

IRCC National Labour Management Consultation Committee (NLMCC) November 2nd Meeting Notes

Office of Conflict Resolution (OCR) Annual 2016-17 Report

ORC representative covered some slides of their presentation.

As shown on page 8 of the OCR report, CEIU raised the fact that 21% of the source of conflicts was management practices. In addition to this, as per Public Service Annual Employee Survey (PSAES), 63 % of those you mentioned felt harassed, identified their supervisor as the source. Also about 1/3rd of the respondents felt stressed and 1/3rd felt emotionally drained. On these 2 same questions when it comes to Executive (EX's), that's almost half of them. CEIU asked the question: How these EX's under stress and emotionally drained can support staff facing these 2 same issues? The Deputy Minister mentioned that they'll come back to the union on this EX question.

CEIU suggested that IRCC should bring back the OCR Network. Its last meeting was several years ago. That Network should be more utilised, bring more outreach, more presence in the workplace. CEIU is hoping more corporate support.

Following CEIU's suggestion to bring OCR at an earlier stage within the grievance process, ORC representative responded that this has been offered, but it's voluntary.

Armed Intruder

Management covered some of the slides of the Armed Intruder presentation. On this subject, the training package gives the employees what it is expected from them. The training would start in November. There will be some lockdown exercises. Employees can opt out of the training and the exercise.

As mentioned at the National Policy Health & Safety Committee (NPHSC) meeting in the morning, CEIU reiterated that this should have been presented at an NPHSC meeting in the 1st place. Canada Labour Code (CLC) Part II is clear on the fact that everything related to health & safety has to go through the NPHSC. It is a legal obligation of the employer.

Activity Based Workspace

Management mentioned that there are 3 pilots. This concept gives latitude in mobility: Wifi, the way we work, and customized based on the activity of the work unit. Employees and management decide on what they want. It's based on an 85% of capacity as the data shows 20% of staff is not present on site.

Similar to the previous agenda item, CEIU mentioned that this should have gone through the NPHSC 1st as per CLC.

Refugee Influx and Budget implications

During the refugee influx in Lacolle and in Manitoba, at some point there were 6000 decisions in the back log. The inventory is down at 700. IRCC recognized that the grassroots' ideas helped to improve the processing. Two examples of ideas were creating a drop zone for immigration lawyers and have a dedicated counter.

Duty to Accommodate (DTA)

CEIU mentioned that the union has some concerns on how IRCC deals with DTA cases. While IRCC responded that HR has not seen issues, CEIU mentioned that there've been a few grievances on this. CEIU also gave 2 examples on 2 issues.

Some employees were asked to go to their doctor for having a light bulb removed above their workstation.

The other example was with an employee on disability leave. The doctor recommended a progressive return to work 3 days a week. Management decided to put this employee 3 day a week part time. Also, there was a recommendation to terminate that employee even if the employee was still on that type of leave. CEIU considered that this DTA case was not handled properly.

Management invited CEIU to flag them any DTA issues that need specific attention.

Phoenix Update

Management gave the latest status of Phoenix.

As of November 6, there are 2 full time employees who would have read access to the Phoenix system. They would be able to rectify some issue through Peoplesoft.