

REPORT OF THE NVP FOR IRB

For the period from April 8 to September 18, 2019

Mental Health

Immediately following the last meeting of the National Executive, I attended the Conference Board of Canada's second annual Conference on Mental Health in the Capital, where I was able to interact with colleagues from other federal departments and representatives of the Canadian Mental Health Association amongst others.

For its part, the National Policy on Health and Safety Committee (NPHSC), of which I am still the co-chair for employees, has launched a new call out to replenish the membership of the Joint Sub-Committee (JSC) in mental health, the work of which is continuing. I have been attending and advising the JSC since its inception, almost 18 months ago. After an exhaustive analysis of the results of the "Guarding Minds at Work" survey, the JSC is preparing focus groups with the help of an external consultant on strategies the employees at the IRB would like to see implemented in order to improve psychological and mental health at work.

Regional Visits

My tour of the IRB Regions with our NEVP Crystal Warner, which began in March at the Eastern Regional Office in Montreal, continued with site visits of the Toronto and Etobicoke offices in the Central Region, followed by a visit of the Western Regional Office in Vancouver, and finally to the IRB NHQ in Ottawa. In each case, the NVPs for the respective regions were invited to join us if they could.

All visits began with a tour of the premises, followed by meetings with Board Members (PM-06) to discuss their issues and concerns, then with regional management and, of course, with our Brothers and Sisters of the local executive. These visits allowed us to show the Board Members by listening to them that they have full support from their union and that CEIU care for them too, just like all of our members.

Communications

My meetings and exchanges with our members across the country, including the IRB Board Members (PM-06), demonstrated as if that was even necessary the desperate need to put in place an effective two-way communication system with them. I am counting on the new image of the CEIU brand and our revamped website to work on having an IRB-specific page that would include among others a regular newsletter.

One of the follow-ups to be done is the survey of the Board Members, which was left out with the collective departures of the previous local executives in Montreal who had worked extensively on that survey, as well as on a consultation of all our members at the IRB. Our members as a whole could more easily be reached with such a page that would become the point of entry with their union.

Participation in union activities in other Regions

I attended the Ontario Region Presidents' Conference immediately following the above-mentioned regional visit to Toronto. IRB delegates took the opportunity to deepen discussions with our National President Eddy Bourque, the NEVP Crystal Warner and myself. NVP for Ontario Nicole Ma, for her part, insisted that I return to her region a few weeks later for their joint IRCC-IRB Regional Conference in Markham. As we say that a promise made is a debt unpaid, I did attend the IRCC-IRB regional conference in Markham. However, I invited the participants to come to Ottawa for the IRCC and IRB committees meeting at the same time in the National Capital, including a joint part of their meeting.

To my deep regret, all this traveling meant that the balance I had left on my NVP budget did not allow me to attend neither the Western Regional Conference nor the Human Rights Conference.

IRB Committee

As noted above, the IRB Advisory Committee held its annual meeting in Ottawa once again. I had the opportunity to meet the new president of Local 10459 (IRB Montreal) for the first time. We were glad that IRB senior management accepted again this year our invitation to address the committee members: Richard Wex, the IRB Chairperson, was joined by the Director of the Integrity Office, Alan Ritchie and the Director General of the Integrated Resources Management Branch, Barbara Wyant.

The communication officer in charge of preparing the IRB Chairperson's speech to the committee called me a few days before the meeting to ask me what our expectations were as to the topics to be addressed. On the spot, Mr. Wex instead chose to put aside that speech to address our members in *ad lib* mode. The openness and transparency that he showed at the time was greatly appreciated by the members of the committee. In particular, he asked us to choose two or three priority issues to work on, pledging to make every effort to resolve them together.

My Local: 70701

The Local became inactive almost two years ago as a result of successive departures of local officers to other professional challenges, and I had to work extra hard to revive it. Grievance presentations, complaints to HR on some inappropriate staffing actions, Workplace Health & Safety Committee and site inspections, NPHSC, JSC in Mental Health, Quality Workplace Commitment Working Group, IRB 30th Anniversary Committee, while I still had a full workload kept me extremely busy. Fortunately, with the support of NVP for NCR Jacques Perrin, I was able to increase the visibility of CEIU at the local level by participating with the Employer in the Let's Talk Day, the International Women's Day, the 30th anniversary activities and the National Public Service Week. This increased visibility, coupled with the visit of our NEVP Crystal Warner and the presentation by Todd Ferguson, have ensured the success of the first Annual General Meeting in over two years to elect a new Executive just a few short days ago.

Alternate NVP for the NCR, Claude Mayer, represented the Region and NVP Women's Issues - Eastern Canada, Jodi MacPherson registered the members present and chaired the elections. 41 members showed up and a new local executive of four officers was elected.

In Solidarity,

Marco Angeli
NVP for IRB