

HUMAN RESOURCES LABOUR-MANAGEMENT CONSULTATION COMMITTEE (HRLMCC) MEETING

Minutes – October 12, 2021, 1pm EST

MANAGEMENT REPRESENTATIVES	
Jocelyne Kharyati	Chief Human Resources Management Officer (CHRMO)
Patrick Vachon	Director General, Workforce Development and Wellness Services (WDWS)
Annie Duchesne	Director General, Integrated Classification and Staffing Solutions (ICSS) (absent)
Nikki Clemenhausen	Director General, Human Resources Business Transformation (HRBT)
Marie-Josée Lauzon	Director, Pay Liaison
Maud Bastien	Director, EX Services and Programs (absent)
Cara Callbeck	Manager, Corporate Labour Relations
Colleen Weston	A/Senior Advisor, Corporate Labour Relations
Marilyne Boulay	Manager, Human Resources (guest)
LABOUR REPRESENTATIVES	
Shimen Fayad	UHEW-PSAC (National President)
Benoit Thibault	UHEW-PSAC (UHEW-PSAC National Vice-President) (alternate-absent)
Rubin Kooner	UHEW-PSAC (Regional Vice-President – NCR) (absent)
Waheed Khan	PIPSC (President, National Consultation Team)
Bill Sukloff	PIPSC (Vice-President, National Consultation Team)
Greg Phillips	CAPE (President) (absent)
Michel Gingras	CAPE (Labour Relations Officer)
Kate McKerlie	CAPE (Local Representative) (absent)
Meghan O'Halloran	ACFO (Labour Relations Officer)
Paul Cameron	IBEW (Business Manager) (absent)

Minutes reflect the order of the original agenda provided before the meeting, and not the order of discussions.

1. Opening Remarks

Co-chair Jocelyne Kharyati (CHRMO) opened the meeting and thanked everyone for taking the time to participate in this Human Resources Labour-Management Consultation Committee (HRLMCC).

In opening remarks, Waheed Khan (PIPSC), co-chair, acknowledged the territorial rights of Indigenous peoples and acknowledged September 30, 2021 is the first National day for Truth and Reconciliation. Further, Waheed expressed privilege to co-chair this meeting, on behalf of the Bargaining Agents.

(a) New Executives in Human Resources Branch (HRB)

The CHRMO introduced HRB's newest Executive, invited guest at the meeting: Mance Villeneuve, Director, Classification and Organizational Design. Matthew Eldridge, Director Corporate ICSS was also in attendance due to Annie Duchesne's absence. The CHRMO stated that with the departure of François Perron, Director, HRB adjusted the organizational structure within the branch. HRB has consolidated the HRMS Helpdesk and Pay Liaison, under Nikki Clemenhagen, Director General, to create an integrated HR-to-pay team supporting PSPC for what is under ECCC authority.

Michel Gingras (CAPE) requested information to better understand the organizational structure in human resources. The CHRMO indicated we can provide a document explaining HRB's organizational structure.

PIPSC expressed appreciation for the structure updates within HRB and indicated they have no issues with HRB, further proposing that HRB can lead by example and encourage other branch heads to consult and share information with the unions on reorganizations.

ACTION ITEM: HRB to provide document explaining organizational structure to bargaining agents.

ACTION ITEM: HRB to remind branch heads to consult bargaining agents when making organizational changes.

2. Agenda and Minutes

(a) Approval of Agenda

The agenda was reviewed and approved.

(b) Minutes and Action Items from last meeting

The Committee members had an opportunity to review the minutes from the last meeting. PIPSC indicated the minutes were good. Shimen Fayad (PSAC) noted one spelling error. The bargaining agent co-chair thanked the secretariat and the minutes were subsequently adopted.

PSAC made the suggestion that for future LMCC framework updates, the document be reviewed together and not just individually by each bargaining agent. PIPSC recommended in future that management send the draft document to all bargaining agents and give opportunity to ask questions. The CHRMO stated we shared the information secretarially and afforded all bargaining agents the opportunity for input. Patrick Vachon (DG, WDWS) said the first meeting of the policy-based branch LMCC occurred last week and went well. Meghan O'Halloran (ACFO) stated that some messaging to all employees is shared with unions after the fact or just before it is sent out. ACFO requests that messages be shared in advance.

The CHRMO indicated this is done when we are able and that we all strive to meet the LMCC framework.

3. Statistics

(a) LR dashboard

Patrick Vachon (DG, WDWS) spoke to the LR dashboard contents (provided to members in advance of the meeting) noting that there has been a decrease in new grievances and a downward trend in other statistics as well which speaks to both management and bargaining agents efforts to resolve issues. Discussions continue to address root causes.

PIPSC notes many MSC shift workers have filed grievances and are still experiencing pay issues. PIPSC recognizes a great deal of work has been done to address designated paid holidays (DPH) with the Pay Liaison team but that the Pay Centre did not follow through on what pay liaison had committed to. PIPSC asked for a dedicated pay expert for shift workers.

The CHRMO stated we have a voice with the Pay Centre and that our goal is to support our employees and reminded bargaining agents that we do not have the pay authority. Our Department does work with a designated team at the Pay Centre for any complex pay situations including the DPH overpayment project.

Marie-Josée Lauzon (Director, Pay Liaison) stated the Pay Liaison team will continue to work in collaboration with the Pay Centre on the DPH project. Employees with questions on the DPH project should communicate directly with the Pay Liaison generic mailbox before contacting the PSPC Client Contact Centre, as call agents may not have all the information before them. Further, reminding all members that designated paid holiday may be among other pay issues resulting in an overpayment and that anything less than 10% of gross pay is recovered from first available funds.

PSAC stated that we will potentially be in a situation as of November 15 for employees who do not disclose their vaccination status and therefore proceed to leave without pay, noting that this may increase all of our workload.

PSAC also reminded Committee members that although there are Phoenix damage agreements in place, efforts to resolve existing pay grievances continue and those grievances are still subject to the standard grievance processing.

(b) Staffing, Classification, Employment Equity, Diversity and Inclusion dashboards

Guest Matthew Eldridge (Director, ICSS Corporate) provided an overview of the dashboards available from the Public Service Commission (PSC), Treasury Board Secretariat (TBS) and the ECCC HRSO portal (weblinks were provided to members in advance of the meeting). These dashboards provide high-level statistics with options to compare or drill down within the department(s) for staffing, classification, employment equity and diversity and inclusion.

PIPSC expressed thanks for the overview of the dashboards, however also stated it is our hiring managers who make the decisions that need to take the action. The Clerk has laid out the goals. PIPSC requested a further breakdown of this data for staffing decision-makers. The CHRMO thanked PIPSC for the comments and noted that this data is already provided to hiring managers.

4. Pay and My GCHR

(a) Update

Nikki Clemenhausen (DG, HRBT) and Marie-Josée Lauzon (Director, Pay Liaison) shared highlights from the pay dashboard (provided to members in advance of the meeting) which is produced on a bimonthly basis. The most recent always being one to two months behind real time, as data must be obtained from TBS and PSC and then included with additional ECCC data to build the dashboard. They highlighted that is now called the “HR-to-Pay” dashboard.

PIPSC expressed thanks and indicated the information is useful, and noted that overall, the pay issues are being addressed. PIPSC requested that the most recent dashboard be shared with bargaining agents when available.

ACTION ITEM: HRB will rename recurring item “Pay and My GCHR” to “HR-to-Pay” for future agendas.

ACTION ITEM: HRB to provide most recent pay dashboard to bargaining agents, when available.

5. Wellness

(a) Accessibility

Patrick Vachon (DG, WDWS) indicated that HRB’s Accessibility team is now established and consolidated under Kate Beauchamp (Director, Wellness Services) and managed by Marilyne Boulay. The DG, WDWS stated the Department conducted an accessibility survey and is currently analyzing the data collected to assist with the accessibility strategy. The Department is an early adopter of the accessibility passport, and work continues to improve the user experience.

PIPSC stated we do not have a welcoming environment with respect to accommodation because employees must still come forward to request accommodation. The accessibility passport makes sense and suggested this should be for all employees. PIPSC stated they hear from employees with disabilities who do not understand how to fill out the self-identification form.

The CHRMO thanked bargaining agents for their comments and indicated that the work will continue on the accessibility passport and self-identification in the context of culture of care.

6. Departmental Matters

(a) COVID-19

i. Work place Advisory Group

The CHRMO indicated there had been a specific meeting with our national bargaining agents on the previous Friday regarding vaccination in order to gain comments and feedback, which was incorporated into messaging for all employees and is scheduled for release in the coming days. Currently the

Department is focused on ensuring compliance with the policy on COVID-19 vaccination and return to work planning remains as status quo.

CAPE indicated they are in support of vaccination but that they have had members show resistance. CAPE suggests a balance must be struck between public health and human rights.

PIPSC is in favour of fighting this pandemic, but feels the government did not adequately consult with bargaining agents. Further, PIPSC has a responsibility to their members including those who have concerns with mandatory vaccination and indicated that the union wants to work with the employer to address issues. PIPSC asked that the employer share the vaccination message with bargaining agents.

Patrick Vachon (DG, WDWS) stated that bargaining agents were consulted in last Friday's meeting and comments were taken into consideration.

PSAC indicated they are in support of vaccinations and asked if the employee messaging will address taking leave and/or taking on other employment. PSAC also expressed concern there may be conflict among employees and concerns for residual workload should some employees choose to leave the public service.

The CHRMO indicated TBS has created a Managers' Toolkit (including a Q&A) that recently arrived at the departments and asks that employees use the new generic mailbox (QuestionsVaccination-VaccinationQuestions@ec.gc.ca) for questions concerning the vaccination policy. The CHRMO thanked all bargaining agents for their comments and expressed that we will continue to create a culture of care even in situations where we see a difference of opinion, but we also need to be clear there are implications to not following the policy.

ACTION ITEM: HRB to send TBS mandatory vaccination Managers' Toolkit to bargaining agents.

ii. Update on second language evaluation flexibilities in the context of COVID-19

Matthew Eldridge (Director, ICSS Corporate) informed the group that current temporary measures regarding second-language evaluation were extended until March 31, 2022. Temporary measures include exemptions that allow departments to use a 3rd party for testing and allowable extension of expired language levels.

(b) Update on Classification conversion

Mance Villeneuve (Director, Classification and Organizational Design) gave the following update on classification conversion for the IT, PA and CT groups (documentation shared with Committee members prior to the meeting):

IT (Previously CS) - the review and update of current CS positions is complete and all classification notices have been sent to impacted employees, 577 notices. The Interdepartmental Standardized Job Descriptions

(ISJDs), from the Government of Canada (GC) CIO suite of generic products, will be used for the review and update of CS positions under CSFB. These ISJDs:

- Will provide consistency across federal departments, making it easier for employees to apply for positions;
- Will better reflect current work and environment;
- Can be used immediately for the creation of new CS positions.

As for CS positions located outside of CSFB, updated scientific Departmental Standardized Job Description (DSJDs) from ECCC will instead be applied as the GC CIO ISJDs are not a good fit.

Information sessions will be held in mid-September for all CS employees related to the upcoming IT conversion initiative. This will be an opportunity for CS employees to obtain information related to this mandatory initiative, its process, what they can expect, as well as timelines.

AS - A Conversion Steering Committee composed of branch representatives has been established, whose mandate will be to provide overall direction on conversion initiatives and expected timelines to management. Creation of an Administrative Support stream to replace outdated DSJDs from AS-01 to AS-05 has been initiated.

CT - Internal Audit employees have been notified of the change of bargaining agent and all FI employees have been notified of the change of their occupational group, moving from FI to CT-FIN.

No action has been initiated for the CT conversion, as its implementation date is set for 2022 and consists of a smaller group of positions.

The CHRMO expressed thanks for this tremendous work. PSAC stated we may have employees who choose to file a classification grievance and reminded everyone that these grievances must still follow due process.

(c) Update on Employment Equity, Diversity and Inclusion

In the interest of time, this agenda item was deferred to the next meeting.

(d) Update on the Developmental Program for the EC group

In the interest of time, this agenda item was deferred to the next meeting.

7. Round table

No comments.

8. Closing remarks

The CHRMO and PIPSC co-chairs thanked everyone for their time and expressed thanks to those who organized the meeting.

Drafted by: Colleen Weston
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