

**UMCC HR Sub-Committee
Record of Decision (ROD)**

DATE:	5 December 2016
TIME:	1330 – 1530
LOCATION:	285 Coventry Road, Ottawa – First Floor, Room 1-D01

Co-Chairs: Kin Choi, Assistant Deputy Minister (Human Resources-Civilian) [ADM(HR-Civ)]
Des Rogers, Federal Government Dockyard Trades and Labour Council (West) [FGDTLC-W]

Members: Gilles Moreau, Director General Workplace Management (DGWM)
Jeremy Sales, Director General Human Resources Strategic Directions (DGHRSD/COS)
Janet Wong, Director General Strategic Business Partner (DGSBP)
Debora MacAulay, representing Director General Human Resources Operations (DGHROps)
John MacLennan, Union of National Defence Employees (UNDE)
Jean-Marc Noël, Canadian Military College Faculty Association (CMCFA)
Jerry Ryan, Federal Government Dockyard Trades and Labour Council (East) (FGDTLC-E)
Mark Boucher, Canadian Merchant Service Guild (CMMSG)
Dany Richard, Association of the Canadian Financial Officers (ACFO)
Richard Cashin, Federal Government Dockyard Chargehands Association (FGDCA)
Fabian Murphy, Agriculture Union, Public Service Alliance of Canada (PSAC)
Glenn Maxwell, The Professional Institute of the Public Service of Canada (PIPSC)
Francis Vaillancourt, International Brotherhood of Electrical Workers (IBEW Local 2228)
Stephanie Rochon Perras, Canadian Association of Professional Employees (CAPE)

Regrets: Glenn Maxwell, Professional Institute of the Public Service of Canada (PIPSC)
Roxane Gosselin, Director General Workplace Development (DGWD)

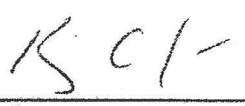
Attendees: Alexandra Auclair, Director Total Health Strategy (DTHS)
John Park, Director Civilian Labour Relations (DCLR)
Yves Fournier, representing Federal Government Dockyard Trades and Labour Council (East) [FGDTLC-E]
June Winger, representing Union of National Defence Employees (UNDE)
Dave Thornhill, representing Federal Government Dockyard Chargehands Association (FGDCA)
Stan Dzibick, representing Federal Government Dockyard Trades and Labour Council (West) [FGDTLC-W]

ITEMS	OPI	DECISION / ACTION	OPI(s) & Deadlines (DL)
1. Opening Items	Co-Chairs	The minutes and agenda were accepted.	
2. My GCHR	DGHRSD/COS	<p>DGHRSD/COS provided an update on the status of the implementation of My GCHR in DND. The process is now in the options analysis phase. In the meantime, DND continues with the current HR system.</p> <p>DGHRSD/COS will continue to update unions as information is available.</p>	<p>DGHRSD/COS DL: ongoing</p>
3. Update on compensation services	DGHROps	<p>DGHROps provided an update on the current status and initiatives to resolve pay related issues, including the rollout of the claim process for out-of-pocket expenses related to Phoenix pay issues and access for Military members.</p> <p>DGWM provided information on its project to proactively support managers and their employees on LWOP.</p> <p>DND's escalation process is available where issues are not addressed in the timeline determined by PSPC. Employees can contact: CompensationServiceRemuneration@forces.gc.ca</p> <p>Communication will be coming out shortly advising employees in overpayment situations to notify PSPC by year end.</p> <p>ADM(HR-Civ) will be looking at options and ideas on how the department could help address the issues such as how it can facilitate the recovery of salary advances. Unions are invited to provide input.</p>	<p>DGHROps DL: TBD</p> <p>DGHROps DL: ongoing</p>

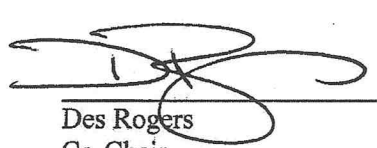
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4. Total Health Strategy update	DGWM	<p>DGWM provided an update on the implementation of the Office of Disability Management. A strategic initiating directive is being approved and a process map will be developed. A phased in approach is expected in FY17-18.</p> <p>Unions are encouraged to provide their input to help improve the process.</p>	
5. DAOD on Harassment Prevention and Resolution	DGWM	<p>DAOD has been approved and work is currently being done to review guides and training tools. Several Unions proposed looking at Joint Learning Program options. DGWM will continue to look at possible ways to better address harassment complaint situations.</p> <p>DGWM will share communication on the DAOD with Unions as soon as possible.</p>	<p>DGWM DL: TBD</p>
6. Round Table		<p>UNDE raised a recent PSLREB decision on workplace access for bargaining agent representatives. In the future, access requests should also be sent to HR-Civ so we can facilitate.</p> <p>DGWM will share a copy of the communication sent to LIs.</p> <p>PSAC / Agriculture union raised the issue that the current harassment policy is not working and proposed to work in collaboration, by addressing these issues through the violence in the workplace process.</p> <p>DGHROps reiterated that they can be contacted for pay related questions.</p> <p>There is currently a pilot attempting to address Phoenix issues related to Compensatory Leave. DGHROps will keep members updated.</p>	<p>DGWM DL: TBD</p> <p>DGHROps DL: ongoing</p>

ITEMS	OPI	DECISION / ACTION	OPI(s) & Deadlines (DL)
10. Closing Remarks	Co-Chairs	Des Rogers thanked everyone for a good meeting and good conversations.	N/A

Approved by:



 Kin Choi
 Co-Chair



 Des Rogers
 Co-Chair