

## **ESDC HRUMCC September 13 Meeting Notes**

### **Diversity and Employment Equity (D&EE) Plan**

The presenter mentioned that the dashboard is not the only tool used to monitor EE as there are other indicators. Also, the D&EE Plan doesn't encompass all the work done.

Public Service Commission has been looking at the Transgender Policy.

CEIU mentioned that we haven't seen progress and also would like more information:

- the barriers identified,
- the names of the representatives on regional D&EE Committees,
- more regional data.

Also, there should be more awareness around self-identification during staffing processes, such as how it could be used.

CEIU would like to have ESDC on board at the next pride parade. In Montréal this summer for instance, there was no support from ESDC.

### **Use of Talent Management (TM) for Staffing Purposes**

Following the presenter presentation, CEIU made some comments. There's a perception that TM is used to by-pass seasoned employees in favoring new employees. Also, since the workforce adjustment, members feel that their career progression has stalled. There's also some discrimination done when people are on maternity leave for instance. The other example is when an employee is still waiting for his/her accommodation, therefore is not performing as per expectations.

On the performance agreements (PA), it is impossible to challenge the score. Employees don't have any choice other than to sign their PA. This is also difficult when employees have a lower PA on a year.

Similar to some regions, CEIU would like ESDC to be more transparent with improved communication on things like the staffing plans. Managers shouldn't have hidden staffing plans.

In the past, members felt that some employees were hand picked for some positions. With the evolution of the staffing process, the perception is that this is getting worse.

Another union also mentioned that PA's are sometimes used to retaliate against employees. Once written, it is impossible to counteract. It is too often subjective.

### **Update on the Phoenix Pay System**

Management mentioned the various teams (internal and interdepartmental) working on the Phoenix pay system issues. In the summer, ESDC was even interviewed by Auditor General of Canada for a report on this.

Currently, the main focus at the Pay Center is the implementation of the new financial aspects of the collective agreements. This will create a problem: the queue to resolve on-going pay issues continues to grow.

Since August, ESDC has put in place a 10 Compensation Advisor team in Winnipeg. The challenge is to give it access to the Phoenix system. The main purpose is to resolve issue as soon as possible for cases where a resolution will have more impact.

The unions questioned the criteria around priority payment (PP): Can the threshold be reconsidered?

Management replied that when employees ask to receive PP, this is done on case by case basis. The main aspect being looked at is the hardship. On the overtime, there's not set threshold. Management also cautions employees asking for it. Ultimately, the pay system will recover the full amount and might imply a 0 pay.

CEIU thanked David Swol and Jennifer Hamilton for their centre point role with pay issues. CEIU received positive feedback on this.

### **Passport Harmonization Update**

Management mentioned that if ever there's a bilateral meeting about Passport, both UNE and CEIU will be invited. ESDC will let the unions decide who's in charge. There've been a few meetings around the summer period: June 12<sup>th</sup> (UNE), July 4<sup>th</sup> (CEIU), July 11<sup>th</sup> (UNE), August 14<sup>th</sup> (UNE). Here are the various aspects covered during some of these meetings:

- name tags,
- call back on weekends,
- security clearance,
- harmonization,
- counter design,
- official language.

UNE raised the question about super officers. In the past, ESDC has been telling the union that there would not be such super officers covering both EI and Passport. Management replied that this is still the case. There will be employees who know everything on Passport, but there's a need to have Passport employees able to do EI tasks.

CEIU asked to have a discussion with the employer around the bilingualism rating as it is different when comparing EI with Passport.

Management mentioned the mock-ups on the counter design located in: Brampton, Charlottetown and Chicoutimi.

### **Update on Rollover**

There was no time spent to cover this agenda item. There will be a bilateral discuss between CEIU and ESDC.

### **Application of Leave with Income Averaging (LIA)**

There was no time spent to cover this agenda item. There will be a bilateral discuss between CEIU and ESDC.

### **Public Service Employee Annual Survey (PSEAS)**

There was no time spent to cover this agenda item. Participants were invited to send their questions if any to the HRUMCC Secretariat.

**Budget 2017 Updates**

Management gave some information around the 2017 budget. The very last comment on it is that the impact on the staff is negligible.

**Canada Labour Code (CLC) Modernization Updates**

Management went through some of the slides with the emphasize on the enforcement aspects of the CLC Modernization.