

## **REPORT OF THE NATIONAL PRESIDENT TO THE SEPTEMBER 2019 NATIONAL EXECUTIVE MEETING**

Sisters, Brothers and Friends,

We are less than one year to the official opening of our 2020 National Triennial Convention and there is still plenty of work to accomplish until then.

Since being elected as your National President back in February 2017, I have had the chance to meet a lot of our members out in the field and I believe it is important for our members to get to know their elected officers and for us to get to know the members we represent.

Some time ago I mentioned that I wanted to visit as many locals as I could from coast to coast to coast. So far, I have visited locals for Alberta/NWT/Nunavut with their NVP, Sister Arlene Ewaniuk. I have also had the chance to visit locals in NB/PEI with their NVP, Sister Rhonda Rumson, as well as locals in NL/NS with their NVP, Sister Debbie Morris.

From now to Spring 2020, I will make it one of my priorities to visit locals in the other regions which I have not yet had a chance to visit and I am taking this time to let those NVPs that I will be coming to visit their region. I am planning on hopefully visiting the BC/YT Locals with their NVP, Sister Vanessa Miller in the coming weeks. The members seem to appreciate meeting their elected officers and many of them have important questions and providing the answers in person is that much more rewarding for both us and for the members.

Since the last National Executive meeting, I have had the pleasure of attending, in the month of May, the NB/PEI Presidents' Conference, the Quebec Presidents' Conference, and the NL/NS Presidents' Conference. From May 31<sup>st</sup> to June 2<sup>nd</sup>, I attended the Ontario Presidents' Conference. I was also in attendance at the 1<sup>st</sup> Western Canada Regional Conference which was held in Winnipeg at the beginning of June.

The Service Needs Delivery Committee also met in May. Several recommendations were put forward by the Committee to the National Executive for approval. The recommendations were presented to the National Executive with some members in attendance in person and others by conference call.

The PSAC National Board of Directors met in Ottawa from June 18<sup>th</sup> to 20<sup>th</sup>. Sister Lynn Cartier, one of the NVPs for Quebec attended that meeting with me and surely hope that she was happy to attend. More DCL's are being organized by the PSAC and the Components are not being involved in the process and decisions. On behalf of CEIU, I donated \$1,000 to Bikers Against Child Abuse after the NBoD received a presentation.

The Ontario Regional Council invited me to a meeting on July 29<sup>th</sup>, to provide them with more information on the relocation of the Toronto Regional Union Office with the NCR Regional Union Office located in Ottawa. I was able to provide them with information that they could share with the members in Ontario.

I also attended some Local Annual General Meetings (AGM), when and where possible and as always, my schedule also consists of regular meetings with the three (3) departments which we represent: Service Canada/ESDC, IRCC and IRB as well as meetings of the other committees that I sit on.

I want to take a minute to thank Luc Pomerleau, the National Resources Officer who attends the Employer meetings with me and who has always had a quick turn-around time and provides the National Executive with his notes from these meetings for their information and action, where necessary.

## **IRCC & IRB**

On the weekend of June 15<sup>th</sup> -16<sup>th</sup>, 2019, a joint IRCC/IRB meeting was held. Members of both committees attended, first a meeting of their own committees, followed by the joint meeting.

The IRB Committee was pleased to welcome the IRB Chairperson, Richard Wex who accepted the invitation and came to address the Committee. He was joined by Barbara Wyant, the Director General of the Integrated

Resource Management Branch and Alan Ritchie, the Director for Values, Ethics and Disclosure.

CEIU had also invited Martha Morgan, the then Deputy Minister from IRCC who unfortunately advised that she would not be able to attend or send anyone on behalf of IRCC. I will, on behalf of the IRCC Committee, send invitations to the newly appointed IRCC Deputy Minister, and hopefully one day soon, she will be able to attend one of the Committee's meeting.

Essential Service Agreements with both IRCC and IRB was signed off between CEIU and these departments.

### **IRCC**

CEIU was also in attendance at two Joint Union Management Phoenix (JUMP) Committee meeting – one held on April 29 and the other on June 24<sup>th</sup>.

### **ESDC**

The SMSM-1102 grievance (CR-04 to PM-1 reclassification) continues to be an item of discussion since the union wants more of its members to be included. The Employer has offered the reclassification to some but not all.

The Essential Service Agreement with ESDC was signed back on May between CEIU and the department.

A working group consisting of union representatives and managers has been put in place to update the DTA Guidelines and find issues and areas of improvement.

There has also been some consultation to update the current Telework Directive. Unions and managers have been consulted back in 2018 but the Directive has not yet been updated and the Union continues to push for the revised version. There has also been some consultation on the harassment complaint process.

The Union has been hearing many concerns regarding administration investigations. Some members are being told by management to confess

before they find something, and members are feeling a lot of anxiety over this.

There are many reports nationally of offices in the front end being understaffed and members have concerns not feeling safe in the front end with hostile clients. With some frightening episodes that happened in the last few months, the Union did provide feedback to modify the Protocol for Dealing with Abusive Client Behaviors at Service Canada. The modified document has been shared with the unions. A Policy on Anti-Harassment in the Front-End has been developed.

### **Phoenix**

This “Phoenix nightmare” remains an issue as members are still reporting problems with their pays. After three (3) years, you would think that this government would have fixed the issue, but no, it remains a nightmare for our members.

The PSAC and its components are fighting to ensure that a monetary amount and not just an extra day of vacation is given to our members for all these years of stress over being paid correctly and the continuation of this dreadful thing called Phoenix.

Federal elections are coming up and members will not forget. Introduced by the Conservative and taken over by the Liberals, and yet, still there are problems. When will all of it stop?

### **National Human Rights/Race Relations Conference**

This past weekend, I attended the 2019 National Human Rights/Race Relations Conference in Winnipeg. Two speakers were invited by the HR/RR Committee and addressed the delegation on their issues – the 1<sup>st</sup> speaker spoke on Aboriginal issues and the other speaker spoke on behalf of transgendered persons and their issues. Resolutions were passed, some were defeated, but the delegates rose to the mikes to speak on these resolutions. The ones that were carried will now be submitted to the 2020 CEIU Convention.

As always, elections are part of the Conference and these were held to elect representatives and alternates for the HR/RR Committee. There will be new

faces on the Committee after the 2020 Convention, when the newly elected HR/RR Committee members take office. From what we heard from them, when they introduced themselves to the delegation at the Conference, they will be working hard and pushing the issues raised by our members.

I want to take this time to give thanks to Brother Sebastian Rodrigues, the NVP for Human Rights for a job well done. This was the first HR/RR Conference, where as Chair of the HR/RR Committee, part of his duties is to Chair the HR/RR Conference. He needs to be applauded for a job well done.

### **Closing remarks**

I wish to give thanks to the members of the National Executive for their continued support, their continued devotion to the members and for the numerous hours of work that they give to CEIU. The members elected all of us as their representatives, and we need to continue to push and show them that we are always fighting on their behalf.

To all Local Executives, thank you for your continued support. You are front and center with the members and there are numerous times where the work can be overwhelming. Being on a Local Executive is not an easy task. You put your names in the race, you were elected, and all of you support your members every day. You give of your time, efforts and devotion to the members and I want to thank everyone of you.

To the staff at the National Office and in the Regional Union Offices, times have been difficult this past year between CEIU as your Employer and you, the staff. On behalf of the National Executive, I am hopeful that we will move ahead in the coming months and show that in solidarity, we can and will continue to fight for the members of CEIU.

And I cannot forget my counterpart, Sister Warner. Every day we talk, either in person at the office, or by phone, and even if we don't always agree, we respect one another and come out together as a team! Thank you for being there for our members, for the staff and for me.

In closing, I want to remind the National Executive that we must continue to work together in building this Union and I promise our members that CEIU will be more effective in its communications with you, the members now that

we have found someone for the position of part-time bilingual Political Communications Officer.

In Solidarity,

*Eddy Bourque*

National President