

Report to National Executive -Fall 2018

The spring of 2018 was very busy for BCYT. Site visits continued to be a focus as I attended average AGMs in the region. I was about to get to the vast majority of our locals prior to going on maternity leave.

We were able to have one of our largest President Conferences to date engaging new members. Each of our regional committees were also able to meet for a one day meeting. Each committee was able to put together a strategic plan for their year that they have been following through on. Engagement at all levels continues to be a focus for our committees.

We were able to continuing to support the learning of our activists through sending multiple observers to the PSAC bargaining conference and the Triennial convention. We have also had a very successful women's training session which engaged new activists with more established activists. The relationships built there will hopefully continue to be positive and uplifting.

As expected the region continues to be plagued by ongoing Phoenix issues. Multiple CEIU BCYT members were able to share their stories through the new video and ad campaign from the PSAC. The overwhelming statements from our members in our region is when can they start a grievance campaign and not waive the levels of hearing. the region has began the planning for a regional stewards network. This will allow for more experienced reps to pair with new stewards to mentor and assist on grievances. It also will help alleviate shortfalls of stewards in some of our locals. Currently we have our Fraser Valley district piloting this and the response has been positive so far.

We continue to face harassment and issues of violence in the workplace throughout BCYT. There have been numerous cases were we have staff being told to serve clients that are on the no trespass list. Management's response to this has been disappointing, indicating that the team leaders on site in each incident did not feel that there was immediate danger or threat there of, and felt the decisions to force a CSO to serve the client was warranted.

Across IRCC and Service Canada the staffing protocols and actions continue to be an issue. We continue to see large amounts of terms for 4 months less a day. We had seen some stabilization in Service Canada however this appears to be no longer the case and the use of term under and casuals has increased once again. The region did see a decent number of staff move from term to indeterminate throughout our BDS business lines. Irb is also in the process of hiring however does not appear to have the same level of contention in the hiring process.

Stephen Klaver assumed the role of NVP for the duration of my 4 month leave. He was able to ensure that the region continued to operate well and relations with management remained

positive. He also attended the BC federation of Labours Miners Memorial in member of Ginger Goodwin. Thank you to Stephen for seamlessly stepping in as NVP from June to October.

BCYT will continue to focus on engagement and building our network as we move into the fall with mobilization training and the federation of labour convention. We further have a variety of training for the locals in the works for the coming months. We are using a variety of methods from nine to in person in order to meet the high demand for training. I'm looking forward to a great fall and winter as we work to make the region stronger.

In solidarity,

Vanessa Miller