

NATIONAL RESEARCH COUNCIL CANADA (NRC)

MINUTES OF THE 88th MEETING

OF THE

NRC – JOINT CONSULTATION COMMITTEE (JCC)

DATE: June 9, 2016
TIME: 9:00 AM
LOCATION: Room S-303, Building M-58

IN ATTENDANCE

Chairperson:

Cathie Fraser, President, RCEA

Representing NRC:

Isabelle Gingras, Vice-President, HRB

Joe Grebenc, Manager, Labour Relations and Pay and Benefits, HRB

Meredith Marchand, Senior Labour Relations Officer, HRB

Representing Professional Institute of the Public Service of Canada (PIPSC):

Sara Boulé-Perroni, Employment Relations Officer

Susan O'Donnell, President, NRC RO/RCO Group (*via videoconference*)

Patricia Loder, President, Consultation Team

Representing Research Council Employees' Association (RCEA):

Cathie Fraser, President

Joan Van Den Bergh, Negotiator

Marvin Zaluski, 1st Vice-President

Michelle Lévesque, 2nd Vice-President (*via teleconference*)

Guests:

Tim Grubb, Executive Director, Security Branch

Marie-Eve Roy, Manager, Talent Acquisition and Classification, HRB

Cynthia Lemoine, Senior Corporate Hiring Advisor, HRB

ITEM	88 th JCC - MINUTES - DISCUSSION	ACTION
88.1	<p>Approval of Agenda</p> <p>The agenda was approved with no changes or additions.</p>	
88.2	<p>Minutes of the 87th Meeting of the JCC</p> <p>The minutes were amended to reflect the following:</p> <ul style="list-style-type: none"> • In Attendance - Changed to clarify organizational representation. • 87.2 – Opening Remarks by RCEA President <ul style="list-style-type: none"> ➤ RCEA representatives noted that 2016 represented their 50th year as certified bargaining agent. Congratulations were extended by all present. <p>The minutes were approved by the parties with the above mentioned changes.</p>	<p>M.Marchand</p> <p>M.Marchand</p>
88.3	<p>Follow-up Action Items of the 87th Meeting</p>	
81.8	<p>Implementation of Local Labour Management Consultation Committees (LLMCC)</p> <p>ICT had their first LLMCC meeting on May 10, 2016 with an agenda that covered the terms of reference as well as local issues related to CTEs, recruitment, and mentoring. RCEA and PIPSC representatives reported that the meeting was a great start to ICT's LLMCC with the GM notifying all staff of the meeting in advance and the HRG providing excellent support. The next meeting is scheduled for September 6, 2016.</p> <p>The LLMCC for the HHT - Royalmount location has not yet commenced for a variety of reasons. PIPSC now has several stewards signed up who will receive training in the fall. However, to help with convening the first meeting in the interim, another PIPSC representative will assist on a temporary basis.</p>	
84.5	<p>Phoenix</p> <p>RCEA representatives reported on an issue dealing with Phoenix and the processing of union dues deductions. More specifically it was explained that Phoenix is collecting monthly union dues over two pay periods and that they are missing the second dues deduction when an employee leaves NRC in the middle of the month.</p> <p>NRC representatives advised that they will follow-up and identify a resolution.</p> <p>By way of update, NRC representatives advised that ongoing monitoring of pay transactions in the Phoenix system was</p>	

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<p>84.5 (cont.)</p>	<p>implemented to minimize any pay issues that could be occurring as had been reported by many organizations in the core Public Service. In this regard and in collaboration with Finance, the Compensation team was reviewing Phoenix printouts received on the Monday preceding the Wednesday payday to identify any employees might not be receiving a paycheque or could have a pay issue. The Pay and Benefits Advisors verify the nature of any error and where appropriate, contact the employee to inquire as to whether they require an emergency cheque (60% of gross pay) and if so, action is undertaken with NRC Finance to expedite the payment. In this regard, emergency payments are often placed in employee accounts on the same day as the normal payroll deposit days (Wednesday).</p> <p>PIPSC representatives noted that since deductions such as CPP and EI are not removed from emergency cheques amounts, future pay deposits are reduced by the amount of any missed deductions.</p> <p>It was noted that supplementary payments and termination payments have experienced some delays in processing given the priority provided to normal pay actions.</p> <p>NRC will prepare an e-mail to employees which will provide employees with general information and provide information on pay stubs and Pay and Benefit Advisor contacts for questions that employees may have. The message will also be forwarded to union representatives who will be able to post this information on their website.</p> <p>NRC representatives reiterated that employees should continue to access their pay stubs via the Compensation Web Application (CWA) access on the green zone.</p> <p>PIPSC representatives indicated that any of their members who find themselves in an emergency situation due to not being paid, should contact PIPSC directly for follow-up and assistance.</p> <p>It was noted that with the first payroll after the implementation of Phoenix, only one emergency cheque was required as noted by NRC. However, the number increased to four for the second run and approximately 20 for the third pay period. PIPSC representatives commented that new employees need to have all of their details entered into Phoenix prior to their commencement of employment in order for the new system to work.</p> <p>RCEA representatives noted that departing employees have experienced delays in receipt of final payments. It was also noted that these individuals are required to contact PWGSC as they are no longer an employee. An NRC representative reported that some of the delay appears to be explained by delays in completing the termination clearance process and the the requirement to ensure the termination payments are accurate as there is no easy mechanism to recover an overpayment. They further confirmed that this has been the case in one or two instances and they are</p>	<p>J.Grebenc</p>

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84.5 (cont.)	<p>currently looking into each case. RCEA representatives responded that they would prefer some kind of emergency cheque be issued to these former employees for even a portion of their termination payments.</p> <p>The support of the Bargaining Agents in working together on pay issues was recognized by NRC representatives, who also requested that PIPSC and RCEA representatives continue to inform them of any pay problems that their members are experiencing. The Compensation team is continuing to learn from the experiences of other departments and is committed to monitoring and reviewing pay actions and processes until the pay system returns to normal operations.</p>	
85.8	<p>List of Grievance Officer</p> <p>RCEA inquired as to whether the list of grievance officers was posted on MyZone. NRC representatives agreed to followup on this inquiry.</p>	M.Marchand
86.8	<p>Security Cameras</p> <p>Tim Grubb, Executive Director for NRC's Security Branch confirmed that the list identifying cameras in NRC buildings in the National Capital Region had been distributed to the Bargaining Agents. RCEA representatives inquired about the 46 cameras (9 in the interior for doors, 22 in the labs, and the remaining 15 are exterior focused) at M-50. A PIPSC representative noted that there had been no negative issues regarding the internal cameras in M-50 as they were installed for safety reasons. RCEA representatives mentioned that there are some older labs within NRC that had experienced some emergency situations and that cameras could be of some assistance in these situations.</p>	
87.5	<p>Probation</p> <p>RCEA representatives were pleased to note that NRC is reviewing the Probation Policy. NRC representatives indicated that while the probation policy is generally shorter in the core Public Service for some groups in the administrative and technical categories, it is comparable for some groups and that there were even longer probation periods for certain groups in some organizations such as CSIS. RCEA representatives also noted that probation cannot be extended within the core Public Service and that ineffective management of employees during the probation period is not a valid justification for an extension.</p> <p>PIPSC representatives also expressed concern that NRC's current probation policy could have a gender dimension for women of childbearing age as the lengthy probation periods could create uncertainty in their employment future and their work life balance in terms of their family commitments.</p> <p>Representatives from NRC Human Resources Branch are</p>	

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87.5 (cont.)	preparing a briefing note for SEC which will identify the issues raised concerning NRC's probation policy. The expectation is that the SEC decision should be received and will be provided to union representatives before the next JCC.	G.Grebenc I.Gingras
87.14	<p>Terminations – Bargaining Agent Notifications</p> <p>Bargaining Agent representatives requested advance notification of any member who is having their employment terminated. It was indicated that this was in preparation for a possible call from the member and not for purposes of proactive contact with the member.</p> <p>NRC representatives confirmed that Bargaining Agents are normally informed of cases that look to be leading to termination. Also given the time that is generally taken to administer such cases, Bargaining Agents are typically involved at various stages such as occurs in cases of discipline or in performance management cases. It as also noted that there are occasions where employees may not want to communicate the situation to others. It was suggested that the onus should be with the employee to involve their Bargaining Agents and management needed to respect this aspect of termination. NRC representatives agreed on the importance of affording employees the opportunity to involve their Bargaining Agents and requested to be made aware if there are any cases or instances where this did not occur.</p>	
87.15	<p>New Members – Bargaining Agent Notifications</p> <p>RCEA representatives confirmed that they are requesting that the stewards be informed of new hires to help employee integration. This would be in addition to the monthly update list NRC already provides. It was suggested that in the past some union stewards used to receive this information from Human Resources. NRC agreed to investigate whether this level of notification is possible as part of the on-boarding process.</p>	M-E.Roy
87.16	<p>Call For Action – Presentation on Research at NRC</p> <p>With respect to an update on the Call for Action initiative, it was reported by PIPSC representatives that Debi Daviau, President of PIPSC met with NRC's acting President, Maria Aubrey and Isabelle Gingras, Vice President Human Resources Branch on June 8th. At that meeting there were positive discussions concerning the working group launched in response to the Call for Action (CFA). They further noted that the initial meeting of the CFA Working Group was scheduled for June 20th and would include Isabelle Gingras, Roman Szumski, Pat Loder, Susan O'Donnell as well as representatives from the RO/RCO community and NRC Management.</p>	

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<p>Roundtable</p>	<p>Personal and Volunteer Leave</p> <p>In response to an inquiry from union representatives, it was confirmed that the entitlements for volunteer leave and personal leave entitlements as set out in collective agreements are listed in the Self-Service Portal (Green environment) under BI - "Time Summary (Employee)" as well as on the top right hand corner of Time Management – Record Working Time as "Leave Request and Time Sheet Absences". PIPSC representatives clarified that the issue is that the personal leave and volunteer leave do not appear on the Time Accounts Table as part of the Leave Request. NRC indicated that it will look into the matter further.</p> <p>In response to a question raised concerning the identification of the usage of the sick leave time codes of certified and non-certified sick leave, NRC representatives confirmed that this is for recording purposes and does not alter the collective agreements provisions.</p>	<p>M. Marchand</p>
	<p>Mental Health Report</p> <p>The on-line website links for the 2015 and 2016 Mental Health Reports were distributed prior to the meeting.</p>	
	<p>Joint Learning Program (JLP)</p> <p>In response to information provided concerning the Joint Learning Program, it was noted that the JLP is available to the core Public Service, in arrangements that were negotiated primarily with the Public Service Alliance of Canada (PSAC). At this time, JLP is not available to NRC employees, however, NRC representatives agreed that there are benefits to be achieved through such joint learning opportunities.</p>	
	<p>Quarterly Report</p> <p>In reviewing the report, RCEA representatives noted that there was an increase in the number of external hires and a decline in the employee population over last year in a couple of occupational groups. It was also indicated that the Surplus Employee charts should have RAC included with the OP group and that the PG group listed separately. NRC representatives to make these adjustments.</p> <p>There was concern expressed by a PIPSC representative that four new RCO Project Managers were hired at the RCO-4 level possibly based on competitive market salary rates while noting that there are existing RCO-3 employees doing the same job. NRC confirmed that individuals with different levels of expertise can be staffed into the same type of RCO position and that while internal relativity is reviewed, it is ultimately their individual statement of professional development which will govern the level of their RCO placement. Both Bargaining Agents questioned the appropriate</p>	<p>M-E.Roy</p>

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<p>Roundtable (cont.)</p>	<p>group allocation for positions focused on project management as allocation to the AS and RCO groups as well as the TO group are possible options. NRC representatives indicated that generally speaking, the AS positions are focused on entering and tracking the project in the system, whereas, the RCO positions are responsible for actually managing the project.</p> <p>Marie-Eve Roy, Manager of Talent Acquisition and Classification confirmed that data on appointments in the best interest will be provided for the next JCC. However, the data requested by the Bargaining Agents on how internal employees fared in the competitive screening process was unavailable due to Espresso not capturing the data rolled up across all competitive processes. It is hoped that with the move to the Success Factors system in the near future with its quick implementation process and robust technology for a cloud based connection to SAP, would enable the provision of improved hiring reporting along with electronic CTEs and on-line learning.</p> <p>The news concerning the implementation of Success Factors was positively received by the Bargaining Agents and inquired as to whether it was possible to have a demonstration of the system and for employee users to have an opportunity to test it in advance so as to provide input into its ease of usability. NRC will consider this request and respond to the Bargaining Agents.</p>	<p>E. Harrison</p>
	<p>Staffing – Feedback to Internal Candidates</p> <p>It was confirmed by Marie-Eve Roy, Manager of Talent Acquisition and Classification that internal employees, who are screened out of competitions, receive an e-mail indicating the particular criteria they did not meet. Internal employees who may have omitted providing information to demonstrate how they meet the criteria in question may submit additional information for consideration. There was one case where an employee received inaccurate information and it has been investigated and resolved.</p>	
	<p>Business Arising from Minutes</p>	
<p>87.12</p>	<p>Changes to NRC’s R&D Organization</p> <p>PIPSC representatives requested that the minutes reflect the update issued on April 1, 2016 from acting President Maria Aubrey advising of the postponement of the planned increase of R&D divisions from three to five.</p> <p>Bargaining Agent representatives noted the positive support and feedback received by the acting President, NRC and inquired as to how long Maria Aubrey would remain acting President. NRC representatives indicated there is no update available concerning the status of the NRC President nor is there a time limit on how long Maria Aubrey will be acting President.</p>	

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87.12 (cont.)	PIPSC representatives further reiterated that this is a critical time for NRC leadership to be able to map NRC unto the government's research and innovation agenda. To assist in this regard, PIPSC representatives advised that the PIPSC working group would be interested in working with NRC management on NRC's role in Canadian research and innovation.	
85.4	<p>Changes in National Institute for Nanotechnology (NINT)</p> <p>Vice-President Dan Wayner had promised the Bargaining Agents a copy of the "Evaluation of the National Institute for Nanotechnology" Final Evaluation Report. NRC representatives noted that although the report was approved by the NRC President on February 2, 2016, it was only recently published. Bargaining Agents are requesting quarterly updates via JCC since they feel the level of communication has dropped with Dan Wayner's retirement. PIPSC representatives also expressed the desire for the Vice-President of Emerging Technologies to take an active role in the NINT transformation and for management to be mindful of employee concerns about their substantive positions within the new organization. PIPSC representatives also noted there are a number of Occupational Safety and Health (OSH) and Security questions that have been raised by members and which require clarification of the NINT model of governance.</p>	
	New Business	
88.4	<p>Security at NRC</p> <p>Tim Grubb, Executive Director of the Security Branch provided a document to JCC participants identifying the operational work of the Branch by level of activities. He noted that half of their efforts are focused on networks such as e-mail as well as the green and black zones and it is likely to remain this way in the foreseeable future. It was noted that there has been some growth approved by SEC to bring NRC's Security Branch's resources more in line with other similar government agencies or organizations. The Security Branch has also been making strides to bring NRC into compliance with policies and best practices from Treasury Board and legislation such as the Financial Administration Act.</p> <p>PIPSC representatives cautioned that the need for innovation and the willingness to take risks in research, especially in light of the federal government's innovation agenda, can be hampered by creating a highly secure environment. Tim Grubb suggested that the freedom to develop new ideas comes with the responsibility to protect those same ideas. To help educate and promote the importance of doing research and business in a more secure way, Security will convene approximately 10 more town hall sessions across NRC.</p> <p>It was noted that Security is continuing to invest resources in</p>	

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<p>88.4 <i>(cont.)</i></p>	<p>robust antivirus software, to help reduce the risk from ransomware attacks that NRC is continuing to face. However, to avoid losing critical data and information, it remains critical for employees to back up their data on storage devices that are not connected to the network or their computers.</p> <p>The Bargaining Agents expressed their appreciation for the efforts of the Security Branch to consult with them on the Standards for Investigations and Video Surveillance and requested feedback as to whether any of their suggestions were taken into account. Tim Grubb agreed to share the final drafts of these standards once they have been reviewed by the Security Management Committee.</p> <p>With respect to the Investigation Standard, it was confirmed that priority attention would be given to completing investigations within 30 days or less, to the full extent possible in the case of employees who are suspended pending investigation. Should an investigation need to be extended beyond 30 days, the appropriate Vice President would be advised and provided with an estimated timeline for completions. The potential challenges associated with this objective were noted in the context that NRC has only one investigator on strength at this time.</p>	<p>T.Grubb</p>
<p>88.5</p>	<p>Hiring Foreign Workers – Immigration Issues</p> <p>Cynthia Lemoine, Senior Corporate Hiring Advisor reported that there are three or four employees who have recently encountered problems in applying for Canadian permanent residency as their work permit, originally obtained three or four years ago, was based upon the NAFTA exemption code C-30, now C-31, instead of the Labour Market Impact Assessment (LMIA). She further noted that the requirements are changing on a regular basis and that until recently they had to deal with the Immigration, Refugees and Citizenship Canada (IRCC) Call Centre, however, they have secured a policy contact at Employment and Social Development Canada (ESDC) to provide interpretations, notifications, and explanations of changes. As well, each of these employee cases has an ESDC Program Officer involved with their file and with whom we are working to address issues.</p> <p>To meet the current requirements of the LMIA, there is a requirement to advertise the position externally for four weeks which could result in the obligation to hire a qualified Canadian citizen or permanent resident instead extending the offer to our existing foreign worker. It was observed that the possibility of identifying a qualified Canada tends to be low, given the uniqueness of the qualifications required for these positions.</p> <p>PIPSC representatives expressed concern that these cases would need to be elevated to the Minister or MP level if the employees were in imminent risk of losing their jobs. NRC representatives noted that it was the responsibility of foreign worker employees to</p>	

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88.5 (cont.)	obtain Canadian residency or maintain a valid work permit to remain employed by NRC although NRC is very active on each file to ensure everything possible is being done to avoid issues. To further support this, an NRC representative will report back directly to PIPSC the plan for each of these cases and the next steps involved in working towards a positive outcome.	M-E.Roy
88.6	<p>On-Boarding Project</p> <p>Cynthia Lemoine, Senior Corporate Hiring Advisor for HRB, provided a handout which displayed the onboarding process for new employees to NRC. An NRC Welcome Package is provided within their first week of employment followed three to four months later by an official Onboarding Day in Ottawa. While the Onboarding Day, that occurs three or four times a year, is open to all new NRC employees in term and continuing positions regardless of location, its on-line registration availability is limited due to budgetary constraints. During this day there is a focus on key business practices and building relationships. Participants include the President and a Program Leader speaking to new employees as well as a tour of NRC facilities in the afternoon. A PIPSC representative inquired whether it was possible to share the Onboarding Day with all new employees via videoconferencing for those who did not register early enough to attend. NRC representatives responded they would look into the matter.</p> <p>PIPSC representatives suggested that their Consultation Team President could be available to introduce themselves to new employees and indicated they would investigate how this is handled by other government departments. (S.Boulé-Perroni)</p> <p>NRC representatives indicated that the onboarding process has been built in stages over the last two years. Supervisors receive detailed guidelines and a checklist prior to the employee's arrival. New employees are then directed to MyZone which has a detailed list of actions with corresponding directions to be completed within the first month. There are further instructions for the third, sixth and ninth months. It is also hoped that the implementation of Success Factors will further streamline the onboarding process. A copy of the material distributed to the supervisor and employee was requested by the RCEA. They also inquired whether it was possible within the onboarding process to advise new employees of the contact information for the local union stewards and OSH members. NRC representatives agreed to follow-up on these two requests.</p>	<p>M-E.Roy (C.Lemoine)</p> <p>S.Boulé-Perroni</p> <p>M-E.Roy</p>
88.7	<p>Staffing Concerns – Staffing Without Competition</p> <p>PIPSC representatives expressed the view that the external hiring of new management employees without competition is preventing career growth of their existing members. In this regard, data on</p>	

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88.7 (cont.)	<p>the number of MGT positions filled by their members was requested to assist in understanding this possible issue.</p> <p>The staffing of management positions with external candidates is also an issue for the RCEA. NRC committed to acquiring the data requested, if available, prior to the next meeting.</p>	M-E. Roy
88.8	<p>Accommodation of Nursing Employees</p> <p>An RCEA representative expressed concern that the NCOSH Directive required employees to have a medical note in support of their request for accommodation of a safe place in the workplace to nurse their baby. A representative for NRC indicated that there had been past accommodations put in place for nursing mothers without the need for a medical note. Furthermore, if any current employee requires such an accommodation they should speak with the responsible HR Generalist who will coordinate with local management and OSH to ensure, they are provided with a space that is both appropriate and safe. This information is to also to be communicated back to NCOSH.</p>	M. Marchand
88.9	<p>Performance Improvement Plan (PIP)</p> <p>Questions were posed from RCEA representatives as to when the Performance Improvement Plan (PIP), including the form, was developed and if there was any consultation with the Bargaining Agents. They also inquired as to whether there was a policy to govern its usage. They further noted concerns about the apparent lack of consistency as to when the PIP is used, how the form is completed, the review process and cycle, the level and type of support(s) provided to the employee, and the true intentions regarding the intended outcome. They feel that the PIP is a very formal procedure being used on occasion to address minor issues. Concern was also expressed that the PIP document indicates that this process could lead to termination and suggested that this is causing uncertainty and fear in employees. An RCEA representative further claimed that NRC was not adhering to the procedure for termination for reasons of incompetence including the provision for review by the responsible Vice-President.</p> <p>PIPSC representatives also indicated that they believed the PIP is used in an inconsistent way and as a path to terminate employees and requested data on the number of PIPs by portfolio, the frequency of reviews, and their outcomes.</p> <p>NRC representatives advised that the Commitment to Excellence (CTE) Program Policy (Section 3.2) and Annex A – Procedures is focused on successful performance management. However, A.3.2.8 provides specific direction when an employee is “Not Meeting Expectations” and A.3.2.8.2(e) in particular references the need for a PIP in appropriate circumstances. RCEA representatives noted that there is no indication as to the circumstances for which a PIP should be used.</p>	

ITEM	88 th JCC - MINUTES - DISCUSSION	ACTION
<p>88.9 <i>(cont.)</i></p>	<p>NRC representatives responded that each case is considered on its individual circumstances. A PIP is normally put in place when performance is weak or poor; however, it is at the discretion of the supervisor or manager. It was noted that the PIP is a tool to help employees understand the areas of performance requiring improvement as well as an understanding of the consequences of not meeting the performance standards for their position. It is essential and a good performance management practice for employees to be provided with this information. With respect to data on this matter, NRC representatives indicated that this information is not being tracked at this time.</p> <p>NRC representatives heard the concerns expressed regarding the need for increased consistency as well as understanding how successful it has been in helping employees address their performance deficiencies. Both Bargaining Agents expressed their belief that if there are a large number of PIPs within a portfolio with few successes this should indicate there is a problem with the PIP process and further supports the importance of their early involvement if possible. It was further reasoned by an RCEA representatives that NRC, as a separate employer, has a broad leeway to terminate employees and with this comes the need for consistency, transparency and fairness.</p>	
<p>88.10</p>	<p>Professional Development Time Coding</p> <p>A PIPSC representative expressed concern that IRAP does not have specific time codes for the work involved with its Ethics Committees and Sector Teams. For participating ITA's this work could represent 10% to 25% of their total time and 25% to 50% for the five Sector Team leads. Currently the only time codes used by IRAP are for general attendance, OSH and Professional Development (PD). It was indicated that time spent on this work was currently being coded to PD.</p> <p>The issue is believed to be further compounded in that there is a concern that this work impedes career progression by affecting an employee's achievement of CTE targets in some cases.</p> <p>PIPSC representatives suggested that specific time codes for this committee work would help explain why CTE targets in some cases were not being met and that the work that is true developmental or learning should be coded to PD to prevent the denial of future PD requests although they are not aware of this happening currently.</p> <p>NRC committed to following up with IRAP concerning the appropriate measures they were taking to address the issue.</p>	<p>M.Marchand</p>
<p>88.11</p>	<p>Degree of Migration of Regional Staff to National Capital Region (NCR)</p> <p>PIPSC representatives reported that some of their members were concerned that employees and possibly positions are migrating</p>	

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88.11 (cont.)	<p>from the regions to Ottawa leaving regional staff vulnerable with an uncertain future. In support of investigating this further, they requested data from the last five years on the number of employees outside the NCR and the number located in Ottawa, identified by occupational group. Additionally they requested the number of positions that were moved from the regions to the NCR over the same timeframe. RCEA representatives asked for the same data for their members and positions.</p> <p>NRC agreed to look into whether it was possible to acquire the level of data requested prior to the next meeting.</p>	M.Marchand
88.12	<p>Impact of Lack of Billable Hours</p> <p>Bargaining Agent representatives expressed concern over the focus on billable hours especially in the context of program reviews and sunseting decisions that could result in a workforce adjustment for reasons of lack of work and discontinuance of a function. It was suggested that this approach does not give appropriate consideration to the greater value of the employee(s) to the Council beyond the work of the specific project. PIPSC representatives expressed further concern that in some portfolios, revenue targets are passed on throughout the organization and in some cases drilled specifically down to individual researchers.</p>	
88.13	<p>Mississippi Mills Update</p> <p>The Bargaining Agents believed they were to be receiving regular updates on the status of Mississippi Mills. However, this appears not to have been happening. In particular, they are concerned about the impact to employees. NRC will follow-up on this matter before the next meeting.</p>	I.Gingras
	Roundtable	
	Nothing further was presented by the parties.	
	<p>Next Meeting</p> <p>The next JCC meeting is scheduled for 15 September 2016 with a start time of 9:00 a.m. The meeting will be chaired by the NRC.</p>	
	Meeting adjourned at: 12:40 pm	