

**Report of the CEIU National Mental Health Committee  
to the 2021 CEIU Convention**

The CEIU National Mental Health Committee (the Committee) was established at the CEIU Triennial Convention of February 2017. The Committee held its first meeting in the fall 2017. When it was established, it was composed by 3 National Vice-President (NVP), but it gained 2 additional NVP's in the fall 2018. Before the 2021 Convention, the Committee members were: Sisters Lyne Cartier, Lynda MacLellan, Christine Price, and Rhonda Rumson and brother Paul Croes.

As this was a new committee, the first order of business was to put its foundation in place. The Committee established its terms of reference (ToR) that was approved by the National Executive (NE). In 2019, the Committee updated them to reflect the addition of NVP's on the Committee as this was changing its structure. While the NE approved this update, CEIU Regulation 25 was also updated in 2019.

To be efficient, the Committee put in place its work plan (latest version in Appendix A) to help its members to prioritize its tasks on the short, medium, and long-term. Based on that work plan, the Committee has achieved the following:

- The Committee summarized the status of the various mental health (MH) initiatives in the departments and the Board. The table (Appendix B) gives CEIU with a snapshot what the two departments and the Board have done on the MH. Many MH issues facing the departments and the Board were discussed as has happened throughout its four years of existence. There were issues like Phoenix, work-life balance, workload, psychological health, and many more.
- CEIU created a web page on its web site where members can find various information, such as: Committee members, generic email address to contact the Committee, all reports from the Committee meetings, and mostly MH resources.
- Several training recommendations were made to the NE which were accepted and actioned within the mandate. In line with this, Committee members took some training to better tool themselves on MH issues to be efficient.
- The Committee has promoted the various Mental Health and Mental Illness awareness weeks over the mandate of its members.

- The Committee developed two communication media to contact members and inform them. There was a newsletter on the CEIU web site and two postcards that were sent to members.
- The Committee has selected a promotional item that is supposed to be included in the Conference package.
- CEIU members were invited to complete a survey in two occasions. The responses from the 2<sup>nd</sup> survey can be viewed in Appendix C. Their results help Committee members to bring the issues to the three departments to have them addressing them.

In addition to the activities in the work plan, Committee members have been involved in two other areas.

- Committee members have been responding to inquiries. For instance, there was a complex case from a member who was looking for help. The Committee member was able to provide guidance to this member where to find the appropriate assistance with the issue.
- Committee members have been bringing back issues or concerns to the employer. As Committee members are representatives on various union-management committees and on health & safety committees (both regional or national), this has given them opportunities to share concerns or issues that CEIU members face on mental matters.

## Appendix A – Work plan

### Short term (6 months)

- Find existing links and information that could be added to the Mental Health (MH) section of the website.
- Review existing documentation (World Health Organization, National Joint Council, etc.) on MH that could be useful to the committee in its work.
- List the MH policies of the three departments (could be put on the CEIU MH page).

### Medium/long term

- Develop/share tools for members such as summaries, diagrams, etc.
- Explore other ways CEIU could support its MH activists.
- Determine the kind of training that can be given to union delegates so they can better understand and respond to issues of mental health and activist burnout.
- Promote Mental Illness Awareness Week on the CEIU website annually.

Updated: January 12<sup>th</sup>, 2021

## 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"> <li>• There was a modification done in the structure of the initial MH Committee</li> <li>• Workplace Mental Health Steering Committee: Strategic Direction</li> <li>• Workplace Mental Health Advisory Committee: Advice</li> <li>• Working Groups: Implementation</li> </ul>	<ul style="list-style-type: none"> <li>• In place</li> <li>• ToR developed</li> <li>• Will report to NPHSC</li> <li>• Same co-president as NPHSC</li> </ul>	<ul style="list-style-type: none"> <li>• The members have been selected by the NPHSC and is comprised of 15 people, including the 4 Co-Champions</li> <li>• Reports to the NPHSC</li> <li>• ToR developed by the NPHSC and based on the technical committee 2<sup>nd</sup> Report and meets more often (every other week).</li> <li>• Called: Joint Sub-Committee on Mental Health (JSC)</li> </ul>
Strategy/framework (co-developed, in place)	<ul style="list-style-type: none"> <li>• Framework developed in 2015 with some consultation with NPHSC</li> <li>• Update of the structure in November 2019.</li> </ul>	<ul style="list-style-type: none"> <li>• Done in consultation with the NPHSC</li> </ul>	<ul style="list-style-type: none"> <li>• In progress with the oversight of the NPHSC</li> </ul>

**Appendix B (cont'd) – ESDC – IRCC – IRB: MH Status  
Some key initiatives developed, in progress, or planned**

ESDC	IRCC	IRB
<ul style="list-style-type: none"> <li>• Peer Support Program in place and active</li> <li>• Manager to Manager Support Program in place and active</li> <li>• MH Passport</li> <li>• Survey done and results shared</li> <li>• Learning activities for target audience: all employees, supervisors, executive.</li> <li>• iService section to MH in the workplace</li> <li>• Tools to managers, but would cover Team Leaders and Service Manager</li> <li>• Communication plan</li> <li>• Coaching services offered by the Office of Information Conflict Management</li> <li>• MH Strategy Group Fabienne Jean-François sits on the Québec MH Regional committee</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation of a Psychological Health and Safety Management System</li> <li>• MH communication plan</li> <li>• Self-assessment questionnaire (CMHA)</li> <li>• Webex training sessions</li> <li>• Tools + plan specific to prioritized groups</li> <li>• In the past, some sessions were given during WFA to handle stress</li> <li>• There is a Mental Health Incident Report in development.</li> <li>• Guarding Minds @ Work survey will be rolled out across the department.</li> </ul>	<ul style="list-style-type: none"> <li>• MH Passport (needs revision)</li> <li>• Advisory Committee provided research and recommendations</li> <li>• The Well-Being Direction helps with wellness initiatives</li> <li>• Governance structure as recommended by the Joint Task Force on MH</li> <li>• The NPHSC Co-Chairs visited the regions to promote MH</li> <li>• MH 1<sup>st</sup> Aid training given</li> <li>• JLP workshop on MH done (2018)</li> <li>• Training on DTA, EE, MH and the CLC Part II was provided.</li> <li>• Guarding Minds @ Work survey done, next steps following analysis of the results</li> <li>• Following this survey, a consultant with the JSC co-chairs facilitated focus groups for each region. The focus groups raised various issues.</li> <li>• 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.</li> <li>• The Occupational Health and Safety staff at headquarters have developed a draft hazard identification program, which includes psychological hazards.</li> </ul>

**Appendix C – MH Second Survey Responses**