



Tables 1, 2, 3 and 5

## Joint Learning Program

### What is our demand?

- The union has proposed that the Joint Learning Program be included in the collective agreements and that the employer provide \$3.5-million a year to fund the Program.

### Why have we proposed this demand?

As part of the last round of bargaining between PSAC and Treasury Board, a memorandum of understanding was agreed to where \$7-million would be provided for a joint training pilot project – the PSAC-TBS Joint Learning Program (JLP). The objectives of the joint training were to improve labour-management relations and to clarify the roles and responsibilities of the parties.

The JLP is comparable to learning projects negotiated in other private and public sector collective agreements where there is an established practice of including employer-paid education for union members in collective agreements.

While some departments and agencies provide training in labour relations and related areas, such training is by no means available or uniform across the federal government. All government managers and elected employee representatives need to be thoroughly versed in labour relations and conflict resolution methods to ensure effective labour - management relations.

The cost to the employer is minimal when all the gains are considered. The JLP pilot project has already established a group of over 300 skilled, union and management JLP Facilitators, who have developed important group facilitation skills that will be beneficial to future delivery of the program.

Research to date conducted by Consulting and Audit Canada (CAC) show the JLP as an overwhelming success. In their conclusions, CAC note:

*“The courses were very effective in achieving the desired learning outcomes and resulted in twice the average transfer of learning to the workplace.”*





*“The JLP was highly successful in developing credible course materials and learning processes and in demonstrating the viability and benefits of unions and employers working together to improve union/management relationships in the workplace. The jointness of the program was believed to be its main asset by various stakeholders, internal and external.”*

Increased interest in and demand for JLP courses over the period of the Program provide a clear argument to fund the JLP. The JLP benefits both union and management to jointly develop tools and strategies to enhance the work environment. The Program boasts broad accessibility to both parties, in all regions of the country.

Past participants in the JLP have been overwhelmingly positive with the outcome of their learning experience and repeated entreaties from both union and management about the need to renew funding are clear indicators of the impetus to maintain the JLP.

#### **What has been the employer’s response?**

The employer has yet to respond to our proposed demand.

