

MINUTES
NATIONAL UNION MANAGEMENT CONSULTATION COMMITTEE (NUMCC)
MEETING WITH
PUBLIC SERVICE ALLIANCE OF CANADA (PSAC UNE AND UHEW)
PROFESSIONAL INSTITUTE OF THE PUBLIC SERVICE OF CANADA (PIPSC)
ASSOCIATION OF CANADIAN FINANCIAL OFFICERS (ACFO)
CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES (CAPE)
AND
INDIGENOUS SERVICES CANADA (ISC)
December 8, 2020
9:00 am – 12:00 pm

The following is a summary of the discussions at the NUMCC meeting held via MSTeams.

Attending as union representatives:

PSAC:

Shimen Fayad, National President, PSAC-UHEW – Co-Chair
Diane Girouard, Regional Vice-President, PSAC-UHEW
Benoit Thibault, National Vice President, PSAC-UHEW

Kevin King, National President, PSAC-UNE
Raymond Brossard, Labour Relations Officer, PSAC-UNE
Diane Levola, Regional Vice-President, Ontario Region – PSAC-UNE
Chantal Dunn, Local President, NCR Operations – PSAC-UNE

PIPSC:

Michael Mihaylov, ISC Consultation team co-chair
Nadia Méhu-Jules, Vice-President of the National Consultation Team
Ginette Tardif, ISC Consultation team co-chair

ACFO:

Stéphanie Rochon-Perras, Labour Relations Advisor

CAPE:

Luc Ladouceur, Local President
Mireille Vallière, Labour Relations Officer

Attending as management representatives:

Valerie Gideon, Associate Deputy Minister – Co-Chair on behalf of Deputy Minister
Lori Doran for Lynda Clairmont, Senior Assistant Deputy Minister, Regional Operations
David Peckham, A/Assistant Deputy Minister, Education and Social Development
Programs and Partnership
Kelley Blanchette, Assistant Deputy Minister, Lands and Economic Development

Gail Mitchell, Assistant Deputy Minister, Strategic Policy and Partnerships
Marie Doyle, A/Assistant Deputy Minister, Regional Operations – First Nations and Inuit Health Branch
James Sutherland, A/Assistant Deputy Minister, Child and Family Services Reform
Kenza El-Bied, Director General, Corporate Secretariat
Philippe Thompson, Chief Financial, Results and Delivery Officer
Maryse Lavigne, Director General, Human Resources and Workplace Services Branch
Karine Renoux, Deputy Director General, Human Resources and Workplace Services Branch
Isabelle Gaétan, Senior Director, Workplace Wellness
Erin Doherty, A/Director, Labour Relations Centre of Expertise
Janet Hodder, A/Manager, Labour Relations

Attending as secretariat services:

Rachel Dubé, National Coordinator, Corporate Labour Relations

Guests:

Chad Westmacott, ISC Co-Champion for Workplace Well-being and Mental Health
Sean Somers, Management Representative, National Occupational Health and Safety Committee
Christine Gillespie, A/Director, Classification
Stephanie Puetz, A/Director for the Centre for Integrity, Values and Conflict Resolution
Jennifer Hamilton, Senior Director, HR Client Service Delivery
Mélanie Larivière, Senior Policy Advisor, Centre of Integrity, Values and Conflict Resolution
Leslie Newell, Human Resources Planning Advisor
Michelle Whalen, Senior Policy Advisor, Ethics, Complaints and Disclosures, Centre for Integrity, Values and Conflict Resolution

Regrets:

Christiane Fox, Deputy Minister
Claude Archambault, Labour Relations Officer, CAPE
Keith Conn, A/Senior Assistant Deputy Minister, First Nations and Inuit Health Branch
Aruna Sadana, Director General, Communications

1. Opening Prayer – Denise Anne Boissoneau

Following the opening prayer by Elder Ms. Denise Anne Boissoneau, Valerie Gideon, Associate Deputy Minister, welcomed the participants and invited Shimen Fayad, National President, UHEW, to open the meeting.

2. Opening Remarks and Introduction – Valerie Gideon / Shimen Fayad – Co-Chairs

Ms. Fayad acknowledged all past and present Indigenous contributions and the fact the country is currently in the second wave of COVID-19. Ms. Fayad expressed her

appreciation for all the work being done on the front lines and conveyed her appreciation to Ginette Tardif, HC/NU Union Representative for PIPSC, and the staff for their hard work. Ms. Fayad mentioned that the holidays this year will be very different and that several people will not be able to celebrate the holidays with their families. Ms. Fayad expressed concern that this situation could cause extra stress and anxiety for some individuals and also for employees working from home while being surrounded by family members. Ms. Fayad mentioned that no one could have predicted that the pandemic would have lasted so long. Ms. Fayad conveyed the importance of everyone showing empathy to others and to reassure them that they are not alone.

Ms. Gideon conveyed Deputy Minister's Fox's regrets for not being able to co-chair the meeting since she had a prior engagement with the Minister. Ms. Gideon expressed her gratitude for all the hard work of all the employees and finds it almost heroic how people are working together in these difficult times. She mentioned that she had the opportunity to participate in regional and sectorial Townhalls and added that it was a perfect opportunity to connect with employees because the Department is very decentralized and has employees working all over the country. She further expressed the importance of asking for help at work and stated that every employee is valuable; however, they are not replaceable as a parent. Ms. Gideon confirmed that a vaccine is underway and that the Department is responsible for vulnerable people in our population and expressed a need to acknowledge the nurses and thanked Ms. Tardif for joining the meeting today. Ms. Gideon confirmed that the Department is very committed to engagement and that it truly values communication and proactiveness in order to establish lines of communication.

3. Action items of last meeting – Isabelle Gaétan

Isabelle Gaétan, Senior Director, Workplace Wellness, confirmed that Karine Renoux, Deputy Director General, Human Resources and Workplace Services Branch, sent the list of employees in the OHS committee to Ms. Fayad and that the document containing the directives on critical services has been shared with the bargaining agents. Ms. Gaétan also confirmed that François Paltrinieri, former Director, Labour Relations Centre of Expertise, contacted the EAP program to ensure their capacity of providing services in the future and the breakdown on the number of employees who transferred from Health Canada, FNIHB program was shared with the bargaining agents.

Ms. Fayad mentioned that she has asked Benoit Thibault, National Vice President, PSAC-UHEW, to join the meeting since there will be discussions on mental health.

Diane Girouard, Regional Vice-President, PSAC-UHEW, requested to send the Labour Relations Centre of Expertise placemat to bargaining agents so they are aware of the appropriate Labour Relations Advisor contact assigned to each region and the NCR.

Action Item: Send Labour Relations Centre of Expertise placement to bargaining agents.

4. Overview of COVID-19 Special Briefings of information and discussion –

Maryse Lavigne

Maryse Lavigne, Director General, Human Resources and Workplace Services Branch, confirmed that it was decided at the last NUMCC meeting in May, 2020 that a Special Briefing of Information and Discussion meeting be held on a monthly basis and so far the committee has held six teleconference meetings. She mentioned that those monthly meetings provided the opportunity to discuss COVID-19 related topics and emphasized the importance of remaining connected and to share information since the environment is constantly changing. Ms. Lavigne highlighted a few of the topics that have been discussed during the monthly meetings such as: OCHRO messages, the Business Continuity Plan, Special leave code 699, EAP and mental health, and IT updates on access.

Ms. Fayad inquired on the maximum cost that can be reimbursed to employees in terms of accommodations. Luc Ladouceur, Local President, CAPE, confirmed that the amount for both a chair and a desk combined is \$500 and the cost for a desk or chair alone is \$300. Philippe Thompson, Chief Financial, Results and Delivery Officer, added that there are exceptions and that discretion can be used for special accommodations.

Raymond Brossard, Labour Relations Officer, PSAC-UNE, mentioned hearing in the news that a vaccine is soon going to be available and asked if there was currently a plan for the FNIHB and ISC front line workers.

Ms. Gideon confirmed that the community health care workers are part of the early plan to receive vaccines in early 2021. She informed the committee members that she spoke with Dr. Theresa Tam, Chief Public Health Officer of Canada, and can confirm that the community nurses will be part of the vaccine strategy. Ms. Gideon mentioned that the Department will be working in collaboration with the Public Health Agency and stated that the Department does not have a separate measure for vaccine distributions and reassured the committee members that the Department has been integrated in the national planning.

Ms. Tardif mentioned being in contact with the National Nursing Officer and emphasized the importance of having the nurses vaccinated since they travel every few weeks and can be at risk of spreading the virus. Ms. Tardif inquired whether the \$400 tax return for employees can be used for those working from home.

Ms. Lavigne explained that there is currently no official form for the \$400 tax credit for Canadian taxpayers and confirmed that there will be specific criteria. Ms. Lavigne assured the committee members that once the Department receives the Q&A's for the tax credit that it will be shared with employees and bargaining agents.

Ms. Lavigne added, concerning the amounts reimbursable for desks and chairs, a process was put in place whereby employees could recuperate their office chairs, monitors, keyboards etc.

5. Debrief on National Occupational Health and Safety Policy Committee (NOHSPC) – Sean Somers

Sean Somers, ISC Management Representative, NOHSPC, informed the committee members that Martin Reiher and Sandra Ahenakew are the co-chairs for the joint National CIRNAC/ISC committee. Mr. Somers confirmed that the committee has had three regular meetings this year and the purpose of the committee is to develop new directives, guidelines and procedures that may impact the health and safety of the employees. Mr. Somers also confirmed that the committee had bi-weekly meetings between July 23, 2020 to October 13, 2020 in order to review and make recommendations on new guidelines for both CIRNAC/ISC during the pandemic.

Mr. Somers stated that the following documents were reviewed and feedback was provided: Responding to Suspected/Positive COVID-19 Cases in the Workplace; Regional Operations Return to Work Wellness package; Return to the Office Best Practices; Business Resumption Plan Health and Safety Supplies Work Package; RO Resuming in the Office Work Considerations; Guide for Resuming Operations-In-Office Considerations; Guiding Tool for the Resuming In-Person Services (KIOSKS); Regional In-Person Service Delivery – Resumption Summary; and Operational Impacts/Mitigation Strategies for Treaty Payment Events. Efforts are underway to seek First Nation's input on the means to deliver on treaty payment obligations during the COVID-19 pandemic, travel for the purpose of community visits, FAQ-resuming operations and "A National Phase-0 Checklist" was created for all workplaces to ensure health and safety measures have been put in place.

Mr. Somers mentioned that the NOHSPC is preparing to implement the Hazard Prevention Program (HPP) for both departments and stated that the HPP is a legal obligation under Canada Labour Code Part II. He confirmed that Deputy Minister Fox approved the creation of a separate NOHSPC for ISC. The Terms of Reference have been drafted and memberships are being created. Mr. Somers added that the newly created committee will be hosting its first meeting in the new year. He informed members that the NOHSPC is currently participating in the development of the new directives and guidelines for Bill-65 for both CIRNAC/ISC.

6. Suspension of PSAC & TBS's automatic leave cash-out – Raymond Brossard

Mr. Brossard informed the committee members of the agreement between PSAC and TBS to suspend the automatic payout of compensatory and annual leave cash-out to March 31, 2022. Therefore, employees would need to make a request in writing if they wished to have their leave cashed out. This agreement was put in place due to ongoing issues with the Phoenix Pay systems.

Mr. Brossard asked whether a message was going to be sent to employees informing them of this information and the process in place to make the request in writing if they wish to have their leave paid out.

Ms. Lavigne replied that the message was circulated to all staff less than a week ago and added it will be shared with the bargaining agents.

Ms. Gideon mentioned that some members do not have access to the Express or to the Department's intranet and provided a reminder to ensure all communications are shared with bargaining agents, including messages from the Deputies, on a regular basis.

Ms. Lavigne confirmed that in the communication that went out to all staff on December 2, 2020, it provides a step-by-step process on what needs to be done for employees who are requesting to have their leave cashed out.

Action Item: Share the email sent to all employees on December 2, 2020 regarding the Vacation and Compensatory Leave Cash-out for 2021 to bargaining agents.

7. Bill C-65 – Status and next steps – Isabelle Gaétan / Stephanie Puetz

Ms. Gaétan confirmed that the Bill-C-65 is no longer a Bill since it has been incorporated and is now part of the *Canada Labour Code*, Part II. She also confirmed that the Bill received royal assent on October 25, 2018, and the legislation is coming into effect on January 1, 2021. Ms. Gaétan informed the committee that violence and harassment will be a streamlined process and the definition will include a wide range of components.

Stephanie Puetz, A/Director for the Centre for Integrity, Values and Conflict Resolution (CIVCR), stated that as a result of the implementation of Bill C-65, the CIVCR in conjunction with Occupational Health and Safety, is working in collaboration and in consultation with Treasury Board Secretariat's (TBS) Office of the Chief Human Resources Officer (OCHRO), Canada School of Public Service, the Department of Justice and the Labour Program to ensure all requirements outlined in the Workplace Harassment and Violence Prevention Regulations, are addressed and implemented within the prescribed timelines. Ms. Puetz informed the committee that workplace harassment and violence prevention will become one streamlined process. The definition of harassment and violence will address a whole spectrum of unacceptable behaviours ranging from teasing and bullying to sexual harassment and physical violence. She mentioned that the Bill recognizes that these behaviours exist on a continuum, that minor acts can escalate into more serious acts, and that all such behaviour must be addressed by the employer. She added that once the new harassment and violence prevention regulations are in force, the Department will need to prevent and take action against harassment and violence, to respond to incidents when they occur and offer information and support services available to affected employees. In order to help prevent harassment and violence, departments will be required to: develop a Workplace Harassment and Violence Prevention Policy; conduct a workplace risk assessment and then develop preventative measures to eliminate or mitigate the risks identified in that assessment; develop emergency procedures and provide all employees with information about available support services and lastly;

provide employees with training on workplace harassment and violence.

Ms. Puetz mentioned that there is now a new major requirement where the Department will need to respond to all notices of occurrence of harassment and violence within a specific timeframe. She confirmed that clear timelines will ensure accountability through acknowledgement to investigation and adoption of recommendations and the Department will be required to record and report all notices of harassment and violence to the Labour Program.

Ms. Puetz informed the committee that a “Tiger Team” has been formed of cross-functional specialists drawn from the CIVCR, Occupational Health and Safety, Labour Relations, Security and the Centre for Abilities Management and Workplace Wellness (CAMWW) to focus on the development of key elements of the regulations. A draft policy is currently being circulated for feedback to various internal committees and key stakeholders. She confirmed that a departmental advisory committee has been created to review and discuss requirements comprised of employees and managers, including individuals from equity groups and Indigenous employees. She advised the committee members that emergency procedures including a family violence prevention plan is currently being developed.

Ms. Puetz added that the Department has begun work with Communications to develop a Communications strategy. The CIVCR will be presenting the framework for initial implementation in December at the Senior Management Table. Lastly, she underlined that all of the efforts and elements are critical to help the Department achieve the cultural change required on issues of harassment and violence prevention.

Mr. King emphasized that reporting witnesses can now file a complaint for another colleague and regardless if a third party is doing an investigation, they can provide advice to the bargaining agents and to the employer. It is only a recommendation and the employer is the delegated authority for the decision. Emphasis was made towards prevention as being primary.

Ms. Fayad stated that she has been sitting on working groups on Bill C-65 and on the resolution process and confirmed that she has been receiving training with PSAC and TBS in terms of early resolution. Ms. Fayad expressed the importance of consulting with bargaining agents and also the importance of engaging the management community to negotiate the process. This needs to be shared with the management community so they understand in order to understand the employer’s responsibility, and how the process must be impartial.

Ms. Gaétan highlighted that the Department has been using the NOHSPC as the main vehicle for communication with the bargaining agents. As the Department enters into implementation, a committee could be established, which could be a sub-committee of the NUMCC. She indicated that it will be critical to adapt processes moving forward and the working group could be formed to deal with this, which would be outside the realm of the NOHSPC.

Ms. Gideon agreed with a decentralized working group to support an awareness of the regional realities and often times it may be difficult to find investigators or conflict resolution people in the regions. She added that there is also a struggle with the bilingual capacity and there is very limited people who can work in French.

Ms. Tardif indicated before Bill C-65, when it comes to conflict resolution, regions were usually left behind. Also, in regions where investigations were needed, travel was often an issue. Ms. Tardif asked how much information was being shared with band employees and she expressed the importance of sharing with partners, so they can support departmental policies.

Ms. Gideon confirmed that there have been situations where it was impossible to do timely interventions and mentioned that since meetings are being done virtually, it will help to rectify the situation. She indicated nurses are dealing with heavy stressors and it is important that the Department adapts rapidly and finds solutions as the stressors are very different.

8. Engagement on Mental Health – Isabelle Gaétan / Co-Champions Chad Westmacott & Nadia Méhu-Jules

Ms. Gaétan informed members that there has been a lot of things happening on the mental health front since it is becoming a key issue especially with the impact of the pandemic, which can have a negative impact on employees. She confirmed that the Department has been looking at its resources and recognizes the need for increased communications and engagement on mental health. The Department is in the midst of creating a short term strategy where the focus will be on the key preoccupations on mental health.

Leslie Newell, Human Resources Planning Advisor, mentioned that based on the data, there is a significant increase in the number of sessions on Emotional intelligence which increased nine-fold from 53 participants pre-COVID to 484 participants. Ms. Newell confirmed that there has been an increase in presentations made to sectors who have reached out for tailored topic driven presentations and the demand continues to increase. She added that EAP sessions remain about the same in number but the 1:1 sessions have seen a focus on psychological health, family related matters and work related stress. The Lifespeak has increased significantly with a focus of learning sessions on psychological health, suicide and work related anxieties. She pointed out that Mindwell-U with new challenges starting every Tuesday have seen 1,452 registered users who have taken 11,875 sessions with a focus on reducing stress, increasing focus and increasing performance. Ms. Newell indicated that on the Morneau-Shepell MH Index for April and September 2020, in April the focus of respondents were finances, getting ill from COVID and losing loved ones from COVID while in September, the focus significantly shifted to loneliness, fear of dying and work strain. Ms. Newell concluded that employees are struggling and there is an increase of 303% in files transferred to the CAMWW and more specifically since COVID, the numbers have

increase by 43%. She confirmed there are currently now 375 active files and since COVID the numbers have increased by 40% and it is important to note that 52% of the files have a mental health component to them and it is anticipated that the numbers will increase even though resources are slim. She emphasized that the focus over the next four months will be on the following four themes; stress and anxiety, self-care and resiliency, communications and workload.

Ms. Gaétan added the Department is working on refreshing the mental health website and will increase its resources and events for employees. She confirmed that an engagement strategy will be proposed and there will be four themes. Ms. Gaétan also confirmed that the Mental Health and Wellness strategy for 2021-2024 will be developed over the next few months.

Chad Westmacott, Management Co-Champion for Mental Health, specified the Department is looking at a four step approach so it can focus on developing another strategy and it needs to look at what was done and on what remains to be done. He highlighted that the next change will be to prepare a draft of the new strategy framework and to use the experience and knowledge from Occupational Health and Safety and Human Resources and build on these experiences. Mr. Westmacott underlined that the draft framework will be based on the activities that are carried forward from the 2018-2021 strategy and the 13 psychosocial factors and recommendations from TBS-OPI Network and it will be shared with employees in order to engage conversations. Mr. Westmacott explained that there are many different views and opinions on what wellness is and the next step will be to share the strategy with the champions, the bargaining agents, NOHSPC and with others departments to see if changes need to be done. He indicated the Department really wants to make sure that it has the proper engagements with staff and the time required to do so. He informed the committee that there is a soft target launch for 2021.

Nadia Méhu-Jules, PIPSC Co-Champion for Mental Health, mentioned that in order to ensure success, a consistent approach is needed while working in collaboration with the co-champions, visible minorities, LGBTQ+, next generation leaders and Indigenous employees in order to have a good representation of the Department. She expressed the importance in overcoming biases and red tape in order to create a safe space for employees. Ms. Méhu-Jules confirmed that the Respect in the Workplace Committee will be organizing another virtual Symposium Townhall and explained it will send a strong message to employees and will provide tools in order to achieve mental health in these exceptional circumstances.

Mr. Thibault indicated that all Joint Learning Program (JLP) face-to-face workshops have been put on hold since the pandemic and explained that since July, there are new tools and three different series of discussion. He expressed the importance of management having conversations with their team because some employees are having issues working from home and some employees have questions about the vaccine. He specified that the JLP workshops can have 20 people at a time and can be organized with two facilitators for discussion series.

Given the current workload in the Disability Management Unit, Mr. Brossard inquired about the lack of resources in the accommodations teams and whether there is an action plan to complement the staff in that unit. Ms. Gaétan responded that the Department is looking into staffing that team especially since the service is a critical one and the accommodation team will always be in high demand.

Marie Doyle, A/Assistant Deputy Minister, Regional Operations – First Nations and Inuit Health Branch, underlined the importance of having strong evidence-based information to support workplace strategies to guide departmental work and using some sort of an evaluation framework for planning purposes would be helpful.

9. OCHRO's messaging in respect to Leave with Pay (under 699) – Kevin King

Kevin King, National President, PSAC-UNE, discussed leave with pay for other reasons provisions of the collective agreement and how that is recorded for reporting purposes. Mr. King emphasized the leave with pay provisions in collective agreements deal with other reasons that leave may be granted, where actions, activities or events are preventing employees showing up to work. He also mentioned that there should be maximum flexibility with OCHRO's direction on the use of Code 699 leave before employees use their leave banks as it causes adversity with women and disabled employees and discriminates families with children and elder care in their households. Mr. King stated that the actions should be redefined under a specific article in itself.

Ms. Gideon asked Mr. King to confirm whether he is recommending a leave requirement unique with the pandemic should be used so it doesn't confuse the other leave with pay provisions (not Covid related) under the employees' collective agreement.

Mr. King explained that they currently consult with 28 different federal departments and it is important for them to ensure that any biases are removed surrounding leave. He indicated that OCHRO direction on use of Code 699 leave is causing strain and anxiety and needs to be separated from the other leave with pay provisions that the delegated authority can consider depending on the reasons.

Ms. Fayad expressed her agreement with Mr. King in regards to the lack of understanding of the use of other leave with pay and not only leave related to Code 699 for Covid-related reasons. She mentioned that the clause could be used for other situations not covered under the collective agreement, for example, an employee's house is flooded, so management should be aware that leave with pay for other reasons is not only used for Covid related leave. She stated that bargaining agents are monitoring the decline in use of leave code 699 and that they strongly disagree with OCHRO's direction.

Ms. Gideon confirmed that upper management is encouraging managers to deal with specific situations when it comes to employees and taking a flexible approach to considering the needs of employees. She added that the Department will be promoting

JLP sessions and Christopher Duchesne, who is the Champion for the Managers community, could be debriefed and maybe bring it forward as an agenda item for the next Respect in the Workplace Partnership Committee (RWPC) meeting.

Action: Promote JLP sessions and encourage greater management representation by engaging Christopher Duchesne as Champion for the Managers community.

10. Classification Conversions – Christine Gillespie

Christine Gillespie, A/Director, Classification, mentioned that there has not been a major update since the last meeting was held. Ms. Gillespie explained that the upcoming IT and PA conversions are part of the Treasury Board Secretariat Classification Program Renewal Initiatives. The timelines have been delayed due to COVID-19 and departmental readiness and TBS is currently working on establishing new timelines. She confirmed that the goal of this exercise is to renew the classification program to better reflect the realities of today's public service and to ensure that occupational group definitions, as well as job evaluation and qualifications standards, are modern, relevant and aligned with the work performed. Ms. Gillespie confirmed that the conversions are not a workforce adjustment exercise or a reclassification, rather the goal is to change the method of establishing the relative value of work for an occupational group. She also confirmed that the new standards are designed with the intent of capturing and reflecting work and its evolution with a need to adapt the tools to reflect that change. She explained that the first conversion will be the CS positions becoming IT positions, of which there are roughly 300 positions at ISC with 10 positions that need to be mapped to the generic version. Ms. Gillespie specified that OCHRO is working to create new job fields and they will not be available until 2022 with 51% of the positions to be converted based on the new standard and of the 34% vacant PA positions that are considered not required will be abolished through a targeted exercise. She elaborated that there will be five new sub-groups in the PA group; PVO, EAA, PDM, CMN and RHB.

Mr. King mentioned hearing from TBS that the CT positions with functions of finance audit will be migrated to ACFO.

Ms. Gillespie stated that she didn't have a lot of information on that and that OCHRO is giving bits and pieces of information at a time and highlighted it is the biggest classification process that the Public Service has ever had.

Ms. Fayad commented receiving training from TBS for the conversions back in 2017 and expressed concern for the negative impact that the conversions will have on employees because some will not see the benefits of it and some will have a personal effect on employees.

Ms. Gillespie responded that the Department is working on trying to minimize the impact that it will have on employees and cannot determine the full impact that it will have on employees since the factors are different. Ms. Gillespie assured the committee members that information sessions will be provided to employees and managers to

facilitate the transition.

Ms. Méhu-Jules inquired about the CS to IT conversions to be done in 2021 and asked if the Department is almost done with the mapping and if it will be shared with the bargaining agents.

Ms. Gillespie confirmed that the Department is advancing in the conversion and that there are 10 positions that remain to be reviewed in order to see if they can be mapped to a standardized job description and for those that cannot be mapped they will be considered unique.

Ms. Méhu-Jules expressed concern with regards to the regional positions for generic positions and asked whether the bargaining agents will be advised as soon as possible. Ms. Gillespie confirmed that the union is an important partner in the process and they will be involved and informed in the process.

Ms. Gideon reassured the committee that follow-ups will be done.

11. ISC Partnership with Canada Post Corporation – Raymond Brossard

Mr. Brossard mentioned that in mid-September the SCIS unit initially emailed the local representatives in the NCR of a national initiative impacting the NCR and Winnipeg Processing Unit and he was concerned that it wasn't discussed at the National level first.

He explained that they were invited to a meeting in October and were provided with the MOU and the organizational charts, which he noted were inaccurate since there are employees on leave or that are retired and there exist vacant positions in the regions. He confirmed that as a National union, they had not been consulted on this pending partnership with Canada Post and were caught off guard since it had already been signed off in the Spring and asked what is currently being done with internal positions within the Department.

Lori Doran, Director General, Individual Affairs Branch, confirmed that the Department has entered into a partnership with Canada Post to help manage the high volume of mail with Bill S-3 being put in place. She elaborated that there are no jobs being lost. The existing staff in Winnipeg (12) and NCR (25) will be trained and will be eligible for alternative positions within the branch. She confirmed that the Department is currently staffing new positions. The size of the directorate is increasing. Ms. Doran explained that both Labour Relations, classification and local union representatives were consulted in the lead up to the partnership with Canada Post. Even though Winnipeg and NCR staff are all part of the HQ team. Ms. Doran mentioned that the National union should have been consulted as well. Ms. Doran established receiving positive feedback from employees and indicated they are happy to receive training, understand there is no shortage of work. She indicated there are regular communications sent pertaining to the plan in order to support employees on having meaningful work and opportunities.

Ms. Gideon added that the Department is trying to be innovative.

Mr. Brossard mentioned receiving a poster of the inventory May 2021 and asked whether it is for permanent or term positions given the focus is for a ten-year project.

Ms. Doran responded that the Department is actively staffing at the moment and will continue over the next few years since there is growth in the directorate and it has a lot of turnover. She mentioned that the Department is constantly looking for new recruits because the money that the Department has is time limited (three years) there is a high reliance on term staffing.

Ms. Gideon highlighted that the Department is looking to change the funding model and it will be part of the departmental strategic plan. She mentioned that it is a pressure point for partners and employees and the Department is looking for more stability. She confirmed that an update will be provided on the funding model at the next NUMCC meeting.

Action: Include update on ISC Partnership with Canada Post Corporation and funding model for next NUMCC.

12. Update – Respect in the Workplace Partnership Committee – Valerie Gideon / Shimen Fayad

Ms. Fayad mentioned that the RWPC reviewed the feedback that it had received from the last Symposium and that the committee is currently looking into a second Symposium focused on mental health and to also launch a campaign. She added that Ms. Gideon will be sending dates in 2021 and the Symposium will be virtual, innovative and fun and more information will be forthcoming. She confirmed that the Fear of Reprisal poster was approved and shared on the intranet. Ms. Fayad added that the RWPC reviewed the action plan and it will be carried forward with a plan for 2021.

Ms. Lavigne confirmed that the timing of the Symposium will be in the Spring and the Department will be circulating dates back to committee members.

Ms. Méhu-Jules indicated she is a member of the RWPC and recalls that the Symposium could maybe have a theme and focus on mental health and mentions it was suggested that a discussion could be had with the Mental Health and Well-Being co-champions and the Corporate Secretariat could take the lead in the organization.

Mr. Westmacott confirmed that a lot of activities are being done on wellness and mentioned the importance of work on wellness being consistent and linked to the RWPC.

Ms. Gaétan explained that the Fear of Reprisal poster was posted on the intranet and confirmed working in collaboration with Communications with the poster being included

in the next Express and will appear in the Express monthly. She believes that it is a good opportunity since Bill C-65 is currently being implemented.

13. Round Table and Conclusion – Valerie Gideon / Shimen Fayad

Ms. Méhu-Jules mentioned that a request was made to receive an updated organizational chart and indicated she inadvertently found the ISC organization chart and stated that it should be shared with the employees officially from the employer.

Mr. Ladouceur expressed disappointment when he participated in one of the JLP sessions where he noted that there were several employees with very little management representatives and conveyed the importance that management participate. JLP is adapting to a virtual delivery of their material and will be available to ISC and CIRNAC in January.

Ms. Fayad added that she was previously a JLP facilitator and confirmed the difficulties of having management participate.

Ms. Lavigne informed members that the Department is encouraging employees to participate in the Public Service Employee Survey and that the deadline to complete the survey is January 2, 2021.

Ms. Lavigne reminded everyone that the next meeting will take place on May 4, 2021.

Ms. Fayad closed the meeting and thanked everyone for attending.

Action Item: Maryse Lavigne to follow-up with Valerie Gideon and share Organizational Charts for ISC with bargaining agents.

Action Items – December 8, 2020

	Action Item	Responsibility	Status
1	Send Labour Relations Centre of Expertise placement to bargaining agents.	CLR	Completed December 8, 2020
2	Share the email sent to all employees on December 2, 2020, regarding the Vacation and Compensatory Leave Cash-out for 2021 to bargaining agents.	CLR	Completed December 8, 2020
3	Promote JLP sessions and encourage greater management representation by engaging Christopher Duchesne as Champion for the Managers community.	HRWSB	
4	Include update on ISC Partnership with Canada Post Corporation and funding model	CLR	

	Action Item	Responsibility	Status
	on agenda for next NUMCC in May, 2021.		
5	Maryse Lavigne to follow-up with Valerie Gideon - share Organizational Charts for ISC with bargaining agents.	HRWSB	