

CEIU National Mental Health Committee June 23rd, 2020 Meeting Report

Present: Christine Price, Lynda MacLellan, Lyne Cartier, Paul Croes, Rhonda Rumson

Technical Support: Luc Pomerleau

Present for certain portions of the meeting: Eddy Bourque

Agenda

The agenda was adopted with the correction of the date and time.

Update on the Workplan of the Committee

Lynda will verify the links and existing information that could be added on the MH section of the website. Lyne will verify the French links. Committee members will send other links to be added such as some on the COVID-19. It was also proposed to add a disclaimer when a link is broken to advise CEIU about it by sending an email to the Committee generic email address. Links to Committee members' email address and Committee generic email address will be added on the CEIU mental health page as well.

Lyne asked if CEIU could create some share drive for the Committee to share files amongst the Committee members. Eddy will follow up on this.

The Committee decided to postpone the discussion about the swag (promotional item) to the next Committee meeting.

Follow-up on the Survey

A discussion was had regarding the survey and further follow-up. The committee feels we should amend the original recommendation regarding printed materials. Considering the pandemic situation, the printed information cards don't seem appropriate anymore. The committee discussed going forward electronically.

Recommendation 1

Considering the issues on mental health and the work that needs to be done on an ongoing basis by the Committee, the Committee proposed to meet more often, not only twice a year. This will be a minimum of six times per year.

Recommendation 2

The Committee proposed to send electronic information cards that show excerpts from the survey and reference to the CEIU mental health website page. These cards will be sent to the locals and members (the ones we have their email address). This would be posted on CEIU website as well.

Motion to approve these 2 recommendations
M/S Lyne & Paul, carried

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

Appendix B has been updated.

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

Short Term (6 months)

- 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).

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.
- Promote the mental health awareness week on the CEIU website every year.

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

Initiative	ESDC	IRCC	IRB
Co-Chair/Co-Champion Employer (co-selected)	J. Goulding (Champion) (not co-selected) L. Sterling (Sponsor)	D. Edlund (Champion, not co-selected) C. Imrie (co-champion wellness) S. Kirkland (co-champion MH) J. Lapointe (co-chair)	Jason Choueiri (sponsor) Stephanie Shatilla (Employer Co-chair) (not co-selected)
Co-Chair Employee	L. Cartier	P. Croes	Mona Mendel
Regional Co-Champions			Christine Price (Western), Monica Thibault (NHQ), Alicia Seiffert (Central) Diane Sokolyk (Eastern)
MH Committee (members selected, reporting to NPHSC, Terms of Reference)	<ul style="list-style-type: none"> • There was a modification done in the structure of the initial MH Committee • Workplace Mental Health Steering Committee: Strategic Direction • Workplace Mental Health Advisory Committee: Advice • Working Groups: Implementation 	<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). • Called: Joint Sub-Committee on Mental Health (JSC)
Strategy/framework (co-developed, in place)	<ul style="list-style-type: none"> • Framework developed in 2015 with some consultation with NPHSC • Update of the structure in November 2019. 	<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

Note: Last updates in bold.

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

Some key initiatives developed, in progress, or planned

ESDC	IRCC	IRB
<ul style="list-style-type: none"> • Peer Support Program in place and active • Manager to Manager Support Program in place and active • 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 and Service Manager • 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 • There is a Mental Health Incident Report in development. • Guarding Minds @ Work survey will be rolled out across the department. 	<ul style="list-style-type: none"> • MH Passport (needs revision) • Advisory Committee provided research and recommendations • The Well-Being Direction helps with wellness initiatives • Governance structure as recommended by the Joint Task Force on MH • The NPHSC Co-Chairs visited the regions to promote MH • MH 1st Aid training given • JLP workshop on MH done (2018) • Training on DTA, EE, MH and the CLC Part II was provided. • Guarding Minds @ Work survey done, next steps following analysis of the results • Following this survey, a consultant with the JSC co-chairs facilitated focus groups for each region. The focus groups raised various issues. • The JSC is in the process of developing recommendations to improve mental health in the workplace and has created an evergreen « roadmap » to begin long-term work to change the culture of the organization. It includes recommendations. • The Occupational Health and Safety staff at headquarters have developed a draft hazard identification program, which includes psychological hazards.