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| **Labour Program Union-Management Consultation Committee (LPUMCC)** |
| **Record of Discussions and Decisions****Meeting of November 16, 2015** |

**Management Representatives**

**Lori Sterling**,DM, Labour

**Gary Robertson**,ADM, Compliance, Operations and Program Development

**Anthony Giles**,ADM, Policy, Dispute Resolution and International Affairs

**Lyne Bourget**,DG, Strategic Integration, Planning and Renewal Directorate

**Annik Wilson**, DG, Regional Operations and Compliance Directorate

**UNION REPRESENTATIVES**

**Doug Marshall**,National President, UNE - PSAC

**Linda Koo**,Labour Relations Officer, UNE - PSAC

**Lionel Saurette**, Labour Relations Officer, CAPE

**Ryan Kelly**,President Local 514, CAPE

**HUMAN RESOURCES SERVICES / LPUMCC SECRETARIAT**

**Jennifer Hamilton**, Director, Centre of Expertise - Labour Relations

**Serge Viens**, Leader, Human Resources National Projects, Centre of Expertise - Labour Relations

**Annick Rollin**,Labour Relations Advisor, Centre of Expertise - Labour Relations

**GUESTS**

**James Gilbert**, ADM, Public Affairs and Stakeholder Relations

**Catherine Lappe**,DG, Citizen Services and Program Delivery, Western Canada and Territories Region

**Brenda Baxter**, DG, Workplace Directorate

**Sandra Webber**, DG, Centres of Expertise

**REGRETS**

**Stan Buday**,President, National Consultation Team for ESDC, PIPSC

**Emmanuelle Tremblay**,National President, CAPE

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| **ITEM** | **SUBJECT** |
| **1.** | **OPENING REMARKS** |
|  | A) LPUMCC Membership:There are changes to the mandatory management membership of the Labour Program Union-Management Consultation Committee (LPUMCC) that are listed as follows: * Lori Sterling, DM, Labour
* Gary Robertson, ADM, Compliance, Operations and Program Development
* Anthony Giles, ADM, Policy, Dispute Resolution and International Affairs
* Lyne Bourget, DG, Strategic Integration, Planning and Renewal Directorate
* Annik Wilson, DG, Regional Operations and Compliance Directorate
* Catherine Drew, Executive Director, Deputy Minister’s Office

CAPE is represented at LPUMCC meetings at the national level by Emmanuelle Tremblay (National President, CAPE), by Mr. Ryan Kelly (President, Local 514, CAPE) and by Mr. Lionel Saurette (Labour Relations Officer, CAPE). The Secretariat of the LPUMCC meetings will continue to be provided by the division of Ms. Jennifer Hamilton (Director, Centre of Expertise – Labour Relations).B) Co-Chairs of the LPUMCCMs. Lori Sterling is now the management Co-Chair of the LPUMCC with Mr. Doug Marshall (National President, UNE - PSAC) who is the union Co-Chair. Mr. Marshall and Ms. Sterling will alternate as the chair of the meetings.C) Agenda ItemsThe agenda items to be discussed at LPUMCC meetings will be determined prior to meetings. Consequently, no new agenda items will be added on the day of the meeting unless it is an urgent topic that requires immediate attention. When meeting invitations are sent to all members, Mr. Lionel Saurette (CAPE) asked that agenda items already identified by management be mentioned in the invitations. D) MinutesThe minutes of the previous meeting of the LPUMCC were approved.The record of discussions will be in “plain speak” and they will specify discussions resulting from deck presentations. Presentation material will be included as annex items.  |
| **2.** | **Ministerial Transition Update** (Gary Robertson) |
|  | Following the recent elections, the Minister of the Labour Program, Ms. MaryAnn Mihychuk, has been appointed. The Minister has been “walked through” the three sections of the Canada Labour Code. In the next week, she will be briefed on all major policies and activities of the Labour Program.   |
| **3.** | **Diversity Champions Update** (James Gilbert, Brenda Baxter and Catherine Lappe) |
|  | A presentation deck was provided to all Committee members that includes the roles and responsibilities of the three Diversity Champions and the next steps in the area of diversity (Annex A). In response to the up-coming one-day session on duty to accommodate, Mr. Lionel Saurette (CAPE) asked for the name of the individual who will deliver the presentation. Mr. Gilbert responded that he could obtain the information and provide it. *Status of Action Item: After the meeting, Mr. Saurette forwarded an e-mail to all members stating that he had received the information from one of his members.*  In response to the question of what is being done concerning recruitment for Aboriginal persons, Ms. Sandra Webber (DG, Centres of Expertise) responded that the Organization Need criterion can be used to recruit Aboriginal persons. She also noted that ESDC’s Western Canada and Territories Region did seek a deployment, at level, for Aboriginal executives in the Federal Public Service. Ms. Webber reminded members of the commitment ESDC has made to sponsor two ESDC executive feeder group Aboriginal employees on the Aboriginal Leadership Development Program in collaboration with Aboriginal Affairs and Northern Development Canada for the 2016 intake.  |
| **4.**  | **Employment Equity Update** (Sandra Webber) |
|  | Presentation material was provided to all Committee members that includes emerging issues as well as the recommended next steps to address them (Annex B). Mr. Doug Marshall (UNE) mentioned that employment equity data included in the presentation material is not sufficiently detailed to have a complete understanding of the representation of employment equity groups and possible gaps across the department. Mr. Lionel Saurette (CAPE) is of the same view as Mr. Marshall, and he would like data covering employees of the EC category for the four employment equity groups. Ms. Lori Sterling stated that diversity is one of her priorities and as possible/appropriate would be pleased to share detailed data on employment equity group representation. *Status of Action Item: The Secretariat has responded to Mr. Marshall and Mr. Saurette on this matter*.Mr. Saurette mentioned that the “best fit” staffing concept should be considered when it is difficult to bridge employment equity representation gaps. He also questioned if the *Employment Equity Act* permits direct recruitment without holding a staffing process. Ms. Sandra Webber responded that for an employer to consider “direct recruitment”, gaps in representation must exist. |
| **5.** | **Human Resources Transformation (Phoenix)** (Sandra Webber) |
|  | The transfer of pay services through Phoenix is now expected to occur on April 21, 2016. In order to mitigate and avoid problems for the employer, on-line and Webinar training will be available for managers and employees. Furthermore, the Human Resources Services Centre will have an enquiry unit to address questions from staff pertaining to compensation and benefits. A liaison office will also be created and it will include staff experts in the area of compensation and benefits. Doug Marshall (UNE) raised his concern that the transformation of pay services may create significant salary payment issues for employees, including some being overpaid and others not receiving their payments. Mr. Saurette (CAPE) recommends that options available to employees to address their salary overpayments be communicated to them. *Status of Action Item: Sandra Webber has been in contact with Mr. Saurette to address his concerns on this matter.*  |
| **6.** | **Update ON Employee Engagement** (Annik Wilson and Lyne Bourget) |
|  | A presentation deck was provided to all Committee members that includes the progress made to date as well as the next steps in this area (Annex C). Ms. Lori Sterling committed to extending invitations to her upcoming Town Hall meeting to the LPUMCC union representatives.  |
| **7.** | **Round table** |
|  | Ms. Lori Sterling indicated that she is open to explore an approach on trying to resolve some important situations (e.g., grievances) and welcome suggestions from the unions. M. Lionel Saurette (CAPE) mentioned that in order to help in some situations, management should be supported in thinking more broadly to respect the spirit versus letters of employment-related laws. |