



# Final Minutes

## National Union Management Consultation Committee / Comité national de consultation patronale-syndicale (CNCPS)

May 17 / Le 17 mai 2016

9 :30/ 9 h 30

6th Floor Large Boardroom/Grande salle de conférence au 6<sup>e</sup> étage

**Present :**

Gordon Miles, Bob Kingston, Teri Friday, Yannick Laberge, Jean-Sebastien LaForest, Michael Parker A/Director HR, Rick Eisle, Bill Shea, Katie Hoskins, Curtis Connan, John Mann, David Peters A/CFO, Stefan Wagener, Nathan Gerelus, Aaron Swerdlyk

**Guests:**

Steve Faria, Mary Ann Bayton

**Subject Matter Experts :**

Jim Smolik, Christine Rogers, Karl Daher, Richard Hartwich, Graham Casey, Michele Houston, Ken Kowalski, Nicole Tymko

<b>1.</b>	<p><b>Welcome /Bienvenue</b></p> <p>Chairs welcomed everyone.</p> <p>Gord Miles, Bob Kingston</p>
<b>2.</b>	<p><b>Opening Remarks / Mot d'ouverture – Jim Smolik</b></p> <p>Members were informed that the Government of Canada is moving to apply a more rigorous approach to Ministerial and Governor in Council (GIC) appointments. In particular for the CGC they are reviewing the Standards Committee members appointments and the Commissioner appointments. The new approach will include open advertised process using social media, online applications, a selection committee, and position profiles. It will be transparent and representative of Canada's diversity as well as being a merit-based selection process.</p> <p>Question:</p> <p>Is the process for Assistant Chief Commissioner and Commissioner any different from that of the Chief Commissioner appointment? No, interested parties still have to put forward their applications and go through an interview process. Acting Chief Commissioner provided members with an update on the following initiatives:</p> <p><b>Consultations</b></p> <p>The CGC is in discussion with Minister's office on moving forward consultations for input from stakeholders on licensing feed mills, Producer Cars Loading Facilities, and agents; and User Fees.</p> <p><b>Feed Mills</b> - The Canadian Grain Commission has historically exempted feed mills from licensing. As a result, grain producers who sell grain to feed mills are not covered under CGC's producer payment protection program. The second round discussion paper went out April 11<sup>th</sup>, 2016 with a June 3<sup>rd</sup> deadline for input. We have received requests for extension on the deadline and will be making a decision in this regard.</p> <p>Licensing feed mills would allow the CGC to provide payment protection to grain producers who sell grain to feed mills. It would mitigate the risk of non-payment, allowing grain producers to make a claim against security for grain covered under the <i>Canada Grain Act</i> in the event of failure or refusal to pay for grain that they delivered. In this regard, licensing feed mills is consistent with the CGC's role in producer protection and in maintaining the integrity of grain transactions.</p> <p><b>Producer Cars loading facilities</b> – The CGC is reviewing this to see if there is a need to license these and ensure monitoring.</p> <p><b>User Fees</b> - Consultations have to take place in this regard and we have a working group who has been working on this. We expect the average tonnage to be significantly higher and the overall cost for CGC to be constant, therefore we will see a reduction in the fees going forward and producers will be pleased with that.</p> <p><b>Market Access</b></p> <ul style="list-style-type: none"> <li>- Canola dockage - working diligently in canola dockage issue and COO and Chief Grain Inspector have participated in separate delegations to China to discuss this issue with them.</li> <li>- Quinclorac issue- this selective herbicide is used primarily to control weeds and kill cleavers. There are</li> </ul>



	<p>issues of market access related to the lack of a Maximum Residue Limit for this pesticide in China – Canada’s largest export market. The Grain Research Laboratory is working on this issue.</p> <ul style="list-style-type: none"> <li>- Glyphosate issue - this is a broad-spectrum systemic herbicide. It is used to kill weeds that compete with crops. The development of glyphosate resistance in weed species is emerging as a costly problem for producers. This is an issue in terms of how much of this is being used by producers. The CGC is working on this matter. The World Health Organization has prepared a paper on this issue, Jim will forward the link to Union President.</li> <li>- Ochratoxin A – The CGC is speaking to producer groups on how they store their grain.</li> <li>- <i>Canada Grain Act</i> - Industry still pushing for amendements to the <i>Canada Grain Act</i>.</li> </ul> <p>Acting Chief Commissioner, Jim Smolik was thanked for his update to members.</p>
	<p><u>Action : CGC</u> Jim Smolik to send link to World Health Organization paper on Glyphosate issue to Union President.</p>
<p><b>3.</b></p>	<p><b>Review of Agenda / Examen de l’ordre du jour</b> Approved</p>
<p><b>4.</b></p>	<p><b>Review and approval October 14, 2015 Minutes of proceedings</b> Members reviewed and accepted the October 14, 2015 minutes of proceedings with noted amendments and they will be sent to Webmaster for posting onto StaffNet. Amendments:</p> <ul style="list-style-type: none"> <li>- Add Teri Friday to list of people present</li> <li>- Item 7 – Facilities Update - point indicating that Cargill/Vancouver is completed and Thunder Bay’s Richardson renovations went live September 23<sup>rd</sup>, 2015. THIS IS NOT COMPLETED THEREFORE DELETE THE POINT</li> <li>- Item 8 - CGC Apparel Proposal – sentence reading “The purpose of this concept is to look at a broader strategic way to improve our image and want to make it celar that this has nothing to do with health and safety wear.” should be changed to read “The purpose of this concept is to look at a broader strategic way to improve our image.”</li> </ul>
<p><b>5.</b></p>	<p><b>Business Arising / Affaires courantes</b></p> <ul style="list-style-type: none"> <li>- Review of Action items / Examen des mesures de suivi</li> </ul> <p>Members reviewed the October 14, 2015 list of action items and agreed that items that need followup are noted on today’s agenda.</p>
	<p>Aaron Swerdlyk, Bob Kingston, Gord Miles, Nathan Gerelus</p>
<p><b>6.</b></p>	<p><b>Chatham Service Centre Relocation / Déménagement du Centre de services de Chatham</b> Members requested an update on this matter. Director of Industry Services noted that the decision for the relocation of the Chatham Service Center was operationally driven, with the addition of a 3<sup>rd</sup> terminal elevator in 2017-18 that will result in the bulk of the work being done in the port of Hamilton.</p> <p>The CGC has provided instructions to Public Works to find an office space within 16 kms of the waterfront but a specific location has not yet been identified.</p> <p>The union is appreciative of what the CGC has done and how it has approached this matter, however Chatham employees have expressed concerns about being located downtown and they cannot make a decision regarding their relocation without knowing where they will be working. Union President noted that he was not sure what the reason was for the CGC to give that latitude to Public Works and the CGC should tighten up paramaters for the office location. The CGC cannot expect its people to make decisions without knowing where they are relocating to!</p>



	<p>COO noted that we will follow up with Public Works in this regard. Director of Industry Services inquired if we have a sense of employees wanting to move at all? Union noted that they do not want to be downtown and to have to commute. Parking is also a big issue for them. Aaron agreed to talk to the employees and put forward a proposal to the Director of Industry Services who will explore the possibilities, but cannot make any promises.</p>
	<p><u>Action : CGC</u> Contact Public Works regarding timeline of identification of potential locations.</p> <p><u>Action: Union</u> Aaron Swerdlyk to discuss issues of concerns with Chatham employees and put forward a proposal to the Director of Industry Services for consideration</p>
	<p>Aaron Swerdlyk, Karl Daher, Teri Friday, Nathan Gerelus, Gord Miles, Bill Shea</p>
<p><b>7.</b></p>	<p><b>Computer Equipment / Équiment informatique</b></p> <p>Karl Daher and Richard Hartwich were present for discussion on this item</p> <p>Union representative indicated that they are looking to have new equipment, or possibility of having hard wired thin clients brought back to the work sites.</p> <p>IMTS manager Karl Daher and Richard Hartwich – manager of infrastructure/Operations were present for this discussion. Members were informed that network lines were taken out at one time, however given that we have seen some failures a decision was made to go back to hard wired lines and we are moving forward to putting in thin clients. Further discussions will take place with the Director of Industry Services to determine how we will manage shared space. Thin line and laptop/chrome book system are things that are being considered.</p> <p>Questions:</p> <p>What is the status of Kinder Morgan? Install was done last week, had some issues, need to have box secured and then will put thin clients in - looking to have this done in next couple weeks.</p> <p>Bandwidth doesn't allow employees the capability of watching a training video, is this going to be corrected? IMTS is aware of this and looking to increase the bandwidth for all training and webinars for all the sites. Now have to go through procurement to get this finalized. Will be moving to broad band coverage so that we can have both internal and external coverage.</p> <p>Members were informed that the Canada School of Public Service made their decision to offer learning events via web without consulting with us. We have communicated with them the technical and cost challenges that need to be addressed in order to allow our staff to participate to these learning events.</p> <p>Director of Industry Services reminded members of the importance to flag these types of issues to Client Services in order for them to be captured to allow IMTS to identify any trends and address such matters.</p>
	<p>Aaron Swerdlyk, Bob Kingston, Nathan Gerelus, Gord Miles, Michele Houston, Teri Friday, John Mann, Bill Shea</p>
<p><b>8.</b></p>	<p><b>Shared workspace / Espace de travail partagé</b></p> <p>Members were informed of concerns regarding privacy of information and discussions being overheard by 3rd parties and the fact that they see everything while our employees work. Would also like to have an update regarding Viterra A &amp; B given that we were informed that work would be done at these terminal locations yet nothing has been done. Union president noted that discussions at previous meetings assured us that this work would be done.</p> <p>Director of Industry Services noted that the commitment long term is to have private lockable secure space and we are working toward this. We plan, we budget and we have negotiations with the companies in this regard but these terminals are their buildings and we are not the driving force in getting the work done. We are continually contacting these companies to get things moving, however this is not in our control .</p> <p>Union president noted that the CGC is a government agency and that maintaining confidentiality is a huge liability. Management noted that confidentiality is not jeopardized as we are using seals to lock equipment and samples. We have also taken other internal steps.</p> <p>A/Director of Human Resources informed members that our Facilities and Security officers will be meeting with the Director of Industry Services in order to discuss the safety issues.</p> <p>Leases:</p>



	<ul style="list-style-type: none"> <li>- Thunder Bay - targeted for the fall</li> <li>- HQ and Chatham – are being done through Public Works</li> </ul> <p>Terminals:</p> <ul style="list-style-type: none"> <li>- Prince Rupert – in process</li> <li>- Vancouver Richardson intended to be done last fiscal but terminal not ready to move forward with this. They are now ready to go and hoping to be done this summer.</li> <li>- Fraser-Surrey Docks - is in the hopper to be looked at</li> <li>- G3 in Vancouver - discussion to start</li> <li>- Fiber Co - discussions to happen as well</li> <li>- Thunder Bay Superior - discussions with the grain company have commenced. We plan to start design work this fall with possible renovations targeted for the winter shutdown period.</li> <li>- G3 in Hamilton</li> <li>- Montreal Vitera has started and Baie Comeau refresh is being done</li> </ul> <p>It was noted that it does not necessarily mean that those that are not on the list won't get done.</p> <p>Vitera A&amp;B was pushed back because they became less of a priority as Superior is more important to be done this year.</p> <p>The Union noted that the main concern in Vancouver is not on the list and that is Cargill. It is identified for 2017-18, Cargill are looking to move all of their offices but if it becomes apparent that they will not move then we will have to reassess our approach. It is important for CGC employees to have some private space as this is very frustrating for our staff. Members were informed that the CGC came to an agreement that 3rd party could use the lunch room, but then we see that they use the kitchen sink to wash their test tubes which is not acceptable. Manager of Operations in Vancouver noted that this is the first he has heard about the washing of test tubes in our sinks, and reiterated the importance of having employees report such incidences to management so that discussions can take place with 3<sup>rd</sup> parties. Management also noted that the CGC has PI-04 supervisors on site who need to take action when required. The rotation of PI-04s has been limited at their request in part to allow for such action to be taken.</p> <p>Union president questioned if something in writing could go to the terminal indicating clearly what can be shared and how things are to be shared. Manager of Operations in Vancouver noted that we are responsible and held accountable for what is going on down there and we address these issues when we are made aware of them.</p>
<p><b>9.</b></p>	<p><b>Hazard Prevention Program Update/ Le point sur le programme de prévention des risques</b></p> <p>CGC Health and Safety Manager, Graham Casey was present for discussion on this item. He informed members of discussion that took place at the National Occupational Health and Safety Policy meeting yesterday. The NOSHP committee members will be reviewing the list of policies with the intention of identifying the gaps and doing an independent audit.</p> <p>In the GRL we have completed approximately 50% of the Job Safety Analysis (JSA) and some changes were made. The committee is also looking at:</p> <ul style="list-style-type: none"> <li>- IS labs and grain sanitation in the regions</li> <li>- Respiratory and lockout policies</li> <li>- Protective equipment policy is completed and a few refinements are taking place</li> </ul> <p>Union president noted that the NOSHP committee should take some time to plan their work and share information. There is a long list of policies that you have to evaluate on a 3 year cycle. This is a lot of work for the policies committees to be tackling, and then the other thing is training on how to evaluate policies. Make sure all your workplace committees are trained in how to do this evaluation. Part 19 of the code has steps on how to approach the standard.</p>
	<p>Aaron Swerdlyk, Bob Kingston, Teri Friday, Bill Shea Gerelus, Gord Miles, Michele Houston, Teri Friday, John Mann, Bill Shea</p>
<p><b>10.</b></p>	<p><b>Financial Statements – Update / Le point sur les états financiers</b></p> <p>Members were provided with highlights of the Financial Statements.</p> <p>Discussion:</p> <ul style="list-style-type: none"> <li>- Do we have a ballpark figure as to what our fees would go down to? We have an idea but until we have the</li> </ul>



	<p>opportunity of doing our consultations, we are not in a position to provide this information just yet</p> <ul style="list-style-type: none"> <li>- User Fees – employees heard at Odyssey sessions that Over Time will be incorporated in the fees and this is a concern for employees as they feel that there will be no consequences to cancelling a shift; Management responded that nothing is going to change as it is built in to the inspection fee, and the cancellation fee remains so the consequence remains. This is expected to happen on April 1st, 2018 unless we get approval to reduce our fees earlier.</li> </ul>
	<p>Bill Shea, Bob Kingston, Stefan Wagener, Curtis Connon, Nathan Gerelus, Gord Miles</p>
<p>11.</p>	<p><b>Mental Wellness Proposal / Proposition concernant la santé mentale</b></p> <p>Graham Casey and Christine Rogers were present for discussion on this item.</p> <p>Christine introduced a special guest, Mary Ann Bayton and noted that we were fortunate to have her join us as a ressource for the discussion on the proposal for the CGC Mental Health and Wellness Initiative.</p> <p>Members were provided with some background on how the Canadian Standards Association (CSA) standard Z1003-13, Psychological Health and Safety in the Workplace, are already becoming a measure of how modern organizations are expected to protect and enhance the mental health of their employees. Following is a list of wellness related programs and initiatives that the CGC has customized to our organizational needs and culture:</p> <ul style="list-style-type: none"> <li>- Health and Safety program</li> <li>- Informal Conflict Management System (ICMS) enhanced further with an established Peer Support program</li> <li>- Conflict Communication and Resolution in the Workplace, and Certificate in Collaborative Management training programs</li> <li>- CGC Coaching Program</li> <li>- Training in Mental Health First-Aid</li> <li>- Resilience training provided to CGC employees with the potential for further follow-up training to extend their capacity</li> <li>- Physical wellness - CGC walking club at HQ and the arrangement for corporate membership discounts with Goodlife Fitness nationally.</li> </ul> <p>We are considering developing the initiative around three pillars:</p> <ol style="list-style-type: none"> <li>1. Psychological Health and Safety in the Workplace</li> <li>2. Support for people living and working with mental issues</li> <li>3. Support for mental health and wellbeing at work</li> </ol> <p>Following proposal was put forward for member’s consideration.</p> <ul style="list-style-type: none"> <li>• The National Union Management Consultation Committee (NUMCC) would provide an oversight function for the overall initiative and all actions included under the initiative.</li> <li>• Three project teams would be established, one for each pillar.</li> <li>• Each of the three pillars would have a lead to manage the work of the team.</li> <li>• One team would be composed of the existing CGC National Health and Safety Policy Committee (NOSHP) working on the psychological health and safety in the workplace pillar.</li> <li>• Each project team would be tasked with evaluating a subset of existing initiatives or activities to ensure they are supporting the overall goals identified by the NUMCC oversight committee.</li> <li>• Each project team would recommend activities or changes for approval by the NUMCC oversight committee.</li> </ul> <p>Timeframe identified for this initiative would be Quarter 4 2016-2017 fiscal year – approval of complete project</p>



	<p>template and Quarter 1 2017-2018 fiscal year – begin phased rollout of the initiative</p> <p>Recommendation:</p> <p>As this is an organization-wide initiative, with impacts on culture and the work environment, we are recommending that the NUMCC oversight committee appoint a senior executive champion to support the initiative.</p> <p>Discussion:</p> <p>Question was asked in terms of if there was a way for us to measure the success of these programs. Mary Ann noted that yes there is a way of measuring success and it is is fundamental.</p> <p>Union president noted that the Standard was written for all jurisdictions. There is a guide online for these. Not only are all these things subject to the CSA but they are subject to the labour code. Regulation 19.3 applies and 19.4 provides lots of tools to draw on. It will be important to give ongoing support to our managers and supervisors. He also noted that there would be a need to further discuss the 3 working groups and might have to rethink this and the governance part of it to make sure it is compliant. We also need to make sure existing practices are consistent with the standard.</p> <p>Are we talking about the program being part of CSA standard or outside? We are talking about it being within the CSA standard. One of main reason was that there is literally nothing in the Standard that is not already being done, it alignes with what our organization is doing.</p> <p>Members noted that we have seen many mental health issues managed well by managers and we need to make sure this is coherent with what we are proposing.</p> <p><b>Decision :</b></p> <p>General agreement with proposal with understanding that we will review the 3 working groups and the governance part to make sure it is compliant.</p> <p>COO noted that we are very fortunate to have two people who have been very involved in developing the standard and he thanked Mary Ann and Bob for their work done at the National level.</p>
	<p><u>Action: Christine Rogers and Graham Casey</u></p> <p>Put more flesh to the proposal.</p> <p>When looking at composing the groups consider using existing committee and structures.</p> <p>Describe in a few sentences the ultimate goal of the CSA – manage the energy of the employees so that they can maximize their productivity.</p>
<p>12.</p>	<p><b>Coaching and Peer Supporter Update / Le point sur l’encadrement et les pairs aidants</b></p> <p>Christine Rogers was present for discussion on this item.</p> <p>Members were informed that the Peer Supporter intake has been postponed to January 2017 .</p> <p>Coaching sessions will take place in June for managers and facilitators.</p>
	<p>Bob Kingston, Teri Friday</p>
<p>13.</p>	<p><b>Standing Item / Point permanent ICMS Update / Le point sur le SGIC</b></p> <p>Christine Rogers was present for discussion on this item.</p> <p>Members were encouraged to continue to help employees understand the values of ICMS and how this is embedded in our activities. Union president noted that the whole process of ICMS is to talk informally.</p> <p>Members were informed that we are currently building on historical data. The peer supporters log has been revised and we will have more qualitative stories as to what ICMS has brought to our organization. We are working on it and with Mary Ann’s help we will be able to move this forward. We will be doing a survey in the fall that we plan on doing every 3 years.</p> <p>The greatest change that we see is that we have lots of young people joining the CGC and it will be important to</p>





	engage them in ICMS.  <b>NUMCC Terms of Reference</b> Members were reminded of their commitment to review their Terms of Reference annually and to have a planning exercise every 3 years. The last time it was reviewed was in 2013.
	<u>Action : CGC</u> Bring forward for next meeting the NUMCC Terms of reference for review and planning exercise.
14.	<b>Term Roll-over Policy – for information Le point sur la politique sur le passage du statut de déterminé à celui d’indéterminé – à titre d’information</b> Ken Kowalski was present for discussion on this item. Members were informed that on March 1st, 2012 the CGC suspended term roll-over and the suspension will be lifted effective June 1st 2016.
	Bob Kingston, Gordon Miles
15.	<b>New Directions in Staffing / Nouvelles orientations en dotation</b> Ken Kowalski was present for discussion on this item. Members were informed that as of April 1st, 2016 the Public Service Commission of Canada renewed the appointment policy and appointment and delegation accountability instrument. Departments and agencies will now have greater ability to customize their approaches to staffing, based on their own day-to-day realities. As a result of this the CGC looked at their policy suite and consolidated them to one policy approved by EMC. From a reporting framework perspective, we no longer have to provide the DSAR report. However a formal report will be required every five years and our internal people will be auditing our files. Discussion: Union president inquired if the audit report could be tabled at NUMCC? COO noted that the request will be taken under advisement.
	<u>Action: CGC</u> Consider providing NUMCC members with copy of internal audit report on staffing.
	Bill Shea, John Mann, Curtis Connon, Bob Kingston
16.	<b>Standing Item / Point permanent - Transformation of Pay Administration Services (Phoenix and Pay Centre) Update</b> Le point sur la tranformation des services d’administration de la paye (Phénix et Centre des services de paye) Nicole Tymko was present for discussion on this item. Members were informed that the CGC has identified a lead for managing all of the Phoenix system issues and a resource person has also been hired to deal with specific pay issues. There have been systems issues with Phoenix, in particular for our shift worker employees. During this period of time we encourage employees to put forward their concerns to Business Support in order to have these logged and dealt with. Hopeful once issues are identified and systems are modified issues will be resolved. The major issue is the backlog of pay. Payment for compensatory time has been bumped down to the end of the list. Acting pay and pay stubs is being done at a different level because of manual requirement. The Pay Center is adding a greater number of people on phones to address incoming calls. Acting pay and the issue of being paid at a lower increment is being addressed and at the end of June there will be an automatic calculation. Discussion: At the last NUMCC we talked of ideas of what needs to be addressed, hoping we can build on this to get information to staff so that they are informed. Union president inquired about the emergency cheques and if these have all been issued. Response was yes and our HR team has done a great job in being on top of this matter. What are we doing to capture stories to help in the future? We are trying to set up calls with the regions to talk



	<p>about this and we also have an issue log to track these issues.</p> <p>What is happening to pay stubs for people on leave? These are being mailed to them.</p>
17.	<p><b>Standing Item / Point permanent</b> - MYGHR Update / Le point sur Mes RHGC</p> <p>Members were informed that the PeopleSoft 9.1 onboarding is scheduled for October 3rd, 2016 and fact that it is connected to Phoenix, we may experience issues with pay and blackout periods. This will not address shift work and we need to be prepared to deal with this. It will look similar to Phoenix, more selfservice features and will allow for processing things on line. Employees will not see many changes, other than seeing learning, absence requests, etc.. HR is planning a training strategy right now particularly for managers to make sure they are ready.</p>
	<p>Bob Kingston, Nathan Gerelus, Michael Parker</p>
18.	<p><b>Standing Item / Point permanent</b> - People Planning / Planification des ressources humaines</p> <p>Members were informed that People Planning has been focused on planning organizational wide for three to five years. We are currently in the second year of the three year organization wide plan.</p> <p>Divisional people plans are being finalized now. Directors have identified their divisional needs with highest priorities.</p> <p>Discussion:</p> <p>Union president inquired if the Industry Services structural review is part of the people planning. Director of Industry Services informed members that this was part of the people plan priorities that were identified.</p> <p>Director of IS provided members with the highlights of the drivers for moving forward with a review. He assured the members that the process is not driven by a need for cost reduction. No job losses are anticipated and every effort will be made to manage any possible transition, if required, through retirements/departures using a phased approach. He asked all leaders to help appease employees concerns and build understanding around the review.</p>
	<p>Michael Parker, Curtis Connon, Bob Kingston</p>
19.	<p><b>Standing Item / Point permanent</b> - Employment Equity and Diversity / Équité en matière d'emploi et diversité</p> <p>Members were informed that the CGC has a legislative responsibility to ensure that we have diversity in the workplace and that its five year plan is flowing from the Employment Systems Review. At the CGC we look at all aspects of diversity, we are in the second year of a five year plan. Plan was developed from an employment systems review perspective. A key aspect is how are we doing about representation of visibly minority groups. We have identified intentional strategies to narrow the following gaps; women; people with disabilities and visible minorities.</p> <ul style="list-style-type: none"> <li>- Tracking representation to determine how many people apply</li> <li>- Providing support to selection boards on bias free selection</li> <li>- Established a womens group to discuss the issues this group has faced and how to resolve issues (Thunder Bay)</li> <li>- Orientaiton for new employees, great job being done in regions</li> <li>- Respectful workplace training, Diversity and dealing with discriminaton and respect</li> </ul> <p>Discussion:</p> <p>Management encourages people to self identify.</p> <p>Union president inquired how we are linking Mental health initiatives to the plan? It was noted that we are in early stages of discussions in this regard.</p>
	<p>Jean Sebastien Laforest, Bob Kingston, Gordon Miles</p>
20.	<p><b>Standing Item / Point permanent</b> - Official Languages / Langues officielles</p> <p>Brigitte Everhardus was present for discussion on this item.</p> <p>Members were provided with the following highlights:</p> <ul style="list-style-type: none"> <li>- Official Languages committee has expanded and is comprised of representatives from all divisions and regions.</li> <li>- Finalizing a four year action plan based on the responsibilities we have from a reporting perspective to the</li> </ul>





	<p>Canadian Human Rights Commission and OL Commission.</p> <ul style="list-style-type: none"> <li>- February event Festival du Voyageur kick-off was done in conjunction with the EE&amp;D committee.</li> <li>- French language training just wrapped up in Thunder Bay with good number of participants.</li> <li>- Planning on organizing some events in Vancouver and Montreal (details pending)</li> <li>- Mango program available for employees</li> </ul> <p>Discussion:</p> <p>Members were informed of the PI-04 competition in Montreal where a candidate failed the English language requirement which resulted in the loss of their bilingual premium and very disappointed about this. It was noted that this is an issue that is very difficult to find a solution with the requirements of the Federal Government.</p> <p>Union president noted that the bilingual level is something that is identified by the employer and given that the employee is continuing to provide the services then it is evident that they are qualified for the position.</p> <p>Management is providing support to the employee by giving them private language training and we are working with the person in order to develop her language skills.</p> <p>COO noted that we will take this under advisement and the Director of Human Resources will look into this matter with the national manager of operations and acting manager of operations in Montreal.</p> <p>The language training in Thunder Bay went very well and was greatly appreciated.</p>
	<p><u>Action : CGC</u> Look into matter of language requirements for bilingual positions.</p>
<p><b>21.</b></p>	<p><b>Other / Autres</b> Nil</p>
	<p><b>Date of next meeting / Date de la prochaine réunion</b> October 25th, 2016</p>