

**NATIONAL RESEARCH COUNCIL CANADA (NRC)**

**MINUTES OF THE 95<sup>th</sup> MEETING**

**OF THE**

**NRC – JOINT CONSULTATION COMMITTEE (JCC)**

**DATE:** March 21, 2018  
**TIME:** 9:00 AM  
**LOCATION:** 2<sup>nd</sup> Floor Conference Room, Building M-58

**IN ATTENDANCE**

**Chairperson:**

Isabelle Gingras, Vice-President, Human Resources Branch (HRB)

**Representing NRC:**

Isabelle Gingras, Vice-President, HRB  
Joe Grebenc, Manager, Labour Relations and Pay and Benefits, HRB  
Emily Harrison, Director, Planning, Performance and Development, HRB  
Meredith Marchand, Senior Labour Relations Officer, HRB

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

Patricia Loder, President, Consultation Team  
Cathy Cheung, President RO/RCO Group  
Stephan Grosse, RO/RCO Group Executive  
Christine Poirier, Labour Relations Team Lead

**Representing Research Council Employees' Association (RCEA):**

Cathie Fraser, President  
Marvin Zaluski, 1<sup>st</sup> Vice-President  
Michelle Lévesque, 2<sup>nd</sup> Vice-President

**Guests:**

Roger Scott-Douglas, NRC Secretary General  
Paul Wagner, Chief Information Officer, NRC Knowledge, Information and Technology Services (NRC-KITS)  
Lucie Vignola, Director General, NRC Communications Branch (NRC-CB)

ITEM	95 <sup>th</sup> JCC - MINUTES - DISCUSSION	ACTION
95.1	<b>Approval of Agenda</b> The agenda was approved by the members with the addition of December Shutdown Banking at IRAP to New Business as requested by RCEA.	

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95.2	<p><b>Minutes of the 94<sup>th</sup> Meeting of the JCC</b></p> <p>The minutes were amended to reflect the following and subsequently approved by the parties:</p> <ul style="list-style-type: none"> <li>• <b>84.5 – Phoenix Update and Issues</b> <ul style="list-style-type: none"> <li>➢ The addition of a secretarial note indicating that two experienced pay advisors were subsequently hired on a temporary basis.</li> </ul> </li> <li>• <b>94.4 – Maternity and Parental Changes to Employment Insurance (EI)</b> <ul style="list-style-type: none"> <li>➢ Change the reference to these changes being an excellent opportunity for “women” to “parents” within the second paragraph.</li> </ul> </li> <li>• <b>88.6 – Onboarding</b> <ul style="list-style-type: none"> <li>➢ Broaden the referral of new employees to the website of their respective bargaining agent.</li> </ul> </li> </ul>	<p>M.Marchand</p> <p>M.Marchand</p> <p>M.Marchand</p>
95.3	<b>Follow-up Action Items of the 94<sup>th</sup> Meeting</b>	
87.5	<p><b>Probation</b></p> <p>Management confirmed that they were looking into the data, requested by RCEA, regarding whether probation was applied for terms converted to continuing after serving 3 or 5 years as a term. As the data available had to be obtained from various sources, its accuracy needs to be validated.</p>	
88.9	<p><b>Performance Improvement Plan (PIP)</b></p> <p>Management noted that the agreed upon meeting to review of some well-developed as well as poorly written non-active PIPs provided by the bargaining agents, had taken place on March 20, 2018. Although no individual cases were provided or discussed, there was a fruitful dialogue regarding concerns and suggestions in relation to the entire PIP process.</p>	
89.4	<p><b>37.5 vs. 1950 Hour Requirements for RO/RCOs</b></p> <p>Management reported that they had followed up on the concerns expressed by PIPSC regarding some of their members had informed them that they had been requested to work overtime without appropriate compensation as provided for in their collective agreement. The appropriate individuals had already been advised, that if this practice was happening, that it was not acceptable. Furthermore, both Construction (CONST) and Energy, Mining and Environment (EME) were transitioning their scientific Research Officers (ROs) and Research Council Officers (RCOs) to the 1950 work schedule effective April 1, 2018.</p> <p>A reference to the 1950 Frequently Asked Questions (FAQs) regarding flexibility within core hours of work was made by PIPSC. It was confirmed by management that the NRC RO/RCO negotiator was reviewing the 1950 FAQ for continued accuracy and clarity.</p>	

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92.6	<p><b>End of Term Notifications</b></p> <p>It was confirmed by Management that an official communication to managers and copied to the Human Resources Generalists (HRGs) had been issued on January 9, 2018 regarding the reinstatement of the End of Term notifications in accordance with timeframes in the Termination policy. However, earlier notifications would be encouraged.</p>	
93.5	<p><b>RO/RCO Promotion Cases including D1</b></p> <p>PIPSC had provided Ms. Gingras, Vice President of Human Resources with some D1 promotion cases over which they had concern.</p> <p>Management noted that they were following-up on these cases.</p>	
88.6	<p><b>Onboarding</b></p> <p>Management was able to confirm that the only reference to the bargaining agents within the current on-line onboarding process is the reference clause contained in the offer letter. However, it is believed that SuccessFactor's onboarding process should be able to automatically generate the new hire e-mail notices for the bargaining agents, eliminating the potential for missed notices from the Human Resources Coordinators (HRCs). The viability of this solution is scheduled to be tested in June.</p>	
94.6	<p><b>Job Alerts</b></p> <p>A confirmation by the Director Planning, Performance and Development, HRB that the job alerts will include Notice of Appointments was provided to the bargaining agents shortly after the last meeting.</p>	
94.7	<p><b>NRC Dialogue Implementation verses Management's Expectations</b></p> <p>Management indicated that they had heard the concerns expressed by PIPSC regarding the importance of allowing appropriate time for the implementation of the NRC Dialogue changes, especially in providing adequate time for solid research prior to the expectation of increased publications and as such have been recognized within the Dialogue discussions.</p>	
94.8	<p><b>20% Time on Exploratory Research</b></p> <p>In recognition that this is a key area of interest for both bargaining agents, Roger Scott-Douglas, Secretary General, will address it directly within the NRC Dialogue update presentation to follow.</p>	
	<p><b>New Business</b></p>	
93.4	<p><b>Dialogue – Organization Changes (Acting DGs)</b></p> <p>In light of the NRC Dialogue initiative and the respective vision required to implement these changes long-term, RCEA questioned when acting Director Generals (DGs) might be made more permanent. They also</p>	

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<p><b>93.4</b> <b>(cont.)</b></p>	<p>recognized that there are unique challenges presenting from industry, in particular for Digital Technologies (DT).</p> <p>Management acknowledged that while there have been a number acting and vacant DG positions over the last year, they have been committed to filling those positions. As such the President will soon be releasing an all-staff communication announcing the successful hiring of 7 out of the 8 DGs required. For DT, John Shannon will act as DG while a search firm assists senior management in sourcing the right individual to fill this position on a continuing basis. It is recognized that DT is a critical Research Center (RC) for the future success of NRC.</p>	
<p><b>95.4</b></p>	<p><b>Attracting Women in Science, Technology, Engineering, and Math (STEM), update on WES program</b></p> <p>RCEA inquired whether the Women in Engineering and Science (WES) program, initiated in 1989 to provide very promising undergraduate students in science, engineering and math with summer and co-op work placements with world-class researchers and facilities, was still on-going as it was visionary and extremely well received.</p> <p>Management responded that WES was an excellent program but eventually ended as the very bright and capable women that the program was intended to support and mentor no longer wished to participate. They wanted to be considered for programs not because they were women but rather that they were meritorious in their own right as equals within their respective educational field.</p> <p>PIPSC reiterated the importance of continuing outreach activities, especially to those children in grades 5 through 7, to increase their excitement about science. They further inquired regarding activities NRC is involved in to attract women into STEM positions. RCEA also asked whether there were statistics on the impact of the WES program and STEM initiatives.</p> <p>Management responded that there are a number of schools of thought regarding whether intervention at the elementary or high school level is the most effective way to draw women into STEM research. NRC is partnering with the University of Waterloo, University of BC as well as other universities and non-academic partners in Project Realizing Identity-Safe Environments (RISE) to address this question.</p> <p>The bargaining agents reported that in conjunction with International Women's Day, PIPSC released their <u>Women in Public Sector Science: From Analysis to Action</u> survey report which detailed the under-representation of women in science and the impact of dependent care responsibilities upon women.</p> <p>Management acknowledged the importance of this topic for the federal government as well as NRC. Through NRC's Dialogue initiative the Women at NRC steering committee was created which interviewed women working within research regarding their experiences at NRC. The findings revealed that NRC is generally a good place for challenging research work; however, some issues still exist such as perceived barriers in hiring and promotion, some individuals struggling to see</p>	

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<p><b>95.4 (cont.)</b></p>	<p>women as equals, and unacceptable comments. A report of the findings and the 10 recommendations to address them was given to senior management and the Honourable Kristy Duncan, Federal Minister of Science. Given the level of positive support received not only from senior management but also from the government, the steering committee, which includes the President of the RO/RCO group, is now reaching out to others, both women and men, within NRC for assistance in how to best implement the recommendations.</p> <p>Both bargaining agents expressed a willingness to support this initiative by reaching out to their membership and to assist with this RCEA asked if they could receive a copy of the report.</p> <p><b>Management responded that a wider distribution of the report is desirable although the appropriate level of circulation is uncertain, and committed to look into the request further.</b></p>	<p>E.Harrison</p>
<p><b>95.5</b></p>	<p><b>NRC Diversity Committee</b></p> <p>RCEA inquired as to the status of the NRC Diversity Committee as both bargaining agents had been contacted regarding participation.</p> <p>In response, Management indicated that there may be some confusion between the Employment Equity Committee, which is focused on addressing the four legislated groups verses the broader mandate of the Diversity Committee which originated from the Employment Equity Committee and is not anchored in law but rather good proactive and creative organizational practices. Such as the Gender-Based Analysis Plus (GBA+) government initiative to examine a proposed new policy, program, initiative or service to determine whether there is a potential gender issue in alignment with the Canadian Charter of Rights and Freedoms as well as the Canadian Human Rights Act. The Secretary General is working on further developing this function within NRC.</p> <p><b>Management will seek additional clarification on the role of GBA+ in light of the mandate of the Employment Equity committee.</b> The bargaining agents would be consulted as part of the Employment Equity Committee as NRC still has some issues regarding underrepresented groups that need to be addressed. NRC is also continuing to work on Diversity with the Vice-President of Human Resources as the Chair for both activities and will soon issue an all-staff e-mail regarding a 30-minute mandatory on-line course on Diversity and Inclusion Fundamentals to foster a work culture at NRC that increasingly continues to value diversity. This will be followed later by two additional courses on unconscious bias and bias in hiring.</p>	<p>E.Harrison</p>
<p><b>90.10</b></p>	<p><b>NRC Dialogue Update</b></p> <p>Roger Scott-Douglas, Secretary General provided the Committee with a presentation (attached) on the status of the NRC Dialogue and 2018 Budge. This is the same as will be used in latest 24 town halls presentations planned between now and June, four of which have already taken place. The presentation focused on the seven key themes of People, Facilities, R&amp;D, SME Growth, Engagement, Management and Governance. It also highlighted the \$250 million of ongoing funding from</p>	

<p><b>90.10 (cont.)</b></p>	<p>the federal budget as a wonderful endorsement by government including Ministers Baines and Duncan of the reimagined NRC. The new vision and values along with the key indicators from the departmental results framework were also included. It is important to management that employees be able to comment on the changes in an effort to ensure they resonate with all staff. Paul Wagner, Chief Information Officer with Knowledge, Information and Technology Services (KITS) also participated in this discussion.</p> <p><b><u>People (focused on reinforcing excellence essential to long-term success)</u></b></p> <p>Mr. Scott-Douglas spoke of the significance of the revised RO promotion criteria and the work underway to update the RCO promotion criteria. However, while the government is convinced at a policy level in the importance of fundamental research, as evidenced with the appointment of Dr. Mona Nemer as Canada' Chief Science Advisor, that did not translated into funding for the 20% exploratory research initiative. In response, additional planning including reconstituting the Tiger team under Dr. Geneviève Tanguay is underway to highlight the many ways to continue to support exploratory research by the research staff such as the leveraging the Ideation fund, the Chief Science Advisor, continuation of the Post-Doctoral Fellowship (PDF) program, exploring multidisciplinary research groups including potential partnerships with universities as well as conference attendance, and changes to time coding.</p> <p>PIPSC inquired as to whether the impact in of placing importance on exploratory research had lowered the revenue targets, although it was recognized that not every researcher would need 20% of their time for fundamental research. Some RCs, like Aerospace (AERO), have established systems to review project proposals for grants which could support the addition of an initial step to free up the time and space required for exploratory research in an effort to enhance the ideas being presented, although this would also necessitate a change in culture and mindset, especially within the more applied RCs. Currently there is much competition between researchers for the limited revenue resources as it is perceived that the value of the researcher is dependent upon the percentage of their revenue utilization and their ability to meet revenue targets. PIPSC also advised that programs are another way to encourage the investment in ideation through allowing the time needed for researchers to brainstorm in collaboration without the encumbrances of limiting their research ideas to what would solicit client investment. However, decisions regarding what gains funding should be made by a committee with clear criteria that encourage and support fundamental research.</p> <p>The overall design of programs will change going forward, although the exact process will be dependent upon the needs of the program explained Mr. Scott-Douglas. Accordingly there will always be some that are more revenue oriented. Maria Aubrey, Vice President Business and Professional Services, is reviewing the decision making process at NRC and investigating lowering it to reside more at the RC level while establishing peer reviewed advisory groups for a more open and</p>	
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<p><b>90.10 (cont.)</b></p>	<p>there are 5 new supercluster programs with universities and 3 disruptive programs covering six broad public policy challenges areas. The research will be coordinated by the national program office with Directors of Research and Development playing a key challenge function to ensure that the scientific milestones are met.</p> <p>PIPSC inquired whether the supercluster were a 50/50 funding split between government and the consortium.</p> <p>The response provided by Mr. Scott-Douglas was that NRC research counts as its contribution to the 50/50 funding split for superclusters, although there are additional grants for working with the universities.</p> <p><b><u>SME Growth (focused on helping innovative firms grow to scale &amp; increase exports)</u></b></p> <p>Mr. Scott-Douglas reported that the 2018 budget almost doubled the size of IRAP funding by \$150M per year to support innovative high growth firms in attaining an international brand. They also received approval for the 40% reduction of researcher charge rates to attract these firms with the possibility of another SME certificate program although with less money as it would require the conversion of a-base funds. However, with lower research charge costs, close supervision would be required to manage the anticipate increase in demand. Additionally, there needs to be clear delineation between IRAP verses Innovation, Science and Economic Development Canada (ISED) verses Regional Funds. As per the budget announcement, the mandate of IRAP's concierge function will be transitioning to ISED but working to provide employees with options.</p> <p>PIPSC commented that the certificate program was very well received and the researchers would appreciate another one.</p> <p><b><u>Engagement (Collaborative research and facilities - looking to open up NRC activities and facilities for collaboration to build connections)</u></b></p> <p>While NRC did not receive funding for the collaborative centres, the major client account system is being piloted as part of a strategy for improved relationship management. Mr. Scott-Douglas also indicated that work is underway to streamline the IP policy by creating a standardized policy sweet matched to the relationship needs of the client and to review the NRC act for the potential to transfer IP and copyright to clients if warranted.</p> <p><b><u>Management (focused on stewardship of resources and more empowerment with enhanced accountability)</u></b></p> <p>Mr. Scott-Douglas reported that the 18/19 plans should be distributed soon and that newly released revised vision, mission and values are being incorporated into hiring, promotions and the Code of Conduct.</p> <p>Concern was expressed by PIPSC regarding the importance of requiring IRAP to adhere to the same rules that govern the rest of NRC, such as the Code of Conduct or hiring processes. This is even more imperative for IRAP given the increased accountabilities required to be public servants dealing with businesses.</p>	

<p><b>90.10 (cont.)</b></p>	<p><b><u>Governance</u></b> (encourage research excellence and collaboration through organizational re-alignment)</p> <p>Mr. Scott-Douglas informed the committee that some important governance items recently came into effect which provided greater clarity and increased span of control. Additionally with the excellent caliber of Director Generals in place, work is well underway to provide additional support and guidance through external advisory boards for each RCs along with increased corporate support through the newly created Health, Safety and Environment Branch.</p> <p>On a general level, PIPSC expressed concern that it is often the same individuals, who are mostly ROs/RCOs, that are heavily involved in these initiatives. There should be a greater effort to get the message out that broad-based employee involvement across the organization is needed, especially in support of implementation of the NRC Dialogue, Initiative and that that local management would be supportive.</p> <p>In response Mr. Scott-Douglas indicated that there was a conscious effort seek employee involvement with a Vice President Lead assigned to promote engagement in addition to the Town Hall Meetings and on-line surveys. To further to support this, <b>when he and the President meet with all management teams they will reiterate the importance of allowing time for broad based employee involvement</b> as it is in everyone's best interests. Additionally Dr. Tanguay is actively soliciting employee input into the revamped exploratory research initiative.</p> <p>Mr. Wagner reported that three major themes related information Technology (IT) arose out the NRC Dialogue. Renewing NRC-IT infrastructure to enable a fully operational state that is protected and allows access to both legacy and new environments. Modernizing research IT platforms to provide High Performance Computing (HPC) and Specialized Research Environments (SRE). Sourcing appropriate suppliers to support the research, collaboration, and business needs within NRC. In support of this, the black legacy environment has been securely encapsulated, several research functions have been migrated to the orange (research) in the green environment although functions with technology too old or no longer required will not be migrated. A new enterprise e-mail system which maintains the nrc-cnrc domain and is in the green environment providing secure protected B service, has been built and is currently undergoing testing with an anticipated launch in May. Access to this green e-mail will also be available on the black. In the context of developing a digital strategy for NRC, work has begun on the migration of IRAP to tablets to better support interactions with clients and cloud computing. Currently cloud services are available that are housed solely in Canada for unclassified documents although protected B would be feasible with new contract language. Each RC and IRAP is also being asked to identify one non-IT research employee to be the spokesperson for highlighting IT issues.</p> <p>PIPSC commented that reaching out to these researchers is critical to understanding their unique needs. They also noted that IRAP has mobility issues and that the move into portals could benefit further from</p>	<p>R.Scott-Douglas</p>
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<p><b>90.10</b> <b>(cont.)</b></p>	<p>services like the concierge to enable quick identification of what is available for clients.</p> <p>Both bargaining agents inquired about the changes to the e-mail system such as the size limit, issues regarding credentials, loss of outlook folders and access via apple devices.</p> <p>Mr. Wagner confirmed that the mailbox limit of 2 GB had not changed and that while they were working on resolving the credential issues they had not heard about the other problems. He further noted the importance of contacting the Help Desk for each issue encountered so that a ticket can be created to track the problems encountered as the individuals who are developing the system are also the ones fixing it.</p>	
<p><b>90.9</b></p>	<p><b>GOC Communications Policy</b></p> <p>Lucie Vignola, Director General for the Communications Branch (CB) presented proposed changes to the NRC Communications and Media Relations policy which would migrate from the current defined formal roles and responsibilities to a more accommodating and simplifies system that is reflective of what is currently occurring at NRC. Some researchers are only informing CB of their contact with the media whereas others are seeking additional support in assisting them in communicating with the media. Media outlets and reporters are also reaching out to CB directly in search of subject matter experts within the fields of science and technology. The CB has been proactive in pitching scientific discovery stories to media outlets such as the Discovery Channel as well as leveraging social media. The current practice of permitting researchers to speak to the media as experts in their field will continue and the CB is available to assist researchers in doing so including simplifying the language used to describe their research so that is understandable to a broad audience or verifying the credentials of the reporter via the CB database which even contains information about bloggers and the general content of their blog.</p> <p>PIPSC expressed concern that this message is not getting through as in the past they believed they were not permitted to speak to the media, as was reported in a National Observer article, then about four or five year ago they noticed more openness but only within defined perimeters. As this was a wide spread sentiment for researchers in general in the government, PIPSC negotiated Scientific Integrity within collective agreements so their members would have the right to speak publically about science and their research. PIPSC also indicated that training from CB on how to speak to the media as well as how to best communicate their research in easily understood language would be very advantageous, even in the form of on-line training. Clarification was requested regarding whether the process was the same for IRAP, especially as their clients do press releases and mention NRC and RCEA inquired about whether anyone could call a researcher claiming they were reporter?</p> <p>Ms. Vignola responded that many callers will identify themselves as a blogger and those that cover NRC frequently are known by CB and captured in their database. She also confirmed that while the policy is applicable for IRAP, there is a dynamic balance to maintain in working</p>	

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90.9 (cont.)	<p>with their clients to showcase the great achievements. The amazing work that the researchers do at NRC was acknowledged by Ms. Vignola who offered, when circumstances warrant, to provide one-on-one training in an effort increase their comfort and prepare for leveraging their strengths in speaking with the media including how their words might be interpreted. <b>When these changes are approved, Ms. Vignola committed to publishing the revised policy.</b></p>	L.Vignola
	<p>The Committee broke for lunch at 12:06pm and resumed at 1:15pm. Prior to recommencing with the meeting, the Committee took the opportunity to thank Isabelle Gingras, Vice President, HRB for her dedicated service. In particular, PIPSC and RCEA presented Ms. Gingras with a hand carved inuksuk in representation for her dependability as solid as a rock, providing direction to travelers on the JCC consultation journey while leaving a legacy for others to follow.</p> <p>Joe Grebenc, Manager of Labour Relations and Pay and Benefits, HRB highlighted Ms. Gingras' exemplary service and support to this committee through her listening skills to fully understand the core issues and then pose the challenging questions to bring about constructive dialogue so that a solution could be reached. Her friendship over the last 30 years and advice will be missed. In response Ms. Gingras expressed her appreciation for the relationships with the bargaining agents. Even though they had their differences, they were still able to come together to constructively and respectfully to address the problems at hand by finding the middle ground. She will miss the NRC but also the JCC Committee and thanked all the members for their dedication.</p>	
90.4	<p><b>Mental Health at NRC</b></p> <p>PIPSC reported that they have been involved with PSAC and Treasury Board on a strategy to address mental health in the workplace and inquired if NRC was also working on a formalized plan for the integrated protection of the mental health of their employees?</p> <p>The President of RCEA reported that she sits on the National Joint Council (NJC) Service-Wide Committee on Occupational Health and Safety (OH&amp;S) where they have been discussing revising the Guarding Minds at Work (GM@W) survey for deployment across the Public Service. GM@W allows employers to assess and address 13 mental health and social psychological factors scientifically proven to have an impact on the health of the organization, its employees, and its finances. Given that NRC did not receive high marks in the area of mental health on the recent Public Service Employee Survey (PSES) and that the number of questions specifically related to mental health had been reduced, participation in the GM@W survey is recommended. Another government agency was reported to have also participated in both surveys.</p> <p>Management responded that while NRC does not currently have a strategy on mental health, a detailed proposal was made by the Director of Health and Safety to the Senior Management Committee (SEC) who endorsed it within the broader Dialogue development and implementation. The Health and Safety Tiger Team included mental</p>	

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90.4 (cont.)	<p>health and subsequently the Health, Safety, and Environment Branch was created. Recently management decided that mental health would be best served within the broader responsibility of HRB. A review initial activities underway was finalized so that a consultant could be hired to develop a Mental Health Strategy for NRC. This would encompass activities in progress and planned both within NRC and the greater Treasury Board Secretariat (TBS) as well as a timeline detailing what could be reasonably accomplished within the current fiscal year. Effective timing and the way it is launched are critical to its long-term success. Furthermore, the NJC-GM@W survey could provide greater employee insights than the PSES and should be examined further. <b>A commitment was made by Management to provide the committee with regular updates.</b></p>	E.Harrison
95.6	<p><b>TBS People Management Policy Suite Reset</b></p> <p>RCEA commented that TBS had begun their People Management Policy reset to substantially reduce the number policies and directives. Therefore, how many TBS policies and directives has NRC adopted and what will be the impact of this policy reset? Both bargaining agents informed the committee that they are involved with the TBS committees working on these changes, although for the RCEA it was important to know which ones were the most relevant for NRC.</p> <p>Management confirmed that most policies applicable to NRC used the TBS version as a reference from which develop a policy that is directly applicable to the unique needs of NRC. For example NRC's new Harassment Policy follows direction of the TBS policy. <b>Management agreed to review the list of TBS policies included in the reset and determine which ones at NRC closely mirror those of TBS and provide this feedback directly to the bargaining agents off-line.</b></p>	M.Marchand
93.5	<p><b>RO and RCO Promotions (Appeals and RCO Criteria)</b></p> <p>Concern was expressed by PIPSC that the 2.5 weeks turnaround time for the appeal process regarding the promotion cases denied in the January 2018 round was too tight. They requested that any future appeal process have a lengthier timeline as well as statistics on the success rate of this round.</p> <p>Management reported that of the 74 cases submitted 59% were denied and of those 56% are appealing. The number of rejections is high, although the caliber of the cases submitted was also not consistent. <b>The exact statistics would be distributed off-line to PIPSC and they were requested to provide management with feedback and questions received from their members.</b> Management is trying to address issues and adapt from lessons learned for the first full implementation of the new researcher promotion criteria in the July 2018 round. There was recognition that this round it was further complicated by changes in processes, forms, and the subsequent implementation of an appeals process all occurring at the same time. Furthermore, senior managers continue to hear from researchers questioning the value of D1 promotions. Management is not in a position to make a decision at this</p>	M.Marchand P.Loder



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91.8	<p><b>Electric Car Charging Stations</b></p> <p>RCEA was seeking an update regarding electric vehicle (EV) parking as M-50 had designated some parking for EVs with plug-in access.</p> <p>Management advised that the M-50 designated parking has regular 110 volt charging and not the fast 440 volt charging capabilities which requires 8 to 14 hours for a full charge instead of only a couple of hours. This parking is only available to those NRC employees who have an established account with the Administrative Services and Property Management (ASPM) Building Coordinator and the Director of Real Property. The process for obtaining and paying for an M-50 EV parking account is currently being finalized. Currently random usage without authorization is occurring causing the subsidization of private EVs. However, at the Boucherville location, there are three EV fast charging stations which are accessible via an account linked to the building access card and can support up to six EVs at one time depending on the length of their charge cords. Natural Resources Canada (NRCan) has been tasked with the development of a national policy for EV charge stations but it is anticipated that it will be a year before a recommendation is made to TBS who will intern require a couple of years to implement an appropriate management system for employee EVs. In the near future the first EV addition will be made to NRC's fleet that will be charged at the designated M-19 station.</p>	
95.8	<p><b>IRAP Concierge and Innovation, Science and Economic Development Canada (ISED)</b></p> <p>Both bargaining agents sought additional information regarding the impact of the budget announcement that IRAP concierge service would be moving to ISED. Their members within the Concierge Service are expressing concern that their questions regarding the budget and IRAP's subsequent all-staff communication are going unanswered which is causing unhealthy rumors to spread.</p> <p><b>A commitment was made by Management to engage in dedicated consultation with both bargaining agents regarding this transition.</b> However, while the federal budget mandated the move of the concierge function from NRC-IRAP to ISED, it is too early to know the impact on the employees as there are many considerations.</p>	E.Harrison
87.15	<p><b>Membership Change Notifications to Bargaining Agents</b></p> <p>It was reported by RCEA that they were receiving calls from frustrated members as 87 had not received their collective agreement voting package and others had not received the correct package. These mailing lists were based upon the change information they received from NRC which appeared to be missing data on members changing bargaining units or moving from or into excluded positions.</p> <p>Management responded while a few errors are always possible and the current reporting method is labour intensive. However, they would <b>investigate the possibility of using SIGMA occupational group reports</b> which are more current in the hopes of delivering timely and</p>	M.Marchand

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87.15 (cont.)	accurate membership change reports. In the meantime, they have been working with a SIGMA Data Coordinator, who in the past prepared these reports for the bargaining agents, to analyze the existing SIGMA and final reports for issues and <b>develop comprehensive instructions for how to effectively access the data within updated SIGMA reports.</b>	M.Marchand
90.11	<p><b>Staff Utilization Rates and SIGMA A1 and B Time Codes</b></p> <p>Questions were posed by PIPSC as to the manner in which staff utilization rates are used in NRC, especially for the researchers and Technical Officers (TOs), and their correlation to SIGMA A1 and B time codes. Researchers work on the few projects fully funded by industry and code their time to A1 are perceived as being seen to have been more highly utilized. Whereas employees whose work is considered overhead because it not fully funded by industry and allocated to B time codes, tends not to be viewed as highly utilized even though this work is also valuable. In light of this what are the metrics for excellent research? They inquired about the potential removal of the need to allocate time to A1 projects and B activities although they understood the rational for the project coding. They were under the impression that the utilization rates were implemented to measure programs and projects and not individual performance as now appears to be the case.</p> <p>RCEA noted that project B overhead time codes are viewed in a negative light even though it is work that is important and needs to be done but cannot be allocated to A1 coding. Other times project work is marked against B time codes before the A1 code is issued.</p> <p>Management clarified that the intent of the utilization rates was to enable clear reporting on the level of effort required within the projects and programs and under the former President there was a conscious effort to move towards more revenue projects as reflected by utilization rates greater than 100% for some individuals. However, both the current government and the President recognize, as is reflected in the Dialogue initiative, that not every activity needs to be allocated to a program or project and that appropriate time needs to be given to exploratory research, excellence in research, and that this be reflected in the publications prepared. Given that this change in messaging appears not to be reaching down to the research staff, <b>this issue will be raised with senior management including Dr. Geneviève Tanguay, Vice President Emerging Technologies who championing the initiative to increase activities in exploratory research.</b></p>	E.Harrison
89.4	<p><b>37.5 verses 1950 Hours Requirement for RO/RCO</b></p> <p>It was reported by PIPSC that Automotive and Surface Transportation (AST) was moving to switch their research staff to the 1950 work schedule and possibly Medical Devices (MD) as well. However, concern was expressed that a RC was then trying to overlay a 37.5 hour work schedule onto the 1950 system. In addition the requirement for maintaining common core hours under a 1950 work schedule was creating confusion, especially as some members have been reporting that they were told they could not enter more than 7.5 hours a day and needed to use leave instead of rebalancing with extra hours worked.</p>	

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	<p>These reflect the importance appropriate communication and messaging such as the <a href="#">FAQ: Work Schedule for Research Officers (RO) and Research Council Officers (RCO)</a> found on the green zone.</p> <p><b>Management indicated that they would seek clarification as to whether MD did switch to 1950 and would look for ways clarify understanding with supervisors and managers, such as was done as part with these recent changes.</b></p>	M.Marchand
95.7	<p><b>Commitment to Excellence (CTE) – How to Recognize Committee Time and Activities</b></p> <p>Formal recognition within the CTE for committee participation related to Occupational Safety and Health activities as well as national or special committees such the Tiger Teams or promotion criteria review was being sought by PIPSC.</p> <p>Management responded that the CTE is meant to focus on around 5 key commitments instead of every work activity. While the importance of being good corporate ambassadors in these volunteer activities is recognized, the question arises on how to create measurable commitments that can later be evaluated when they do not form part of the employee’s job. A possible consideration could be the inclusion within on-going job duties that 2% of time be in support of corporate initiatives. However, this issue is symptomatic of a larger area of concern regarding the management of time wherein employees are now focused on allocating all their time out of concern for utilization rates instead of simply doing their best in their assigned job function and when interesting committee work arises seeking the supervisor’s permission to pursue the opportunity.</p>	
95.9	<p><b>IRAP December Shut Down</b></p> <p>RCEA expressed that the pre-approval of time and type of work for banking of December Shutdown continues to be an issue at IRAP and led to the delay this year in signing the annual Letter of Understanding regarding the December Shutdown.</p> <p>As the banking of December Shutdown appears to be working in other parts of NRC, <b>Management agreed to address this issue off-line.</b></p>	J.Grebenc (C.Lauzon)
	<b>Meeting adjourned at: 2:55 pm</b>	