

**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)**  
**May 4, 2021**  
**1:00 pm – 4:00 pm**

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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

Kevin King, National President, PSAC-UNE  
Raymond Brossard, Labour Relations Officer, PSAC-UNE  
Diane Levola, Regional Vice-President, Ontario Region, PSAC-UNE

**PIPSC:**

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

**CAPE:**

Luc Ladouceur, Local President  
Mireille Vallière, Labour Relations Officer

**Attending as management representatives:**

Christiane Fox, Deputy Minister  
Joanne Wilkinson, Senior Assistant Deputy Minister, Regional Operations  
Danielle White, Assistant Deputy Minister, Regional Operations  
Gail Mitchell, Assistant Deputy Minister, Strategic Policy and Partnerships  
Nathalie Nepton for Catherine Lappe, Assistant Deputy Minister, Child and Family Services Reform  
Kelley Blanchette, Assistant Deputy Minister, Lands and Economic Development  
David Peckham, A/Assistant Deputy Minister, Education and Social Development Programs and Partnership  
Patrick Boucher, Senior Assistant Deputy Minister, First Nations and Inuit Health Branch  
Stéphanie Barozzi, Chief Audit and Evaluation Executive  
Lana Thomas, A/Director General, Corporate Secretariat

Maryse Lavigne, Director General, Human Resources and Workplace Services Branch  
Goeff Zerr, Senior Director, Executive Group Services, Diversity and Inclusiveness Directorate  
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  
Stéphane Chartrand, A/Manager, Corporate Labour Relations

**Attending as secretariat services:**

Marie-Claude Poulin, A/National Coordinator, Corporate Labour Relations

**Guests:**

Rodrigo Rosales-List for Sylvain Souigny, Modern Workplace Initiative Lead DG  
Juan-Luis Vasquez, Workspace Lead  
Pierre-Étienne Gérin, Senior Policy Analyst  
Isabelle Dupuis, Director of Major Project and Management Practices  
Krista Kilrea, Director, Classification Centre of Expertise  
Tim Eryou, Chief Information Officer  
Lori Doran, Director General, Individual Affairs  
Denis Poirier, Operations Director, Individual Affairs  
Kathleen Manderville, Director of the Federal Schools  
Michael Freeman, Union of National Employees Regional Representative

**Regrets:**

Valerie Gideon, Associate Deputy Minister  
Philippe Thompson, Chief Financial, Results and Delivery Officer  
Keith Conn, Assistant Deputy Minister, Regional Operations, First Nations and Inuit Health Branch  
Aruna Sadana, Director General, Communications  
Greg Stepto, Director, Infrastructure and Operations  
Rhonda Laboucan, Regional Executive Officer in AB Region, First Nation Inuit Health Branch  
Ginette Tardif, ISC Consultation team co-chair  
Stéphanie Rochon Perras, Labour Relations Advisor, ACFO

**1. Opening Prayer – Sheldon McGregor**

Following the opening prayer by Anishinabeg Nation representative, Mr. Sheldon McGregor, Christiane Fox, Deputy Minister, welcomed the participants and invited Ms. Shimen Fayad, National President, UHEW, to open the meeting.

## **2. Opening Remarks and Introduction – Christiane Fox / Shimen Fayad – Co-Chairs**

Ms. Fox advised of the transmission of the minutes of the last meeting, in both official languages, held on December 8, 2020. Ms. Fayad raised the issue that members outside the organization did not have access to the links of the documents transmitted in the agenda. Maryse Lavigne, Director General, Human Resources and Workplace Services Branch, mentioned that the documents would be forwarded right away as attachments.

Ms. Fayad thanked members for participating in the meeting and pointed out that it has been several months that everyone is working from home and how the pandemic has impacted employees. She shared concerns related to videoconference fatigue and difficulties working from home related to mental health. Ms. Fox highlighted the fact that it's mental health month and thanked Ms. Fayad for raising the subject and added that the Department needs to look into what can be done for the future.

## **3. Action items of the last meeting – Isabelle Gaétan**

Isabelle Gaétan, Senior Director, Workplace Wellness, mentioned that the last meeting was held on December 8, 2020, and addressed the status of several action items:

- Labour Relations Centre of Expertise sent the placemat for Labour Relations to bargaining agents.
- A message was sent to the employees on compensatory leave cash out.

Ms. Gaétan indicated that the Department is encouraging employees and managers to complete Joint Learning Program (JLP)'s trainings and workshops. Ms. Gaétan specified that the Learning Directorate will develop an approach to promote this program. Ms. Karine Renoux, Deputy Director General, Human Resources and Workplace Services Branch, confirmed that more information will be forthcoming.

Ms. Gaétan continued the review of the actions by indicating that the update on ISC Partnership with Canada Post Corporation will be presented at this meeting by Lori Doran, Director General, Individual Affairs and Denis Poirier, Operations Director, Individual Affairs. Ms. Gaétan concluded this review with a follow-up to a question raised by Nadia Méhu-Jules, Vice-President of the National Consultation Team, PIPSC, related to the organizational charts of the department and how to access them. She indicated that organizational charts can be found on Nakisa on the departmental intranet and all employees have access. There is no other format available.

**Action Item:** Promotion of JLP. Ms. Renoux indicated that the Learning team is working on developing a strategy for better promoting these activities.

## **4. Overview of COVID-19 Special Briefings of information and discussion – Maryse Lavigne**

Ms. Lavigne indicated that since the March meeting, the employer sent communications to the bargaining agents concerning COVID-19 items. Ms. Lavigne added that the topics during that meeting included mental health and there was a presentation on workplace modernization. The link for the video of the presentation was sent to the members. She mentioned that there will be an update during this meeting on the workplace modernization project.

Ms. Fox specified that the Department is looking at how the pandemic is progressing across the country, as well as vaccine rollout and reminded that it is important to keep the dialogue going and check-in with employees.

Kevin King, National President, PSAC-UNE, indicated that there is a lot of anxiety about returning to the workplace. He added that there are different jurisdictions depending on the provinces which can cause confusion for employees. He recommended to check on that because it is a marker to look at workplace resumption. Mr. King also inquired about consultations. The Department needs to engage local representatives and have this discussion with employees. Ms. Fox thanked him for raising that concern and mentioned that a lot remains to be done and discussed on this subject.

**Action Item:** Engagement will take place about return to the workplace at a future NUMCC meeting.

## **5. Debrief on National Occupational Health and Safety Policy Committee (NOHSPC) – Sandra Ahenakew / Kelley Blanchette**

Kelley Blanchette, Assistant Deputy Minister, Lands and Economic Development and ISC Employer Co-Chair on the NOHSPC, mentioned that it was the first time, on March 10, that the National OHS Policy Committee for ISC held a separate meeting from CIRNAC since the transformation of the Department. Ms. Blanchette indicated that the FNIHB sub-committee is working on recommendations on the terms of reference coming from members. As per the Canada Labour Code Part II and OHS Regulations, there is a legal obligation to investigate and report hazardous occurrences and the sub-committee needs to include the workplace risk assessment in their obligations. Ms. Blanchette added that the new methodology under the Work Place Harassment and Violence Prevention Regulations will be used to conduct workplace risk assessments. She also pointed out discussions that are taking place in regions concerning the implementation of health and safety advice for the possibility of increasing building capacity in regional offices where feasible. This advice was communicated before COVID-19, so members of the Committee are now reviewing the plan according to the new reality.

Ms. Fayad asked whether there was data on how many employees completed the training on Workplace Harassment and Violence Prevention. Ms. Gaétan answered that the training was provided by the Canada School of Public Service (CSPS) and there will

be data shared, but the departments are waiting for the completion rate. Once we receive the numbers for the department, we will be able to provide the completion rate by sector. We anticipate being in a position to do that in the coming weeks.

Ms. Fayad inquired if the Department has a list of investigators to be used for harassment and violence in the workplace allegations and if a copy could be provided to bargaining agents. Ms. Gaétan responded that the list approved by the NOSHP Committee was the Public Services and Procurement Canada (PSPC) list and she will provide a copy of that list to union representatives.

**Action Items:** In the coming weeks, reports by sectors of employees who have completed the CSPS course on Workplace Harassment and Violence Prevention will be sent to unions.

A copy of the PSPC list of investigators to be used for investigations will be sent to unions as requested by Ms. Fayad.

## **6. Update on the Respect in the Workplace Charter – Isabelle Gaétan**

Ms. Gaétan mentioned that a new work plan to move forward with the Respect Charter was developed. The Respect on the Workplace Committee worked on the Charter in but it was put on hold after the pandemic started. Ms. Gaétan pointed out that there will be a series of communications in the Express, the first message was published last week and more to come about the various principles. The goal is for the Department to adopt the Charter. HR will be developing tools to support teams in its implementation.

Mr. King indicated that there are workplaces where Respect and Civility Charters already exist (e.g. Elections Canada) that could be shared with the Department. Ms. Fox agreed that the Department should not reinvent the wheel and base their work on good respect charters that already exist and welcomed these examples.

**Action Items:** Share the series of communications regarding the Respect Charter in the Express.

## **7. Discussion on Diversity and Inclusion – Geoff Zerr**

Geoff Zerr, Senior Director, Executive Group Services, Diversity and Inclusiveness Directorate, started his presentation by indicating that the Department continues to engage at all levels to make the work and workplace more equitable, diverse and inclusive in its approach. The Clerk of the Privy Council issued a Call to Action on Anti-Racism, Equity and Inclusion on January 22, 2021. Mr. Zerr mentioned that this discussion will update members of the Committee on how ISC is positioned to respond to the Call to Action and to provide information on actions taken to date and initiatives happening regarding diversity and inclusion. He added that a part of the mandate of ISC

is reconciliation, to combat racism and discrimination not only in the Department, but also in the Public Service. Under-represented communities need to be heard.

Mr. Zerr mentioned that the intent of the Indigenous Employee Secretariat is to be a one-stop shop where Indigenous and non-Indigenous employees can obtain information about various Indigenous related programs, initiatives, and events. He outlined that a module in the staffing framework has been developed for the recruitment and retention of top Indigenous and other racialized talent. It was also communicated that investments are made to enable the Department to embrace diversity and inclusion and increase the support for departmental champions of accessibility, LGBTQB2+, visible minorities, Indigenous employees, etc. The Department wants to be part of the decisions, wants to include these champions in decision making.

Mr. Zerr pointed out some actions that are related to training and other inclusiveness initiatives:

- Education and awareness are important steps in addressing discrimination in the workplace.
- All executives within the Department must complete the self-paced Unconscious Bias Training series offered by the Canada School of Public Service.
- In April 2021, an all-staff town hall was held that focused on Mental Health in the Workplace and the importance of diversity and inclusivity as a key determinant of wellness.
- Positive Space Training for the senior management table.
- The Indigenous Cultural Competency Learning Policy for all employees.
- Universal accessible washrooms will now be included in all modernization projects at regional and national levels moving forward.

Mr. Zerr emphasized that the data will continue to be an integral piece in the Department's Diversity and Inclusion agenda and stressed its importance in getting people to self-identify and to understand the importance of the self-declarations. Soon there will be a review of the definitions and new definitions will be released. The Secretariat is excited and eager to partner with bargaining agents moving forward.

Ms. Fox underlined that for employees who want to become departmental champions in the workplace, to provide them more resources and tools, while recognizing these are very important roles. Recruiting efforts will be aligned to reflect what is being done.

Raymond Brossard, Labour Relations Officer, PSAC-UNE, asked whether there will be some staffing added to these particular units and wondered how this will be communicated to the regions concerning the Secretariat. Mr. Zerr answered that the

Director, Renée Lamontagne, Corporate Indigenous Workforce Directorate, is a key piece for the Secretariat. He added that Ms. Lamontagne is ready to fill vacant positions in her unit and promote the recruitment and retention of Indigenous employees in CIRNAC and ISC. Mr. Zerr indicated that there was information provided to employees, but perhaps not formally through the Express. The message was shared by management. There is a focus on Indigenous recruitment and retention of staff based on the needs and best qualifying abilities of the candidates. Lana Thomas, Acting Director General, Corporate Secretariat, emphasized that the Director position is open through the Department but hoping that it could be filled by an Indigenous candidate.

Ms. Fox introduced Patrick Boucher, as the new Senior Assistant Deputy Minister for FNIHB who is replacing Valerie Gideon in this position. Mr. Boucher stated that there is cautious optimism, there is much activity happening around inclusion and diversity and there is a lot of work being done by the Department & OCHRO. The Department is not only engaging Indigenous or visible minorities, but also including people from other protected groups.

**Action items:** Add discussion on Diversity and Inclusion to the next agenda in future NUMCC meeting.

## **8. Classification Conversions – Krista Kilrea**

Krista Kilrea, Director, Classification Centre of Expertise, mentioned that the following subject will be an update for OCHRO for upcoming steps that are coming for classification modernization as discussed during the last meeting in December 2020. Ms. Kilrea presented the PowerPoint for the Classification Conversions – IT, PA & CT. She emphasized the next steps as:

- Conversions will be part of conversations at the next NUMCC tables.
- Classification Team will have meetings with managers to coordinate the planned timelines.
- Communication will go to all employees to provide confirmation of the timelines in May 2021.
- Information sessions will be provided to CS employees in late spring and for PA and CT employees, information sessions will be in the fall 2021.
- Personal notifications for CS employees are planned to be issued by end of August 2021 and official notifications will be provided on October 21, 2021.

Jennifer Hamilton, Senior Director, HR Client Service Delivery, emphasized that the Department wanted to make sure that communication with bargaining agents is regular and that the employees will be well informed. Ms. Hamilton added that ad hoc meeting sessions with bargaining agents can be organized if needed.

Mr. King asked whether the union could receive in advance the names of the employees impacted by the classification conversion CT. He added that where there are changes of union representation from PSAC to ACFO, the union needs as much upfront notice as possible. Ms. Méhu-Jules mentioned that there is a lot of CSs in regions and asked the Department to engage the conversion with the CIO. Ms. Méhu-Jules indicated that in the regions, the CS employees must be encountered. Mr. Brossard emphasized that many PSAC employees will be impacted. He further mentioned that some consultation with OCHRO had already been held and that management table will be meeting to discuss. However, Mr. Brossard was of the opinion that ad hoc meeting sessions between the union and Ms. Kilrea should be held.

Ms. Fayad pointed out that there was TBS training on the new standard job description back in 2017 and asked if it is possible to share the various categories to the staff so they know at a minimum what those codes mean and information should be provided in order to reduce the stress on employees. Ms. Kilrea indicated that the information would be shared as soon as possible. She stated that employees will want to know what to expect and not just via a letter. Ms. Kilrea pointed out that changes could be difficult for the employees when they do not have all the information.

Mr. King mentioned that the discussion was about a conversion and asked if the pay rates are going to be affected by the exercise. Ms. Kilrea underlined that it is not a promotion exercise, there is no intention for salary to increase or to decrease. The salary is negotiated by TBS and bargaining agents during collective bargaining. Mr. King would like to remind the Classification Team that the information must be submitted with a six weeks' notice to the Pay Centre for the conversion. Ms. Kilrea confirmed that it will be discussed with OCHRO and added that OCHRO is very careful about that and they are planning on providing clear information.

Ms. Fayad mentioned that there is a lot of confusion already about this matter and the Department must be careful to inform employees and how they are going to fit in their new job descriptions. She emphasized the importance of communications with the members and indicated that it is not a promotion. There will be many groups and classifications that will be red circled and will not have the same privileges. Ms. Lavigne pointed out the possibility to have Questions & Answers or other communications prepared to clarify the purpose of this exercise. The intention of the Department is to make sure that the right information is shared at all levels and added that there are tight timelines. The Department is committed to keeping these meetings regular and ad hoc as needed.

Luc Ladouceur, CAPE Local President, wrote a question in the meeting discussion/chat about the impact of the conversion on Phoenix and if it can cause some pay issues for employees. Ms. Lavigne indicated that Ms. Kilrea outlined that OCHRO will be very



Careful and the Department will be engaging at the national level at all levels horizontally and vertically, to provide information so there is no anxiety created about pay.

**Action:**

- Ms. Girouard requested whether the list of various categories can be shared with staff so they know at a minimum what those codes mean before receiving formal notification. Ms. Kilrea indicated that information will be shared as soon as it is made available.
- Mr. King requested a list of impacted employees by these conversion initiatives.
- Mr. Ladouceur submitted a question in the Chat about the impact on pay/Phoenix of these conversions.
- Ms. Kilrea indicated that this topic will be an agenda item in future NUMCC meeting until these conversion exercises are completed.

**9. Digital Communication and Collaboration Project – Tim Eryou / Greg Stepto**

Tim Eryou, Chief Information Officer, presented the DCC–Digital Communications & Collaboration Project. He thanked the committee for the opportunity to present on this significant IT project. Mr. Eryou specified that the presentation has been seen by several members either at an internal ISC management meeting, or at the CIRNAC NUMCC. He chose to highlight a few key points and then opened it up for questions and comments. Mr. Eryou shared his perspective on this project, more specifically, from a risk and complexity angle. He indicated that this is one of the most significant IT projects that the Department has ever undertaken in terms of risk and complexity. Mr. Eryou mentioned that to reinforce this assessment, Shared Services Canada has stated that the Department is in the top four within the Government of Canada from a risk and complexity perspective. For example, it was discussed at the last CIRNAC NUMCC about the challenges related to Iqaluit and other remote and isolated locations. He also indicated some other changes to come:

- SSC meeting on Satellite options
- Work progressing to implement some improvements and pilot other opportunities.
- FNIHB 3,000+ devices to upgrade.
- Still more than 1,500 new devices to deploy.

Mr. Eryou emphasized that during the COVID-19 pandemic, many employees are directly and indirectly providing critical Services to First Nations and Inuit people and the vast majority of employees are working remotely. A project of that size with the associated risks and complexity requires significant planning, partnership and collaboration. He shared some examples:

- Senior Management within ISC received a similar presentation as this one today.
- Employee engagement and active participation.
- Lots of communications and change management activities have already started.
- Shared Services Canada - Network Assessment and upgrades that started last year: Internet \$70k + Government of Canada Secure Remote Access/virtual private network \$4k.

Mr. Eryou indicated that 1/3 of all office locations will also need to be upgraded if more than 50% of the employees are in the office and cost estimates from Shared Services Canada will follow. There is also the Partnership with Health Canada that will be extended to address the joint IT Network requirements given FNIHB employees who are connected to the Health Canada network. Mr. Eryou concluded that there are discussions happening with Health Canada and with Shared Services Canada.

Mr. Brossard raised the point that the situation is not only for Nunavut but also for federal schools in remote areas in Ontario. Mr. Eryou indicated that all the information will be circulated and shared with employees. Ms. Fox mentioned that the Department had retrofitted the classes, Wi-Fi broadband, electronic equipment and there is funding which is coming for that. David Peckham, Acting Assistant Deputy Minister, Education and Social Development Programs and Partnership, and Mr. Eryou had conversations with Federal Schools that pursue online education to have their input.

Diane Girouard, Regional Vice-President, UHEW, mentioned that the technology hasn't reached everyone so far, not everyone has access to Wi-Fi or high speed internet and questioned if there is a possibility to expedite this. Ms. Girouard stated there are multiple questions the union receives from employees who cannot access the intranet or the pay system because of their poor connection to the internet. She questioned what was done to try to rectify these issues. Ms. Girouard added that the employer needs to understand and be patient with employees who cannot access a call because of this connection issue. Mr. Eryou answered that in terms of internet service provider, there are initiatives for internet bandwidth. He asked Ms. Girouard if it would be possible to obtain names of impacted employees and his team could follow-up with them.

Mr. Ladouceur inquired whether there are plans for FNIHB employees to get access to GCDOCS. Mr. Eryou answered that the Department already has it available on a request basis and added that this is part of the Department's commitment. He pointed out that the deadline is by the end of the fiscal year and indicated that people can access GCDOCS now. A one pager on how to connect to GCDOCS is available and it could be shared with bargaining agents and employees. Mr. Boucher emphasized that for Mr. Eryou it is not an easy task to address this item but it is a priority for the Branch to get on board with ISC.

**Action:** Mr. Eryou to share one-pager on how to connect with GCDOCS with the committee members.

## **10. Modern Workplace Initiative and National Workspace Strategy – Pierre-Étienne Gérin**

Pierre-Étienne Gérin, Senior Policy Analyst, reminded the Committee that a first presentation had taken place on March 4, 2021, and that this is the first follow-up to provide updates and gather information and comments. The perspective of a return to the office is something to consider in the near future. Mr. Gérin indicated that some initiatives under the Modern Workplace Initiative are already in motion and there will be more information to come on the engagement strategy for the next steps. Ms. Fox mentioned that the Department is conscious that changes to employees' workplace are very sensitive and the Department wants to consult and engage with employees. If adjustments are required to the initiative, they will be done. Ms. Fayad indicated that there are regional representatives across the country and unions are trying to share with them the documentation presented at this table. Ms. Fayad pointed out that there are questions from FNIHB employees on what is happening with their workspaces, questions concerning the lockers, etc. She added that working remotely was welcomed by employees. In the past, there were employees who were unable to work from home because of sensitive information and now that they can, they would like to keep it that way.

Mr. Ladouceur questioned Mr. Gérin about how the promotion will be done about returning to the workplace, emphasizing the importance of health and safety. Mr. Ladouceur indicated not having received information on this subject other than in this forum. Ms. Fox reminded the committee that currently discussions are taking place at the management tables and before doing anything, the Department will consult and engage employees. Ms. Fox indicated that an all staff meeting forum could be used.

## **11. ISC Partnership with Canada Post Corporation – Lori Doran / Denis Poirier**

This was a follow up to the December 8, 2020 NUMCC discussion regarding the Department's partnership with Canada Post to help manage the high volume of mail with Bill S-3 being put in place. Ms. Doran mentioned that the partnership with Canada Post has been underway for a few months now regarding the mail services and that they are working towards online options. There is a large volume of mail, around 1500 pieces per week. With the new model, there is an added benefit for employees as it allows employees to work more consistently remotely from home. Canada Post is maintaining a five-day standardized operation. Regions also received a lot of mail regarding Indian status and identification cards. With the partnership, there were no jobs lost, it allowed for a more motivating enriched work environment, as well as movement to other different functions within the business unit. Ms. Doran emphasized that the partnership is going well from a quality control perspective and the unit was able to increase the workforce by 22 more employees. Mr. Poirier, indicated that last week, the program was launched, and it seems it is going well.

Mr. Brossard asked for the location of the increase in the number of employees and Ms. Doran replied that locations are in the NCR and in Winnipeg.

Mr. Brossard questioned about the possibility of clients/requestors who want to complain about the loss of documents and tracking. Mr. Poirier responded that there is a quality assurance process along the way and a tracking system for the documentation with Canada Post. Ms. Doran added that the Department used them for other major projects and basically moving with this partnership with Canada Post on a well-based experience.

Mr. King indicated that there was a WFA process that happened in IRSAS and the fact that the Department is now signing an agreement with a third party is contradicting the needs of the Department. The affected members made their choice to opt out and a third-party provider may take away job opportunities for internal employees. Ms. Lavigne mentioned that with Human Resources and Workplace Services as a shared service provider for ISC and CIRNAC, there are mechanisms in place to ensure that employees impacted by one department can be considered by the other if there are relevant opportunities to ensure good support for employees.

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

## **12. Reimbursement of teacher expenses - per Article 62/EB collective agreement** – Raymond Brossard / Michael Freeman

Mr. Brossard opened the presentation by telling the members the reason the union wanted to address this point (the discussions at the regional level became difficult and impossible and it was agreed by both regional management and local union that the discussion should continue at the national table).

Michael Freeman, President of local 00128 of the PSAC, School teacher on the Six Nations Reserve in Ohsweken–ISC, thanked the committee for inviting him to speak on this issue that has arisen from Article 62 of the EB collective agreement. The specific issue is the formula for reimbursement of teachers' expenses that has been allegedly instituted unilaterally by management and not mutually negotiated or discussed in a forum such as labour management consultation committee meetings prior to its design and implementation.

Mr. Freeman added that the employees questioned the full \$500 compensation. Up until that point, the employees didn't know about a formula. As a result, some staff members grieved that they weren't compensated fully and those grievances were placed in abeyance while there was some investigation around the formula that had been developed and implemented. Mr. Freeman indicated that the local wanted to have a conversation with management about Article 62 and the formula being used for reimbursement. A few special labour-management consultation meetings were held between August 2020 and March 2021 but the issue of the calculation formula was not

resolved locally. An impasse was reached when regional management refused a UNE national union representative being involved in discussion at the regional level. It was then determined by the two co-chairs of the Ontario Teacher Labour-Management Consultation Committee that the issue needed to be escalated to the national union management table for resolution.

Both Joanne Wilkinson, Senior Assistant Deputy Minister, Regional Operations, and Kathleen Manderville, Director of the Federal Schools, confirmed that they wanted to return to the table, at the regional level, to further discuss with the teachers' union representatives and that they were open to the participation of union and labour relations representatives from the national level to participate in the additional discussions to try to resolve quickly the issue at the local level. The issue is returning to the local level for resolution.

**Action:** Ms. Wilkinson confirmed her support and that this issue will be addressed at the regional level.

### **13. Round Table and Conclusion – Christiane Fox / Shimen Fayad**

Ms. Fayad asked whether it is possible to receive a list of their members, as unions used to receive every quarter or once a year, the ISC updated employees' list, building locations and email addresses. She also indicated that their union would appreciate being invited to onboarding sessions with new employees to introduce themselves and to speak about the union to new employees.



Mr. King mentioned that his term is coming to an end in September and took this opportunity to thank the bargaining agents, colleagues and the employer.

Michael Mihaylov, ISC Consultation team co-chair, PIPSC, recommended that, in future, regional subjects like the issue related to teachers be treated by special ad hoc meetings or by the HR Sub-Committee rather than being discussed at the NUMCC. Mr. Mihaylov mentioned that HR Sub-Committees were held for these type of problems, the NUMCC is not where this should be discussed. Ms. Lavigne reported that there was no HR Sub-Committee held in the last 14 months, since everyone was busy with COVID-19. She specified that on the last item, it will be important to ensure that HR has dialogue with management and unions to resolve issues. The governance structure will also have to be reviewed as the HR Sub-Committee was created before the creation of the two new departments.

**Action Item:** ISC-FNIHB Employee List & Reporting Structure are requested by the union UHEW.

HR Sub-Committee governance structure to be reviewed.

### Action Items – May 4, 2021

	Action Item	Responsibility	Status
1	<p><b>Follow-up from December 8, 2020, ISC NUMCC</b></p> <ul style="list-style-type: none"> <li>Promotion of Joint Learning Program (JLP), Ms. Karine Renoux indicated that the Learning team is working on developing a strategy for promoting these activities.</li> </ul>	<b>HRWSB / WE</b>	
2	<p><b>Business Resumption</b></p> <ul style="list-style-type: none"> <li>Mr. King indicated that a consultation about this subject is required. Ms. Fox committed that continuous engagement will take place about this topic in future NUMCC meeting.</li> </ul>	<b>LRCOE</b>	Agenda item will be added for the next NUMCC
3	<p><b>Mandatory training Bill C-65</b></p> <ul style="list-style-type: none"> <li>In the coming weeks, reports by sectors of employees who have completed the CSPA course on Workplace Harassment and Violence Prevention will be sent to unions.</li> <li>A copy of the PSPC list of investigators to be used for the investigations will be sent to the bargaining agents as requested by Ms. Fayad.</li> </ul>	<b>CIVCR</b>	 Catalogue_2021-06-28 (002).pdf  The list of Investigators is found on Pages 28 to 45 in Annex A of the attached. The supplier rates have been removed for privacy reasons.  List of investigators provided along with the May 4 <sup>th</sup> draft minutes.
4	<p><b>Respect in the Workplace Charter</b></p> <ul style="list-style-type: none"> <li>Share the series of communications regarding the Respect Charter in the Express.</li> </ul>	<b>CIVCR</b>	 TheExpressMessages.docx

5	<p><b>Diversity and Inclusion</b></p> <ul style="list-style-type: none"> <li>• Add discussion on Diversity and Inclusion to the next agenda at future NUMCC meeting.</li> </ul>	LRCOE / D&I	Agenda item will be added for the next NUMCC
6	<p><b>Classification Conversion – IT</b></p> <ul style="list-style-type: none"> <li>• Ms. Girouard requested whether the list of various categories can be shared with staff so they know what those codes mean before receiving formal notification. Ms. Kilrea indicated that information will be shared as soon as it is made available.</li> <li>• Mr. King requested a list of impacted employees by these conversion initiatives.</li> <li>• Mr. Ladouceur submitted a question in the Chat about the impact on pay/Phoenix of these conversions.</li> <li>• Ms. Kilrea indicated that this topic will be an agenda item at future NUMCC meeting until these conversion exercises are completed.</li> </ul>	Classification	
7	<p><b>Digital Communications and Collaboration Project</b></p> <ul style="list-style-type: none"> <li>• Mr. Eryou to share one-pager on how to connect with GCDocs with the committee members.</li> </ul>	IMIT / Tim Eryou	
8	<p><b>ISC Partnership with Canada Post</b></p> <ul style="list-style-type: none"> <li>• Include update on ISC Partnership with Canada Post Corporation and funding model for next NUMCC.</li> </ul>	Lori Doran / Denis Poirier	
9	<p><b>Reimbursement of Teachers' Expenses</b></p> <ul style="list-style-type: none"> <li>• Ms. Wilkinson confirmed her support and that this issue will be addressed at the regional level.</li> </ul>	LRCOE / ON Region	Discussion took place between Teachers' management and union representatives on May 27, 2021. The issue was resolved to parties satisfaction.
10	<p><b>Round Table: HR Sub-Committee</b></p> <p>Mr. Mihaylov suggested having ad hoc meetings to discuss specific issues or using HR-Sub Committee meeting rather</p>	HRWSB	

	<p>than waiting for NUMCC.</p> <p>A review of the governance structure will be required as the HR Sub-Committee was created before the creation of the two new departments.</p>		
11	<p><b>Ad hoc additional meeting with UHEW</b></p> <p>Ms. Fayad requested that an ad hoc additional meeting takes place to discuss the following proposed items that were not part of the agenda meeting of May 4, 2021:</p> <ul style="list-style-type: none"> <li>- Management Training on LR, Collective Agreements, Canada Labour Code.</li> <li>- There is only one LR Advisor representing ISC members in the NCR.</li> <li>- Termination Process and notification to unions.</li> <li>- Union Support–information to be provided to employees; the Union would like to be invited to onboarding sessions to have opportunity to speak with new employees.</li> <li>- Classification Process for employees whose job titles have changed.</li> <li>- Performance Reviews–signature, negative reviews.</li> <li>- ISC-FNIHB Employee List &amp; Reporting Structure are requested.</li> </ul>	HRWSB	