

Report of the NEVP to the September 2019 National Executive

Since my last report to the membership in April 2019, business has been anything usual at CEIU national headquarters.

To say we have been busy would be an understatement. The weekend following the National Executive (NE) meeting in April, CEIU held its first ever joint equity committee of our national Human Rights/Race Relations, National Women's and National Young Workers Committees. This event afforded us the opportunity to look at representation through an equity lens, and committee members benefited from training by Seema Lamba from the PSAC. The cross-committee collaboration made the event one we hope to repeat at CEIU. However, with three committees meeting in one weekend, it was a challenge for myself and our National President to give each group the attention they required during their individual meetings. That being said we look forward to continuing this tradition in the future and it was worth the effort in coordination.

Throughout this period, I continue to work with our staff union on collective bargaining, as well as co-chairing the joint health and safety committee, work from home committee, and equity committee. We look forward to implementing new policies at CEIU for employees who work from home as well as our jointly developed employment equity plan. I was pleased to be able to coordinate along with our Director of Representation & Labour Relations Guy Boulanger, a three day in person training for our National Union Representatives (NURs), which included facilitator training, health and safety committee training, job description and content grievance training, LGBTQ equity training, as well as a variety of other topics. I was also pleased to coordinate and oversee the in person administrative assistant training also held in Ottawa, where our administrative assistants collaborated to finalize an administrative manual for CEIU, the standard operating procedures for the usage of Unionware, and received training on NationBuilder to enable them to assist with the maintenance of regional websites.

During the period of April-September, I was able to attend the NCR, Quebec, Ontario and joint western regions presidents' conferences. I also participated in the Service Delivery committee meeting and oversaw the training of the NVP's who will be/are now handling second level grievances at CEIU.

I continue to participate along with our National President and staff support in SSM meetings with senior management at Service Canada in the wake of the CR04 SSM grievance victory. I also continue to co-chair the HRUMCC at Service Canada, the ad-hoc committee on front end security, participate at the SUMCC, and the NLMCC and NPHSC of all three departments. Additionally, as a result of a proposal I put forward to executive management at Service Canada, which was adopted by the five ESDC regional ADMs and the COO, we were able to put to rest the issue of regional health and safety committees by having them fall under the authority of the NPHSC – ensuring that our activists are protected by Part II of the Canada Labour Code. This was a big and long overdue victory at CEIU and puts this issue finally to a rest.

Over the past several months, along with Marco Angeli, NVP IRB, and the respective regional NVP's, I have had the opportunity to visit the IRB offices in Toronto, Montreal, Vancouver and the NCR. We met specifically with the PM-06 groups to discuss issues being faced by decision makers. We hope to move forward working the new IRB Chair and Executive Director on several issues affecting this group of employees, including unpaid overtime and classification reform.

While in each of these cities I was able to conduct site visits, along with additional dates in Toronto and Montreal respectively to visit our call centers, both at ESDC and IRCC. These were valuable opportunities to hear from the members on the shop floor about issues affecting them in the workplace. And to annoy management with my presence.

I was also able to coordinate and assist with the joint IRB/IRCC committee meetings, which assisted me in identifying ongoing issues at IRCC around staffing and job descriptions that will allow us to better serve our members and prioritize our focus within that department.

In July I took some vacation leave and had a staycation with my husband and two cats! I also used this time to volunteer for my local NDP candidate and have signed on to act as financial agent for my NDP riding association. I encourage all our members to participate in the upcoming federal election to best of their abilities and prevent a Conservative government from gaining power in Canada. I have also been spending time mentoring activists who've come forward and identified themselves as persons who are interested in leadership opportunities. I would also encourage activists holding leadership positions to give a little time to upcoming activists.

I have been overseeing many long-term and short-term projects at CEIU. Not the least of which was the exciting rebrand initiative. Our new logo is built on the idea that strength is a result of diversity, community and mutual support. The logomark consists of three individuals who form shields that together form the shape of a maple leaf. Consequently, this concept relates to the values of CEIU in that it grows and is strong in its representation of togetherness. From start to finish I am incredibly proud of the work done, and the high level of engagement by thousands of CEIU members who offered their insights and opinions about who and what CEIU means to them. We are excited to unveil the new logo at the upcoming HR/RR Conference!

Working with our mental health committee, we conducted a survey of our members concerning mental health in the workplace. Over 500 members completed this survey. I am proud of the work done by the mental health committee on this initiative and look forward to collaborating with them on the next steps.

CEIU is now also in the process of drafting a proposed kit for locals conducting orientation sessions for new members. We are also further working with our regional admins to develop a union orientation kit for new local executives in hopes of providing immediate resources to new activists.

With the assistance from our Membership Engagement Officer, we are formulating a strategy for CEIU to play a role in the upcoming federal election, involving targeting specific members of parliament who can be linked directly to the Phoenix pay system.

We are also working to revitalize our locals, including the re-structuring of our very large local at Edmonton Canada place, and the IRB in the NCR. We are also developing an action plan to activate our members working at the 1-800-O-Canada call centre and help PSAC to unionize non-union staff working there – if successful, this will be a first in CEIU history. This is a project I am very proud of and thank everyone to date involved.

As we move forward with the assistance of a Political Communications Officer, we look forward to creating a new internal communications strategy, as well as a social media strategy for our members. I am also happy to announce that regional websites have been launched and we are moving forward with the new look and feel of CEIU's online, bilingual, presence!

I would like to thank the staff of CEIU for their commitment to our members. With the recent decision of the National Executive regarding the relocation of the Ontario regional union office from Toronto to Ottawa, we understand there are concerns and many on going discussions are taking place with our members and staff. We remain ever optimistic about working collaboratively as we seek to strengthen our union by empowering our locals and elected leadership to become stronger advocates for our members, and by providing our staff with the resources they need to do their job. Despite structural changes within our union, we look forward to that collaboration with our staff in the name of our members.

I would like to extend a special thank you to my Executive Assistant, Lianne Bonneville, who has gone above and beyond this year assisting with national conferences and conventions, national committees, and just about anything and everything else that comes across her desk. She somehow manages to keep me on track and on top of things, and occasionally in check, and we would be much less capable as an organization without her loyalty, support and hard work.

To the members of our national executive, thank you for your limitless dedication and solidarity. It is my continued privilege to serve along side our National President. Working

collaboratively with Brother Bourque, even when we disagree, only serves to strengthen our union.

As always, I wish to thank our members for their activism and support, especially as we head into a potential strike – now more than ever will we be calling you to join us as we fight to protect our collective rights. It is my privilege to serve as your NEVP.

In Solidarity,

Crystal Warner

National Executive Vice-President