



OFFICIAL USE ONLY Agreement N°: 060119

Agreement to Implement Employment Equity

- New Agreement
Revised Agreement

ORGANIZATION
Legal Name of Organization: General Electric Canada
Parent company is located outside Canada: No
Operating Name: -
Procurement Business Number:
Total number of employees in Canada: 6500
Organization's NAICS Code No: 811310

Official use only (If information above is incorrect)
Procurement Business Number
Total number of employees in Canada
Organization's NAICS Code No

HEAD OFFICE
Address: 2300 Meadowvale Blvd
City: Mississauga
Province: ON
Postal Code: L5N 5P9
Telephone Number: 905-858-5100
Fax Number:

EMPLOYMENT EQUITY CONTACT
Name: Michele Gougem
Title: HR Manager - Client Services / Diversity
E-mail Address: michele.gougem@ge.com
Telephone Number: 905-858-6660

CERTIFICATION
The above-named organization:
- having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND
- intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes).
Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument...

SIGNATORY
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.
Name: Anna Cvecich
Title: VP, Human Resources
E-mail Address: anna.cvecich@ge.com
Date: Oct 23, 2013

RETURN INSTRUCTIONS
IMPORTANT
The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@esdc-esdc.gc.ca

WEP attach

emailed Nov. 7 2013



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **General Electric Canada** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **060119**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) 29-Sept-2017 for the following reason(s):

(Please describe) * **We have had a change of staff in the HR team, and the manager that previously submitted the initial FCP entry is no longer available to help clarify the first General Electric Canada data. The new manager therefore taking over is starting the data collection from scratch.**

* **There are several gaps in our employee data that will require time consuming exercises to fill in updated NOC and NAICS codes due to an update our internal job title system.**

* **We are anticipating the summer months being vacation time of choice for several of the team members involved in this latest submission, therefore taking this into account.**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

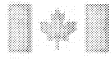
Name: **Sonia Boyle**

Position Title: **Vice President, Human Resources**

Email address: **sonia.boyle@ge.com**

Telephone number: **905 858 5395**

Business address: **2300 Meadowvale Blvd, Mississauga, ON L5N 5P9**

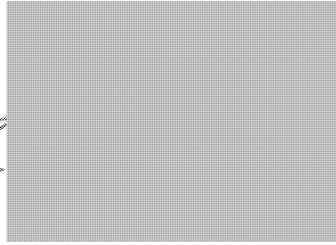


Employment and
Social Development Canada

Emploi et
Développement social Canada

Signature: _____

Date: 22 - JUNE - _____



-----Original Message-----

From: Normandin, Ward W [NC] On Behalf Of EE-EME

Sent: June 23, 2017 2:56 PM

To: 'Younes, Lama (GE Global)' <lama.younes@ge.com>

Cc: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>; Harvey, Anupa A [NC] <anupa.harvey@hrsdc-rhdcc.gc.ca>;

Normandin, Ward W [NC] <ward.normandin@labour-travail.gc.ca>

Subject: Subject: Request for Extension to Submit Federal Contractors Program Compliance Assessment Information

Good afternoon,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until September 29, 2017.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Anupa Harvey

Manager, Operations, Workplace Equity, Labour Program Employment and Social Development Canada / Government of Canada anupa.harvey@labour-travail.gc.ca / Tel: 902-654-5232

-----Original Message-----

From: Younes, Lama (GE Global) [<mailto:lama.younes@ge.com>]

Sent: 2017-06-22 12:46 PM

To: Normandin, Ward W [NC]

Cc: EE-EME; Younes, Lama (GE Global)

Subject: Re: EXT: RE: conference call request

Hi Ward,

Thanks again for your time on the call and your guidance. I've started accumulating the data as discussed, so it's clear now for the next steps going forward.

As discussed, please find attached the form for extension, signed by our VP of HR, Sonia Boyle.

I will be staying in close touch during the coming steps as we've discussed anyway as I would like to ensure we're going down the right path.

Thanks!

Lama Younes
Senior EHRM
GGO & Capital IF

T +1 905 858 6660 | M +1 416 526 3064

2300 Meadowvale Blvd. | Mississauga, ON L5N 5P9 (Internal Mailstop T48) General Electric Canada

On 2017-06-20, 3:27 PM, "ward.normandin@labour-travail.gc.ca"
<ward.normandin@labour-travail.gc.ca> wrote:

>Hi Lama,

>

>It was a pleasure speaking with you today. I'm happy that I was able
>to help lower your stress levels about the Second Compliance
>Assessment. :)

>

>As promised, please find attached an extension request form. Please
>complete the form and return it to my attention (with the general email
>box in cc in case I am away).

>

>If you have any questions feel free to contact me.

>

>Cheers,

>Ward

>

>Ward Normandin

>

>Agent de programmes, Programme du travail Emploi et Développement
>social Canada / Gouvernement du Canada
>ward.normandin@labour-travail.gc.ca / Tél. : 819-654-4334

>

>Program Officer, Labour Program

>Employment and Social Development Canada / Government of Canada

>ward.normandin@labour-travail.gc.ca / Tel. : 819-654-4334

>

>

>-----Original Message-----

>From: Younes, Lama (GE Global) [<mailto:lama.younes@ge.com>]

>Sent: 2017-06-20 10:26 AM

>To: Normandin, Ward W [NC]

>Subject: Re: EXT: RE: conference call request

>

>Excellent, thank you! Talk to you at 2:00

>

>

>Lama Younes

>Senior EHRM
>GGO & Capital IF
>
>T +1 905 858 6660 | M +1 416 526 3064
>
>2300 Meadowvale Blvd. | Mississauga, ON L5N 5P9 (Internal Mailstop
>T48) General Electric Canada
>
>
>
>
>
>On 2017-06-19, 3:39 PM, "ward.normandin@labour-travail.gc.ca"
><ward.normandin@labour-travail.gc.ca> wrote:
>
>>Hi Lama,
>>
>>Sorry that I missed your call. I ended up in a few meetings this
>>afternoon. Tomorrow afternoon works for me. Let's schedule a meeting
>>at
>>2:00 pm. Please call me at my direct number (the one you stated -
>>819-654-4334).
>>
>>Talk then!
>>
>>Cheers,
>>Ward
>>
>>Ward Normandin
>>
>>Agent de programmes, Programme du travail Emploi et Développement
>>social Canada / Gouvernement du Canada
>>ward.normandin@labour-travail.gc.ca / Tél. : 819-654-4334
>>
>>Program Officer, Labour Program
>>Employment and Social Development Canada / Government of Canada
>>ward.normandin@labour-travail.gc.ca / Tel. : 819-654-4334
>>
>>
>>-----Original Message-----
>>From: Younes, Lama (GE Global) [<mailto:lama.younes@ge.com>]
>>Sent: 2017-06-19 3:07 PM
>>To: Normandin, Ward W [NC]
>>Subject: conference call request
>>
>>Hi Ward,
>>We're playing phone tag on voicemail :) I just received yours this
>>morning, and wanted to call you back to check in if we can indeed set

>>up time for a conference call like you suggested. That would be really
>>helpful.
>>
>>Is there any chance I can catch you tomorrow afternoon? I'm wide open
>>between 2:00-4:00, so any time then that might suite you?
>>And would you like me to call your direct number for that? I had noted
>>down 819-654-4334.
>>
>>Thanks!
>>
>>
>>Lama Younes
>>Senior EHRM
>>GGO & Capital IF
>>
>>T +1 905 858 6660 | M +1 416 526 3064
>>
>>2300 Meadowvale Blvd. | Mississauga, ON L5N 5P9 (Internal Mailstop
>>T48) General Electric Canada
>>
>>Unsubscribe from GE's commercial electronic messages:
>>http://sc.ge.com/*casl-unsubscribe
>>Désabonner des messages électroniques commerciaux de GE:
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>Désabonner des messages électroniques commerciaux de GE:
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Unsubscribe from GE's commercial electronic messages: http://sc.ge.com/*casl-unsubscribe
Désabonner des messages électroniques commerciaux de GE: http://sc.ge.com/*lcap-desabonnement



FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2015-10-27 to 2017-07-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	1762	2	0	1764	Calgary	260	0	0	260
Québec	2265	3	0	2268	Edmonton	227	0	0	227
Nova Scotia	25	0	0	25	Montréal	74	0	0	74
New Brunswick	14	0	0	14	Toronto	957	2	0	959
Manitoba	173	3	0	176	Vancouver	198	0	0	198
British Columbia	287	2	0	289	Winnipeg	15	0	0	15
Prince Edward Island	3	0	0	3	Peterborough	385	0	0	385
Saskatchewan	29	0	0	29	Guelph	1	0	0	1
Alberta	807	0	0	807	Saskatoon	1	0	0	1
Newfoundland and Labrador	59	0	0	59	Alta. less CMAs	320	0	0	320
Total Employees in Canada				5434	B.C. less CMAs	89	2	0	91
					Man. less CMA	158	3	0	161
					N.B. less CMA	14	0	0	14
					N.S. less CMA	25	0	0	25
					Nfld.Lab. less CMA	59	0	0	59
					Ont. less CMAs	419	0	0	419
					P.E.I.	3	0	0	3



General Electric Canada Inc. (certificate # 060119)

Form 1

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2015-10-27 to 2017-07-31

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Que. less CMAs	2191	3	0	2194
Sask. less CMA	28	0	0	28
Total Employees in Canada		▶		5434

General Electric Canada Inc. (certificate # 060119)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2015-10-27 to 2017-07-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	7	7										
Middle and Other Managers	212	168	44							12	9	3
Professionals	1167	961	206	3	3		6	4	2	81	58	23
Semi-Professionals and Technicians	376	256	120	4	2	2	1	1		12	8	4
Supervisors	2	2										
Administrative and Senior Clerical Personnel	42	13	29							2	1	1
Skilled Sales and Service Personnel	15	4	11							2		2
Skilled Crafts and Trades Workers	76	69	7							2	2	
Clerical Personnel	24	8	16							8	2	6
Intermediate Sales and Service Personnel	2	1	1							2	1	1
Semi-Skilled Manual Workers	195	177	18	1		1				3	2	1
Other Sales and Service Personnel	7	7								5	5	
Total Number of Employees Hired	2125	1673	452	8	5	3	7	5	2	129	88	41



General Electric Canada Inc. (certificate # 060119)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / National
Reporting Period 2015-10-27 to 2017-07-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	6	5	1									
Total Number of Employees Hired	6	5	1									



General Electric Canada Inc. (certificate # 060119)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-10-27 to 2017-07-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	4	4								2	2	
Middle and Other Managers	182	145	37	3	2	1	2	1	1	21	13	8
Professionals	605	497	108	5	4	1	5	3	2	44	32	12
Semi-Professionals and Technicians	39	35	4							6	5	1
Supervisors	4	3	1									
Administrative and Senior Clerical Personnel	9	3	6									
Skilled Sales and Service Personnel	3	1	2									
Skilled Crafts and Trades Workers	2	1	1									
Clerical Personnel	4	2	2							1		1
Intermediate Sales and Service Personnel	2	2										
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Promoted	855	694	161	8	6	2	7	4	3	74	52	22
Total Number of Promotions	899	723	176	8	6	2	7	4	3	76	54	22



General Electric Canada Inc. (certificate # 060119)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2015-10-27 to 2017-07-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2	2										
Total Number of Employees Promoted	2	2										
Total Number of Promotions	2	2										



General Electric Canada Inc. (certificate # 060119)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Temporary / National
Reporting Period 2015-10-27 to 2017-07-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	1	1										
Total Number of Employees Promoted	1	1										
Total Number of Promotions	1	1										



General Electric Canada Inc. (certificate # 060119)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2015-10-27 to 2017-07-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	12	8	4							3		3
Middle and Other Managers	175	139	36	1	1		1	1		29	25	4
Professionals	229	170	59	2	2		2	1	1	43	30	13
Semi-Professionals and Technicians	160	136	24	2	2		1	1		20	14	6
Supervisors	12	10	2							2	2	
Supervisors: Crafts and Trades	53	48	5							5	4	1
Administrative and Senior Clerical Personnel	21	6	15							3	2	1
Skilled Sales and Service Personnel	8	5	3									
Skilled Crafts and Trades Workers	22	22										
Clerical Personnel	49	23	26	1	1		1	1		8	5	3
Intermediate Sales and Service Personnel	21	11	10							3	3	
Semi-Skilled Manual Workers	77	67	10	3	3		3	3		14	13	1
Other Sales and Service Personnel	1		1							1		1
Total Number of Employees Terminated	840	645	195	9	9		8	7	1	131	98	33



General Electric Canada Inc. (certificate # 060119)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2015-10-27 to 2017-07-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Supervisors	1	1										
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Terminated	3	2	1									



Workplace Equity Information Management System - General Electric Canada Inc.

Workforce Analysis - Summary Report

Date: 2017-10-04

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	36	10	27.8 %	27.4 %	10	0
02 : Middle and Other Managers	811	192	23.7 %	38.9 %	315	-123
03 : Professionals	2397	466	19.4 %	31.1 %	745	-279
04 : Semi-Professionals and Technicians	1082	222	20.5 %	11.9 %	129	93
05 : Supervisors	27	13	48.1 %	54.4 %	15	-2
06 : Supervisors: Crafts and Trades	17	1	5.9 %	5.6 %	1	0
07 : Administrative and Senior Clerical Personnel	88	49	55.7 %	85.5 %	75	-26
08 : Skilled Sales and Service Personnel	73	45	61.6 %	28.1 %	21	24
09 : Skilled Crafts and Trades Workers	208	10	4.8 %	4.1 %	9	1
10 : Clerical Personnel	148	67	45.3 %	66.9 %	99	-32
11 : Intermediate Sales and Service Personnel	15	8	53.3 %	64.9 %	10	-2
12 : Semi-Skilled Manual Workers	446	60	13.5 %	18.1 %	81	-21
13 : Other Sales and Service Personnel	51	18	35.3 %	55.9 %	29	-11
Total	5399	1161	21.5 %	28.5 %	1539	-378

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-10-04

Employment Equity Occupational Group	Aboriginal Peoples		Aboriginal Peoples		Availability	Gap
	All Employees	Representation	%	%		
	#	#	%	%	#	#
01 : Senior Managers	36	0	0.0 %	2.9 %	1	-1
02 : Middle and Other Managers	811	11	1.4 %	2.2 %	18	-7
03 : Professionals	2397	15	0.6 %	1.2 %	29	-14
04 : Semi-Professionals and Technicians	1082	6	0.6 %	1.1 %	12	-6
05 : Supervisors	27	0	0.0 %	1.8 %	0	0
06 : Supervisors: Crafts and Trades	17	1	5.9 %	3.2 %	1	0
07 : Administrative and Senior Clerical Personnel	88	0	0.0 %	2.8 %	2	-2
08 : Skilled Sales and Service Personnel	73	2	2.7 %	1.2 %	1	1
09 : Skilled Crafts and Trades Workers	208	0	0.0 %	2.1 %	4	-4
10 : Clerical Personnel	148	2	1.4 %	1.8 %	3	-1
11 : Intermediate Sales and Service Personnel	15	0	0.0 %	1.1 %	0	0
12 : Semi-Skilled Manual Workers	446	4	0.9 %	4.1 %	18	-14
13 : Other Sales and Service Personnel	51	0	0.0 %	3.0 %	2	-2
Total	5399	41	0.8 %	1.7 %	91	-50

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - General Electric Canada Inc.

Workforce Analysis - Summary Report

Date: 2017-10-04

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	36	6	16.7 %	10.1 %	4	2
02 : Middle and Other Managers	811	146	18.0 %	15.0 %	122	24
03 : Professionals	2397	380	15.9 %	28.7 %	688	-308
04 : Semi-Professionals and Technicians	1082	87	8.0 %	13.2 %	143	-56
05 : Supervisors	27	4	14.8 %	30.8 %	8	-4
06 : Supervisors: Crafts and Trades	17	6	35.3 %	11.2 %	2	4
07 : Administrative and Senior Clerical Personnel	88	5	5.7 %	9.4 %	8	-3
08 : Skilled Sales and Service Personnel	73	9	12.3 %	16.9 %	12	-3
09 : Skilled Crafts and Trades Workers	208	9	4.3 %	10.6 %	22	-13
10 : Clerical Personnel	148	37	25.0 %	32.3 %	48	-11
11 : Intermediate Sales and Service Personnel	15	8	53.3 %	42.6 %	6	2
12 : Semi-Skilled Manual Workers	446	25	5.6 %	10.6 %	47	-22
13 : Other Sales and Service Personnel	51	17	33.3 %	42.3 %	22	-5
Total	5399	739	13.7 %	21.0 %	1132	-393

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-10-04

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation	Persons with Disabilities		Availability	Gap
	#	#	%	%	#	#
01/02 : Managers	847	12	1.4 %	4.3 %	36	-24
03 : Professionals	2397	15	0.6 %	3.8 %	91	-76
04 : Semi-Professionals and Technicians	1082	11	1.0 %	4.6 %	50	-39
05 : Supervisors	27	0	0.0 %	13.9 %	4	-4
06 : Supervisors: Crafts and Trades	17	0	0.0 %	7.8 %	1	-1
07 : Administrative and Senior Clerical Personnel	88	0	0.0 %	3.4 %	3	-3
08 : Skilled Sales and Service Personnel	73	1	1.4 %	3.5 %	3	-2
09 : Skilled Crafts and Trades Workers	208	4	1.9 %	3.8 %	8	-4
10 : Clerical Personnel	148	5	3.4 %	7.0 %	10	-5
11 : Intermediate Sales and Service Personnel	15	0	0.0 %	5.6 %	1	-1
12 : Semi-Skilled Manual Workers	446	9	2.0 %	4.8 %	21	-12
13 : Other Sales and Service Personnel	51	0	0.0 %	6.3 %	3	-3
Total	5399	57	1.0 %	4.3 %	231	-174

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-10-04

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Set to defaults

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA

Workforce Analysis - Summary Report

Date: 2017-10-04

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National

From: Normandin, Ward W [NC]
Sent: December 29, 2017 11:32 AM
To: elyse.allan@ge.com
Cc: sonia.boyle@ge.com; Younes, Lama (GE Global) <lama.younes@ge.com>
Subject: Government of Canada Agreement Number: 060119 – Notification of Compliance with the Federal Contractors Program

Dear Ms. Allan,

Further to our earlier email of December 14, 2017, your file underwent a secondary review. As a result of this review, General Electric Canada Inc. continues to be found in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act and further recommendations have been added for your consideration.

The purpose of this subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of General Electric Canada Inc.'s employment equity program.

- We acknowledge your organization's explanation for not setting goals in all categories, and we encourage you to hire and promote employees in designated groups as opportunities arise. Despite the current situation, there may be opportunities to hire or promote as a result of retirements or unexpected departures. For these reasons, we encourage you to set goals for all gaps found in the current workforce analysis. Expressing goals as a percentage, as you have recently done will allow for greater flexibility in cases of staff reduction or expansions in specific occupational groups.
- We encourage your organization to increase your short term goals (2017-2020) to ensure that they are at least equal to the Labour Market Availability for each Employment Equity Occupational Group and designated group where a gap exists.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be due on 2020-07-09. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, General Electric Canada Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

The FCP does not prescribe measures to be undertaken. Each federal contractor is encouraged to implement employment equity in ways that are meaningful and relevant to their organization. Evidence of reasonable efforts could include:

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Finally, you will find attached a summary of your organizations' employment equity results for women, Aboriginal peoples and members of visible minorities compared to the other services (except public administration) sector and the overall Canadian labour market availability. Please note that the labour market availability at the industry level is not available for persons with disabilities. Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrscd-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish General Electric Canada Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrscd-rhdcc.gc.ca

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrscd-rhdcc.gc.ca



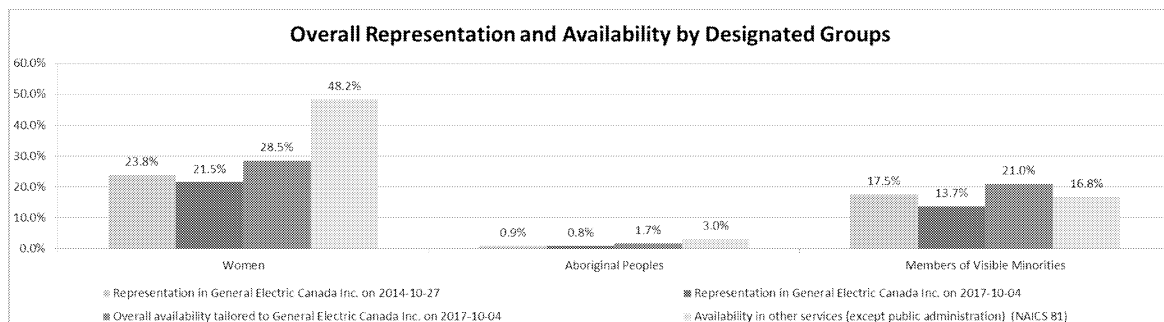
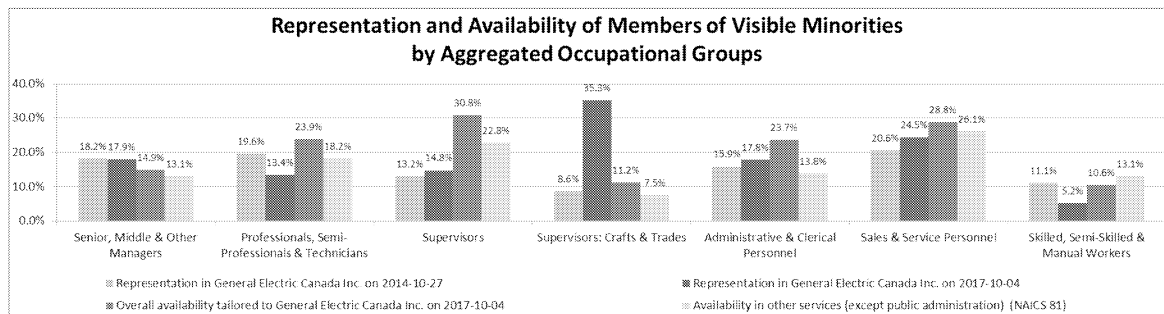
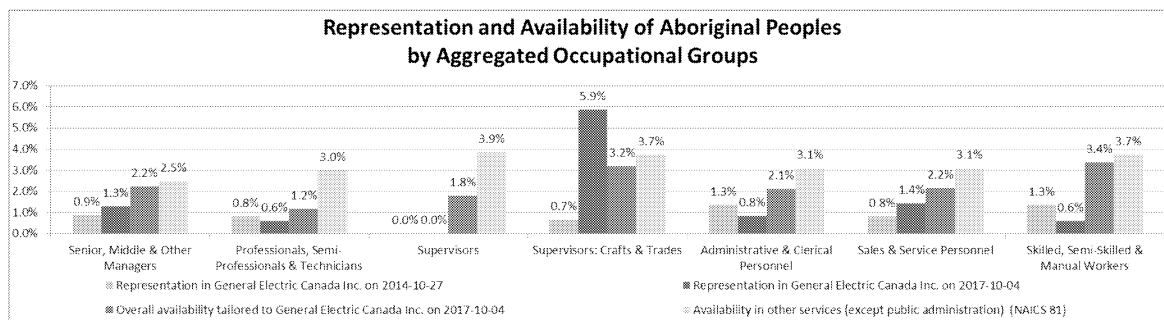
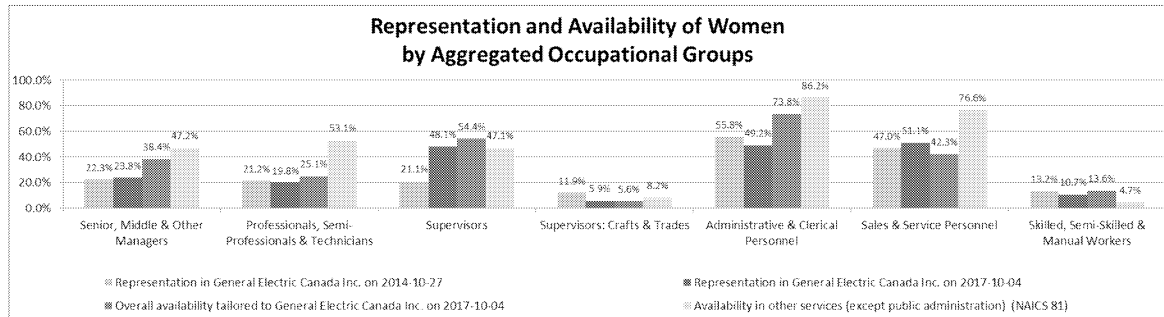
Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre! Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

Attachment

Summary of General Electric Canada Inc.'s Employment Equity Results

In the charts below, the representation of women, Aboriginal peoples and members of visible minorities at the overall and aggregated Employment Equity Occupational Group (EEOG) levels in General Electric Canada Inc. based on your organization's submission are compared to the other services (except public administration) sector and the overall Canadian labour market availability.

Note: The Canadian labour market availability at the industry level for persons with disabilities is not available.



The 14 EEOGs have been aggregated as follows:

- EEOG 1 Senior Managers and EEOG 2 Middle and Other Managers
- EEOG 3 Professionals and EEOG 4 Semi-Professionals and Technicians
- EEOG 5 Supervisors
- EEOG 6 Supervisors: Crafts and Trades
- EEOG 7 Administrative and Senior Clerical Personnel and EEOG 10 Clerical Personnel
- EEOG 8 Skilled Sales and Service Personnel, EEOG 11 Intermediate Sales and Service Personnel and EEOG 13 Other Sales and Service Personnel
- EEOG 9 Skilled Crafts and Trades Workers, EEOG 12 Semi-Skilled Manual Workers and EEOG 14 Other Manual Workers



GE Canada
2300 Meadowvale Blvd
Mississauga, ON L5N 5P9
Canada

October 19, 2017

Ward Normandin
Program Officer, Labour Program
Employment and Social Development Canada

Agreement to Implement Employment Equity Number: 060119

Re: Federal Contract Program – Second Assessment

Dear Mr. Normandin,

In effort to comply with our second assessment, I am providing the following documents:

1. Workforce Analysis Reports: Summary and Detailed report for our organization
2. Achievement table (includes our updated short and long term goals)
3. Forms 1, 4, 5 and 6

We hope this information is adequate for your review. I would like to thank you for your advice and support in the last few months to help us successfully complete this process.

Yours Truly,

A handwritten signature in black ink, appearing to read 'Lama Younes'.

Lama Younes
Human Resources Manager
GE Canada

From: Younes, Lama (GE Global) <lama.younes@ge.com>
Sent: December 13, 2017 2:45 PM
To: Normandin, Ward W [NC] <ward.normandin@labour-travail.gc.ca>
Subject: Re: FCP 2017 Submission - GE Canada

Hi Ward,

Ok, per our most recent call today, here are some of the written notes regarding the smaller numbers in the short term goals:

- We experienced 40-50% lay offs in our Corporate group across the country in November/December
- GE Power just announced (globally) that they will cut about 14% of their workforce, which will affect Canada directly also. We don't have the exact number yet as it's in progress now, but it should be consistent with the global expectation of 14%
- Our Peterborough manufacturing site is being liquidated now (300+ employees) and will be shut down in 2018

I hope that helps clarify the short term goals numbers. Please don't hesitate to let me know if I can help provide anything further.

Thanks!

Lama Younes
Senior EHRM
GGO & Capital IF

T +1 905 858 6660 | M +1 416 526 3064

2300 Meadowvale Blvd. | Mississauga, ON L5N 5P9
(Internal Mailstop T48)
General Electric Canada

From: "Younes, Lama (GE Global)" <lama.younes@ge.com>
Date: Wednesday, December 13, 2017 at 11:03 AM
To: "ward.normandin@labour-travail.gc.ca" <ward.normandin@labour-travail.gc.ca>
Subject: Re: FCP 2017 Submission - GE Canada

Sounds good, thank you!

Lama Younes
Senior EHRM
GGO & Capital IF

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2300 Meadowvale Blvd. | Mississauga, ON L5N 5P9
(Internal Mailstop T48)
General Electric Canada

From: "ward.normandin@labour-travail.gc.ca" <ward.normandin@labour-travail.gc.ca>
Date: Wednesday, December 13, 2017 at 11:02 AM
To: "Younes, Lama (GE Global)" <lama.younes@ge.com>
Subject: EXT: RE: FCP 2017 Submission - GE Canada

Hi Lama,

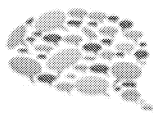
Thank you so much for responding so promptly. I will perform the analysis today – you should hear again from me this week. ☺

All the best!
Ward

Ward Normandin

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ward.normandin@labour-travail.gc.ca / Tél. : 819-654-4334

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
ward.normandin@labour-travail.gc.ca / Tel. : 819-654-4334



Rejoignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!
Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

From: Younes, Lama (GE Global) [<mailto:lama.younes@ge.com>]
Sent: 2017-12-13 11:00 AM
To: Normandin, Ward W [NC]
Subject: Re: FCP 2017 Submission - GE Canada

Hi Ward,
Please find attached the Achievement Table. Sorry if I missed it in the uploads!

Please don't hesitate to let me know if I can help providing anything else..

Thanks!

Lama Younes
Senior EHRM
GGO & Capital IF

T +1 905 858 6660 | M +1 416 526 3064

2300 Meadowvale Blvd. | Mississauga, ON L5N 5P9
(Internal Mailstop T48)
General Electric Canada

From: "ward.normandin@labour-travail.gc.ca" <ward.normandin@labour-travail.gc.ca>
Date: Friday, October 20, 2017 at 8:32 AM

To: "Younes, Lama (GE Global)" <lama.younes@ge.com>

Subject: EXT: RE: FCP 2017 Submission - GE Canada

Good morning Lama,

Thank you for submitting the completed second compliance assessment! And thank you for the kind words - it was a pleasure working with you and I was very happy to help you through the process. We will be analyzing GE Canada's submission over the next weeks and will contact you if we have any questions.

Thank you again.

Best regards,
Ward

Ward Normandin

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ward.normandin@labour-travail.gc.ca / Tél. : 819-654-4334

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
ward.normandin@labour-travail.gc.ca / Tel. : 819-654-4334

From: Younes, Lama (GE Global) [<mailto:lama.younes@ge.com>]

Sent: 2017-10-19 3:46 PM

To: Normandin, Ward W [NC]

Cc: Younes, Lama (GE Global)

Subject: FCP 2017 Submission - GE Canada

Hi Ward,

I'm happy to formally submit the last pieces of the assessment for GE Canada for 2017. Please see the Cover Letter attached with some details, including a list of all other attachments that are in this email.

I would like to personally thank you again for all the guidance you have provided through this step by step. It has been extremely valuable in putting this together for a company of this magnitude and size.

I look forward to hearing from you if there is anything further I may have missed at this point in time to complete what you need.

Thanks,

Lama Younes
Senior EHRM
GGO & Capital IF

T +1 905 858 6660 | M +1 416 526 3064

2300 Meadowvale Blvd. | Mississauga, ON L5N 5P9
(Internal Mailstop T48)

General Electric Canada

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