

MINUTES

National Labour Management Consultation Committee (NLMCC)

Meeting held on July 3, 2015

IN ATTENDANCE	
CO-CHAIRS	
Louise Levonian (Senor Associate Deputy Minister of ESDC & Chief Operating Officer for Service Canada)	Marco Angeli (National President, PSAC- CEIU)
MANAGEMENT REPRESENTATIVES	UNION REPRESENTATIVES
Gina Wilson (Associate Deputy Minister, ESDC)	Richard Ballance (NCR - PSAC-UNE)
Alia Butt for Cheryl Fisher (SPSD)	Stan Buday (PIPSC)
Michel Caron for Paul Thompson (SEB)	Jennifer Chieh Ho (PSAC-UNE)
Vincent DaLuz (IASB)	Dean Corda (PIPSC)
Jennifer Hamilton (HRSB)	Mathieu Delorme (AJC)
Susan Ingram (Service Canada College) for Peter Larose (HRSB)	Michelle Henderson (PSAC-CEIU)
Gail Johnson (LB)	Linda Koo (PSAC-UNE)
Annick Langlois (HRSB)	Jim McDonald (PSAC-UNE)
Barbara Lawless for Louis Beauséjour (ISB)	Lionel Saurette (CAPE)
Benoit Long (PPSB)	
Nancy Milroy-Swainson for Kathryn McDade (ISSDB)	
Charles Nixon (IITB)	
Jacques Paquette (SPRB)	
Alain P. Séguin (CFOB)	
Peter Simeoni (CSB)	
Robert Smith for Joanne Lamothe (POB)	
Benoit Trottier for James Gilbert (PASRB)	
Maggie Trudel-Maggiore for Annik Wilson (LP)	
Sandra Webber (HRSB)	
PRESENTERS	
Sara Filbee (Assistant Deputy Minister, Atlantic Region, SC)	
Marie-Claude Pelletier (Director General, Strategic Directions, HRSB)	
ABSENT	
Ian Shugart (Deputy Minister, ESDC)	Yves Durand (ACFO)
Lori Sterling (Deputy Minister of Labour, ESDC)	Doug Marshall (PSAC-UNE)
Peter Larose (HRSB)	
Anthony Giles (LP)	
UMCC SECRETARIAT	
Elizabeth Blanchard (HRSB)	
Brigette Farmer (HRSB)	

ITEM #	SUBJECT
1.	OPENING REMARKS AND APPROVALS (<i>Louise Levonian</i>)
	<p>Louise Levonian welcomed committee members and congratulated Marco Angeli, union co-chair and newly appointed National President of CEIU. Ms. Levonian announced changes in the senior management at Employment and Social Development Canada (ESDC) noting that Ms. Gina Wilson has been appointed to the position of Associate Deputy Minister of Public Safety and will be replaced as Associate Deputy Minister, ESDC by Mr. Benoît Robidoux effective July 6, 2015. Other changes in senior management positions noted were:</p> <ul style="list-style-type: none"> • Kathryn McDade, SADM, Income Security and Social Development Branch • Anthony Giles, A/ADM, Policy, Dispute Resolution and International Affairs, Labour Program • Cheryl Fisher, Corporate Secretary, ESDC • Annik Wilson, A/ADM, Compliance, Operations and Program Development, Labour Program <p><u>Approval of the Agenda</u></p> <p>The agenda of the meeting was approved by the members.</p> <p><u>Minutes of Previous Meeting</u></p> <p>The minutes of the meeting of October 8, 2014 were approved.</p> <p><u>Follow-Ups</u></p> <p>There were no outstanding follow up actions.</p>
2.	PUBLIC SERVICE EMPLOYEE SURVEY (<i>Marie-Claude Pelletier</i>)
	<p>A presentation deck entitled “2014 Public Service Employee Survey: Departmental Action Plan” was provided to committee members. The deck includes an overview of the departmental Public Service Employee Survey (PSES) results, the action plan, and the next steps (see Annex A).</p> <p>Jim McDonald, on behalf of Doug Marshall, indicated that UNE was not invited to provide comments with regards to the ESDC action plan for the PSES. Ms. Pelletier noted that the plans will continue to evolve and invited any comments or suggestions to be forwarded. Sandra Webber noted that UNE and CAPE were recently engaged by the DM of Labour Program, Ms. Lori Sterling, in a dialogue on the Labour Program PSES action plan.</p> <p>Lionel Saurette informed the committee that CAPE has formally shared with ESDC its concerns with how survey questions are developed by the employer, Treasury Board. Mr. Saurette reiterated the CAPE view that questions regarding the PSES are to be developed in consultation with the unions.</p>
3.	MENTAL HEALTH IN THE WORKPLACE (<i>Sara Filbee</i>)
	<p>A presentation deck entitled “Mental Health in the Workplace: An Integrated Framework” was provided to committee members. The deck includes the context of the ESDC Integrated Framework on Mental Health in the Workplace, an overview on the implementation plan and the next steps (see Annex B).</p> <p>As departmental champion on mental health, Ms. Gina Wilson noted how pleased she was with the overwhelming response of the organization to this initiative. She highlighted both the Privy Council Clerk’s priority with respect to Mental Health in the workplace and the joint public service union/management taskforce on mental health expected to provide added guidance to Departments. Among highlights of Departmental activities undertaken regarding mental health, Ms. Wilson noted the positive feedback she and the Deputy Minister of Labour, Lori Sterling have received further to their videoblog and blog postings on the subject.</p>

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	<p>Jennifer Chieh Ho identified herself as a Joint Learning Program (JLP) facilitator and Passport Officer. She wondered about the availability of mental health training for front-line workers and urged the department to consider JLP training in addition to other offerings including those under development with the Canada School of Public Service.</p> <p>Susan Ingram of the College@ESDC indicated that the College is exploring offering JLP sessions in the National Capital Region to complement some sessions being offered in the regions. These sessions are in addition to other offerings available from a menu of learning possibilities mindful that participation in these sessions is balanced with operational commitments.</p> <p>Sara Filbee echoed this and recognized that while there is an ongoing challenge of balancing the needs of serving Canadians while respecting the training needs of employees, this issue is on the radar and she thanked Ms. Chieh Ho for raising this point.</p>
4.	ROUND TABLE, CLOSING REMARKS AND NEXT MEETING
	<p>Jim McDonald suggested that Fridays be avoided for future meetings as well as times that coincide with the emergency broadcast system testing as it interrupts the meeting flow. The co-chairs thanked Mr. McDonald for the suggestion and asked the NLMCC secretariat to consider this in future meeting planning.</p>
5.	TOUR OF NCR LEARNING CENTRE (<i>Susan Ingram</i>)
	<p>The meeting ended with a tour of the NCR Learning Centre led by Ms. Ingram. The learning centre offers state of the art learning technology and facilities for formal and informal learning. The facility was highly regarded and applauded by tour participants. Jim McDonald expressed an interest in exploring opportunities for joint or union learning possibilities in the future. Contact information was shared to support continued dialogue.</p>