

ITEM	MINUTES - DISCUSSION	ACTION
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85.2 Minutes of the 84th Meeting of the JCC

The minutes were approved by the parties.

85.3	Follow-up Action Items of the 84th Meeting	
84.7	<p>Use of NRC Premises</p> <p>RCEA representatives stated that they were waiting for a further response from NRC following discussions regarding an e-mail sent out to the bargaining agents about the use of NRC premises. RCEA would like clarification of NRC’s position.</p> <p>NRC representatives stated that the policy on the use of NRC premises stands and that requests would continue to be reviewed on a case by case basis.</p> <p>The PIPSC representative advised that they had already made specific requests for meetings.</p>	
	Business Arising	
83.5	<p>Delays and Impacts on Involuntary Termination Benefits</p> <p>RCEA representatives indicated that they are concerned that employees going on extended leave without pay (LWOP) would be required to complete a Termination Clearance Certificate (TCC). They felt that the word “termination” could be of concern to employees.</p> <p>NRC representatives advised that in response to this concern, the form had been modified to read Termination / Extended Leave Clearance Certificate.</p> <p>RCEA representatives stated that they are also concerned that in cases where there was an involuntary termination, final payments to employees were delayed due to signatures required on the TCC document.</p> <p>NRC representatives explained that in cases of delay in final payments, there were a number of reasons that could contribute to possible delays including such things as the need to ensure all time was entered in SIGMA, the finalization of any outstanding travel claims or travel advances, possible travel card issues, outstanding IT equipment, etc. It was agreed that HRGs would help to facilitate the process for employees.</p>	

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	<p>Follow-up: Betty to forward copies of the revised Termination/Extended Leave Clearance Certificate and Guidelines to union representatives.</p>	<p>B. Rodriguez</p>
<p>84.5</p>	<p>New Phoenix System</p> <p>NRC representatives advised that, based on their regular information sessions with PWGSC, the schedule for implementation of the new pay system (Phoenix) remains on target. However, it was noted that some departments have indicated their concerns around the current timelines. NRC continues to prepare for implementation and have had a number of discussions with key players to ensure a good communication strategy is in place to ensure a smooth transition and no interruption to employee pay. The communication strategy which is being developed with the Communications Branch will include information sessions for employees and supervisors/managers, messages on NRC Zone and Q's & A's to respond to common questions. NRC Finance is also involved in this work. NRC will advise unions of any changes or delays. In response to a question raised by the RCEA, it was confirmed that access to the new pay system will be through the myKey account through PWGSC.</p> <p>Follow-up: As requested by union representatives, a representative from ITSS will be invited to the next JCC to discuss myKey access for teleworkers/employees and to provide information on a number of issues relating to laptops and cell phones including suspension of e-mail accounts for employees on extended absence from work.</p>	<p>?</p>
<p>84.8</p>	<p>Career Support</p> <p>Union representatives are concerned with the possible impacts on employees in cases where programs are ending given that NRC is currently reviewing its programs.</p> <p>NRC representatives stated that programs are starting to be reviewed and that this was also an important topic for NRC. A number of discussions have begun on identifying employee competencies and how these can be best used across NRC. It is understood that the ending of a program does not automatically lead to the lay-off of employees assigned to that program. In all cases, employee skills are reviewed for placement within other programs as was the case recently at ICT.</p>	

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	<p>PIPSC representatives indicated that they would like to see a good strategy in place which would include a competency database.</p> <p>NRC representatives indicated that this matter will be communicated to senior management to consider how to deal with these important concerns and suggestions.</p> <p>Follow-up: Isabelle Gingras agreed to follow-up including the possibility of arranging a teleconference to pursue this matter further.</p>	<p>I. Gingras</p>
<p>81.8</p>	<p>Implementation of Local Labour Management Consultation Committees (LLMCC)</p> <p>Following a brief discussion, it was agreed that NRC would draft a joint (NRC, PIPSC, RCEA) e-mail which would be sent to all employees supporting the importance of LLMCCs and identifying the current pilot project involving HHT and ICT.</p> <p>Follow-up: A draft e-mail message will be prepared and forwarded to union representatives for distribution before the next JCC.</p>	<p>J. Grebenc</p>
<p>82.8</p>	<p>Stress/Mental Health in the Workplace</p> <p>NRC representatives indicated that consideration was still being given to supporting training on mental health issues, however, options continue to be reviewed. This includes training available through the Canadian School of the Public Service and the Canadian Centre for Occupational Health and Safety (CCOHS). It was agreed that a pilot training session building on the training identified at the previous JCC by David Shane, Director, Health and Safety was still being planned and that union representatives would be invited to participate.</p> <p>Follow-up: David Shane to circulate CCOHS materials.</p>	<p>D. Shane</p>
<p>85.6</p>	<p>Work Force Adjustment (WFA) Placements</p> <p>NRC representatives advised that a review of the WFA screening process is underway. This review will consider more thorough case by case consideration of affected employees including retraining. It was noted that at this time, the consideration of employees is being undertaken manually, since the automated system (Espresso) is not yet up and running.</p>	

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	<p>NRC representatives will provide an update at the next JCC. RCEA and PIPSC representatives requested changes to the Quarterly reports.</p> <p>Follow-up: Betty Rodriguez to advise those responsible for reports of requested changes.</p>	<p>M.E. Roy</p> <p>B. Rodriguez</p>
<p>85.9</p>	<p>December Shutdown</p> <p>RCEA representatives indicated that employees within some parts of NRC continue to experience difficulties when trying to bank December shutdown hours. The difficulties include requirements to work overtime and being asked to bank this time for December shutdown rather than overtime compensation as well as needing to document or explain the work being performed when completing time requirements for the shutdown.</p> <p>NRC representatives will follow-up to ensure there is a good understanding of the December Shutdown requirements.</p>	<p>J. Grebenc</p>
	<p>New Business Arising</p>	
<p>85.4</p>	<p>Changes in Chalk River</p> <p>NRC representatives updated the committee on the changes involving NRC employees working at Chalk River. It was noted that consultations occurred with union representatives and NRC employees with the result that ten (10) employees chose to stay with the NRC while eight (8) accepted continuing employment with Canadian Nuclear Laboratories (CNL). Seven (7) of the employees accepting CNL employment were members of PIPSC with one (1) employee being represented by the RCEA. A memorandum of understanding extending the services of NRC employees remaining at Chalk River to CNL was signed on August 18, 2015. It was also noted that the change in management of CNL by a private consortium had not yet occurred.</p> <p>Follow-up: Joe Grebenc to forward a copy of the signed MOU to RCEA as well as the names of those employees who either stayed with the NRC or accepted positions with CNL.</p> <p>RCEA expressed concerns with not being provided with more advance information of the situation in Chalk River.</p> <p>NRC responded that the timelines were very tight and that the invitation for consultation was extended immediately after the information on the changes was provided.</p>	<p>J. Grebenc</p>

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	<p>Changes in National Institute for Nanotechnology (NINT)</p> <p>RCEA requested an update on the NINT reorganization.</p> <p>NRC suggested that Dan Wayner be invited to JCC to provide an update.</p> <p>Follow-up: Isabelle Gingras to contact Dan Wayner about attending a JCC meeting.</p>	I. Gingras
85.5	<p>Labour Utilization Statistics on Zone</p> <p>PIPSC representatives questioned the purpose of posting these reports on Zone.</p> <p>RCEA representatives indicated that these types of statistics raised employee questions and concerns.</p> <p>NRC representatives indicated that they were not familiar with the report; however, would follow up with the group responsible for the reports.</p> <p>Follow-up: Isabelle Gingras to contact the office responsible for this report and follow-up with the BAs.</p>	I. Gingras
85.8	<p>List of Grievance Officers</p> <p>PIPSC representatives indicated that some union stewards were not sure who they should submit grievances to and asked if something could be put on NRC Zone to clarify this matter.</p> <p>NRC representatives indicated that they would follow-up and advise union representatives of action taken.</p>	J. Grebenc
85.10	<p>Harassment Policy</p> <p>NRC representatives advised the BAs that the current harassment policy is being reviewed by the NRC Secretary General's Office (SGO) - Dick Bourgeois-Doyle and that a draft document would be provided to them for information and comment.</p> <p>Union representatives asked that changes be highlighted and requested that a separate meeting be scheduled.</p> <p>Follow-up: Mireille Lycan to coordinate a meeting between SGO and the BAs.</p>	M. Lycan

