

# Meteorological Service of Canada (MSC) Labour Management Consultation Committee (LMCC)

## Meeting Minutes

January 27, 2021, 13h30-16h00 Eastern

Location: MS Teams

### 1. Welcome and adoption of agenda

The agenda for the meeting was adopted as circulated.

The Record of Decision from the September 2020 meeting was approved secretarially over the fall.

Action items were reviewed and updated as per the attached tables.

Bargaining agents were thanked for their ongoing engagement and participation at Departmental as well as Branch level tables.

### 2. Discussion items submitted by MSC

#### 1) Place Bonaventure move

An update on the move from Place Bonaventure was provided.

Due to construction delays stemming from heightened public health measures, the organization is planning for operations from the contingency location of CMC-Dorval for a short period of time. Managers and employees have made great efforts to ensure that operations are sustained despite the moves. Discussions are underway to assess the implications for affected staff. National Joint Travel Directive requirements will apply as required given the distance between the Place Bonaventure/René Lévesque location and the temporary contingency location of Dorval.

The move to René Levesque for forecasting operations was previously mid-April. Decisions will be made in February about the need to activate the contingency plan. PIPSC requested to be informed when a decision has been made.

Recently, decisions were made to confirm that the monitoring staff (roughly 35-40 staff) will also ultimately be located at René-Lévesque although on a longer timeline. Workshop to remain at Place Bonaventure within PSPC space until suitable space is fitted-up at René-Lévesque.

PIPSC appreciated the need for contingency plans, while noting that a double relocation will impose additional pressure on employees and operations. PIPSC requested management to ensure that employees are given adequate financial support for their transportation to CMC Dorval if that becomes necessary.

#### 2) MSC-specific considerations during COVID-19 pandemic

MSC continues to operate under Phase 0 – i.e. similar to conditions at the outset of the pandemic, keeping operations to the most essential and with the highest degree of precautions in

place. International travel is suspended. Domestic travel is highly limited. Field work limited to day trips to avoid overnight travel as much as possible.

Unions expressed appreciation for the prudent approach taken by the MSC and the pause on bringing additional workers back into on-site operations. They also noted:

- Continued desire to explore additional supports for on-site critical service workers such as safe and secure paid parking, transportation allowance and pandemic allowance as well as potential preferential access to vaccines if this becomes feasible
- The need to equip all staff with laptops to enable work from home so that non-operational shifts can be completed remotely whenever possible and not rely on hard-wired office based equipment
- PIPSC reiterated its request for documentation of lessons learned from incidents at Place Bonaventure and how these lessons learned have been incorporated in the design of the new location at Rene Levesque.

MSC noted that several of these items are at the Departmental or federal public service level of decision-making authority but that the ADM remains engaged or looped in on conversations with Department leads such as CSFB and HRB.

### **3) Enhancing Diversity and Inclusion at the MSC**

The committee was asked to provide feedback on a presentation suggesting several actions to initiate a broad effort at the organizational, team and individual level towards meaningful and lasting change. Building on energy and momentum from the Executive Leadership Council as well as internal management and staff dialogue within the MSC, DGs noted important opportunities to increase awareness and take tangible action from recruitment through to retention and promotion. Mandatory training was noted as an important means to establish organizational expectations for behavior and culture. Other forms of training, including the Joint Learning Program, were also noted as important opportunities to provide tools and support to staff.

PIPSC noted the importance of timely and concrete action, to move the public service beyond rhetoric into lasting change. PIPSC requested that Canada's overall demographic profile be shown on any tables showing EE gaps to avoid the limitations of dated Workforce Availability, which is based on outdated census data (2016) and underreports certain groups, particularly Visible Minorities. PIPSC also noted important cross-linkages to the Departmental action plan being developed.

UHEW shared information on available training through the Joint Learning Program as well as the availability of training on C-65 *New Regulations on prevention of Harassment and Violence in the Workplace*

**Action (68): Union representatives to provide feedback on how they wish to be engaged in the development and advancement of MSC D&I efforts (National Level Reps, local stewards, other)**

**Action (69): Diversity and Inclusion to be added as a standing item to MSC LMCC agenda**

**4) Advancing next steps of longstanding grievances**

MDSD noted concerns about a significant and growing backlog of grievances that are in abeyance, delayed or otherwise not able to be heard. Some date back several years. Desire expressed to hear as many as possible in support of creating a healthy workplace and to support resolution of issues wherever feasible. UHEW indicated support to understand the scope of the backlog and discuss options for resolving the backlog.

**Action (70): Bring forward this item to the next meeting for a progress update.**

**Action (71): Circulate updated list of contact information for committee members.**

**3. Items submitted by PIPSC**

PIPSC requested management that its priority is to achieve progress on existing, pending action items. PIPSC requested actions to be completed before the next LMCC.

**4. Items submitted by PSAC/UHEW**

Nil

**5. Next meeting and adjournment**

a) Next meeting to be held a few months' time (likely late Spring).

### Attendance:

#### **Meteorological Service of Canada:**

Diane Campbell, Assistant Deputy Minister

Mario Ouellet, Director, Forecast Systems Innovation and Integration *on behalf of*  
*Véronique Bouchet, Acting Director General (DG), Canadian Centre for Meteorological and*  
*Environmental Prediction (CCMEP)*

David Harper, DG, Monitoring & Data Services (MDSD)

Russ White, DG, Prediction Services (PSD)

Jenifer Collette, DG, Policy, Planning & Partnerships (PPP)

#### **ECCC Human Resources Branch:**

Madison Ala, Acting Team Lead, Labour Relations

Véronique Taillon, Senior Human Resources Advisor

#### **Union of Health and Environment Workers (UHEW):**

Benoit Thibault, VP UHEW *on behalf of Shimen Fayad, President UHEW*

#### **Professional Institute of the Public Servants of Canada (PIPSC):**

Waheed Khan, President, National Consultation Team

## Log of Action Items

New or Open Actions as of MSC LMCC held January 27, 2021

Action Item	Date when item was originated	Status
<p>ACTION (48): Meeting to discuss work functions in PC positions – PIPSC and MSC</p> <p>Mechanism for classification to be discussed with DGs CCMEP and PSD</p>	November 14, 2018	<p>See item 3.2 of April 29, 2019 meeting</p> <p>Update on work undertaken by Classification to ensure appropriate work for PCs</p> <p>UPDATE January 2021</p> <p>PSD to provide information regarding contract results and organizational structure information about lab positions implicated in the PC – MT discussion.</p> <p>CCMEP to provide separate analysis.</p>
<p>ACTION (52) Management to provide heads' up to unions for future messaging on broad operational messaging.</p>	April 29, 2019	<p>ONGOING</p> <p>UPDATE January 2021</p> <p>Item will be removed from ongoing action list after this meeting.</p> <p>PPP to provide copy of December 2021 message from ADM to all-staff.</p>
<p>Action (65): Provide unions with list of staff (and union affiliation) who participated in the visits to new workspace at Public Services and Procurement Canada, the names of members of the local Occupational Health and Safety Committee, as well as a confirmation of who will be the Senior Building Officer at René Levesque.</p>	September 22, 2020	NEW

Action Item	Date when item was originated	Status
Action (68): Union representatives to provide feedback on how they wish to be engaged in the development and advancement of MSC D&I efforts (National Level Reps, local stewards, other)	January 27, 2021	NEW PIPSC offered to provide input into Branch Employment Equity, Diversity & Inclusion Plan to improve representation levels for EE Groups.
Action (69): Diversity and Inclusion to be added as a standing item to MSC LMCC agenda	January 27, 2021	NEW – PPP to complete
Action (70): Bring forward update resolution of backlog of grievances to the next meeting for a progress update.	January 27, 2021	NEW – MDSD and UHEW to discuss offline
Action (71): Circulate updated list of contact information for committee members.	January 27, 2021	NEW – PPP to complete
<b>ACTION ITEMS NOW CLOSED AS OF THIS MEETING AND TO BE REMOVED FROM TABLE</b>		
ACTION (47): EE- Unions to ask HRB for employment equity information.  ADM will write to HRB to support this request	November 14, 2018	UPDATE APRIL 2019 Clarification received that employment equity statistics are desired. Minutes from November are revised accordingly. Information will be provided within the coming weeks.  UPDATE September 2020 COMPLETE  A summary of the Diversity, Inclusion and Employment Equity most recent statistics has been provided (item 3.3).

Action Item	Date when item was originated	Status
		Employees now have access to this information for the department and branch through the HR website.
ACTION (50): Russ committed to sharing some information about MSC's efforts to resolve pay issues with unions	April 29, 2019	COMPLETED UPDATE January 2021
ACTION (51) Management will gather more insight on some of the considerations in reviewing leave requests under Professional development to share with unions. Unions will bring back what is being heard across different ECCC Branches.	April 29, 2019	SUSPENDED as of January 2021 – Item deferred until return to more normal operations and training  It was noted that this topic spans multiple Branches and is being discussed at the Departmental LMCC tables. It will be brought back to MSC LMCC only if there are Branch specific considerations.
ACTION (55): Management to validate the staffing table for the meeting record and consider whether to refresh the table for the next meeting.	November 20, 2019	CLOSED UPDATE January 2021  HRSO Portal has made the need for these tables redundant. Should there be an interest in discussing specific trends observed in the data, this can be tabled for future discussion.
ACTION (58): MDSD to follow-up. Bring back discussion on compensatory time to the next MSC LMCC meeting for discussion.	November 20, 2019	COMPLETE UPDATE January 2021  Item closed with communication to MDSD National Hydrological Services staff quite some time ago (2019-2020) but was inadvertently left pending on LMCC minutes.
ACTION (59): PPP to provide list of e-mail addresses and phone numbers for all committee members.	November 20, 2019	COMPLETE – list circulated with June 2, 2020 meeting materials.

Action Item	Date when item was originated	Status
Action (60): ADM MSC to inquire regarding accessibility considerations in design of the workspace and return to PIPSC with the design principles.	June 2, 2020	COMPLETE – information was provided secretarially in December 2020
Action (61): MSC to share the list of members for the local committee engaged in the PB move.	June 2, 2020	COMPLETE – information was provided secretarially in December 2020
Action (62): Place Bonaventure move to be included as a standing item on MSC LMCC agendas.	June 2, 2020	UPDATE January 2021 COMPLETE – note that Monitoring division has been provided with swing space within PB until 2022 to enable time to find a suitable new location.
Action (63): MSC ADM to look at CRA practices for parking subsidies and continue discussion on parking subsidy.	June 2, 2020	COMPLETE - CRA provided financial support for parking from March to the end of June as they moved into business resumption.
Action (64): MSC ADM to inquire as to how lessons learned from COVID-19 have been incorporated in the design of the new workspace at René-Levesque.	September 22, 2020	NEW and COMPLETE Discussed as part of item 2.1
Action (66): In-depth discussion on employment equity in the MSC, including recruitment, and identification of barriers.	September 22, 2020	COMPLETE – discussed at January 2021 meeting  Schedule discussion for next LMCC meeting
Action (67): the ADM will communicate the value and the need for use of Zoom for international WMO scientific conferences with the CIO	September 22, 2020	COMPLETE