

RECORD OF DECISION

Union Management Consultation Committee - Human Resources Sub-Committee

02 December 2019, 1330 hrs to 1600 hrs

3500 Carling, Ottawa

Building 5, Conference Room 5T.2J11.06

Agenda			
Item	Subject	OPI	
1.	Opening Remarks	Co-Chairs	
2.	Acceptance of Agenda and Previous Minutes	Co-Chairs	
3.	Mental Health	FGDTLC(E)/DGWM	
4.	Employee Demographics	ADM(HR-Civ)/DGHRSD	
5.	Collective Agreement Implementation	ADM(HR-Civ)/ DGCCB	
6.	Heyder-Beattie Settlement Agreement	ADM(HR-Civ)/ DGHRSD	
7.	HR GO Application	ADM(HR-Civ)/ DGHRSD	
8.	DGWM Update	ADM(HR-Civ)/ DGWM	
9.	Round Table	All	
10.	Closing Remarks	Co-Chairs	
Membership			
Co-Chairs		Replacement	Observer
ADM(HR-Civ)	Kin Choi		
FGDTLC(W)	Des Rogers		Kevin Walsh
Members			
DGWM	Peter Hooey		
DGHRSD	Vikesh Srivastava		
DGWD	Monica Kolstein		
DGHROps	Barbara Williams		
DGCCB	Joanne Lalonde		
UNDE	June Winger		Benoit Laberge
FGDTLC(E)	Jerry Ryan		Yves Fournier
PSAC Agricultural Union	Fabian Murphy	Milton Dyck	
PIPSC	Glenn Maxwell	Peter Jozsa	
CMSG	Mark Boucher		Wanda Boudreau
IBEW Local 2228	Francis Vaillancourt		
FGDCA	Richard Cashin		
ACFO	Dany Richard		
CMCFA	Jean-Marc Noël		
Regrets			
PSAC Agricultural Union	Fabian Murphy		
CAPE	Aino Cantell		
IBEW	Paul Cameron		
Presenters			
DGWM, DTHM	Francois Bariteau		
DGHRSD, DSPA	Danielle Morneault		
DGCCB, DCCBDI	Phil Furlan		
DGHRSD	Vikesh Srivastava		
DGHRSD, DDHR	Julie Albert		
DGWM, DCLR	Jennifer Bordeleau		Natalie Bussières Justine Radulovic

Resources

DGWM	Charlaine Mallette, Strategic Advisor
DGWM	Alana Michel, Administrative Assistant

Record of Decision

Item 1: Opening Remarks

Summary:

- The Co-Chairs welcomed the committee members.
- Mr. Kin Choi, Assistant Deputy Minister (Human Resources – Civilian), introduced two new ADM(HR-Civ) Directors General to the committee: Ms. Joanne Lalonde, Director General Civilian Compensation and Benefits and Mr. Vikesh Srivastava, Director General, Human Resources Strategic Directions.
- Mr. Choi informed committee members of the ongoing HR-Civ initiatives to raise money as part of the National Defence Workplace Charitable Campaign.

Item 2: Acceptance of Agenda and Previous Minutes

Supporting Documents: UMCC HR-Sub Terms of Reference, UMCC HR-Sub 16 September 2019 Record of Decision, UMCC HR-Sub 16 September 2019 Action Item Matrix

Summary:

- Mr. Des Rogers, President, Federal Government Dockyard Trade and Labour Council (West), proceeded with the acceptance of the agenda and previous meeting minutes.
- Mr. Choi provided an update on previous business and welcomed members' input with regards to the UMCC HR-Sub 16 September 2019 Action Item Matrix.
- The previous meeting minutes and agenda were adopted by the Committee.

Discussion:

- Ms. June Winger, President, Union of National Defence Employees, raised the topic of personnel files and mentioned a case where a file was not accessible to an UNDE member who filed a grievance. The member later saw their personnel file from their manager's desk, and found an unknown, dated, complaint filed by a member they did not know. Ms. Winger suggested that we raise management's awareness of shadow files, as they are unacceptable.
- Mr. Choi recognized the challenges related to personnel files and indicated that work is underway.

Item 3: Mental Health

Supporting Documents: No supporting documents.

Summary:

- Mr. Jerry Ryan, President, Federal Government Dockyard Trade and Labour Council (East), discussed the need for trained harassment investigators.
- Mr. Francois Bariteau, Director Total Health Management, provided an update on the work underway to enhance and promote the departmental Employee Assistance Program (EAP) services.
- Mr. Bariteau updated the Committee on the expansion of the Office of Disability Management in Montréal and Valcartier.

Discussion:

- Mr. Choi welcomed thoughts on the framework of Bill C-65 and the ongoing challenges with competent persons. Mr. Ryan indicated that it is important to address issues immediately, even if informally, and that prevention programs remain key.
- Mr. Richard Cashin, President, Federal Government Dockyard Chargehands Association expressed that he feels that the focus is on impartiality, when it should be on completing the investigation. He stated that investigators internal to the Department could still be deemed impartial and would be an acceptable option for most members.
- Ms. Winger suggested creating a list of investigators agreed upon by the unions.
- Mr. Ryan and Mr. Rogers discussed EAP utilization rates and suggested the name “Employee and Family Assistance Program” to be more inclusive and encourage use.
- Ms. Winger expressed that the Morneau Shepell Lifeworks platform was used by some of her members, and that she did not recommend it for EAP services. Mr. Choi asked Ms. Winger to share the particulars of the issues some of her members are encountering with the services.

Item 4: Employee Demographics**Supporting Documents:** Defence Civilian Workforce Overview Presentation**Summary:**

- Ms. Danielle Morneault, Director Strategic Planning and Accountability, presented on employee demographics within the Department.

Discussion:

- Mr. Cashin questioned the average pensionable years of National Defence employees amounting to 12 years. Ms. Morneault indicated that this average is lower than expected due to the number of CAF members pursuing employment within the Public Service following their retirement.

Item 5: Collective Agreement Implementation**Supporting Documents:** HR-to-Pay Stabilization Presentation**Summary:**

- Mr. Phil Furlan, Director, Civilian Compensation Business Development and Implementation, provided committee members with an update on collective agreement implementation, leave cash-out for Fiscal Year 2019/2020 and MyGCPay.

Discussion:

- Mr. Peter Jozsa, DND Consultation Vice President, PIPSC, stated that he was not aware of nurses’ salary moving to the national salary scale, but that he believed additional allowances make up a lot of their pay. He agreed to seek input from nurses and provide feedback to the group. Ms. Jennifer Bordeleau, Director Civilian Labour Relations, clarified that the intent of this change was to increase recruitment and retention of nurses.
- Mr. Ryan suggested obtaining contact information from the Pension Centre for retired employees for the purpose of providing retroactive pay. Mr. Jozsa asked whether MyGCPay would be more user-friendly. Ms. Winger stated that her veteran members tested the application, and were pleased with it.
- Ms. Winger shared her members’ concerns with automatic cash-outs. There was a concern that cash-outs had not been accounted for in budgets, and would take away from SWE funding. Ms. Lalonde stated that there are no details available regarding the cash-out approach at the moment, but that it will be a Government of Canada-wide approach.

- Mr. Rogers shared that there are still issues with transferring the Medical Services Plans (MSP) for employees in British Columbia. He stated that issues with MSP will increase as of 1 January 2020, as the province is eliminating MSP premiums. Mr. Furlan asked Mr. Rogers to share his information on this subject.
- Winger asked for assistance in creating local UNDE membership lists in preparation for a potential strike vote.

Action Item:

- DGHRSD will provide data to support UNDE in creating local membership lists.

Item 6: Heyder-Beattie Settlement Agreement

Supporting Documents: No supporting documents.

Summary:

- Mr. Vikesh Srivastava, Director General, HR Strategic Directions, presented an update on the Heyder-Beattie Settlement Agreement.

Discussion:

- Mr. Hooey indicated that EAP services will be made available for former civilian employees, through the Sexual Misconduct Response Centre (SMRC). Mr. Hooey also thanked the unions for their feedback on the revised definition of harassment and indicated that it had been shared with the Vice Chief of Defence Staff group.
- Mr. Ryan asked for context for survivors, and clarification on what constitutes a claim. Ms. Monica Kolstein, Director General, Workforce Development, mentioned that the Chief of the Defence Staff and the Deputy Minister sent out email communications, and the information was comprised in the documentation.
- Mr. Choi shared that he hopes survivors will come forward and drive institutional change.

Action Items:

- DGWM will distribute the Heyder-Beattie Settlement Agreement FAQ document.

Item 7: HR GO Application

Supporting Documents: HR GO Application Presentation

Summary:

- Ms. Julie Albert, Director, Digital Human Resources, presented on the HR GO Application to solicit feedback from the unions.
- Ms. Albert stated that approximately 1700 employees are using the application weekly and that communications to promote the application are sent out regularly.

Discussion:

- Mr. Rogers suggested expanding the application to include personal information, as it would further increase usage.
- Mr. Choi asked whether the unions would like to see their information on the application. Ms. Winger stated that it would be useful to link the union websites for employees, as well as adding orientation tools, organizational charts and UMCC minutes. Mr. Jozsa stated that there would need to be a mechanism to update union information should there be an election.
- Ms. Winger questioned if the name was holding back the application, as HR may not necessarily appeal to all employees.

Action Item:

- DGHRSD will work with unions to add relevant information to the HR Go Application.

Item 8: DGWM Update**Supporting Documents:** No supporting documents**Summary:**

- Ms. Bordeleau provided an update on increased union consultation, the Labour Relations centre of expertise and the L1 pilot project statistics.

Discussion:

- Ms. Winger stated that “TGIF Parties” happen on a weekly basis on some bases, and asked for written notes of Ms. Bordeleau’s update. Ms. Winger also requested an organizational chart for ADM(HR-Civ) with descriptors.
- Mr. Ryan and Ms. Bordeleau discussed opportunities for proactive labour relations and early resolution.
- Mr. Cashin mentioned that interactions with Labour Relations have lessened locally. Mr. Rogers agreed that he used to have biweekly meetings with Labour Relations Officers, and that this no longer happens. Mr. Hooey indicated that some Labour Relations Officers are reaching out, but not getting a response from unions.
- Ms. Bordeleau discussed joint mediation training with the unions, which generated some interest.

Item 9: Roundtable**Discussion:**

- Mr. Josza informed members that DAOD 5028-0 has been changed to authorize training outside of Canada. He added that the Delegation of Authority conflicts with the DAOD and will need to be modified to reflect the amended DAOD.
- Mr. Milton Dyck, Second National Executive Vice-President, Public Service Alliance of Canada, Agriculture Union, asked whether the Heyder-Beattie Settlement Agreement timelines could be shared.
- Ms. Winger thanked Ms. Bordeleau for her work on a harassment case with her members.

Item 10: Closing Remarks**Summary:**

- The Co-Chairs thanked the Committee for a good meeting and noted that they looked forward to seeing members again at the 2 March 2020 HR-Sub Committee meeting.

Record of Decision approved by:

Kin Choi
ADM(HR-Civ)
Co-Chair

Des Rogers
FGDTLC(W)
Co-Chair