

**RECORD OF DECISION**  
**Union Management Consultation Committee - Human Resources Sub-Committee**  
31 May 2021, 1300 hrs to 1600 hrs  
Videoconference

| <b>Agenda</b> |                                             |                     |
|---------------|---------------------------------------------|---------------------|
| <b>Item</b>   | <b>Subject</b>                              | <b>OPI</b>          |
| 1.            | Opening Remarks                             | Co-Chairs           |
| 2.            | Acceptance of Agenda and Previous Minutes   | Co-Chairs           |
| 3a.           | Mental Health                               | ADM(HR-Civ)/DGWM    |
| 3b.           | Compensation Update                         | ADM(HR-Civ)/DGCCB   |
| 3c.           | Classification Update                       | ADM(HR-Civ)/ DGHRO  |
| 4.            | Post Pandemic Planning                      | ADM(HR-Civ)/ DGHRSD |
| 5.            | FY2020-21 Q4 HR Reports                     | ADM(HR-Civ)/ DGHRSD |
| 6.            | 2020 Public Service Employee Survey Results | ADM(HR-Civ)/DGHRSD  |
| 7.            | DGWM Update                                 | ADM(HR-Civ)/DGWM    |
| 8.            | Round Table                                 | All                 |
| 9.            | Closing Remarks                             | Co-Chairs           |

| <b>Membership</b>       |                                           |                    |                 |
|-------------------------|-------------------------------------------|--------------------|-----------------|
| <b>Co-Chairs</b>        |                                           | <b>Replacement</b> | <b>Observer</b> |
| ADM(HR-Civ)             | Kin Choi                                  |                    |                 |
| FGDTLC(W)               | Des Rogers                                |                    | Kevin Walsh     |
| <b>Members</b>          |                                           |                    |                 |
| DGWM                    | Peter Hooey                               |                    |                 |
| DGHRSD                  | Vikesh Srivastava                         |                    |                 |
| DGWD                    | Monica Kolstein                           |                    |                 |
| DGHRO                   | Barbara Williams                          |                    |                 |
| DGCCB                   | Joanne Lalonde                            | Phil Furlan        |                 |
| UNDE                    | June Winger                               |                    |                 |
| FGDTLC(E)               | Yves Fournier                             |                    |                 |
| PSAC Agricultural Union | Milton Dyck                               |                    |                 |
| PIPSC                   | Glenn Maxwell                             |                    |                 |
| FGDCA                   | Richard Cashin                            |                    |                 |
| ACFO                    | Dany Richard                              |                    |                 |
| CMCFA                   | Helen Luu                                 |                    |                 |
| CAPE                    | Dean Wythe                                |                    |                 |
| IBEW                    | Paul Cameron                              |                    |                 |
| <b>Regrets</b>          |                                           |                    |                 |
| CAPE                    | Julie Jobin                               |                    |                 |
| CMSG                    | Mark Boucher                              |                    |                 |
| DGCCB                   | Joanne Lalonde                            |                    |                 |
| <b>Presenters</b>       |                                           |                    |                 |
| DGWM, DTHM              | Francois Bariteau                         |                    |                 |
| DGWM, DCLR              | Jennifer Bordeleau                        |                    |                 |
| <b>Resources</b>        |                                           |                    |                 |
| ADM(HR-Civ)             | Marina Watson, Executive Assistant        |                    |                 |
| DGWM                    | Ewa Zielinski, Strategic Advisor          |                    |                 |
| DGWM                    | Aleesha Wallace, Administrative Assistant |                    |                 |

## Record of Decision

### Item 1: Opening Remarks

#### Summary:

- The co-chairs welcomed the participants and thanked them for joining the virtual UMCC HR Sub-Committee meeting.
- Mr. Des Rogers, President, Federal Government Dockyard Trade and Labour Council (West) (FGDTLC(W)), noted that Canada is turning the corner on COVID-19. He added that he was wearing orange today out of respect for the human remains discovered at the site of the former residential school in Kamloops.
- Mr. Kin Choi, Assistant Deputy Minister (Human Resources-Civilian) (ADM(HR-Civ)), invited participants to take a moment of silence to reflect on this tragic news.
- Mr. Choi stated that in addition to today's meeting, there are a number of L1 UMCC meetings scheduled over the next week as well as the National UMCC meeting next Monday.

### Item 2: Acceptance of Agenda and Previous Minutes

**Supporting Documents:** UMCC HR-Sub 1 March 2021 Record of Decision, UMCC HR-Sub Action Item Matrix.

#### Summary:

- Mr. Rogers presented the previous meeting minutes and today's agenda.
- Mr. Choi welcomed members' input with regard to the UMCC HR-Sub Action Item Matrix.

#### Discussion:

- Ms. June Winger, President, Union of National Defence Employees (UNDE), noted that a draft of the previous meeting's minutes was not distributed to the committee members for review prior to approval of the co-chairs.
- Mr. Choi stated that the record of decision (ROD) is provided two weeks before the meeting. Ms. Jennifer Bordeleau, Director, Civilian Labour Relations (DCLR), suggested that the minutes be adjusted to reflect Ms. Winger's comments and be tabled secretarily.
- Ms. Bordeleau informed members that the action item related to the Scientific Integrity Policy has been amended. This matter will be addressed at an Assistant Deputy Minister Defence Research Development Canada (ADM(DRDC)) UMCC.
- Mr. Glenn Maxwell, Professional Institute of the Public Service of Canada (PIPSC), expressed frustration that this update has been delayed. Mr. Choi confirmed the topic was being tracked and offered to attend the L1 UMCC meeting.
- Ms. Winger inquired about the status of the distribution of the Collective Agreements. Ms. Bordeleau reported that the agreements have been ordered and will be distributed at Bases and Wings. Within the NCR, the plan is to distribute the booklets using commissionaires' stations. She invited anyone with distribution suggestions to contact her. Ms. Winger suggested that the department take appropriate steps to ensure future agreements are printed in a timely manner.

#### Action Item:

- DGWM to work with Ms. Winger to amend the ROD of the 1 March 2021 HR Sub-Committee meeting and re-distribute secretarily.

### **Item 3a: Mental Health**

**Supporting Documents:** no supporting documents

#### **Summary:**

- Mr. Francois Bariteau, Director, Total Health Management (DTHM), provided an update on the Employee Assistance Program (EAP), including the recent National EAP Advisory Committee meeting. The EAP team plans to collect and analyze feedback from users and Defence Advisory Groups. He also provided updates on enhancements to monthly EAP webinars.
- Mr. Rogers informed participants that labour leaders would receive a written update on the EAP and that a virtual briefing could be arranged if they are interested.
- Mr. Bariteau confirmed that the Workplace Harassment and Violence Prevention (WHVP) Program is moving toward full operational capacity (FOC). A departmental video on reporting harassment and violence incidents will be used by the Canada School of the Public Service (CSPS). As of 30 April 2021, 41% of employees had completed their mandatory WHVP training. A CAF/CSPS Memorandum of Understanding has been developed to allow CAF members to complete the School's WHVP training. Work on the WHVP DAOD is progressing.

#### **Discussion:**

- Mr. Yves Fournier, President, Federal Government Dockyard Trade and Labour Council (East) (FGDTLC(E)), inquired as to whether the webinars are recorded to enable viewing after the original broadcast. Mr. Bariteau confirmed that webinars are now available on the Total Health Programs YouTube channel. This information has been shared on the HR-Civ Communiqué and the Maple Leaf.

### **Item 3b: Compensation Update**

**Supporting Documents:** DND Compensation Update

#### **Summary:**

- Mr. Phil Furlan, Senior Director, Civilian Compensation Business Development and Implementation (DCBDI), provided an overview of DND compensation activity that focused on progress to address backlog, Section 34 transactions, and HR transactions timeliness.
- Mr. Furlan reported a 39% decrease in backlog. Despite significant progress, there are still over 14,000 open cases impacting both active and inactive employees.
- The Robotics Process Automation (RPA) of s.34 notifications was successfully launched on 19 February 2021. Further RPA innovations are under development for retirement, maternity/parental leave, data entry (back office verification), and on-boarding/off-boarding.
- In terms of the timeliness of HR transactions, TBS has set a target of 80% which DND has met; an improvement of 28% (from 52%) since 1 April 2020. Moving forward, DND has set a target of 90% for HR transactions.
- Mr. Furlan reported that PSES results indicate that employees impacted by Phoenix dropped from 59 % in 2019 to 39% in 2020, a result that puts DND on par with the Public Service.
- Over the May long weekend the final testing was successfully completed in preparation for the upgrade to PeopleSoft 9.2. The upgrade will go live on 22 June 2021. DND has a contingency plan in place to revert to 9.1 if the upgrade doesn't work within 48 hours.

#### **Discussion:**

- Mr. Choi thanked Mr. Furlan and wished him well in his retirement. Mr. Rogers expressed his gratitude to Mr. Furlan's team for their work and wished him the best of luck in his future endeavours. Mr. Furlan reported that his replacement, Ms. Beth Ford, was in place and that an experienced team would support her.

- Mr. Choi noted that improvements to the Public Service Employee Survey (PSES) results underscore the hard work of the pay team.
- Mr. Choi stated that the department had been approached by Shared Service Canada (SSC) to participate in an HR-to-Pay pilot project to start in the fall of 2021. He has discussed the opportunity with the Deputy Minister but no decision has been made on participation.
- Ms. Winger asked for clarification of Slide 2 which mentions that Public Services and Procurement Canada (PSPC) has a 45 day service standard for new cases. Mr. Furlan confirmed that the PSPC service standing for new cases is 45 days.
- Ms. Winger asked about the service standard for the RPA notice to s.34 managers. Mr. Furlan explained that biweekly, the PSPC provides information regarding pending transactions. Within two business days, departmental compensation staff notify managers, and they will make the necessary approvals. The following week, the compensation team follows up with high volume managers to offer support. The majority of the time, the team is working with new managers who require a few pay cycles to become familiar with the system.
- Ms. Winger commented that she is pleased to see improvements in actings and acting extensions. She inquired as to what steps are being taken to further improve this area. Mr. Furlan noted that this area is an ongoing challenge. When managers in fire halls and kitchens decide the day of the shift to offer actings, the transaction is already late. The department has raised this issue with the TBS and PSPC.
- Ms. Winger suggested that if fire chiefs use long term actings rather than shift by shift actings this could be avoided. Greater education of managers would be helpful as some firefighters are frustrated by the process. Ms. Bordeleau suggested that this is a topic that could be added to the next National FR Situation Table agenda.
- Ms. Barbara Williams, Director General, Human Resources Operations (DGHRO), stated that staffing advisors are working to address fire hall culture to encourage managers to take a longer term view of these staffing decisions. To mitigate the impact of acting decisions made the day of the shift rather than ahead of time, the DGHRO team processes FR transactions as a priority.
- Mr. Maxwell commented that with further automation of pay services planned, there will be an increase in the volume of email and telephone traffic from employees. Additionally, Mr. Maxwell asked if there is a way to use the RPA to address the remaining backlog. Finally, he asked for clarification of Slide 11, where there is a reference to the MyGCPay stub re-launch.
- Mr. Furlan responded that the MyGCPay stub had been redesigned based on employee feedback. This redesign was communicated to the Defence Team on 18 May 2021. With respect to future RPAs, the team has considered the increased email and telephone traffic and has the capacity to handle it. With respect to the possibility of using the RPA to address the backlog, Phoenix isn't the department's system, it belongs to PSPC. The PSPC may launch RPA features in future.
- Ms. Winger asked about the timekeeper services available to civilian managers and whether these timekeepers are approving pay transactions. Mr. Furlan confirmed that some civilian managers opted to use timekeeper services that CAF managers use. These managers are still responsible for making the s.32 and s.34 approvals.
- Ms. Winger inquired about the phrase "I want to submit my unemployment claim" on Slide 8. Mr. Furlan responded that this relates to those going on maternity leave who require a Record of Employment in order to apply for Employment Insurance benefits.
- Ms. Winger expressed her support for current plans to develop a retirement video as a novel way to provide employees with information. Ms. Winger further stated that she supports checking with the Pay Centre to verify if overpayments are owed. Many times, individuals have no way to verify the accuracy of the information.

- Ms. Winger noted that there is a step suggesting that individuals seek retirement transition advice from the EAP. She asked if this was the program offered by Morneau Shepell and cautioned that it would not be appropriate for Morneau Shepell to be offering financial advice.
- Mr. Furlan replied that the video has been approved, the script developed and that the team will be working with Assistant Deputy Minister (Public Affairs)(ADM(PA)) to complete the filming. The video is expected to be available in 9 months. Mr. Furlan further stated that EAP has tools and courses to help employees with the transition to retirement to address the adjustment emotionally, psychologically and financially.

**Action Item:**

- DGWM to add use of long term acting appointments to the agenda of the next National FR Situation Table.

### **Item 3c: Classification Update**

**Supporting Documents:** Classification Update

**Summary:**

- Ms. Williams provided an update on classification activities that included vacancy management, progress on standardized job descriptions (SJD) mapping activities for Computer Systems (CS), Program Administration (PA) and Financial Management (FI) groups, and classification grievances.
- Ms. Williams announced the launch of a new platform to distribute automated messages to managers and employees involved in conversion with links to automated town halls.
- Ms. Williams reported that classification is meeting service standards 85 - 90% of the time and added that Organization Design work is going well with staff supporting L1 change management and agile (lean) design.

**Discussion:**

- Mr. Maxwell thanked Ms. Williams and staff for their work and added that the conversion exercise revealed weaknesses in the way classification had been done historically. He added that consultation tables have raised questions around the mapping, SWE and vacancy rates. Mr. Maxwell noted that PIPSC has concerns with cyber positions and salary. It appears positions are going to contractors - a concern for the institute and the public service.
- Ms. Williams reiterated that the department's vacancy rate sits at approximately 11%. She offered to provide Mr. Maxwell with data on where her team is actively engaged with L1s. Ms. Williams added that work is currently underway to fully unpack the SJDs and once completed, the classification team will prepare a report on friction points and issues.
- Ms. Winger stated that there is a rumour that SWE for the new L1, Chief, Professional Conduct and Culture (CPCC) will be taken from other L1s. Mr. Fournier added that union representatives in Halifax were briefed that RCN SWE would be reduced 2% to fund the new L1.
- Mr. Choi responded that the CPCC is an area where the department will have to invest. The only reduction in budget that he is aware of is a reduction in Operations and Maintenance (O&M) related to travel that was implemented as a result of COVID-19. Mr. Vikesh Srivastava, Director General, Human Resources Strategic Directions (DGHRSD), confirmed that a baseline cut to O&M had been implemented due to the significant reduction in travel.

**Action Item:**

- DGHRO to provide Mr. Maxwell with L1 data and report on friction points and issues once available related to CS conversion.

#### **Item 4: Post Pandemic Planning**

**Supporting Documents:** Summer Guidance for Defence Public Servants, Supporting a Modern, Flexible and Varied Workforce Through COVID-19 and Beyond

##### **Summary:**

- Mr. Srivastava, presented the ADM(HR-Civ) guidance to support managers and employees as DND returns to a post pandemic posture. The guidance aligns with the DM/CDS Summer Direction and has been reviewed by key stakeholders (e.g., COS Huddle, HRAG, Standing COVID-19 SOPG, unions). Mr. Srivastava thanked union leaders for their input into the draft.
- The document emphasizes three principles: safety first, operational excellence, and asymmetrical change. The document takes a persona based approach built around the principles that are intended to provide real life examples for readers. The version provided today is the latest iteration of document that will be updated as required.

##### **Discussion:**

- Mr. Maxwell noted a tension between operational requirements and the need to support employees. Remote work should not be seen as a reward but rather as a way to work differently. Often managers are more concerned about returning people to the workplace than they are with flexibility. There are recruitment and retention issues related to management inflexibility. Managers need to be trained to manage people working virtually. Unions can help with this.
- Mr. Choi noted that the department is currently doing sessions with managers as well as employees on virtual work. There are also terms within certain collective agreements to keep in mind. Mr. Choi added that the organization has adjusted well throughout COVID-19 and he is optimistic that people will be grounded and compassionate for the most part moving forward but there will be missteps. He encouraged union leaders to contact him if issues are identified.
- Mr. Richard Cashin, President, Federal Government Dockyard Chargehands Association (FGDCA), commented that as a union representing an operational group, these concerns are real. The COVID-19 numbers are getting better in Nova Scotia and as the numbers improve and the organization looks to reopen, Mr. Cashin believes there is an important role for the Joint Occupational Health and Safety committees (JOSH). He emphasized the need to use these committees as much as possible.

#### **Item 5: FY2020-21 Q4 HR Reports**

**Supporting Documents:** FY2020-21 Q4 Outcomes & Results: HR-To-Pay Stabilization, Workplace Management, Staffing & Classification

##### **Summary:**

- Mr. Srivastava reported that committee members had been provided with Q4 updates on Compensation, Staffing, Classification and Labour Relations. He invited members to raise questions or comments on the reports.

##### **Discussion:**

- Mr. Maxwell expressed concern that 75% of Q4 staffing was Non-Advertised. This result appears to be contrary to merit, employment equity (EE), diversity and inclusion, the need to refresh the workforce and modernization. It seems that managers don't look at these programs when making staffing decisions just at operational needs.
- Ms. Williams responded that Non-Advertised appointments typically make up 60-70% of staffing activity. She reminded participants that Non-Advertised appointments include student bridging, reclassifications and appointments from pools from other government departments. Ms. Williams added that Non-Advertised appointments must meet merit criteria. As a result of a New Direction

in Staffing and changes to the Public Service Employment Act, managers are allowed greater flexibility in staffing decisions. Staffing advisors work with managers to identify the right outcome. Ms. Williams noted that her team monitors diversity, inclusion and EE.

- Mr. Dany Richard, Association of Canadian Financial Officers (ACFO), commented that his members understand that Non-Advertised staffing meets merit, however, employees want to compete. Non-Advertised staffing is unfair to those who wanted a chance to be considered.
- Ms. Winger reported that Non-Advertised processes makes existing team members feel less valued. She requested further information on Non-Advertised staffing. It is a recurring complaint from members that they don't have the opportunity to compete.
- Mr. Milton Dyck, Public Service Alliance of Canada, Agricultural Union (PSAC-Agricultural Union), noted that a number of years ago the PSC conducted a survey and the response received was that too much staffing processes are focussed on one person. There was a need for less posted staffing and more appointments and promotions.
- Mr. Peter Hooley, Director General Workplace Management (DGWM), commented that years ago Health Canada proposed to the PSC that it would conduct 25% of hiring through Non-Advertised staffing. The Commission considered this to be excessive. Years later, he believes the pendulum has swung too far in the other direction. He recognized the importance of the union feedback and that it is time to take a look at how the department is doing staffing.

**Action Item:**

- DGHRO will provide a report on Non-Advertised staffing.

**Item 6: 2020 Public Service Employee Survey (PSES) Results**

**Supporting Documents:** PSES 2020 results presentation

**Summary:**

- Mr. Srivastava presented a preliminary report on the PSES 2020 including an overview of key findings related to compensation, employee engagement, and leadership.
- Mr. Srivastava noted that this year's survey included questions on COVID-19 and antiracism. In terms of COVID-19, DND trails the public service in terms of employees feeling supported by their department, however, this result was driven by a handful of L1s with the majority of L1s surpassing the Public Service results. In terms of antiracism, EE groups had lower scores than non-EE groups suggesting that dedicated efforts, such as the Anti-Racism Task Force, are needed to help the department move forward in this area.
- Mr. Srivastava reported that his team had provided dashboards to each L1 to support their decision-making and in developing action plans to address observations.

**Discussion:**

- Ms. Winger noted that with each PSES, union leaders are briefed on action plans and benchmarks. She inquired if there is intent to review these action plans to evaluate success.
- Mr. Maxwell commented that while employees look forward to the PSES, members want to know what is being done in response. A good example of this is the PIPSC request to see an end to the use of the term "civilian". Mr. Maxwell asked for a meeting with the Deputy Minister to discuss the matter on 6 April 2021 and the meeting has still not taken place.
- Mr. Choi stated that it is important to underscore what L1s are doing to address PSES results. L1s have made changes but have not necessarily been good at reporting on these actions. Additionally, some actions will take time to bear fruit. This is not to say that the organization should not be held accountable. Mr. Choi anticipates that the L0 UMCC presentation will address this. He noted that as the PSES has moved from a four to two to one year cycle there has been a need to adjust and a certain amount of catch up is required.

- Mr. Choi reassured Mr. Maxwell that his request to meet with the Deputy has not been forgotten. It is important not to underestimate the scope of the issue, even ADM(HR-Civ) has civilian in it. Mr. Choi has requested legal advice on the possibility of changing it.

**Action Item:**

- DGHRSRSD will share the PSES heat map with members of the Committee.

**Item 7: DGWM Update**

**Supporting Documents:** No supporting documents

**Summary:**

- Ms. Bordeleau provided an update on the Labour Relations grievance backlog. The initial third level backlog was 199 cases with 31 priority files for a total of 230 cases. To date, 102 of the third level cases and 20 of the priority cases have been closed. This represents a 53% reduction in the backlog. Ms. Bordeleau noted that the remaining cases tend to be more complex and will take time to resolve. She reassured participants that the team is actively searching for common ground and to make things right.
- Ms. Bordeleau thanked union leaders for participating in the 13 May 2021 discussion of the DM/CDS Initiating Directive for Professional Conduct and Culture and the rules of the road in terms of union engagement. She invited union leaders to forward feedback on the document circulated following the meeting. This document will be shared with LGen Carignan. LGen Carignan will attend the L0 UMCC meeting and meet with union leaders afterwards.
- Ms. Bordeleau reminded participants that the National FR Situation Table is functioning well. She invited union leaders to consider this type of structure where an issue impacts more than one union and/or L1. If a topic comes up or if you would like more information on situation tables please feel free to contact her.

**Discussion:**

- Mr. Choi acknowledged the great work done by Ms. Bordeleau to change the culture of labour relations and move it away from an adversarial process. As DND ramps up the CPCC, a broader culture change is required.
- Ms. Winger noted that UNDE has seen a genuine willingness among DND Labour Relations officers (LROs) to settle issues. There are still challenges but she is optimistic that things can be done differently. Ms. Winger commented that the FR situation table brings the right people together to discuss issues. She believes there is room for more of these. Ms. Winger recognized the need for workplace issues to be addressed proactively rather than at the end of the grievance process. Part of the challenge when issues get to the third level is that settlements don't admit wrong doing or include confidentiality clauses. The result is that employees don't feel vindicated and management continues on as before. Ms. Winger inquired as to what steps can be taken to encourage managers to change.
- Mr. Choi agreed with Ms. Winger's comments regarding settlement issues and privacy. The outcome can be unsatisfactory even when people get a settlement. Mr. Choi commented that it is important for managers to acknowledge mistakes or misinterpretations. He added that union leaders are well positioned to identify long-standing issues in Bases and Wings that need to be addressed and to take the pulse of the organization.
- Ms. Helen Luu, Canadian Military Colleges Faculty Association (CMCFA), expressed support for a new culture surrounding grievances, however, it remains an adversarial process within her workplace. As a small union she is responsible for representing members at all levels of the grievance process and is finding it overwhelming.
- Mr. Choi suggested that Ms. Luu look into joint union management training.

- Mr. Fournier congratulated Ms. Bordeleau for the changes her team has made nationally, however, he believes there is still a need for additional support locally where unions and management frequently disagree. Mr. Fournier stated that there is a need to consider how managers are hired and promoted to increase the emphasis on how to manage people, perhaps the use of asset qualifications to ensure managers are able to supervise people properly.
- Mr. Rogers agreed that there are challenges locally. There are some strong LROs who offer good advice, however, managers will disregard this advice and go their own way.
- Mr. Choi committed to having Mr. Hooey and Ms. Bordeleau visit regions once COVID-19 restrictions are lifted as these visits have been very effective in the past.

#### **Item 8: Roundtable**

**Supporting Documents:** No supporting documents

#### **Discussion:**

- Ms. Luu noted that her union has serious concerns about the use of contracts for non-indeterminate faculty. She asked for guidance in identifying help to address these concerns.
- Ms. Winger noted that she is being contacted by ADM(HR-Civ) staff inquiring about a L1 UMCC for the branch. She wondered if there was an L1 UMCC for ADM(HR-Civ). Mr. Hooey replied that there is not an L1 UMCC for the branch and added that he is not aware of employee pressure to create one. He believes that ADM(HR-Civ) is an open, transparent organization and he invited June to refer anyone with questions to him.
- Mr. Maxwell mentioned that as part of the WHVP program, workplace health and safety committees will have to conduct workplace assessments. He wanted to provide committee members with a heads up that this work would be coming to L1 committees in the future.

#### **Action Item:**

- DGHRO will follow up with Ms. Luu regarding contractors for non-indeterminate faculty.

#### **Item 9: Closing Remarks**

#### **Summary:**

- Mr. Choi noted that there would be a great deal of union engagement over the coming weeks with L1 and L0 UMCC meetings scheduled.
- Ms. Bordeleau noted that the 7 June 2021 L0 UMCC meeting agenda would include: Mental Health, and update on Class Actions, COVID-19, PSES, WHVP, CPCC, and L1 reports.
- Mr. Rogers thanked everyone for a great meeting.

**Record of Decision approved by:**

  
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 Kin Choi  
 ADM(HR-Civ)  
 Co-Chair

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 FGDTLC(W)  
 Co-Chair