



CANADA SCHOOL OF PUBLIC SERVICE (CSPS)
NATIONAL UNION-MANAGEMENT CONSULTATION COMMITTEE (NUMCC)

Record of Discussion

Monday, December 11, 2023

1:00 p.m. to 3:00 p.m.

Present Taki Sarantakis (President – Co-Chair)
Milton Dyck (National President/AU-PSAC – Co-Chair)
Nathalie Laviades Jodouin (VP, PSOIB)
Vanessa Vermette (VP, ISDB)
Jodi Brouillard (VP, UXSB)
Celine Vachon (DG, HRM and HHR)
Joelle Lamadeleine (Director, HRM)
Vincent Houle (Ombud/Director, HRM)
Mélanie Boivin (Assistant Director, HRM)
Alexandre Contreras (CoS to the President)
Philippe Chrétien (Labour Relations Officer, CAPE)
Kathleen Heap (Labour Relations Advisor, PIPSC)

Absent Grant Boland (Labour Relations Advisor, ACFO)
Patrick St-Georges (First National Executive Vice-President, (AU-PSAC)
Wendy Bullion-Winters (VP, BEB, and CFO)
Amélie Desjardins (A/Assistant Director, HRM)

Secretaries Kelly Brush (Manager, Corporate Labour Relations, HRM), Yacine Mekerri (Branch Planning Coordinator, VPO)

	Agenda Item	Key Points Raised	Action Item	Tasked to	Due Date
1	Welcoming Remarks	<p>The meeting began with an indigineous land acknowledgement.</p> <p>Both co-chairs welcomed all participants and stated they were looking forward to this consultation following a break, mainly due to the PSAC strike, and look forward to continuing to work together.</p> <p>All participants introduced themselves.</p>	NIL		



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2	Action Items from the Last Meeting	<p>The list of action items of the last NUMCC meeting, associated status as well as relevant documentation, was reviewed with participants during the meeting.</p> <p>All action items were completed.</p>	NIL		
3	Unions	<p>The Agriculture Union – Public Service Alliance of Canada (AU-PSAC) mentioned that the strike was the biggest event in 2023. It lasted eight days, had good membership turnout and there was support on the picket lines. Collective agreement bargaining is now complete. Going forward, the 2023 budget is a concern for PSAC members as they wait to see what the impacts will be.</p> <p>The AU-PSAC has a new regional vice president for the national capital region which includes the Canada School of Public Service (CSPS); Kashia White. A local meeting will be held for the CSPS in January 2024.</p> <p>No update was provided from the other bargaining agents.</p>	NIL		
4	Phoenix Update	<p>Celine Vachon provided an update on the CSPS HR-to-Pay results indicating that the goal is to ensure that no new cases are opened and that employees’ paychecks are not negatively impacted. The CSPS reported a decrease over the past year in the number of pay cases in the queue and in the number of employees awaiting a transfer-in. The CSPS continues to surpass the 80% HR-to-Pay target set for all departments, and reported a 92% compliance average in the last twelve months.</p> <p>Both co-chairs acknowledged that new solutions are being reviewed to address the Phoenix backlog and eventually move to the new pay system.</p> <p>The Canadian Association of Professional Employees (CAPE) requested an update on the number of CSPS employees who still have overpayments owing.</p>	Provide a list of employees still having overpayment issues/cases to bargaining agents.	Celine Vachon	As soon as possible after the meeting. Numbers only will be provided to ensure compliance with the Personal Information Banks (PIB).



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5	CSPS Workspace	<p>Pierre Leduc provided an update on return to office. The accommodation team refitted 7 floors creating 355 workspaces. Renovations to modernize the space of an additional two floors are ongoing with an expected completion date of Fall 2024. In the regions, office spaces have been modernized in Montreal, Vancouver, and Edmonton, and brand new spaces for Toronto and Halifax are on schedule for 2024-25.</p> <p>As part of regular maintenance, the air ducts at LaSalle building were cleaned in Summer 2023 and air quality tests were conducted with positive results. All of the water fountains and faucets at LaSalle are purged twice a week on an ongoing basis. The LaSalle building joined the Energy Services Acquisition Program to enhance the quality of heating and cooling capabilities and to reduce the amount of greenhouse gas emissions produced. LaSalle now has 12 inclusive washrooms and all washrooms in the building will be equipped with menstrual products.</p> <p>CSPS offered to be contacted if anyone would like a tour of the modernized workspaces.</p>	Bargaining agents may contact Pierre Leduc to request a tour of the LaSalle building modernized workspaces.	Bargaining agents	N/A
6	Implementation of section 36(2) of the PSEA	<p>Celine Vachon provided an update on the Amendments to the Public Service Employment Act (PSEA) which came into force July 1st, 2023. The changes require hiring managers to evaluate all assessment methods for biases and barriers that disadvantage persons belonging to an equity-seeking group. If any are identified, reasonable efforts must be taken to remove them or mitigate their impact.</p> <p>The CSPS itemized the work they have done to date to implement the amendments, which included a November 2023 information session where all delegated managers and Human Resources (HR) advisors were asked to participate. The Public Service Commission (PSC) checklist is currently being used as a tool for delegated managers when evaluating assessments. The CSPS is working on customizing this checklist for the staffing files. HR is attending management tables to answer questions and to provide guidance to ensure full compliancy.</p> <p>Milton Dyck stated that with the new collective agreement, Treasury Board and PSAC are forming a joint committee in which part of their mandate will be to review diversity and equity hiring processes.</p> <p>Taki Sarantakis announced that the Government of Canada will be adding two additional</p>	NIL		



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		<p>employment equity groups, one for Black employees and one for 2SLGBTQ+ employees, resulting in a new total of six employment equity groups.</p>			
7	2022 PSES Results	<p>Celine Vachon and Vincent Houle shared the 2022 Public Service Employee Survey (PSES) results and stated that the next survey would be in Fall 2024. The 2022 survey was conducted between November 21, 2022 and February 5, 2023. The CSPS participation rate was 71%, well above the 53% participation rate of the overall for the public service. A summary of results were presented which showed an upward trend of improvements across nearly all categories for CSPS.</p> <p>The CSPS PSES Working Group will be working with stakeholder committees to develop the next PSES Action Plan for the years 2024 through 2026.</p> <p>Milton Dyck expressed that the results indicate the CSPS was well managed during the pandemic, and believes that the collaborative efforts between CSPS management and bargaining agents played a role in the positive results.</p>	NIL		
8	Diversity, Equity and Inclusion	<p>Vincent Houle provided an update on the CSPS Mentorship+ Program which was launched in February 2022. Mentorship is open to all employees whereas sponsorship is open to senior level employees, EX minus 1 and minus 2, who are members of an employment equity group. Since the launch of the program, there has been three callouts for new sponsors and protégés. The CSPS hosts a centralized bank of sponsors for small departments and agencies, allowing employees greater access to sponsors. Feedback to date indicate that both protégés and sponsors feel that the program is helpful and appreciated by employees.</p> <p>Vincent informed the committee that the CSPS is working on an anti-racism, Indigenous reconciliation, accessibility, and equity, diversity and inclusion resource center for employees which will provide them with easy access to information and resources. This new resource center will be hosted on SharePoint and is expected to launch in early 2024.</p>	NIL		



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9	Round Table	<p>Philippe Chrétien raised the creation of a departmental joint review panel where management and CAPE bargaining agents will review telework grievances. Committees in all departments are to be established as per the most recent collective agreements. Celine Vachon stated that CSPS is drafting the terms of reference for these committees.</p> <p>Both co-chairs thanked all participants for the productive discussion and wished everybody healthy and safe winter holiday season.</p>	NIL		

APPROVED:

 For Taki Sarantakis
 Committee Co-Chair
 President
 Canada School of Public Service

Date

 Milton Dyck
 Committee Co-Chair
 National President, Agriculture Union
 Public Service Alliance of Canada

Date