

NATIONAL RESEARCH COUNCIL CANADA (NRC)

MINUTES OF THE 108th MEETING

OF THE

NRC – JOINT CONSULTATION COMMITTEE (JCC)

DATE: September 17th, 2021
TIME: 9:30 AM
LOCATION: ZOOM Videoconference

IN ATTENDANCE

Chairperson:

Michel Dumoulin, Vice-President, Engineering

Representing NRC:

Michel Dumoulin, Vice-President, Engineering
Emily Harrison, Vice-President, HRB
Amy Campbell, Director Labour Relations and Compensation, HRB
Leah Kennedy, Labour Relations Officer, HRB
Ben Nadeau, Labour Relations Officer, HRB (observer)

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

Cathy Cheung, President RO/RCO Group
Stephan Grosse, RO/RCO Group Executive (absent)
Louis Poirier, President, NRC-PIPSC Consultation Team
David Li Tang, Chairperson, NRC-LS Group
Dejan Tonicic, Employment Relations Officer, PIPSC
Payton Tenebaum, Labour Relations Associate for NCR, PIPSC (observer)

Representing Research Council Employees' Association (RCEA):

Cathie Fraser, President
Joan Van Den Bergh, Negotiator
Marvin Zaluski, 1st Vice-President
Michelle Lévesque, 2nd Vice-President

ITEM	108th JCC - MINUTES – DISCUSSION	ACTION
108.1	Approval of Agenda The Agenda was approved with no new additions. The meeting commenced with introductions of new members welcomed to the JCC: David Tang, has joined the JCC to represent the LS Group along with Ben Nadeau from NRC's Labour Relations Team, who will be assuming the role of JCC Secretary from Leah Kennedy starting in December 2021. Payton Tenebaum, Labour Relations Associate for PIPSC joined Dejan Tonicic.	
108.2	Minutes of the 107th Meeting of the JCC The Minutes of the 107 th JCC Meeting were approved by all members.	

ITEM	108 th JCC - MINUTES - DISCUSSION	ACTION
	<p>PIPSC suggested that further discussion of topics raised at the 107th meeting would be beneficial. PIPSC shared that on the topic of the Future of Workplace they feel that if there are Workspace setups that lead to more researchers in shared spaces it is important to allow for more breakout spaces so that employees can have meetings or calls without distracting their colleagues.</p> <p>PIPSC elaborated on the topic raised in the PSES review at June’s JCC meeting relating to Indigenous Peoples and diversity considerations. PIPSC shared that they have provided Management with information relating to a program to encourage Indigenous students to pursue graduate studies at the University of Winnipeg. PIPSC stated that NRC has poor representation of Indigenous Peoples and feels that the NRC should consider this program and has not given it serious consideration. PIPSC shared that they intend to follow up again with Management on this as it could be extremely beneficial.</p> <p>On the topic of Women in RO positions and the related statistics that NRC Management provided to the Bargaining Agents, PIPSC noted that there is one outlier with term employees showing that women are over-represented in RO term positions. PIPSC shared that they were very curious to see how the length of the terms for ROs compares between men and women. They stated that if the length of the term is the same for both men and women hired as ROs this could be seen as favourable as it means that the NRC is improving its pipeline. However, if women are staying longer in term positions or not getting converted to continuing employees as much as their male colleagues’ further analysis is required.</p>	
108.3	Follow-up Action Items of the 107th Meeting	
91.6	<p>Terms – Workforce Reporting & EDI</p> <p>At the June JCC Meeting PIPSC had asked for more detailed data on workforce composition statistics. Management shared these reports and highlighted that they have added in some new term employee data tables this quarter in response to the request from the Bargaining Agents to see statistics on lengths of terms by classification and to investigate concerns raised about the impact of term employment on women in general.</p> <p>Management highlighted from the data provided that there isn’t an issue with female over-representation for the longer-term term situations. When looking at the proportion of females in term positions in general 12% of females are in term positions compared to 10% of males. For the RO classification specifically, the data shows 24% of women in term positions compared to 16% of males. This is not the case for the RCO term population where females have a marginally lower proportion in term positions at 4% compared to 5% for males.</p> <p>In terms of the RO population specifically, historical data shows that there has been a trend to have a higher proportion of women in term positions compared to the proportion of males in term positions. Over the past 5 years, between 20% and 33% of female ROs were in term positions, compared to between 11% and 16% of males. Management says that</p>	

	<p>there is more work to be done to address this variance and Geneviève Tanguay VP, Emerging Technologies who is Co-Chair with Emily Harrison on the Women’s In Science Committee is actively looking at these statistics and looking for ways to improve this situation at NRC.</p> <p>Management shared the workforce planning reports used by Management Teams at NRC. They also shared that they have spoken with the HRG’s about their role in supporting their management teams with workforce planning and they further highlighted the importance of ensuring there is a formal process being followed around workforce composition addressing extensions to term employees at the 3 year and 5 year point. This is putting more rigour behind the management of long-term term situations through the annual workforce planning process.</p> <p>Management outlined that the EDI strategy has been approved and was presented to EXCO on 16 September 2021. An element of the strategy will include re-visiting the initiative for recruiting and retaining women researchers. There will be many other activities which will be shared with employees over the coming months and more will be shared with the JCC.</p> <p>As highlighted earlier, PIPSC wants to continue the discussion and follow up on their concerns showing that there is a disproportionate number of women being hired as term employees. .</p> <p>The RCEA inquired whether the workforce planning form shared with the members of the JCC is sent to the DG for their consideration and input or whether this is an HR tool.</p> <p>Management shared that each CBI completes each of the workforce planning forms and the information gathered by management teams is then shared with Emily’s Planning team and they roll up the information for the Senior Management team and this information then becomes part of a working plan for the Division. The hiring plan document included in this workforce planning exercise also includes an EDI lens and lays out the steps management teams intend to follow which feed into their hiring strategies. Management looks at the information provided as an intake exercise which happens on a yearly basis and this is one mechanism that is part of a formal HR workforce assessment.</p> <p>There are continuous reviews that occur throughout the year which look at terms and how the term employees are being considered for extensions and conversions to continuing positions.</p> <p>The RCEA inquired what steps occur in relation to workforce composition reviews at the 5 year mark. Their understanding is that a justification is to be prepared for and then approved by the VP however the RCEA is not certain this step is happening.</p> <p>Management stated that term employees are reviewed on an ongoing basis however the practice may not be consistent from one research centre or branch to another but it is a required step. Management does agree that more rigour may be required in reviewing term employees and their employment situations as this is a concern for all parties. That being said, Management does believe that the statistics show that the number of terms has been going down and the number of continuing employees is growing.</p>	
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	<p>Management shared that the normal process is that a VP will get to see their division's individual CBI operational plans and from there the detailed HR plans. Having this information allows VPs to investigate and challenge DGs when they are reviewing the data to better understand the HR plan. The business cases required as part of the workforce composition policy are reviewed by the VP, who may question DGs if there is an exceptional reason why a term is extended. In many cases there is a legitimate reason for why the extension is requested and may be related to project timelines being delayed.</p> <p>PIPSC requests that further information and conversation take place with Management on the topic of women employees being hired into term positions and would welcome continuing this conversation offline.</p> <p>The RCEA inquired whether there are any noticeable trends in the hiring data suggesting that more terms are being converted to continuing status than in the past and whether there is greater turnover of staff. The RCEA are curious to see how the demographics have changed and evolved over the past five years or more.</p> <p>Management shared that they would have to investigate into this more to be able to provide more details and will look into this as part of continued conversations on term hires and will share this with the bargaining agents in their future discussions.</p>	<p>E. Harrison</p>
<p>101.RT3</p>	<p>Phoenix Damages – MOU Status</p> <p>Management shared that a communication on the Phoenix Damages MOU and impacts for employees was sent out by Amy Campbell in August 2021. The catch up portion was paid out on September 1st, 2021 except for a remaining \$100. This payment is to make up for the difference between the \$400 already paid to NRC employees and the \$500 negotiated between the Public Service Alliance of Canada and the Treasury Board in recognition of extended timelines to implement collective agreements signed prior to October 2020.</p> <p>The last cheque of September should show the final payment but it may end up later in October. Management shared that a communication regarding this payment is planned to be sent out to all staff.</p> <p>NOTE: Amy Campbell sent out a communication regarding this final payment in September 2021 to all employees.</p> <p>PIPSC inquired whether there was any feedback provided after the payments occurred from employees and also if NRC would be reaching out to former employees? PIPSC also inquired about students and whether they too will get the benefit of these payments as they have heard that a class action lawsuit had been filed.</p> <p>Management responded that the process for managing the MOU went very well and payments were handled correctly although there were many questions why the PE, FI and MGT groups were not afforded the same payments.</p>	

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	<p>Management shared that they are aware that students have filed a class action lawsuit but there is no news yet on where that is at.</p> <p><u>Action Item:</u></p> <p>Management commits to speaking with Monique Melbourne to learn whether NRC is reaching out to former employees such that they would be aware of these additional payments as part of the MOU.</p>	<p>A.Campbell</p>
<p>102.6</p>	<p>Parental Leave – ECHO Article</p> <p>Management shared that an ECHO article was published on July 5th, 2021 for all NRC employees to remind them to seek out input and guidance from the NRC’s compensation team when considering going on any form of leave with or without pay.</p> <p>Management shared that the new MyZone has been launched and as part of the MyZone renewal project, the compensation websites will be updated accordingly to provide additional guidance and tools for employees on planning for life events.</p> <p>The RCEA asked that the article be re-published as it was sent out in July during summer holidays and they want to ensure that all employees see this information. Further, they would like this to be visible and available content on MyZone at all times and not just a stand-alone article.</p> <p>Management shared that the new MyZone is more intuitive and user friendly and NRC will look for other ways to bring back this communication.</p>	<p>A.Campbell</p>
<p>102.RT1</p>	<p>JCC ECHO and Other ECHO Publications</p> <p>Management shared that they sent out the ECHO article which contained the JCC article along with all of the published ECHO articles to the Bargaining Agents for 2021. Management commits that these ECHO articles will continue to be sent to the RCEA and PIPSC by Ben Nadeau.</p> <p>The RCEA inquired who from the NRC selects the employees highlighted in the ECHO articles and asked why there are not more RCEA employees highlighted, as they feel it is more directed to the research community of ROs.</p> <p>Management responded that members of the RCEA have been and will continue to be highlighted in the ECHO articles and it may just be that there have been a recent series of articles speaking to the RO community.</p> <p>The RCEA inquired about an ECHO article on the Aging In Place Program, they were unclear what this would relate to.</p> <p>Management responded that the Aging in Place Program is a research and development program intended to span 5-7 years. It is a challenge program that was highlighted by the Minister’s office with a particular focus on technologies that people will need to help people support them as they age which would permit them to still stay in their homes for as long as possible. These projects in some areas are looking at artificial intelligence sensors to monitor when people are falling so that they can be assisted quickly while still respecting their privacy within their homes.</p>	<p>B.Nadeau</p>

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104.6	<p>December Shutdown Communications</p> <p>An ECHO article was published in the September 9th, 2021 publication of ECHO on the topic of December Shutdown. An article will be published in October's edition of InterComm also speaking to December Shutdown and highlighting that employees can work extra time to bank hours and should be supported in doing so by their supervisors. This article was shared with the Bargaining Agents in advance.</p> <p>Management shared that they will also communicate this same messaging at the DG meeting the week of September 24th, 2021.</p> <p>Management shared that a conversation was held with the Director General of AEP to discuss and recommend that staff in that Research Centre be provided with opportunities to bank hours for December Shutdown.</p>	M. Dumoulin
88.9	<p>CTE/D1 Feedback and CTE Form</p> <p>Management shared that they gathered feedback in March 2021 on how the integration of the CTE/D1 section went as this was the first time employees were seeing the new section at the self-assessment step in the CTE process. Some employees shared that they were frustrated by the character limit in this section only allowing for about 4,000 characters or two pages worth of content. Some users reported that they were typing their details in MS Word and subsequently copying it into Success Factors which created issues with HTML tags. SEC in response requested a change to this character limit and it was amended for the new FY CTE now having a 10,000 character limit.</p> <p>Some employees/supervisors found the D1 Toolkit is lengthy and some have requested training about the integration of this section and how to fill in the D1 section. In response Denise Le Voguer's team immediately recorded a video/presentation and made it available in the D1 Toolkit.</p> <p>Denise Le Voguer also met with all CBI management teams throughout 2020, including HRGs and sometimes returned to an extended CBI management team meeting to walk through the process. Overall it went relatively smoothly with some growing pains however, it should become easier in the next year after having implemented a few changes with additional reminders for steps that may have been missed in completing the D1 section within the CTE.</p> <p>Management shared that they are unable to make the section specific to the D1 accessible to only the RO/RCOs groups as the CTE is a standardized tool used by all employees and the system is not sophisticated enough to allow for modifying to only the RO/RCO group. That being said there is a title on the D1 section that includes a note that it is to be filled by and exclusively for the RO/RCO community.</p>	

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106.7	<p>Protocols for holding Classified discussions</p> <p>PIPSC had previously requested guidance on how to hold Classified discussions that are at a higher level than Protected B.</p> <p>Management shared that they do not have any new information on this topic and that there are tips and tricks on MyZone for how to conduct conversations that may be sensitive in nature without getting into specifics, however if there is a concern about a conversation that needs to occur and requires a higher degree of security, they should speak with their supervisor about options for potentially coming into the office to meet face to face while respecting current COVID 19 protocols. Management shared that this is not just an NRC issue but is an all of government issue that is also being addressed within the rest of the public service.</p>	
106.9 RT1	<p>Access to the HR Manual</p> <p>Management shared that they have provided USB thumb drives to both PIPSC and the RCEA. Going forward the NRC will keep the bargaining agents informed of any updates to the manual as well.</p>	A. Campbell
107.5	<p>Harassment & Violence Prevention Process Updates</p> <p>The RCEA feel it is important to determine if there are systemic issues that contribute to harassment or violence. The RCEA would like to know what constitutes egregious conduct that would lead to a decision by the Senior Ethics Officer to undertake a concurrent investigation (under both the NRC Workplace Harassment and Violence Policy and the NRC Code of Conduct). They are concerned that some cases may go to investigation when they could have otherwise been resolved through informal means. . They shared that sometimes people don't get along, but this may not be harassment and therefore not every behaviour that someone takes exception to should be deemed harassment.</p> <p>When an investigation starts, the RCEA feels that situations become even more elevated. Where an informal process would have encouraged resolution, an investigation is now where all involved can no longer talk to one another and the situation becomes untenable. The RCEA questions whether the formal investigation process will result in any meaningful change and are fearful that members will be harmed through this process rather than supported. The RCEA also questioned how reprisal processes are handled at the NRC and would like to know how long they are expected to take to be addressed.</p> <p>Management shared that there is an ongoing commitment to continue the dialogue with the bargaining agents on this topic. Management is looking to other organizations for best practices in how they are handling these files. Management shared that it has been a difficult process to implement this new regulatory requirement and they also feel that dialogue is required to try and ensure people are supported through these processes which are meant to ensure a safe and respectful workplace, and not unnecessarily harmed. Management shared that the process under the new policy and regulations includes the negotiated resolution step, which involves discussion with the principal party on alternative options to resolve the</p>	

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	<p>matter, including conciliation, prior to the launch of an investigation. Management agrees that there is a need to look at ways to continue to improve the process.</p> <p>On the topic of reprisals, Management stated that they would need to seek information from Erin Skrapek on the process and timelines and they commit to inviting Erin Skrapek to attend a future JCC meeting.</p> <p>The RCEA shared that some of this discussion will involve NCOSH but the actual investigation process discussion may need to continue at subsequent JCC meetings. The RCEA understands that NCOSH can only accept the list of investigators who are used for these HVP cases. The RCEA says that NCOSH has no other impact on cases ie: decisions etc. and they feel that is not the same thing as being directly involved in the actual harassment investigation process and outcomes.</p> <p><u>Action Item:</u></p> <p>Management will invite Erin Skrapek to meet with the bargaining agents prior to JCC, though if this is not possible Erin will present at the December JCC.</p>	E. Skrapek
107.8	<p>Update on Statistics for BMC Hires</p> <p>Data on the BMC hires was shared depicting classification and numbers of internal employees hired and considered for positions. Management notes that there was one small error in the statistics shared whereby one AS was hired internally and was missing from the report.</p> <p>Feedback from the Hiring Services Team (HST) confirmed that internal applicants were considered and if screened out it was because they didn't meet the education, experience or language requirement as listed on the poster. Most of the positions required significant experience in biotech or biopharmaceutical industry, this was the main criteria that eliminated the majority of internal applicants. In follow up to a comment shared by the RCEA, the HST also shared that no candidates were eliminated from a competition because the hiring team was told by HHT to not consider them.</p> <p>The RCEA inquired why individuals were being screened out of competitions when there are team leads in the same location holding unilingual English position but that have people reporting in who occupy bilingual positions.</p> <p>Management responded that the RCEA raises some good questions which can certainly be discussed at another occasion but is not related to the BMC topic in question.</p>	
107.9	<p>Classification Process and Workflow</p> <p>The RCEA had requested clarification on the process for how reclassifications are handled at NRC. Following a presentation at the June 2021 JCC meeting, Francis Lalonde presented the steps and roles each person holds in managing a reclassification file.</p> <p>Management confirmed that following the last JCC meeting, Francis Lalonde did attend an HRG Community of Practice (CoP) meeting in June 2021 to discuss requests for job descriptions and the context that might be required for these, as well as the ways in which classification as a team</p>	

	<p>on dealing with Mental Health situations. The RCEA members are unsatisfied with only articles being posted on MyZone etc, they require more resources and more understanding from supervisors and managers.</p> <p>Management shared that they have been hearing from employees that they feel supported and are using available resources beyond just EAP. Further, Management noted the results of the last PSES which show that more people are feeling supported. Management shared that training was provided to the entire MGT community on dealing with Mental Health Crises and there is the same training for supervisors being launched in the coming weeks where every supervisor has now been invited to register More than 700 people will get this training and more materials will continue to roll out broadly to all employees going forward.</p> <p>Management shared that they do not expect that NRC employees will be offering counselling to their staff and colleagues but instead are able to support the employee and direct them to the right resources. Further, NRC's Wellness Advisor has been continuously speaking to the various resources available. Management acknowledges that the NRC does not have counsellors on staff and we do depend on EAP to a large extent, but that is because they are the professionals.</p> <p>The RCEA shared that part of the issue they are seeing is that mental health challenges are not only just a one-time thing, where something arises in a crisis but that there are ongoing challenges that can affect how a member is doing in their job when mental health is suffering. The RCEA says there has to be more than just recognizing that people have mental health issues, there needs to be an understanding and sensitivity in acknowledging that some people will be affected and issues may arise in their ability to perform the duties of their job. The RCEA believes that there cannot be a one size fits all approach to working with employees who have mental health struggles.</p> <p>PIPSC shared that stewards also want to be involved in these meetings with supervisors and they need to understand the training so that they can be involved and help in these discussions with their members. PIPSC shared that they had previously suggested this at a previous JCC meeting.</p> <p>Management commits to inviting stewards to attend the training and will follow up.</p> <p>Management shared that they do not disagree that mental health can and does show up differently in the workplace and given this they need to look at each situation based on the facts and case by case.</p> <p>Management stated that Emily Harrison attended an HRG CoP meeting and spoke with that community about approaching these cases with neutrality and sensitivity.</p> <p>Management shared that in the past the CSPS had courses but they are no longer offering these so NRC is looking at what training can and should be offered on people management.</p> <p><u>Action Item:</u></p> <p>Management will speak with Keith Blundon to look into available options for training for managers and will share this with the RCEA and PIPSC offline.</p>	<p>A.Campbell/E. Harrison</p>
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	<p>New Business</p>	
<p>108.4 and 107.4</p>	<p>Remote Working vs. Return to Work AND Future of Work</p> <p>Dale MacMillan attended the JCC and provided an update on Remote Working, Returning to Work and the Future of Work project. She shared that work has continued on the Future of Work project things are less active at the moment while they work to look at how to integrate and incorporate CBI feedback.</p> <p>The Telework policy has been shared with the bargaining agents and briefings have been held with the SEC. Dale shared that the NRC is developing how they want to implement this program and in what timeframes. She shared that the NRC needs to look at how to get the workplace set up. This means looking at the various locations. M-19 is an active area right now and the DG of RPPM is looking at areas where adaptations to the workplace can be implemented. NRC cannot have a one size fits all and so RPPM is actively engaged in these pilot projects and we will have to make changes with our existing resource levels. They need to do this in a smart way with little funding.</p> <p>Management commits to sharing the final version of the policy which included input from the BAs.</p> <p>PIPSC and the RCEA expressed continued interest in the Future of Work project and a desire for continued engagement and consultation.</p> <p>Dale MacMillan shared that in the spring, messaging to employees said that the NRC would stay the course, encouraging employees to take holidays with the hopes that kids would be returning to school in the Fall. Following that, there would be more info shared. The message sent out by the President before Labour Day was intended to inform that the Future of Work project has not been dismissed but the NRC as a whole must consider the national context of how things are going with the Pandemic.</p> <p>In moving forward, the NRC needs to continue to look at the return to work through the health and safety lens. The NRC has clients that rely on us to deliver our research objectives and that research community wants to help the NRC get back on our feet.</p> <p>Dale shared that at a recent EXCO meeting DGs and EDs were asked to elaborate where they need to be in their planning to meet their business objectives and what would that look like by way of building presence. By the end of September DGs will need to provide feedback to Dale and her team on the considerations that they may have for onsite resources. Dale recognizes that many RCs have building-specific needs however there are a number of NRC locations that have a blend of RCs sharing the same building, so there is a lot to consider.</p> <p>Dale shared that there will be messaging going out from the President before Thanksgiving to talk about where we are with regards to the Future of Work and return to work opportunities. DGs will have until that point to outline their needs for their RCs. In some locations and buildings the number of people onsite may increase from 30% but many factors will need to be considered. The NRC will continue to look at their buildings and</p>	<p>A.Campbell</p>

	<p>readiness for a return. The NRCs IT infrastructure has not been changed or been fixed since employees left in March 2020 therefore we need to ensure that the network can support a large number of users operating MS Teams.</p> <p>The RCEA has heard from two different research centres that there is a greater push towards a full return to the workplace at 100% occupancy. The RCEA is concerned about this with regards to approved occupancy levels that are in place. RCEA members do not seem to be opposed to going back to the workplace but want to ensure that the return is done safely and there needs to be valid reasons why they have to be onsite. The question has been raised whether employees need to be onsite if they are not doing lab work and mostly doing paper work? If not then they should be able to do this from home.</p> <p>The RCEA raised concerns about the non-TO (lab) employees. How will this affect other RCEA groups? The RCEA shared that the hybrid model and full remote work model may be good for members of the RCEA who want to continue working from home but they are concerned their members will be told that they cannot continue to work from home and this would revert back to the same thinking that existed for many RCEA members who pre-pandemic were also not supported to telework. The RCEA believes this control management style is outdated now and they want to ensure all members have the same options for teleworking.</p> <p>Dale responded that she is not aware of the situations that the RCEA has raised but does believe that the tone and view towards teleworking may change following the EXCO meeting that occurred on the 15th of September 2021. The message from the President to DGs is really “what are you trying to do, what do you need and how can we help you accomplish this?” Dale shared that there has been no conversation about 100% of the population coming back on site.</p> <p>The RCEA inquired about how office space will be outlined for TOs who are going to be back on site. The RCEA feels more coordination may be necessary, so that there are sufficiently spaced office workspaces for TOs. The RCEA shared that their assumption is that TOs will need unique offices as they are sharing space now which may not meet COVID protocols.</p> <p>Dale responded by saying that she will require more information to better understand what these needs may look like for all classifications.</p> <p>PIPSC shared that there are locations where 7 people are all having to be working onsite full time and they all share the same space. There are concerns too because one person was not vaccinated. PIPSC wants to know how the NRC will address these situations.</p> <p>Dale shared that the NRC has been very successful in having open work environments where people are working in shared spaces.</p> <p>The RCEA inquired whether there is a minimum level of onsite presence for the hybrid and off-site future of work options. We have been talking about maximum occupancy but what about minimum?</p> <p>Dale shared that there is no minimum onsite presence however the NRC does need people to manage the building. Telework agreements will</p>	
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	<p>outline the expectations for face to face contact. This existed in the old policy and will also be outlined in the new policy. They should be openly addressed in a telework agreement. So if people need to come in to work this will be clear in the expectations.</p> <p>PIPSC shared concerns that forcing people to have to come onsite may limit the success of the future of work project. The NRC wants to leverage having people across the country who could support its research goals and forcing people to be onsite or having to come in could in the end become cost-prohibitive.</p> <p>Dale shared that operating procedures are outlined so that people know what is required. Some groups are already making decisions to continue holding online (virtual) meetings going forward despite the fact that some of the people joining these meetings may be working onsite. Dale stated that we need to be clear and set expectations up front so that there is no confusion around what is needed.</p> <p>The RCEA shared that they are hearing mixed messaging about return to the workplace, and so they see stress levels going up for their members. They have been hearing that projects need to be reviewed and occupancy levels need to be re-evaluated. The RCEA would like to see one message going out so that all NRC employees are clear on what the expectation is going forward. The RCEA strongly feels that the NRC cannot go back to pre-pandemic telework considerations as this has evolved since that time and people have proven that they can work remotely and still be productive and successful.</p> <p>Dale MacMillan thanked the RCEA for their feedback and suggested that if there are specific situations or concerns to please bring them forward to Emily Harrison and Amy Campbell.</p> <p>The RCEA shared that they would like to talk about the GOC requirement for mandatory vaccines after the election is over.</p> <p>Management commits to following up and looping back to the BAs to share notes and final drafts of the policy which included comments and suggestions shared at the consultation meetings.</p>	<p>A.Campbell</p>
<p>108.5</p>	<p>Accommodations for Nursing Mothers</p> <p>The RCEA raised the issue of accommodations for Nursing Mothers at the NCOSH meeting held on September 13th, 2021 and have raised it at the JCC in conjunction because they are aware that more needs to be done in this area. The RCEA shared that over 7+ years ago there was no policy in place for nursing rooms and the RCEA President made it a priority to have a policy that would have every building have a room for a nursing mother to use when required. In the past women had resorted to expressing and nursing in bathroom stalls and their cars, which is completely unacceptable and while things changed after that initial policy review, things seem to have returned to the same state. The RCEA shared that recent calls to the RCEA which raised concern that no rooms have been made available.</p> <p>The RCEA raises this issue at the JCC and would like a labour relations view taken in conjunction with HSE and building authorities as they feel this</p>	

	<p>is important for the safety and dignity of female employees. The RCEA is seeking support from Management and labour relations to address this issue.</p> <p>Management and Labour Relations both agreed that they are on board and supportive of resolving this issue to improve the situation for nursing mothers to have access to locations where they can freely nurse.</p> <p>The RCEA has brought this topic up with Susan Gamble, HSE, and the RCEA would like Management to actively advertise that private rooms are available to nursing mothers and to be clear in outlining the locations in all buildings. The RCEA suggested that there should be a list posted on MyZone where the rooms are located or on a health and safety bulletin board.</p> <p>Management acknowledges this is an important issue to be addressed immediately but also is something that must be considered in the future of work context. How we work on site is going to evolve so we need to make sure this is incorporated in the future of work planning.</p> <p>Management commits to following up with and coordinating with HSE to set this up. They will also loop back in with NCOSH on this topic. Management wants to make it known and advertise that people should be free to ask and that they are able to use an available space.</p> <p>The RCEA shared that the initial question on this topic arose from the BMC and given this is a new building it seems unreasonable that there is no space available. The employee who came forward was told to walk to another building by going outside and the RCEA feels this is not the preferred option. In the winter the employee will have to walk outside to go to the alternate location. There should be a room in all buildings available.</p> <p>Management commits to also raising this topic with the Labour Relations Officer for the BMC to ensure this in on the Management's view.</p> <p>The RCEA is glad to see that the NRC is supportive of making a change to ensure these spaces are available as NCOSH put this policy in abeyance and this is why it was brought forward to JCC.</p> <p>PIPSC inquired how this policy could have been put in abeyance?</p> <p>The RCEA responded that NCOSH considers this an LR issue, but regardless the policy needs to be enacted and followed by NRC and consistently reviewed.</p>	<p>A.Campbell</p>
<p>108.6</p>	<p>Update on PANDU Violations Process</p> <p>Management shared that they have been having conversations with the Security Branch on the topic of PANDU violations. The suggestion has been made that when the security report is circulated that the annexes of the images be omitted and made available to the employee, union rep or LR when requested. Should a bargaining agent need more information and access to the images, these could be made available should that assist them in representing their member. The intent is to protect the employee more. Management shared that we do not need the images to further complicate a working relationship between the employee and Management.</p>	

ITEM	108 th JCC - MINUTES - DISCUSSION	ACTION
	<p>Management inquired with the JCC whether there was any objection to not circulating the annexes of images.</p> <p>The RCEA is in agreement with not circulating the images but wants to still see the annexes that list the sites visited and the time spent on these sites and feel strongly that they should still have access to the images should they need them.</p> <p>PIPSC also said that they were in agreement but wants to ensure there is a fulsome description so it is clear on the nature of the images.</p> <p>The RCEA inquired as to who proposed the process change for not sharing the images?</p> <p>Management responded that it was the Security Branch who approached the Labour Relations team</p> <p><u>Action Item:</u></p> <p>NRC commits to following up with Security to let them know that the JCC unanimously agrees to withhold the images and will pass on the feedback shared by the RCEA and PIPSC.</p>	<p>A.Campbell</p>
<p>108.7 108.7 RT1</p> <p>108.7 RT2</p>	<p>Round Table</p> <p>Royalmount - Concern regarding possible Anti-Vaccine Protests</p> <p>The RCEA raised the matter that employees recently received an email about lock down drills. Considering this and also acknowledging that people in hospitals have been harassed by anti-vaccine protesters, there are concerns that employees working at NRC in Royalmount may be threatened. The RCEA would like to know what the plan is should these types of protests happen on NRC worksites. The Royalmount location is in a cul-de-sac and there is only one way in and out.</p> <p>Management responded that the NRC has an emergency management plan and program where Management runs through these types of drills.</p> <p>Management shared that they do not plan for every eventual situation but the building coordinator can play a role and Tim Grubb as the Incident Command Leader manages plans for situations where protests could arise, so these situations are taken into consideration. An exercise is conducted to walk through the responses to dealing with situations like a protest and by doing so they ensure they practice and there are structures in place.</p> <p><u>Action Item:</u></p> <p>Management commits to following up with the RCEA and PIPSC on this concern with more information after speaking with Tim Grubb.</p> <p>Responses from HR</p> <p>The RCEA raises a continued concern with getting timely responses from HRGs. The RCEA has run into a problem with disclosure on staffing actions and has asked for information from members who feel that they were not dealt with fairly through the hiring process. They do not believe the information they are requesting is private information and therefore the</p>	<p>A.Campbell</p>

ITEM	108 th JCC - MINUTES - DISCUSSION	ACTION
108.7 RT3	<p>RCEA wants to escalate this matter to who is in charge of hiring for the NRC. The RCEA says that they have been told that the tests used at NRC which are part of hiring processes are standardized tests. The RCEA does not agree that these are standardized tests at NRC and this is a refusal to allowing people to know how they were disqualified.</p> <p>Management says Christina Chadwick, is the Director responsible for the Hiring Services Team, and Nathalie Buchanan is one of the Managers. They are the two people that the RCEA can reach out to.</p> <p>The RCEA shared that LR may or may not be aware of these cases but they know that managers are marking these tests and they would like to know what their members were marked on, and they want to see the exam and the rating guide. The RCEA inquired if the names of employees can be removed to reduce any bias for marking by the Managers?</p> <p>The RCEA commits to speaking first with Amy Campbell and will then reach out to Christina Chadwick and Nathalie Buchanan.</p> <p>EDI – Possible University Collaboration</p> <p>As highlighted earlier, PIPSC would like to meet with Emily Harrison to speak offline about a possible university collaboration that would be beneficial for the NRC in the context of EDI.</p>	<p>J. Van Den Bergh</p>
	<p>The next meeting of the JCC will take place on the 14th of December 2021 and the RCEA will be the Chair of this session.</p>	
	<p>Meeting adjourned at: 12:15 pm</p>	