

JLP Presentation

Regional Council Meeting

PSAC - NCR

February 21st 2026



PROGRAMME
D'APPRENTISSAGE
MIXTE



JOINT
LEARNING
PROGRAM

*Learning and
Growing Together*



*Apprendre et
grandir ensemble*

Brief History

- The Fryer Commission recommended the development of a joint union-employer training program on labor relations (2001).
- The Public Service Alliance of Canada (PSAC) and the Treasury Board Secretariat (TBS) negotiated a pilot joint learning project aimed at improving labor relations (2001), which was established as a "program" in 2007.
- In 2011, all other bargaining agents were invited to participate in the Program.
- Since 2017, the JLP has been renewed with provisions to study and pilot a program focused on the learning needs of occupational health and safety (OHS) committees.
- Memoranda of understanding have been negotiated with organizations that are not part of the core administration.



Regarding JLP

Its mandate, its mission

Demystifying the roles of the union and management

Improving labor relations within the public service

Promoting participant learning on common issues

Deepening the understanding of the respective roles and responsibilities of the union and the employer

Raising awareness, learn, and grow together through experiential learning

Learning Activities

IN-PERSON WORKSHOPS

1 Day

Understanding the Collective Agreement

2 Days

Labour-Management Consultation

1 Day

Duty to Accomodate

1 Day
1,5 Days

Mental Health in the Workplace

Respecting Differences - Anti-Discrimination

1 Day

Preventing Harassment and Violence in the Workplace

1 Day

Health and Safety in the Workplace

Learning Activity for OHS Comity Members

2 Days

VIRTUAL DISCUSSIONS

3,5 - 4 hours

6,5 - 7 hours

3 - 3,5 hours

3 - 3,5 hours

Anti-Racism : Let's Talk !

6 hours

Grounding Ourselves in Uncertain Times

1,5 à 2 hours



Partnership Model

Its partnership structure and operations

Governed by a Joint Steering Committee (composed of national union leaders, the Public Service Alliance of Canada (PSAC), and senior officials from the Treasury Board of Canada Secretariat (TBS))

Two national co-directors (union and employer) have been appointed to coordinate the Program

Six regions (Quebec, Atlantic, National Capital, Ontario and Nunavut, the Prairies and Northwest Territories, British Columbia and Yukon) – 12 regional coordinators representing the union and the employer (2 per region)

Design, planning, organization, and coordination activities carried out JOINTLY

Since 2011, all unionized staff in the central administration are eligible for PAM workshops, with a total of 88 departments and agencies participating

How to Obtain Workshops and Discussions

- Submission of online requests for in-person workshops or virtual discussions after management and the union have agreed on a suitable topic and date.
- **No fixed schedule** for learning activities, except for occupational health and safety training.
- Co-organizers play an active role in coordinating learning activities with the support of JLP staff.
- In-person workshops: find a venue and promote the session to recruit 15 to 20 participants. A small budget is available to help with logistics.
- Virtual discussions: provide a virtual platform and recruit 12 to 15 participants.
- All JLP learning activities are free.

The image shows a circular inset of a web form titled "DEMANDE D'ATELIER". The form is in French and contains the following fields and sections:

- DEMANDE D'ATELIER** (Workshop Request)
- Demande d'atelier** (Workshop request)
- Lieu suggéré :** (Suggested location)
- Ville :** (City)
- Thème :** (Topic)
- Ministère/Agence :** (Ministry/Agency)
- Province :** (Province)
- Région :** (Region)
- Langue :** (Language)
- Durée :** (Duration)
- Organisez-vous cet atelier conjointement avec un(e) autre ministère/agence ?** (Do you organize this workshop jointly with another ministry/agency?)
- Syndicat :** (Union)
- Élément :** (Element)
- Si votre atelier est organisé conjointement avec d'autres syndicats(S), S.F.P., les identifier dans la liste ci-dessous.** (If your workshop is organized jointly with other unions(S), S.F.P., identify them in the list below.)
- REPRÉSENTANT/REPRÉSENTANTE - SYNDICAT** (Union Representative)
- Nom :** (Name)

How to Become a JLP Facilitator

- **Who is it for?**
 - Unionized staff of the central public administration and employer representatives.
- **Requirements**
 - A commitment to co-facilitate 5 PAM workshop-discussions over a period of 18 months... But you can continue beyond that!
- **Questions and Answers**
 - <https://www.jlp-pam.ca/qafac-facqr-eng>
- **Submit your Application**
 - <https://www.jlp-pam.ca/admin/en/facilitat/create-creer>

Participants Feedback

Here are some comments mentioned by participants during the workshops and/or discussions:

Having had the opportunity to discuss sometimes sensitive topics in a safe discussion space;

Having benefited from access to tools, materials, and avenues for reflection developed collaboratively by the TBS (Treasury Board Secretariat) and the PSAC (Public Service Alliance of Canada);

Having become aware of biases, prejudices, and their impact on maintaining racism in society and in the workplace;

Having gained a better understanding of the realities experienced by racialized people;

Having benefited from pooling the group's experiences and knowledge, which strengthened relationships;

Having developed a common understanding and language to create a respectful, open, and inclusive environment.

Highlights – JLP National Capital Region

- In 2025, the PAM in the NCR offered more than **93** learning activities, more than two-thirds of which were in-person workshops.
- The PAM-NCR has **110 active facilitators**, half of whom are union-representative facilitators.
- In 2025, across all PAM regions in Canada, there were **586** learning activities, more than a third of which focused on Understanding the Collective Agreement.
- In addition to the central administration, PAM is conducting pilot projects with the Canadian Food Inspection Agency (CFIA), Parks Canada, and the Canadian Centre for Cyber Security (CCCS).

This Year We Are Celebrating Our 25th Anniversary



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On February 17th, We
Gave Our 10 000th
Learning Workshop.



Invite Your Negotiated Program into Your Workplaces

PAM learning activities are accessible to everyone, free of charge and on request.

Take the first step in organizing an activity with: the support of PAM:

If you are a union representative or activist, contact your management.

Discuss opportunities to offer PAM activities to your members with

Your Labour-Management Consultation committee

The Learning and Human Resources managers

Your local or regional Occupational Health and Safety committee.

Encourage your members to include PAM activities in their learning plans.

You can also apply to become a PAM facilitator—a unique opportunity to contribute and gain valuable, transferable skills.

Want to learn more? Contact the PAM regional coordinators in your area. Their contact details are available on the PAM website.





**Questions ?
Comments?**



For more information on the learning activities of
the Joint Learning Program, visit the website. :
www.jlp-pam.ca



THANK YOU

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