

## Agenda item #10

### REPORT OF THE NATIONAL EXECUTIVE VICE-PRESIDENT CRYSTAL WARNER OCTOBER 2018

My last official report to the National Executive and to the members of CEIU was March 2018. To say that things have been busy at the National Office would be an understatement. We have made some significant changes to our operations and have accomplished much progressive work on behalf of our members. Although work/life balance feels like a bit of a myth in these roles, I ensured I took a few weeks of vacation over the summer and enjoyed the much-needed break with my friends and family.

The PSAC Triennial convention was a forum for our component to shine. I am incredibly proud of our caucus. We successfully changed the PSAC national budget to offset funding reductions to young worker committees. One of our own ran an impressive campaign for National President. Our delegates worked hard all week, caucusing early in the morning, and debating resolutions late into the night. We were very clearly a team at convention, and I could not have been prouder of the work we accomplished on behalf of our members.

As well, my pride for our activists resurfaced yet again at the PSAC bargaining conference. For the first time in our known history, four members of CEIU were elected to the PA bargaining team. We have representation from EI processing, call centres, our front ends, and immigration, affording a voice and a platform to most of our members at CEIU.

Internally, CEIU has welcomed our new Director of Representation & Labour Relations, Guy Boulanger. A former member of CEIU, local president, regional activist, National Union Representative for the Quebec Region, and finally, Senior National Union Representative, Guy brings with him years of service to CEIU, as well as a deep technical and activist understanding of representation, in addition to a plethora of experience in labour relations. Today's internal operations are running at new heights at CEIU with Guy's capacity to our representation staff as a new level of technical support, as

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well as his assistance to myself and our National President in overseeing labour relations with our staff at CEIU. I am pleased to report that we could not be more confident in Guy's capacity in his new role and we have heard extremely positive feedback from both our activists and staff. Guy and I work closely together daily, overseeing the representation and labour relations aspects of our component and staff.

Following another recommendation by the Service Needs Delivery ad-hoc committee of the National Executive, a new temporary role at CEIU has been created to mobilize and engage our members. Todd Ferguson, former NUR for our Ontario region, was the successful candidate to the Membership Engagement Office position. Reporting to me directly, this role will promote mobilization and engagement of our grassroots members, assist with communications, training, and outreach, as well as a wide variety of local, regional and national campaign support. Only a few weeks into the role, we have had tangible successes that indicate our outside thinking in creating this position will only serve to benefit the members of CEIU.

I continue to oversee the work of our six national committees and would like to take this opportunity to highlight the work of our National Human Rights and Race Relations committee lead by our HRRR NVP, Sebastien Rodrigues. There will be an upcoming conference hosted by this committee in Winnipeg, taking advantage of the city's history during the 100<sup>th</sup> anniversary of the Winnipeg strike, as well as a planned dinner at the Human Rights museum. I hope many of you will apply to participate as both a delegate or observer to this event, which I know will be something to remember.

As well, our national IRB and IRCC committees came together for the first time to hold a joint meeting. As both of our immigration departments face scrutiny in response to the Trump effect south of our borders, causing an

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irregular refugee influx in our country, the need to come together and produce a report for the Immigration Minister emerged. This report was also shared with the House of Commons Standing Committee on Citizenship and Immigration, the deputy minister, and the media, where our advocacy landed us on the front page of major media sources.

In addition to lobbying several Members of Parliament over the last year, I also managed to appear before the House of Commons Standing Committee on Citizenship and Immigration to speak to the effects on our members because of a lack of staffing and resources at the IRB.

Our National President and I have tried to divide our time in the last few months visiting the regions. This is my favourite part of my role, taking the opportunity to visit with our activists and members. I also had the opportunity to visit Nova Scotia and do site visits for a week with our regional NVP Debbie Morris, an excellent opportunity to connect and hear the issues our members are facing in the workplaces directly. I would also like to thank the regional women's committees and human rights committees who have invited me to speak at conferences and training opportunities about intersectionality, feminism and the labour movement. Our activism is evolving and getting stronger thanks to the efforts of our members.

On the employer side of things, at Service Canada we have held several business lines meetings with respect to call centres, EI, CPP/OAS, and ongoing and serious concerns about the well being of our members working in the front end. Because of these varying concerns and following much discussion and negotiations with the employer as well as the other unions at ESDC, a decision was finally agreed to by all parties to form a third national employer business line meeting, affording the regions a venue to formally raise concerns from the regions. I am proud of the work that went into accomplishing this new committee, and thankful to everyone who assisted in

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organizing this new venture for our members to receive a new level of advocacy with the employer. We continue to fight the employer on their abuse of regional health and safety committees and look forward to a resolution following the five NJC grievances on this topic filed by CEIU.

IRCC Montreal locations are having some serious health concerns, and I had the opportunity to visit those work sites to help advocate for our members. As well, health and safety priorities at IRCC continue to be reviewed nationally, ensuring appropriate application of part II of the Canada Labour Code, especially with the introduction of ABW workspaces, commonly referred to by our activists as Office 1.0.

The IRB continues to be under scrutiny by Members of Parliament and the public, and concerns arising from the Neil Yates report about the creation of a new super agency are real. CEIU has been advocating to prevent this from happening from the worksites, to the press, to Parliament Hill. We will continue to work with the employer to try and achieve long term dedicated funding to the IRB to support higher staffing levels and necessary resources needed to serve Canadians and future Canadians in today's new world where asylum seekers are at risk the USA. ABW workspaces in Calgary have also raised health and safety concerns which we continue to challenge to the employer on.

Internally at CEIU, I am working with the staff and the employer to tackle an enormous grievance and job content, and Phoenix grievances backlog in each region as well as nationally at CEIU. The time has come to have some hard conversations internally as well as with the employer about how we approach representation and where our resources are being spent in advocating for our members. I expect to have a more complete report on this topic available to our members in my next NEVP report in the Spring.

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Recently, I had the opportunity to spend a half day with the new NEVP of the PSAC, Magali Picard. We spoke for hours about CEIU, about our members priorities, and our needs from PSAC. I look forward to continuing to establish a good working relationship with our PSAC NEVP.

Moving forward, I am overseeing a new website, a rebrand initiative, introduction of new communication tools, and an AED national day of action at CEIU. More to come on this in the coming months. But these are exciting times for our component as we progress on our engagement avenues into 2018.

In closing, I would like to thank the staff of CEIU for their never-ending dedication to our members. Introducing new tools for research and reference in the coming months I hope will help strengthen our ability to represent our members by providing necessary resources to our staff.

Finally, as always, I must acknowledge the members of our National Executive working tirelessly for our members every day, and our National President, who continues to support me in my work and is a true ally to the sisters of CEIU.

Thank you for the humbling privilege of allowing me to continue serving our members.

In solidarity,

Crystal Warner  
National Executive Vice-President