NATIONAL LABOUR-MANAGEMENT CONSULTATION COMMITTEE (NLMCC)

Veterans Affairs Canada (VAC)
and
Association of Canadian Financial Officers (ACFO)
Association of Justice Counsel (AJC)
Canadian Association of Professional Employees (CAPE)
Professional Institute of the Public Service of Canada (PIPSC)
Union of Veterans Affairs' Employees (UVAE)

MEETING MINUTES

Thursday May 28, 2026 from 11:00 am to 2:30 pm ATL
Hybrid meeting – In person Charlottetown / Virtual via Zoom

Chair: Nancy Gardiner

Meeting attendees can be found in Annex A.

Agenda Item	Discussion	Action Items
1. 2. and 3. Welcome, Roll Call and Approval of Agenda	The Deputy Minister (DM) welcomed participants, introduced herself as this was her first NLMCC meeting and opened the meeting with a land acknowledgement. Round table introductions were made.	
4. Questions Regarding Action Items	There were no questions regarding the action items.	
STANDING ITEMS		
5. National Employee Council (NEC) Update	Unfortunately the NEC representatives were unable to join the meeting, however, a written NEC update was provided to the bargaining agents prior to the meeting for their review. There were no questions on the update that was provided.	
6. National Occupational Health and Safety Policy Committee (NOHSPC) Update	DG ITIMAP provided a quick update on recent accomplishments. NOHSPC, supported by NOHSU, continues to take a proactive, collaborative approach, maintaining legislative compliance and long-term sustainability of the OHS program. All required 2025 reports were submitted ahead of the March 1 legislative deadline. In terms of data, 18 reportable hazardous occurrences were recorded in 2025—consistent with recent years—while 172 total occurrences were reviewed and investigated, reflecting strong hazard identification efforts. As a direct result of the significant progress and advancements achieved over the past several years, the NOHSPC will increase their meeting frequency throughout the year. This request reflects a high level of confidence in the maturity and effectiveness of the committee's work and serves as a testament to the strong collaborative relationship that has been established between employee and employer representatives. In support of this transition, the committee's Terms of Reference are currently being	

	updated, and membership appointments are being renewed in accordance with Canada Labour Code requirements to ensure continued clarity of roles, balanced representation, and effective governance. Both DG ITIMAP and UVAE NOHSPC Co-Chair acknowledged strong collaboration within occupational health and safety committees, with continued progress on key initiatives and effective resolution of issues at local levels.	
7. HR to Pay update	The HR to Pay written update was provided to the bargaining agents prior to the meeting. The employer reported improvements in pay processing timelines and backlog reductions. Union representatives raised concerns about overpayment communications and stress caused to employees. The department committed to continued engagement and case-by-case resolution support.	Bargaining Agents to raise any questions on specific cases with DG HR to facilitate Compensation support where possible.
NEW BUSINESS		
8. Artificial Intelligence	UVAE emphasized the importance of early and meaningful consultation on AI initiatives as required under the Technological Change article in the collective agreement. While recognizing the potential benefits of AI tools in improving efficiency, Union representatives highlighted risks related to job impacts, decision-making, and transparency. DG ITIMAP and ADM Service Delivery (SD) confirmed that AI tools are intended to support—not replace—employees and committed to improving collaboration mechanisms.	DG ITIMAP committed to setting up an IT side table which can facilitate continued consultation and ongoing discussions on AI.
9. Return-to-Office - Assigned Seating & Equipment Transport	UVAE raised concerns regarding increased in-office requirements, workspace availability, assigned seating, equipment transport, and impacts on employee well-being. Questions were also raised about duty to accommodate (DTA) processes and concerns around managers re-evaluating already approved DTA situations where there has been no material change in the employee's circumstances. DG ITIMAP stated that the assigned workspace will be phased in and reviewed with regards to space availability. The employer committed to sending communications, as well as ongoing monitoring during this phased approach, and addressing issues related to workspace, privacy, and accommodations as soon as they are communicated. The DM reiterated the importance of collaboration and support in the removal of workplace barriers and ensuring measures are in place to support employees with DTA requirements. DG HR reiterated that DTAs previously approved by the delegated manager may be renewed in mWA as long as there has been no material change to the employee's situation or operational requirements.	DG ITIMAP and DG HR committed to sending communications on RTO 4 and monitoring the phasing in of assigned workspace. In addition, they committed to ensuring that upcoming communication to managers speaks to DTA and associated approvals.
10. Expenditure review 2026-2027	UVAE requested clarity on potential workforce reductions, attrition impacts, and how ERI and funding decisions affect staffing levels. ADM CFOCS clarified that anticipated CER-related reductions did not proceed following the federal Budget, and there are currently no specific reduction targets for the department. As such, workforce decisions would be made on a case-by-case basis, considering operational needs, funding, and future capacity. He further emphasized a risk-managed approach to staffing, including the possibility of not filling certain positions.	

11. Collaboration and Effective Communication	UVAE emphasized that the bargaining agent and management have the same objectives and they are pushing for a more collaborative approach to support the overall benefit and wellbeing of members/employees.	
12. Other Separation Leave Codes	UVAE indicated they are looking for more transparency on Other Separation Leave codes. UVAE noted concerns with the 20 codes provided and looking for more transparency on them. DG HR explained that these codes are used across the Government of Canada to standardize how employee departures are recorded in HR systems. The codes ensure consistent classification of departure types and accurate coding is important to support timely and correct pay processing.	DG HR to provide clarification on when codes are used and under what circumstances.
13. Branch Updates	There were no questions on the Branch updates.	
	Round Table	
14. Round Table and Closing Remarks	The DM noted that she has had the pleasure of having really great working relationships with bargaining agent colleagues in her career and looks forward to a collaborative and productive working relationship. Both the DM and National President UVAE thanked everyone for their participation and the meaningful discussions.	

VAC & VRAB Attendees Participants d'ACC & TACRA		Union Attendees Participants Agents négociateurs	
Deputy Minister's Office / Bureau du Sous-ministre	**Nancy Gardiner** Deputy Minister (DM) / Sous-ministre (SM) **Christine McDowell** Associate Deputy Minister / Sous-ministre déléguée	UVAE / SEAC	**Toufic El-Daher** National President / Président nationale EldaheT@uvae-seac.ca **Brandon Milford** National Executive Vice-President / Vice-président exécutif national milforb@uvae-seac.ca **Priscilla Giroux** Regional Vice-President, Charlottetown Head Office / Vice-présidente régionale, Charlottetown rvpheadoffice@uvae-seac.ca **Edwin MacDonald** Regional Vice-President, Atlantic Region / Vice-président régionale de l'Atlantique rvpatlantic@uvae-seac.ca **Zarina Khan** Regional Vice-President, Ontario Region / Vice-présidente nationale, région de l'Ontario rvpontario@uvae-seac.ca **Simon Renaud** Regional Vice-President, Quebec Region / Vice-président régionale, région du Québec rvpquebec@uvae-seac.ca ***Gurinder Dev*** Regional Vice-President, Western Region / Vice-présidente régionale, région de l'Ouest rvpwestern@uvae-seac.ca **Gurm Bhangoo** National Human Rights Advisor / Conseiller national en droits de la personne nhra@uvae-seac.ca **Lianne Bonneville** Observer / Observatrice bonnevl@uvae-seac.ca
Veterans Review and Appeals Board / Tribunal des anciens combattants (révision et appel)	**Kelsey MacDonald** Director General, Veterans Review and Appeal Board (DG VRAB) / Directrice générale par interim, Tribunal des anciens combattants (révision et appel) (DG TACRA)		
Bureau of Pensions Advocates / Bureau de services juridiques des pensions	**Steven Woodman** A/Executive Director and Chief Pensions Advocate, Bureau of Pensions Advocates (BPA) / Directeur exécutive et chef avocat-conseil des pensions p.i		
Chief Financial Officer and Corporate Services Branch / Dirigeante principale des finances et des services ministériels	**Pierre Tessier** Assistant Deputy Minister, Chief Financial Officer and Corporate Services (ADM CFOCS) / Sous-ministre adjoint, dirigeant principal des finances et des services ministériels (SMA, DPFSM) **Chris Clissold** Director General, Information Technology and Information Management and Administration and Privacy (DG ITIMAP) / Directeur général, Technologie de l'information, Gestion de l'information, de l'administration et de la protection de la vie privée (DG, TIGIAPRP) **Trudy Burke *for* Nancy Pike** Director General, Human Resources (DG HR) / Directrice Générale, Ressources humaines (DG RH) **Trudy Burke** Senior Director, Workplace Relations / Directrice principale, Relations en milieu de travail **Suzanne Grundy** Director, Labour Relations / Directrice, Relations de travail **Marie-Hélène Marcoux** Manager, Labour Relations / Gestionnaire, Relations de travail		
Service Delivery Branch / Prestation des services	**Jane Hicks** A/Assistant Deputy Minister, Service Delivery (ADM SD) / Sous-ministre adjoint, Prestation des services (SMA, PS) p.i **Cyd Courchesne** Director General, Health Professionals & Chief Medical Officer (DG HPCMO) / Directrice général, Profesionnels de la santé et médecin en chef	PIPSC / IPFPC	**Sheena McQuarrie** Consultation President for VAC / Présidente de l'équipe de consultation pour ACC sheena.mcquarrie@veterans.gc.ca **Pramesh Selliah** Information Technology Regional Representative / Représentant régional du groupe des technologies de l'information pramesh.selliah@veterans.gc.ca **Patty Thomas** Nursing Representative / Représentante des sciences infirmières patty.thomas@veterans.gc.ca **Sara Courtney** Information Technology Representative Charlottetown / Groupe des technologies de l'information Représentante de Charlottetown sara.courtney@veterans.gc.ca **Leah Munro** Nursing Representative (NU-EMA / Représentante des science infirmières (NU-EMA) leah.munro@veterans.gc.ca **Anne Richard** Occupationnel Therapist Representative / Représentante des ergothérapeutes anne.richard@veterans.gc.ca
Commemoration and Public Affairs Branch / Commémoration et des affaires publiques	**Nigel Bruce *for* Amy Meunier** Assistant Deputy Minister, Commemoration and Public Affairs (ADM CPA) / Sous-ministre adjointe intérimaire, Commémoration et des affaires publiques (SMA, CAP)		
Strategic Policy, Planning and Performance Branch / Politiqies stratégiques, de la panification et du rendement	**Nigel Bruce *for* Mitch Freeman** A/Assistant Deputy Minister, Strategic Policy, Planning and Performance (A/ADM SPPP) / Sous-ministre adjoint intérimaire, Politiqies stratégiques, de la panification et du rendement (SMA, PSPR)p.i		
Audit & Evaluation / Vérification et Évaluation	**Lindy McQuillan** Director General, Audit and Evaluation (DG AE) / Directrice générale intérimaire, Vérification et Évaluation (DG VE)	ACFO / ACAF	**Ben Streatch for Kevin Marchand** Labour Relations Officer / Agente des relations de travail bstreatch@acfo-acaf.com
		CAPE / ACEP	**François Paradis** Labour Relations Officer / Agent des relations de travail fparadis@acep-cape.ca

		AJC / AJJ	**Navi Gill for Jennifer Boucher** *Labour Relations Officer | Agente des relations de travail* ngill@ajc-ajj.ca