

CEIU Mental Health (MH) Committee

March 15th, 2018 Meeting Minutes

Present

Sisters Lyne Cartier and Lynda MacLellan and brothers Marco Angeli and Paul Croes

Technical Support: Luc Pomerleau

Present for part of the afternoon: brother Eddy Bourque and sister Crystal Warner

Agenda

Adopted as submitted with the addition under Other business of “mental health strategy” and “reference to the Canadian Labour Congress”.

m/s Paul & Marco **Carried**

Adoption of the minutes of the previous Committee meeting

Adoption of the minutes of the meeting of October 11th of the Committee.

m/s Paul & Marco **Carried**

Privacy and confidentiality policy

The Committee’s Terms of Reference already include a reference to the PSAC Privacy and Confidentiality Policy.

The Committee recommends that this policy, and especially its [Appendix A](#), be used as is. The Committee suggests a reference to it through the appropriate hyperlinks on the PSAC website when it is mentioned on the CEIU website.

Updating the Table on the MH Committees of the Three Departments

The members provided their updates for their departments. The updated table is attached as Appendix B.

Various MH Issues in the Departments

Brother Paul mentioned that Phoenix has an impact on the mental health of the members. The wellness committee is not part of either the National Policy Health and Safety Committee (NPHSC) or the Mental Health Committee, but it should be.

Brother Marco mentioned that the Commitment to a Quality Workplace at the IRB includes a pillar of mental health and well-being. However, everything related to MH must be approved by the NPHSC.

Sister Lyne agreed that Phoenix has a major impact on employees. She mentioned that the MH workshop under the Joint Learning Program (JLP) is treated separately since it is available to all employees. She also mentioned that she sits on a regional committee in Québec that plans the various sessions of the JLP.

Guide to Establishing and Maintaining a Psychological Health and Safety Management System in the Federal Public Service

The Committee members shared their points of view on whether the approach of the departments is in accordance with the components of the [Guide](#).

Brother Marco mentioned that the MH approach at IRB is in accordance with the components of the Guide. For instance, in compliance with Step 3 of Chapter 2, the employer was asked for an inventory of relevant programs and politics related directly or indirectly to MH.

Sister Lyne mentioned that the members of the Policy Health and Safety Committee (PHSC) at ESDC receive a summary report on LAB 1070 forms. However, there are issues with incident reporting in Québec. Management is hesitant to recognize the incident or to fill out the LAB 1070 form for psychological health problems.

Brother Paul mentioned that IRCC fails to comply with the Guide with respect to some areas of the psychological factors. Management seems to have its own MH priorities and the union must be vigilant. Management must walk the talk.

Sister Lyne again stated that the recommendations contained in the various reports of the technical committee apply to all departments. We could perhaps make the members aware of the employer's obligations.

Sister Lynda mentioned that we should ask the other members of the NE to make sure within their respective committees that the employer follows the Guide. Even in local committees, there should be subgroups discussing issues such as MH that could cover some of the 13 psychological factors.

Action

The Committee will develop a checklist such as that suggested by Sister Lyne. The members who sit on the various workplace health and safety committees will make sure that they have the information that matters to CEIU and are able to ensure proper follow-up.

NEVP comments

Sister Crystal mentioned that the bargaining agents have good MH initiatives but that PSAC has not provided the Components and their members sitting on committees with the proper tools to implement them.

Recommendation 1

In support of their mental health role in their respective organization and workplace, as well as on this committee, members of the Mental Health Committee recommend that the National Executive provide them with training in mental health, such as York University's certification in psychological health and safety. This program consists of two full two-day sessions, at a cost of \$ 1,800 + taxes per person. Since this training takes place in Toronto, there should also be travelling expenses, but a 10% discount is offered to a group of three to five (3-5) people from the same organization enrolling in the same course.

Action

Brother Luc has already contacted York University to enquire about the cost of its four hours psychological health and safety workshop that was held at IRCC. The information will be shared with the Committee. NE members could attend this workshop.

Updating the Committee's Work Plan

The Committee updated its work plan. Although the mental health Web page is the only component completed, other components of the plan are underway. The updated work plan is attached as Appendix A.

Action

By the month of June, the members of the Committee will share links to references that they find important. These links will be used on the CEIU Web page on MH references that might be called "Toolkit".

Recommendation 2

CEIU members must be able to contact the Committee easily. Other CEIU national committees have a generic email address for this purpose.

The Committee recommends to the NE that CEIU create a generic email address for the CEIU Mental Health Committee.

Action

The Committee wishes to take advantage of the 2018 Mental Illness Awareness Week. The Committee will develop an email that will be sent to the members within the next three weeks. The committee members will send suggestions regarding the content of this email to the person responsible for this file. (Lynda is responsible of this file)

Recommendation 3

Sister Lynda took the [Avoiding Burnout: Self Care for Activists and Changemakers](#) course. She found that it provides activists with the tools required to protect themselves against the risks of burnout.

The Committee recommends that the NE take this course.

Other businesses

Sister Lynda shared information regarding the Canadian Labour Congress website. This site includes a [page on MH](#) and CEIU could use it as a model to develop its own page and “toolkit”.

Sister Crystal provided a summary of her conversation with brother Bob Kingston. According to what he has heard, the various departments do not understand what the cooperative approach is about. At ESDC, for instance, the whole mental health survey process was controlled by management. The MH subcommittee and the PHSC did not have access to the data. They only received the results of an analysis, in which the members should have taken part.

Recommendation 4

All members of WHS committees, and especially policy committees, should receive training on the cooperative approach.

The co-chairpersons of these committees should demand that all members of WHS and policy committees receive such training.

Adjournment

m/s Lyne & Paul **Carried**

Appendix A – Workplan for the CEIU MH Committee

Short Term (6 months)

- Find a logo or other visual that would help to find the MH section and identify it clearly on the website (Marco)
- Find links and existing information that could be added on the MH section of the website
- Review existing documentation (World Health Organization, National Joint Council, etc.) on MH that could be used by the Committee for its work.
- Identify MH Policies from the three departments (could be posted on CEIU's MH page)
- Determine the communication channels to be used with members to receive their feedback effectively
- Promote the [2018 Mental Illness Awareness Week](#). The Committee will hold a conference call to discuss this (Lynda)

Medium/Long Term

- Develop/share tools for the members such as summaries, diagrams, etc.
- Develop a questionnaire to better know the situation in various workplaces
- Explore other avenues on how CEIU could support its activists in the MH field
- Other elements to be developed later

Appendix B – ESDC – IRCC – IRB: Mental Health (MH) Status

Initiative	ESDC	IRCC	IRB
Co-Chair/Co-Champion Employer (co-selected)	S. Filbee (Champion) L. Sterling (Sponsor) (not co-selected)	D. Edlund (Champion, not co-selected) C. Imrie (co-champion wellness) S. Kirkland (co-champion MH) J. Lapoint (on various committees)	R Pattee (Sponsor) Selection process in progress (1 national Champion + Co-champions in each region) C. Laflamme has been representing IRB with the other departments
Co-Chair Employee	L. Cartier	P. Croes (Co-Chair)	Selection process in progress
MH Committee (members selected, reporting to NPHSC, Terms of Reference)	<ul style="list-style-type: none"> • In place for a few years • employer driven, but there are efforts • some employee members since 2017 • Report to PHSC by providing updates • Working sub-group on the 3 year action plan, meets every other week 	<ul style="list-style-type: none"> • In place • ToR developed • Will report to NPHSC • Same co-presidents as NPHSC 	<ul style="list-style-type: none"> • The members have been selected by the NPHSC and there will be composed of 15 people. • Reports to the NPHSC. • ToR developed by the NPHSC and based on the technical committee
Strategy/framework (co-developed, in place)	<ul style="list-style-type: none"> • Framework developed in 2015 with some consultation with NPHSC 	<ul style="list-style-type: none"> • Done in consultation with the NPHSC 	<ul style="list-style-type: none"> • Done in consultation with the NPHSC

<p>Some key initiatives developed, in progress, or planned</p>	<ul style="list-style-type: none"> • Peer Support Program in development • Manager to Manager Support Program in development • MH Passport • Survey done and results shared • Learning activities for target audience: all employees, supervisors, executive. • iService section to MH in the workplace • Tools to managers, but would cover Team Leaders • Communication plan • Coaching services offered by the Office of Information Conflict Management • MH Strategy Group • Fabienne Jean-François sits on the Québec MH Regional committee 	<ul style="list-style-type: none"> • Implementation of a Psychological Health and Safety Management System • MH communication plan • Self-assessment questionnaire (CMHA) • Webex training sessions • Tools + plan specific to prioritized groups • In the past, some sessions were given during WFA to handle stress 	<ul style="list-style-type: none"> • MH Passport • MH 1st Aid given, Guarding Minds @ Work considered, + others • To be developed: Build awareness, Develop accessible resources, Learning opportunities, Ensure MH is considered when developing policies and procedures, DTA understanding, MH survey (Guarding Minds @ Work) • In place: Engagement Pillar of the Quality Workplace Working Group. There's a MH pillar, but this MH part must be referred to the NPHSC • IRB accepted to fund the regional visits of the 2 NNPSC Co-Chairs to promote MH
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