

The National Joint Council





Unions and Employers working together since 1944!

Mandate:

- Promote efficiency of the Public Service
- Promote the well-being of its employees by providing for regular consultation between the Government (Employer) and Bargaining Agents (Employees)

Activities under its auspices:

- Information sharing, consultation, co-development
- Cyclical reviews of policies and directives
- Appeals relating to the Disability/Dental Care Plans
- Grievance hearings

The NJC Directives affect all of you as well as your dependants...

- Over \$3 billion in payments and allowances paid out every year
- As Public Servants, you may be in receipt of allowances under the NJC Directives

APPROACH



NJC Processes:

- [are **jointly governed** and **jointly managed**
- [depend on **voluntary participation**
- [emphasize **collaborative problem solving**
- [provide **opportunities to innovate**

NJC Directives



- **Bilingualism Bonus**
- **Commuting Assistance**
- **First Aid to the General Public – Allowance for Employees**
- **Foreign Service**
- **Isolated Posts and Government Housing**
- **Occupational Health and Safety**
- **Relocation**
- **Travel**
- **Uniforms**
- **Work Force Adjustment**
- **Public Service Health Care Plan**

**Form part
of the
Collective
Agreement**

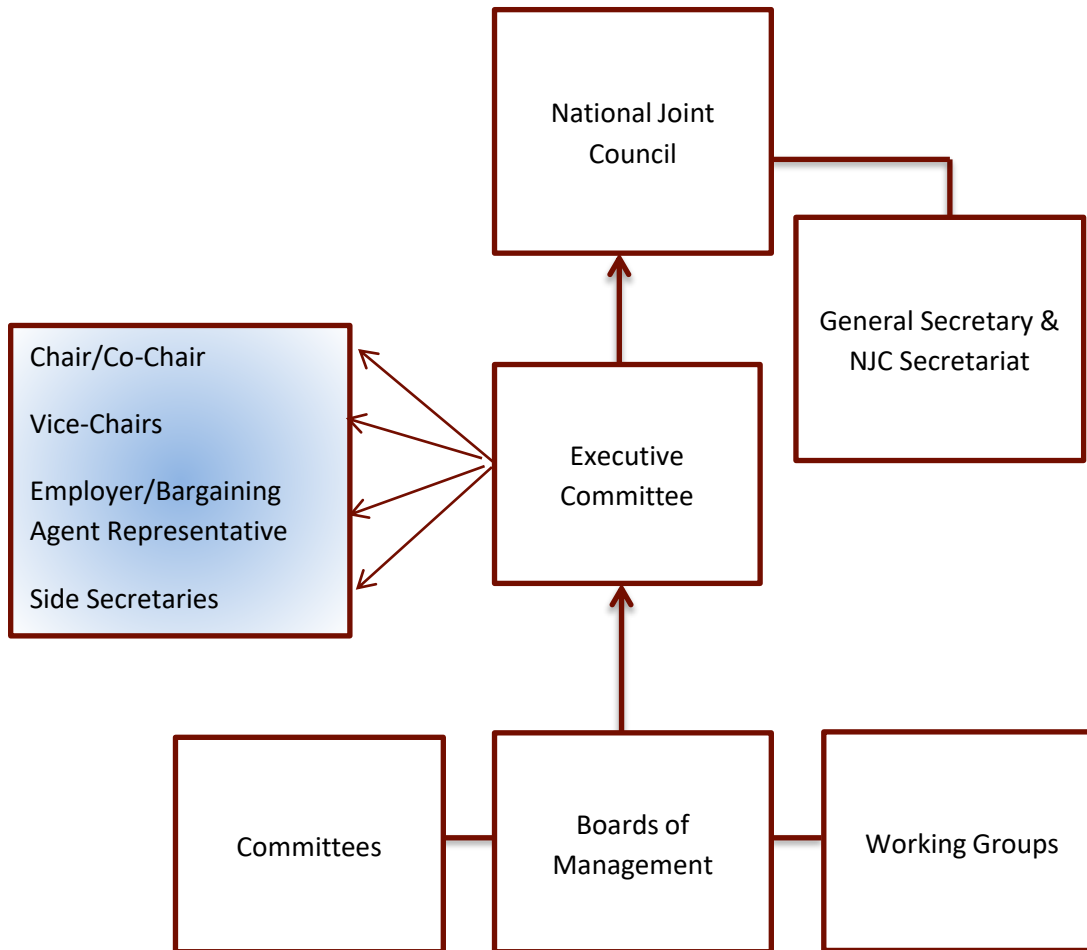
- **Dental Care Plan***
- **Disability Insurance Plan***

General Secretary's Annual Report (2020-2021) available:

<https://www.njc-cnm.gc.ca/s18/s8/s101/en>

*Not formally NJC Directives

STRUCTURE



Cyclical Review Process

- Process by which the NJC Directives are amended (negotiations)
- Review schedule is established each year by the NJC Executive Committee/Council
- Co-development involves the 2 parties
- Input is provided by representatives from both sides (i.e., BA's and Employer(s))

*The NJC Directives are developed **in partnership** by employer and bargaining agent representatives. Their provisions **form part of the collective agreements** of the participating parties...*

(These provisions also apply to persons not covered by collective agreements as indicated in the Directive or by employer policy...)



NJC Dispute Resolution



Grievances

Appeals (DI and Dental)

Request for Interpretation or Clarification

NJC MEMBERS



Employer side:

Canadian Food Inspection Agency
Communications Security Establishment Canada
National Research Council Canada
Office of the Auditor General of Canada
Treasury Board of Canada Secretariat

Bargaining Agent side:

Association of Canadian Financial Officers
Association of Justice Counsel
Canadian Air Traffic Control Association, CATCA Unifor, Local 5454
Canadian Association of Professional Employees
Canadian Federal Pilots Association
Canadian Merchant Service Guild
Canadian Military Colleges Faculty Association
Canadian Union of Public Employees, Local 104
Federal Government Dockyard Chargehands Association
Federal Government Dockyard Trades and Labour Council (East)
Federal Government Dockyard Trades and Labour Council (West)
International Brotherhood of Electrical Workers, Local 2228
National Police Federation
Professional Association of Foreign Service Officers
Professional Institute of the Public Service of Canada
Public Service Alliance of Canada
Research Council Employees' Association
Unifor, Local 2182
Union of Canadian Correctional Officers - UCCO-SACC-CSN



Contact us

Sean Ross, General Secretary
Sean.Ross@njc-cnm.gc.ca

Elizabeth Shum, Secretary to the NJC and Manager, NJC
Operations
Elizabeth.Shum@njc-cnm.gc.ca

Laura Sanford, Senior Advisor/Coordinator to NJC
Committees
Laura.Sanford@njc-cnm.gc.ca

Karen Kruger, Advisor/Coordinator to NJC Committees
Karen.Kruger@njc-cnm.gc.ca

Eden Bédard, Advisor/Coordinator to NJC Committees
Eden.Bedard@njc-cnm.gc.ca

Laura Mackenzie, Junior Advisor/Coordinator to NJC
Committees
Laura.Mackenzie@njc-cnm.gc.ca

General E-mail: email.courrier@njc-cnm.gc.ca