the 3 CDN Div to save on travel costs for UNDE.

**Respectfully Submitted**

Mona Simcoe Bryan Meakin

VP MB/Sask VP Alberta/North

Co-Chair