**Minutes**

**National Labour Management Consultation Committee (NLMCC)**

**Meeting held on October 29, 2013**

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| In Attendance | |
| **CO-CHAIRS** | |
| Ian Shugart – CO-CHAIR (HRSDC) | Don Rogers - CHAIR (CEIU) |
| **MANAGEMENT REPRESENTATIVES** | **UNION REPRESENTATIVES** |
| Karen Jackson (Assoc. DM – HRSDC) | Steve McCuaig (CEIU) |
| Ron Parker (Assoc. DM - HRSDC) | Stan Buday (PIPSC) |
| Peter Larose (ADM-HRSB) | Doug Marshall (UNE) |
| Mary O’Neil (Service Canada) | Luc Pomerleau (CEIU) |
| James Gilbert (PASRB) | Mark Kohli (PIPSC) |
| Allen Sutherland (Learning) | Richard Ballance (UNE) |
| Peter Simeoni (CSB) | Lionel Saurette (CAPE) |
| Paul Thompson (PPSB) | Linda Koo (UNE) |
| Louis Beauséjour (ISB) | Randy Anderson (ACFO) Teleconference |
| David McGovern (SPRB) |  |
| Charles Nixon (IITB) |  |
| Joanne Lamothe (POB) |  |
| Alain P. Séguin (CFO-CFOB) |  |
| Kin Choi (Labour Program) |  |
| Sandra Webber (HRSB) |  |
| Cathy McLaughlin (HRSB) |  |
| **PRESENTER** | |
|  | |
| **REGRETS** | |
| Hélène Gosselin (DM - Labour) | Grant Boland (ACFO) |
| Frank Vermaeten (SEB) |  |
| Carolina Giliberti (Service Canada) |  |
| **UMCC SECRETARIAT** | |
| Anik René | |
| Sabrina Evans | |

| **ITEM** | **SUBJECT** | **ACTION / DECISION** |
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| **1.** | **OPENING REMARKs, approvals and follow-ups**  *(Don Rogers)* |  |
|  | Don Rogers (Chair) and Ian Shugart (Co-Chair) welcomed members to the meeting.  In his opening remarks, Don Rogers noted the context of the recently announced changes to government-wide labour relations and certain changes to the *Canada Labour Code*. He expressed significant concerns by bargaining agents both with the proposed changes and a lack of consultation regarding these changes. This said, he noted that today’s meeting was to focus on the ESDC workplace where committee members had come together to exchange on subjects of mutual interest as outlined in the Agenda.  In his opening remarks, Ian Shugart noted that different interests and responsibilities are brought to this table. He reinforced the Government vision and clarified the important duty of public servants to respect cabinet confidence. Mr. Shugart agreed the ESDC National Labour Management Consultation Committee provided a forum where, notwithstanding differences which may arise from time to time, the parties do come together with a commitment to the people we lead and represent within ESDC.  **Approval of the Agenda**  The agenda was approved with the following additions:  Mark Kohli (PIPSC) sought clarifications on certain elements of the Speech from the Throne.  **Minutes of Previous Meeting**  The minutes of the May 27, 2013 meeting were approved without change.  **Follow-Ups**  There were no outstanding follow-ups. |  |
| **2.** | **Blueprint 2020** *(James Gilbert)* |  |
|  | James Gilbert provided a presentation on Blueprint 2020. He clarified that this initiative is a bottom-up and innovative process to generate a wide range of valuable input about how employees vision the future of Canada’s public service leading up to, and beyond 2020.  ESDC’s engagement strategy ensures that employees are aware of BP 2020, feel empowered to participate without feeling as though they need permission, can participate without fear of repercussion and feel that their voice matters.  A cross-sectional and collaborative engagement strategy was developed using GCpedia, GCconnex, Twitter as well as face-to-face sessions – all in an effort to reach as many employees as possible. Communities of Practice, Regions and Branches organized a variety of engagement sessions as well. Close to 2,200 individuals have contributed their voice to the departmental discussions and 15,000 visits to ESDC’s custom BP2020 Hub on GCpedia.  Through these engagement activities, the following themes have been heard:   * **Service to Canadians in 2020:** Modern, efficient and high quality services to Canadians are sustained through streamlined, networked service delivery and business innovation. * **Information sharing in 2020:** An open approach seamlessly connects internal and external audiences to the information they need. * **Workplace culture in 2020:** The Government of Canada offers a trusted, adaptable and focused work environment in which performance is nurtured through quality training and tools. * **Technology infrastructure in 2020:** Strategic investment in IM technologies yields long-term measurable savings from a highly mobile workforce. * **Research and Policy in 2020:** Public policy benefits from inclusive approaches that draw upon external expertise and review.   A final report will be available in January 2014.  Steve McCuaig inquired as to the link between the department’s work on Blueprint 2020 and that of the Public Service as a whole. James Gilbert noted that a central, public service wide secretariat is coordinating input and extracting common themes across Departments. In the end, some actions will be Department specific and others will require a cross government response (e.g. new technology solutions).    Referring to the themes, Doug Marshall noted that it is not clear what the employee voice is, what employees are specifically seeking. Distilling the many ideas into common themes can lose the specific meaning/ask of employees. James Gilbert encouraged employees to continue to visit GCconnex which offers the forum for employees to post ideas if these themes are not resonating with their views. |  |
| **3.** | **Third Level Grievance Responses Timeliness** *(Don Rogers)* |  |
|  | Don Rogers expressed concern with the lack of timeliness in the scheduling of hearings and in decisions issued. Luc Pomerleau added that following a survey of CEIU regional representatives, some report waiting as long as 9 months for hearings to be scheduled and decision responses can take up to 12 months.  Sandra Webber explained that unions and management need to work together to promote timely consideration of grievances at the third level. Sandra provided historical statistics showing that the grievance backlog has been reduced considerably, however did note that challenges remain. The new delegation whereby ADMs hear most final level grievances filed after October 1, 2012, is improving timeliness and best efforts are being applied to address grievances filed prior to this date. A challenge has been recruiting the labour relations expertise needed given the shortage of seasoned officers in the public service. Sandra did note that a new competitive process is being launched to add capacity which will support improving response times when completed in the new fiscal year. In the interim, bargaining agents are encouraged to work with corporate labour relations to help triage files and address emergent concerns.  Jim MacDonald expressed concerns with the handling of Passport files and Labour Relations issues since the Passport portfolio has merged with CIC and ESDC. Committees formerly in place to address concerns have been shut down. Sandra Webber confirmed that Jim MacDonald would be added as a member to the various ESDC Labour-Management consultation committees and also encouraged Jim to contact her should there be files of concern. | Jim MacDonal to be added as a member to ESDC Union-Management Consultation Committees.  Completed. |
| **4.** | **Suspension of the accrual time towards conversion for term employees to indeterminate status** *(Don Rogers)* |  |
|  | Don Rogers noted other departments have or will be lifting the suspension of accrual time and inquired if this was also planned at ESDC.  Marilyn Dingwall responded that the issue continues to be examined by ESDC however, as placement of employees impacted by workforce adjustment are continuing, the suspension of accrual time will not be lifted in the near term. |  |
| **5.** | **Passport Canada Update** *(Peter Simeoni)* |  |
|  | Peter Simeoni noted that the transfer continues to progress very well. He commented that the passport program is a well performing program and that the transition has been seamless for clients. Employees are responding positively to the change and continue to be engaged. The second wave of transfers, largely involving the enabling services, will take place at the end of the fiscal year.  Peter noted that effective April 1, 2014, passport operations will report, as in-tact teams, to the Service Canada Executive Head Service Management in the regions where they are located. |  |
| **6.** | **Performance Management Update** *(Julie Metcalfe)* |  |
|  | Julie Metcalfe provided an update on the program for 2013-14, noting that mid-year reviews were underway. ESDC has strengthened performance management practices in preparation for the new Treasury Board Directive to take effect in 2014-15.  Julie noted that Treasury Board has launched the Directive and tools for 2014-15, which can be found on their website. She provided an overview of some the features of the program. For example, there will be four common competencies for public servants, numeric ratings and an on-line system for completing agreements. In addition to the mandatory, on-line training for managers from the Canada School of Public Service, Julie noted that additional learning opportunities were planned and would be available through the Service Canada College in the new calendar year.  Lionel Saurette inquired regarding the employee to manager upward feedback questionnaire. Julie Metcalfe explained that this was an ESDC specific initiative and was being piloted by several Branches in 2013-14. The tool provides employees with the opportunity to provide anonymous feedback on several leadership behaviours to their manager. Lionel reinforced the importance of this tool being administered effectively (e.g. giving employees sufficient time to input).  There was interest on the part of several bargaining agents to learn more about the Treasury Board Directive including definitions of competencies and ratings. Julie Metcalfe encouraged bargaining agents to contact her should there be questions after consulting the tools on the TBS website. |  |
| **7.** | **Pay in Arrears** *(Don Rogers,Cathy McLaughlin)* |  |
|  | In October 2013, Treasury Board announced the implementation of pay in arrears.  Cathy McLaughlin explained that the implementation will be seamless for current employees. The plan is that they will receive a two week transitional payment in April 2014, which will be recovered upon their termination of employment with the government of Canada. New hires will receive their first pay normally 4 weeks after their start date.  Doug Marshall noted that while it was helpful that the transition would be seamless for existing employees, he questioned the value of the new approach. Mark Kholi expressed concerns about the impact in recruiting future public servants who will face delays in receiving their first pay cheque.  Cathy explained that the new approach is in keeping with industry standards and will help address the numerous overpayment situations which occur under the current system. |  |
| **8.** | **ROUND TABLE, CLOSING REMARKS AND NEXT MEETING** |  |
|  | Additional Items:  Steve McCuaig reminded managers that when duties are changed to a position, there is a process to follow to have the job reviewed and classified. There are some concerns, that as work has shifted further to changes following workforce adjustment, this may not always be happening.  Steve McCuaig asked whether the CFOB organization chart had been updated. Alain Séguin noted that changes were still being made and it would be shared when final.  Mark Kohli discussed questions flowing from the Speech from the Throne. Ian Shugart provided the requested clarifications  Kin Choi reminded bargaining agents of the invitation to a briefing the next day on changes to the Canada Labour Code.  Don Rogers thanked members for their active participation throughout the meeting. He also acknowledged and thanked the interpretors and committee secretariat for their contribution to the meeting.  Meeting was adjourned at 15:45. |  |