

CEIU Mental Health (MH) Committee

April 4, 2019 Meeting Report

Present:

Marco Angeli, Lyne Cartier, Paul Croes, Lynda MacLellan, Rhonda Rumson,

Technical Support: Eric Boileau

Present for certain portions: Eddy Bourque, Crystal Warner

Agenda

Adopted as presented unanimously

M/S Marco Angeli & Lyne Cartier

Terms of reference:

Recommendation 1:

- **Bullet 1:** Change from a Chairperson to read **2 co-chairs**. This will reflect the changes done to the Committee structure, as mentioned in the October 10th, 2018 minutes.
M/S Marco Angeli, Lyne Cartier, carried.
- **After Bullet 1**, addition of a paragraph that reads as follows: The co-chairs would chair the meetings in alternance. Every member of the committee is encouraged to participate actively in every aspect of the committee.

M/S Marco Angeli, Lyne Cartier, carried.

Update on the Workplan of the Committee

Members discussed the workplan and update it. (Appendix A)

Crystal mentioned that in the goal of getting a logo, the professional services that will be used by CEIU may be used to also make a logo for the committee.

- The committee agreed to request National Office to have a clear section added to the main CEIU webpage for Mental Health. And that the links from the previous Mental health portion of the webpage be added to the new one.
- Possibility to ask Luc to assist in making a short list of useful links that can be shared to the committee, debated and then possibly added to the main website. (Ex: crisis centre phone lines, suicide hotline, etc...)
- It was suggested that the mental health portion of the website have a steward section, so that they can be more aware of the significant decisions affecting members.
- It was suggested that NationBuilder be used by this committee for more effective communication with members. (through Todd Fergusson)
 - Three Committee members volunteered to draft questions for the survey to members.
 - Responses to communication blitzes would be handled by the national office when the resources are in place to handle properly.

- The committee should have a policy that posting something to the website should be timely, not after the fact. (Mental health awareness week, etc) And that those splash messages get taken down once the week has passed.
- It was suggested that not only should these messages be posted, but that it be used also as an opportunity to promote the committee.
- Paul and Lyne volunteered to create an introductory paragraph to introduce the mental health awareness week as well as the questionnaire.

Recommendation 2

Following discussion among the Committee, it is clear the present Committee doesn't have same purpose as the finances and rules and regulations Committees. For these reasons, we request from the NE that this committee meet 1 day earlier than the regular National Executive meeting schedule. This will afford the possibility to the NVPs of IRCC, IRB and EDSC to sit on other committees as these NVPs are mandated to sit on this Committee and that the cost for this extra day be covered.

M/s Marco Angeli, Lyne Carter, carried

Update of the table of the 3 departments on the MH committees

The members provided updates for their departments. The updated table is in appendix B

Main changes/points:

ESDC will be sending out a survey to ALL employees, and greater efforts will be made so that more employees participate. More work needs to be done by the employer to ensure that regional Mental Health committees be created and be active.

At IRCC, Josee Lapointe is in fact a co-chair. The committee has been quite active in creating an incident reporting mechanism for mental health issues/incidents. Work on the reporting structure and transparency has been completed and is ongoing. The incident reporting mechanism/document should be shared so that other departments don't need to re-invent the wheel. A strong feeling of IRCC is going in the right direction.

At IRB, the ED Jason Choueiri has been confirmed as the sponsor. Co-champions have been confirmed and updated. The co-chair employee is now Christine Price. The meetings had been monthly but will be going back to bi-weekly for the summer. A report has been requested by the Chairperson on the progress of the work being done on mental health to be presented to the Executive Management Board. The Joint Sub-Committee (JSC) on MH is following through on its mandate to come up with a plan of action after surveying staff (Guarding Minds @ Work). The JLP workshop on MH and a 4-day training (analysis of the results from the survey and next steps, DTA, EE, MH Committees and the CLC Part II) were offered and completed. Focus groups will be created to help in fine tuning the plan of action.

Concrete action plan, what is our next step?

Mental Health Questionnaire has been agreed to be a priority. A framework and brainstorming for which was started during the meeting. (appendix C)

Swag

The members discussed what kind of swag to get for the committee.

Ideas for swag:

- Stress ball
 - Paul has suggested that the committee investigate all the previous stress balls made and see what shape would be best.
 - A rainbow brain was shown by Lyne and was loved by the committee.
 - With the addition of the CEIU / Committee logo + email on it, this will be the item requested.

First choice is the stress ball. Second choice is a stress ball keychain. Maybe both.

Adjournment

M/S Marco Angeli, Lyne Cartier, carried.

Appendix A – Workplan for the CEIU MH Committee (Updated)

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
- 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)
- Promote the 2019 mental health awareness week on the CEIU website.
- Develop a questionnaire to better know the situation in various workplaces.

Determine the communication channels to be used with members to receive their feedback effectively. (Nation Builder through Todd Fergusson, is to be used.)

Medium/Long Term

- Develop/share tools for the members such as summaries, diagrams, etc.
- Explore other avenues on how CEIU could support its activists in the MH field
- That some thought be given to the kind of training that can be given to stewards to better understand and deal with mental health issues and activist burnout.

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. Lapointe (co-chair)	Jason Choueiri (sponsor) Christine Price (National Champion) (not co-selected) Aarin Bronson (Employer Co-chair)
Co-Chair Employee	L. Cartier	P. Croes	Christine Price
Regional Co-Champions (IRB)			Christine Price (Western), Monica Thibault (NHQ), Berzoor Popatia (Central) Diane Sokolyk (Eastern),
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. • A 3 year action plan has been developed and is part of the Integrated Framework on MH 	<ul style="list-style-type: none"> • In place • ToR developed • Will report to NPHSC • Same co-president as NPHSC 	<ul style="list-style-type: none"> • The members have been selected by the NPHSC and is comprised of 15 people, including the 4 Co-Champions • Reports to the NPHSC • ToR developed by the NPHSC and based on the technical committee 2nd Report and meets more often (every other week).
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"> • In progress with the oversight of the NPHSC
Some key initiatives developed, in progress, or planned	<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 	<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 	<ul style="list-style-type: none"> • MH Passport • Advisory Committee provided research and recommendations • Quality Workplace Commitment: one of its pillars is MH. A working group promotes and shares initiatives. Budget available to regions. • Governance structure as recommended by the Joint Task Force on MH

	<ul style="list-style-type: none"> • 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"> • In the past, some sessions were given during WFA to handle stress 	<ul style="list-style-type: none"> • The NPHSC Co-Chairs visited the regions to promote MH • MH 1st Aid given • JLP workshop on MH done • Training on DTA, EE, MH and the CLC Part II was provided • Guarding Minds @ Work survey done, next steps following analysis of the results current • Focus groups will be used to help in fine tuning the plan of action (in progress) to: Build awareness, develop accessible resources, learning opportunities, Ensure MH is considered when developing policies and procedures, DTA understanding • A report has been required by the Chairperson on the progress of the work being done on MH and presented to the Executive Management Board
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Appendix C: Questionnaire

The Mental Health Committee of CEIU wants to hear from you!!

Mental Health Awareness Week is May 06th until the 12th, 2019. In that light we would like to ask a few questions on Mental Health in the workplace. These questions will assist your union to better serve the membership as a whole. All answers are confidential as per the PSAC Privacy & Confidentiality Policies. The answers are strictly to assist the Committee to better formulate future training and support mechanisms.

You are the Union and the Union listens to the members.

The deadline for answers is May 12th, 2019. However, answers submitted after the deadline will still be considered for future support mechanisms and training.

Questions:

1. How mentally or psychologically healthy is your workplace?
2. Provide us with an example regarding how your workplace is affecting or has affected your mental health?
3. How can CEIU, your union better support you with the mental or psychological challenges you are facing in your workplace?

Please use the space below to write any remarks you might have regarding mental health that you feel have not been addressed in this questionnaire. Or any other comments that you might have about mental health as a health and safety issue.

If you need more space or would rather email the committee, please do so at:

MH-SM@CEIU-SEIC.CA