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| **RECORD OF DISCUSSIONS AND DECISIONS**  **National Labour-Management Consultation Committee (NLMCC)** |
| **Meeting of February 22, 2016** |

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| **ATTENDANCE** | |
| **Co-Chairs** | |
| **Ian Shugart,** Deputy Minister, ESDC | **Marco Angeli,** National President, PSAC-CEIU |
| **Management Representatives:** | **Union Representatives:** |
| **Louise Levonian,** Senior Associate DM, ESDC and COO, Service Canada | **Stan Buday**, PIPSC |
| **Benoit Robidoux**, Associate DM, ESDC | **Jennifer Chieh Ho,** PSAC-UNE |
| **Benoit Long**, Senior ADM, PPS | **Doug Marshall,** PSAC-UNE |
| **Kathryn McDade**, Senior ADM, ISSD | **Jim McDonald,** PSAC-UNE |
| **Paul Thompson,** Senior ADM, SE | **Yves Durand,** ACFO |
| **James Gilbert,** ADM, PASR | **Yvonne Snaddon,** PIPSC |
| **Gail Johnson**, ADM, Learning | **Dean Corda,** PIPSC |
| **Joanne Lamothe**, ADM, PO, Service Canada |  |
| **Louis Beauséjour,** ADM, IS, Service Canada |  |
| **Charles Nixon,** ADM, IITB |  |
| **Peter Simeoni,** ADM, CS, Service Canada |  |
| **David Todd** for **Cheryl Fisher**, Corporate Secretary |  |
| **Peter Larose,** ADM, HRS |  |
| **Alain Séguin**, Chief Financial Officer |  |
| **Gary Robertson,** ADM, Labour Program |  |
| **Vincent Daluz,** Chief Audit Executive |  |
| **Brent Napier** for **Annik Wilson**, DG, Labour Program |  |
| **Anthony Giles**, ADM, Labour Program |  |
| **Claire Caloren,** ADM, Quebec Region |  |
| **Jennifer Hamilton**, Director, Corporate Labour Relations, HRS |  |
| **PRESENTERS** | |
| **Jacques Paquette,** Senior ADM, SSP | **Joanne Roy Aubrey**, DG, HRS |
| **Penny Levesque**, DG, IS | **Lori Sterling,** DM, Labour Program |
| **Deborah Cooper,** General Secretary, National Joint Council | **Sandra Webber,** DG, HRS |
| **ABSENT** | |
| **Annick Langlois,** DG, HRS | **Mathieu Delorme,** AJC |
| **Michelle Henderson**, PSAC-CEIU | **Raoul Andersen,** ACFO |
| **Richard Ballance**, PSAC-UNE | **Linda Koo,** PSAC-UNE |
|  | **Claude Vézina,** Director of Professional Services, CAPE |
| **NLMCC SECRETARIAT** | |
| **Isabelle Lamothe,** Acting Corporate Projects Agent, Corporate Labour Relation, HRS | **Laura Safi,** Corporate Labour Relations Advisor, Corporate Labour Relation, HRS |
| **Annick Rollin,** Corporate Labour Relations Advisor, Corporate Labour Relation, HRS | **Serge Viens**, Leader, National Projects, Corporate Labour Relations, HRS |

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|  | **SUBJECT** | **ACTION / DECISION** |
| **1.** | **Opening Remarks and Approvals** (Ian Shugart)**:** |  |
|  | Deputy Minister Ian Shugart opened the meeting welcoming all participants as did the President of the Canada Employment and Immigration Union.  In his opening remarks, Mr. Shugart noted that following the election of the new federal government last Fall, there are now three ministers for Employment and Social Development Canada (ESDC), namely:   * Jean-Yves Duclos, Minister of Families, Children and Social Development * MaryAnn Mihychuk, Minister of Employment, Workforce Development and Labour * Carla Qualtrough, Minister of Sport and Persons with Disabilities   He further indicated that the name of the department “Employment and Social Development” and the organizational structure remains the same.  Mr. Shugart reinforced the ongoing departmental priority to be a high performing organization. A key is fostering collaborative relations with stakeholders including bargaining agents.  Approval of Agenda:  The meeting agenda was approved by members.  Minutes of Previous Meeting:  The minutes of the meeting of July 3, 2015 were approved by members. |  |
| **2.** | **ESDC Programs and Priorities** (Jacques Paquette)**:** |  |
|  | A presentation deck entitled “2016-2020 Strategic Priorities and Initiatives” was provided to Committee members. The deck outlines ESDC’s priorities and initiatives in areas including, income security, families and vulnerable groups, workforce development, and training and post-secondary education (see Annex A).  Yves Durand (ACFO) commented that some provinces are changing the Guaranteed Income Supplement and asked whether the impact on the source of payments is known. Jacques Paquette replied that the Minister will develop a poverty reduction strategy and consult with the provinces and territories on this matter.  Marco Angeli (CEIU) expressed concern about the working conditions of his members working in call centers. Benoit Long indicated that he would be pleased to sit down with union representatives to discuss concerns.  In response to an enquiry by Dean Corda (PIPSC) concerning the ESDC freeze of the indeterminate roll-over provision of the term policy, Sandra Weber responded that ESDC reviews the decision to suspend the roll-over provision on an annual basis. She also noted that this will be discussed at the next meeting of the Human Resources Union-Management Committee (HRUMCC). |  |

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| **3.** | **Digital Fingerprint Retention** (Penny Levesque) |  |
|  | Penny Levesque provided an update on changes to digital fingerprint procedures. Ms. Levesque noted that digital fingerprints have been required by the RCMP since July 2015. She further added that digital fingerprints are not retained by the Department and are destroyed by the RCMP after they perform their verification.  Dean Corda (PIPSC) asked how fingerprints are shared with the RCMP. Penny Levesque responded that they are transmitted through a secure channel only accessible by the RCMP and accredited organizations such as the Corps of Commissionaires and local police. |  |
| **4.** | **National Joint Council (NJC)** (Deborah Cooper): |  |
|  | A presentation deck entitled “National Joint Council of the Public Service of Canada – Forum of Choice” was provided to Committee members. The deck includes an overview of activities of the National Joint Council (NJC), the grievance procedure and directives of the NJC (see Annex B).  The presentation and following discussion period allowed members to become more familiar with the excellent work and results achieved through joint bargaining agent – management collaboration made possible by the NJC. |  |
| **5.** | **Integrated Framework on Mental Health in the Workplace** (Lori Sterling): |  |
|  | Lori Sterling summarized the work accomplished to date concerning the Integrated Framework on Mental Health in the Workplace. This included developing the Mental Health Passport, the *iService* website on mental health, and providing learning options on mental health.  Ms. Sterling announced that Marco Angeli (National President, CEIU-PSAC) is now co-chair of the Mental Health Implementation Committee along with Sara Filbee (Assistant Deputy Minister, Atlantic Region, ESDC). She also indicated that the Implementation Committee will have a face-to-face meeting in March 2016.  A video on the testimony of Sue Spooner (ESDC employee) about her experience with mental health issues was presented at the meeting.  Ian Shugart called for the Committee to return to the subject of mental health as an ongoing file of mutual interest. |  |
| **6.** | **Public Service Employee Survey (PSES)** (Joanne Roy-Aubrey): |  |
|  | A presentation deck entitled “2014 Public Service Employee Survey: Departmental Action Plan Update” was provided to Committee members. The deck includes an update on the departmental action plan to address the Public Service Employee Survey (PSES) results and next steps (see Annex C).  Doug Marshall (UNE) raised a concern about possible privacy issues with the mini follow-up survey. Mr. Marshall also asked who will be invited to respond to the survey. Joanne Roy-Aubrey indicated that non detailed discussions are being held on some matters among others as plans to pilot a mini-survey are worked through. |  |
| **7.** | **Consultations with Union Members** (Sandra Webber)**:** |  |
|  | Sandra Webber provided an overview of planned, upcoming consultation session with bargaining agents:  New Direction in Staffing:  On February 19, 2016, a consultation session was held with the unions on the proposed staffing policies and approaches. A subsequent session will be organised with the unions on March 7, 2016.  Integrated Framework on Mental Health in the Workplace:  On March 23, 2016, a one-day event will be held between the Implementation Committee for the Integrated Framework and the unions. Objectives of the session include: taking stock of the accomplishments to date, identifying gaps to address, and adjusting plans for next fiscal year.  Harassment Complaint Program:  On January 21, 2016, a consultation session was held with the unions on improvements of ESDC’s formal harassment complaint process. A subsequent session will be organized with the unions on March 24, 2016. |  |
| **8.** | **Roundtable and Closing Remarks** (Ian Shugart): |  |
|  | Peter Simeoni informed members that a briefing on Passport Modernization will be held the week of March 7, 2016.  Kathryn McDade mentioned that workshops are being held for employees on performance management and union representatives are invited to participate.  Marco Angeli (CEIU) indicated that employees are concerned about the implementation of Phoenix with regards to their pay. Peter Larose replied that the Department is actively working to put in place measures to support the transition and will have a liaison office to address issues which may emerge through the change of service provider. |  |