



CEIU-SEIC.ca

# FROM THE GROUND UP

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## THIS UNION BELONGS TO YOU

A message from the National President

It's been a pleasure to travel to different places over the last two years, meeting members from Coast to Coast to Coast. One of the things we heard from our members is that you would like more communication from us. There's so much going on behind the scenes, that we can't always share every detail with you, but we do want to keep our members informed.

That's one of the reasons we're so proud to bring you this newsletter from National Office. This is not only a way for us to share

information on our members and improve accountability. We also want to remind you all how important it is for our members to be involved.

Our union is as strong as it is because our members, like you, are building it from the ground up. The more active you are within your locals and workplaces, the stronger the message we send to the employer. We're going into collective bargaining now, and it's more important than ever to send the message to the employer that we're united, and that our members deserve fair

working conditions.

CEIU has gone through a lot as a union in recent years, whether it was facing the Trusteeship or supporting our members facing the nightmare of the Phoenix pay system. One of the high-profile issues recently is also the presence of bed bugs in federal government buildings, which our members brought to light. Every day, we call on the employer to do better, and we're able to have a strong voice because our members are out there on the ground, building our union in every local.

Remember, we are now coming up to Convention 2020 and we will be electing leaders for the next cycle. I'd like to personally encourage everyone to participate and make sure you vote in the election and make your voices heard. This union belongs to you, and your voice matters.

Thanks to you, we're Stronger Than Ever.

In Solidarity,

Eddy Bourque, National President



## TIME FOR DIRECT ACTION

Comrades and friends,

On behalf of CEIU National Office, it's my privilege to help introduce our first national newsletter. It became apparent to us in the early days of our mandate that members wanted more information, and to be kept in the loop on important national files we're working on. Today, with the assistance of our Political Communications Officer, Maria-Hélène Pacelli, CEIU can make this a reality. This is only the first in a series of newsletters that will be shared with our locals, both online and in print. We look to you, our members, to determine the content of future editions.

CEIU has new leadership and a

new look – but we maintain the tried and true priorities and mandate of our union. We seek to unite all union members. To advocate for labour. To improve the working conditions of workers. To encourage trade union principles of democracy. To secure human rights and full equality protections for all members. To secure a healthy and safe workplace for all members.

This is who we are as a union. CEIU has a long and proud history of advocating for equity-seeking members. For raising the bar on labour standards. For being a radical arm within the labour family – willing to be the first to walk. For using an equity lens as we advocate, ensuring there are seats and resources for everyone at the table.

There is so much we want to talk to

our members about. About mental health. Phoenix. Collective bargaining. Staffing. Safe working conditions. We now have a better venue to do it. This is a first step into developing a strategic communications plan within our union.

In the coming months, CEIU will be seeking alternative ways to outreach to our members. To engage our locals and grassroots members. We want to hear from you. We also need you to get ready as we face a potential strike.

Thank you, on behalf of Eddy, myself, and the entire National Executive. It's been a labour of love, and we are humbled to continue representing you.

In solidarity,

Crystal Warner  
National Executive Vice-President



# UPDATES ON NATIONAL FILES

## SERVICE CANADA

### Administrative Investigations

Our union is aware of the very real concerns at Service Canada given their close work with sensitive information; and we respect Service Canada's Code of Conduct, and our members' obligation regarding the stewardship of information. It is CEIU's position that employees are not receiving appropriate training and that there is a long-standing, employer-driven culture that has led to the misuse of information.

Jurisprudence shows that because such interviews could lead to discipline, investigators cannot refuse a rep intervention when it's about the process and/or to protect natural justice and/or if a member demands representation during admin investigations!

The last meeting with the employer on this topic was held in October. The next one is scheduled for January.

### Front-End Ad Hoc Committee

CEIU believes that front end staff face risks when dealing with citizens and that the employer is not doing its due diligence in providing effective security measures for its employees.

CEIU continues to work with the employer on matters related to the front end, including working alone guidelines, security and training/resources. The last meeting on this was on October 18<sup>th</sup> and November 15<sup>th</sup>. The next one is scheduled for January 31<sup>st</sup>

### Work on Backlogged Grievances

Following the extensive work of

our staff and activists, only a few hundred grievances remain in UnionWare that are more than 4 years old. The work done on the backlog to date should be commended, as we went from several thousand grievances to a few hundred.

### ESDC Duty to Accommodate (DTA) Consultations

ESDC is updating reference documents regarding DTA in consultation with CEIU. There is a meeting planned between CEIU, PSAC legal counsel and Service Canada Senior Management.

### CR-04/PM-01 SMSM -1102

On the SMSM-1102 file, since the announcement of the reclassification of some CR-04 to a PM-01 level, members have filed

various grievances, such as:

1. They are at the CR-04 level and believe that ESDC hasn't considered all their tasks and/or that their classification should be higher. Wes Todd is the NUR lead on this.
2. ESDC hasn't respected the MOU that stated that all incumbents should be covered by the employer's decision. So, the employees who were no longer, as of September 2018, in a position that was reclassified and didn't grieve; they don't get a retroactive payment. These grievances have been put in abeyance since PSAC filed a judicial review (*editor's note: at print time, this is scheduled for January 15*) and a policy grievance.
3. For those employees where ESDC doesn't consider all working

periods because their position number changed, the employer calculates the retroactive payment on the last nomination. There are 4 NURs who deal with these grievances.

As of this month, where applicable, almost all incumbents should have been informed of the reclassification from a CR-04 level to the PM-01 level. Salary adjustments should be made by the end of the fiscal year. Still, it will take some time before retroactive payments are paid because of Phoenix.

CEIU continues to put pressure on some cases where the change of position number made no sense.

Last meeting on this was on October 2<sup>nd</sup>. The next one is scheduled for January 15.

## IRCC

### IRCC Shift Work Grievances/ Consultations

IRCC has introduced shift work, but it appears that IRCC hasn't consulted the union as per Clauses 25.22(b) and (c) of the PA collective Agreement.

IRCC shiftwork proposals will affect numerous offices (10) with different and specific business and servicing operations. Also, by hiring new staff to take over these new shifts, this could take work away from current members doing the same work during regular business hours. CEIU has initiated this as a potential policy grievance while some members have filed individual grievances, mainly in the western regions.

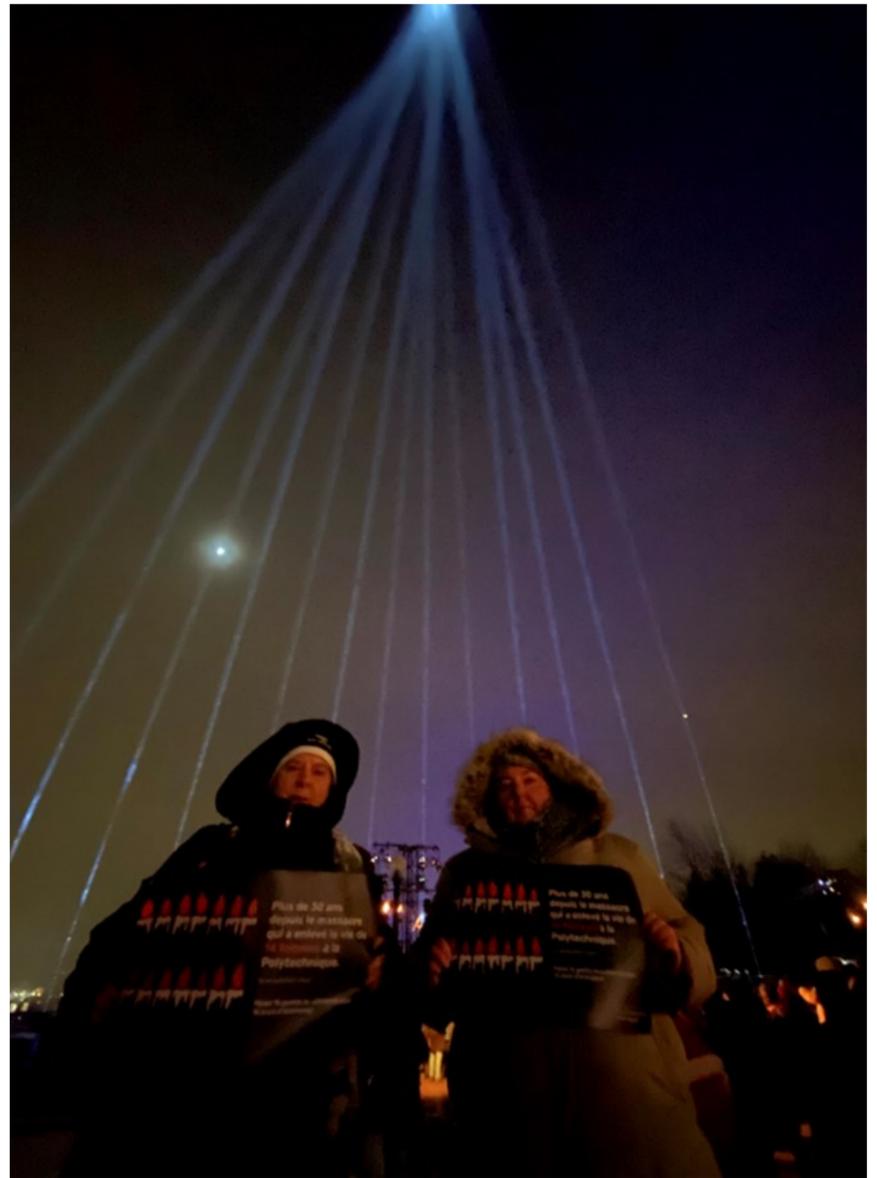
Meetings were held on October 18, and November 28, and on December 13.

## IRB

Following a series of site visits, local and local management meetings, former IRB NVP Marco Angeli and the NEVP Crystal Warner provided a separate update to IRB members across Canada in November, detailing priorities for the union and progress made on various topics.

Additionally, we held a series of meetings specifically with the PM06 decision makers. We have also since met with senior IRB management and issued an email to Richard Wex on September 27th, outlining the priorities we would like to focus on over the next year. They are:

- Unclaimed overtime for the PM06 decision makers
- Outstanding job description/classification grievances for the PM1 (CMO) and PM6 (Member) groups
- Creation of permanent PM2 and PMY positions.



Lynda McLellan, Jodi McPherson, Megan Butterill, Crystal Warner and Maria-Hélène Pacelli attended the vigil on the Mount-Royal in Montréal on December 6, 2019.

## CEIU REMEMBERS

### 30 years of commemoration and action on violence against women

The events on December 6, 1989 are now a familiar part of Canadian lore in the story of gender-based violence, and while the assault rifle used at the Polytechnique on the fateful night of the Montreal Massacre remains legal in Canada, the 30<sup>th</sup> anniversary of the National Day of Remembrance and Action on Violence Against Women had a special significance this year.

Vigils were held across Canada and members of our CEIU Women's Committee were present in remembrance of ALL the women who have been impacted by gender-based violence. Our National Executive Vice-President and Women's Committee Chairs also attended the events on the Mount-Royal where 14 beams of light were projected into the

starry and snowy sky, honouring each of the women who were murdered 30 years ago.

**It is through our activism that we are able to demand action from the government and we must continue to organize to put an end to gender-based violence.**

Indeed, after 30 years of action and remembrance, women and girls in Canada still face violence in their homes, schools, workplaces, and communities every single day. The rifle that was used that day is still

legal in Canada. Women continue to be disproportionately targeted by gun violence.

It is through our activism that we are able to demand action from the government and we must continue to organize to put an end to gender-based violence. We are very proud of the work we have done so far and look forward to the continued progress ahead to move the women's agenda forward in all areas. As we demand change on tightening gun control, improving awareness of workplace harassment and seeking leave for victims of domestic violence, the labour movement continues to be at the forefront of activism on ending violence against women. We remember, we act and together we are stronger than ever.

[www.ceiu16days.ca](http://www.ceiu16days.ca) #CEIU16days



# 30 YEARS OF SERVICE AS A UNION ACTIVIST



CEIU would like to share the stories and accomplishments of our members through this newsletter. One of our members recently celebrated 30 years of service and has been a long-time union activist. We hope that by sharing these stories with you, we might inspire more of you to get involved too!

Ajay Raikundalia answered some questions for us via email.

### Can you tell us a bit more about yourself?

I started with the E.I. Call Centre on 30/10/1989 at the Toronto Call Centre. I ran for President in 2019 local elections, I was voted in as the 2<sup>nd</sup> VP of the Local 638.

**When I started with ESDC there was no recognition for the LGBTQ+ community**

I gained passion after all my training and union courses I took with CEIU and PSAC, I personally filed 9 grievances of my own in one day and won eight of them. What kept me going was to fight for my members, whether it was filing grievances, assisting with DTA

and other issues. We were winning and gaining some respect from mgmt.

When I started with ESDC there was no recognition for the LGBTQ+ community, there were not any committees for the group. Employment Equity did not and still does not recognize LGBTQ+ as one of the groups. Through small victories, we were being recognized. Family day is one example. I hosted the CEIU Equity Conference in 2004, very successful and great attendance.

Presently I am an ambassador on the ESDC Positive Space Committee (employer

**they said "rules have changed men come in as men and women as women".**

committee), I am the chair of PSAC Pride Committee and Pride 2020 organizer. I am in the process of setting up a Local 638 Union Pride Committee.

### What about outside the union?

Outside of the union I am very involved in the LGBTQ+ community! In 1981, I was going to a gay bar in Toronto



in drag/performer. Management of the bar changed and in 1984 they said they would not allow me in the bar dressed the way I am (in drag) and asked me to provide 3 pieces of matching female I.D. or leave, they said "rules have changed men come in as men and women as women". The new bar manager made this up, no rule had changed. I challenged them, I contacted every newspaper in Toronto and it was a major headline. The newspaper fully supported me, and the bar was crumbling, people stopped going to the bar, it affected their bar's bottom line \$\$\$,

they were almost ready to understand and educating close. I petitioned outside the members about why they are bar for 3 nights – took a important. Unions improved survey asking patrons if people our working conditions, unions in drag should be allowed in fought for vacation time, and the bar; the results were 287 other leave days. Because of yes, 34 no. This proved my bargaining and negotiations point; the public did not have with the employer/union, we have a collective agreement. to Ontario Human Rights; we settled out of court; I was Unions have achieved a lot over the years, unions are still drag. It was a sweet victory!

### Can you tell us more about the clerical strike?

Yes, I was one of the members that was out in the 1991 strike. Many of my members were scared to do any walkouts at the beginning; we had NVP's come in and talk, explain what a walk out meant, the effects of it, why we were walking out and impact. Members got information and felt supported by their union, and eventually walked out. It was a success.

**unions are still very relevant in many countries, unions are still important in many areas of our work life.**

### Why are unions so important?

Unions have gained a lot over time for their members: better working conditions, better pay scale, better benefits, better

Unions have achieved a lot over the years, unions are still very relevant in many countries, unions are still important in many areas of our work life.

### What does celebrating 30 years in the public service mean to you?

My 30<sup>th</sup> anniversary is very special to me; it is an achievement and recognition of service to the Canadian public and to Canada. Not many people can say they have been at their job for 30 years or longer. I have gained wealth of knowledge, knowing how gov't works, it is a privilege representing the gov't. On my 25<sup>th</sup> anniversary a tree was planted somewhere in Ontario in my honour and I got recognition for that.

### Some might wonder how you managed to put up with working for the government for this long! What's next for you?

My experience has been amazing working for the Canadian Federal Government. Proud to serve Canadians.



I am planning to take vocal lessons in the New Year, voice is there, needs training for singing, voice-overs etc. I have sung with singer Patti Labelle 15 times. I have met my favorite actress Sophia Loren 3 times.

### Congratulations Jay, on celebrating 30 years union activism with CEIU!

## EI COMMITTEE AT THE CLC

By Vanessa Miller

Over the last three years CEIU has been engaging with the Canada Labour Congress (CLC) Employment Insurance Committee. We meet once or twice yearly with representatives of the CLC and affiliated unions to discuss the Employment Insurance program and possible changes that could be lobbied for. This committee is often tied with a forum out on by the EI Commissioner for Workers. Prior to 2017 no member of CEIU had ever participated in this group.

This group has been highly important for CEIU to continue to participate in, as a large amount of the

work being done there has been based on partial or misinformation. There is a great lack of understanding of EI processes and policies. Our role has often been to educate and provide additional information to the affiliates as we have reviewed the program. We have also had the opportunity to address concerns with the Employer in their representation of how the program is operating and shed some light on workload management to improve the program and working conditions involved in its delivery

In the last two years the focus has been on the reconsideration program. CEIU was able to

participate in a working group with Minister Duclos in order to reform the appeal system. We are anxiously awaiting the return to a tripartite system in Spring 2021.

CEIU was able to advocate for additional staffing levels for our workers. Most other unions, workers and advocates were very unaware of the amounts of overtime being asked of our staff or the chronic understaffing that we have faced.

The EI system is created to support workers, and it has often been forgotten that our members administering the benefit are in fact workers as well.



## EI COMMITTEE AT THE CLC (CONT'D)

By Vanessa Miller

We have been able to advocate for the improved treatment of our members, and educating those who are attempting to assist workers accessing EI is just one step in ensuring that our members are treated with respect and dignity in the workplace. The work we have been able to do in this committee has made CEIU a partner with the Commissioner for workers and as a result we are being consulted on potential improvements and lobbying opportunities that we have not had in the past. We look forward to continuing to foster this relationship and continue to work in solidarity with others as we move to improve the EI system for all workers.

### EI Forum Recap

From December 4-6 2019 CEIU representatives were able to attend various forums on Employment Insurance. Our intent was to share some of the issues facing our members but also provide insights into how the program could be changed and potential benefits to the claimants.

December 4 2019 a group of activists and members of the National Executive came together to meet with Mr. Pierre Laliberte, EI Commissioner for Workers. We also met with several partners from legal clinics and workers help centers from across the country. The purpose of this meeting was to bring forward and discuss some of the systemic issues facing the EI system and the workers that CEIU represents: the workers that administer the EI program. We had representatives from each of the WT, Ontario, Quebec and Atlantic Regions which represented Processing, Citizen Services, Integrity, Business Expertise and Reconsiderations in order to ensure that we a good cross section of workers within the program.

We were surprised to see the level of support that we received from the Community partners, not on the program reforms as anticipated, but for the workers and the treatment of the Service Canada staff internally. The overwhelming focus then became the internal structures and metrics by

which our members are performance managed. Discussions focused around the difference in metrics for our processing staff compared with that of reconsiderations, call times for our call centers, case completions for integrity, lack of staffing for the front ends, lack of access to adequate in person training and monitoring.

December 5 2019 was the Canadian Labour Congress Employment Insurance Committee. CEIU is one of many unions and community partners who are in attendance in these meetings. The Committee discussed the proposed changes to the EI program based on the Liberal platform and then had discussion around the throne speech and the commitments made there. A brief overview of the work that had been done December 4<sup>th</sup> was shared but conversation on this was limited.

December 6 2019 was the Employment Insurance Forum held by the EI Commissioner for Workers. Various unions, community partners and legal clinics came together and met

with various Service Canada officials on the state of the EI program. The presentations were given by Cliff Groen, Andrew Brown and Mike MacPhee. Through these presentations the department presented all the ways in which they have been working to improve speed of service, the reconsideration and appeal process, as well as training. The department touted their move to a more Claimant focused model and the improved training packages that they have been providing. Once these presentations were completed the departmental representatives remained to hear the discussion.

The discussion that ensued was led by the EI Commissioner for Workers. He quickly introduced the work that had been done on December 4 2019 and then turned the floor to CEIU in order to debrief the larger group. Throughout this time Vanessa Miller provided the updates and the work done around the systemic concerns over metrics. It was reiterated and clarified by many people around the table that at the Reconsideration level staff are

given 3.5 hours per file vs. at the first level of adjudication only get at maximum 90 minutes. This truly highlighted the fact that the amount of time provided for the initial adjudication was simply insufficient to do a thorough job.

The next point highlighted was that of moving from in person formal training to self directed online modules with oversight that often occurs offsite, with an unmanageable workload for the Business Expertise group who are responsible for the monitoring. The online training is reducing cost for the Employer as it is less time and they do not need to bring learners together for a classroom experience as the modules can be done in silo from one's desk. Through the conversations the Department was taking notes. After this debrief was completed, several legal clinics have offered their assistance to work on the issues around the call center and the conditions of work. Namely the time between calls which the members of the forum called inhumane. The amount of support received for our members was overwhelming and amazing to see. It truly was solidarity in the truest sense of the word.

## AED CAMPAIGN

by Young Workers' Committee

**Editor's note: At print time, the IRB introduction a now-endorsed national AED program – a huge victory for CEIU! Stay tuned for more updates and follow our digital petition to support this important work.**

Greetings from the National Young Workers Committee!

Here's a snapshot of what we've been up to the last few months.

**Keep an eye out for the digital petition coming soon and get ready to share some photos of AEDs near you during our campaign!**

able to arrive. Over the past year the YWC has gathered over 900 paper signatures and will shortly be launching an e-petition and social media campaign.

If you haven't already signed the petition,

please stay tuned for a link to the e-petition. Leading up to our social media campaign, we are asking members to take photos of AEDs spotted in their community

more instructions coming soon.

The YWC doesn't rest in the summer! On July 16, 2019, the YWC sent a letter to Graham Flack (head of ESDC), CEIU

condemning ESDC's communique regarding Phoenix compensation.

The National YWC is accountable to the regional YWCs. If you are age 35 and younger and would like to learn more about how you can get involved in your union and help address workplace issues affecting young workers, please contact your regional Young Worker Chair. A list of the regional chairs and their contact information can be found: [https://www.ceiu-seic.ca/young\\_workers\\_committee](https://www.ceiu-seic.ca/young_workers_committee)

Regardless if you are a young worker or not, we would love to stay in touch with you.

Please follow us on Instagram at [@CEIUYWC.SEICCT](https://www.instagram.com/CEIUYWC.SEICCT) and/or join our Facebook Group [@CEIUYWC.SEICCT](https://www.facebook.com/CEIUYWC.SEICCT)

**Sincerely, YOUR National Young Workers Committee**

**#youngworkersunited**



Our Young Workers Committee, In-Person Meeting in April.



With the support of experienced CEIU activists, the National Women's, and National Human Rights/Race Relations Committees, the National YWC has been working on a campaign to have automatic external defibrillators (AEDs) installed in every government office and agency across the country.

The CEIU National Young Workers Committee (YWC) has been hard at work since its establishment in January 2018. Research has shown that access to an AED can help a person experiencing a heart attack until first responders are

(grocery stores, recreation centres, schools, etc.) and to hold onto them until the campaign's launch. We'll have

National Executive, PSAC National President Chris Aylward, Prime Minister Trudeau, and Treasury Board

## MEDIA CLIPPINGS

CEIU collaborated with the PSAC on two files that you may have seen:

- ⇒ Media release denouncing “Scheer chaos at the border”
- ⇒ National call on the government to take action and halt the bedbug outbreak

National President Eddy Bourque was quoted in several media stories before the file was taken on by the PSAC for a national call on the government to act on all their facilities.

Radio-Canada

Publié le 8 octobre 2019

Le Syndicat de l'Emploi et de l'Immigration du Canada (SEIC) dénonce la présence prolongée de punaises de lit dans l'édifice situé au 70, rue Crémazie, à Gatineau, où travaillent des centaines de fonctionnaires fédéraux.

Selon le président du SEIC, Eddy Bourque, les premiers cas répertoriés de punaises de lit dans l'immeuble en question remontent à 2018, une situation qu'il juge inacceptable.

« Malgré la mise en œuvre d'un plan d'action de lutte antiparasitaire et des traitements dans des zones ciblées de l'immeuble, les tentatives précédentes pour remédier à la situation se sont révélées infructueuses », a reconnu Stéfanie Hamel, une porte-parole de Services publics et Approvisionnement Canada, dans un échange courriel.

Bien que le gouvernement procède actuellement au traitement de l'ensemble du bâtiment, M. Bourque attend de voir les résultats avant de se réjouir. « J'espère qu'ils prennent les démarches nécessaires pour régler le problème une fois pour toutes, mais ça va être à voir », explique-t-il.



Eddy Bourque est le président du Syndicat de l'Emploi et de l'Immigration du Canada.  
PHOTO : RADIO-CANADA / MATTHEW KUPPER

Le SEIC demande également au gouvernement fédéral d'assurer la décontamination du domicile des employés qui auraient ramené des punaises de lit à la maison, mais aucune plainte à cet effet n'a été déposée pour l'instant.

Translated text from above: Eddy Bourque is the president of the Canada Employment and Immigration Union

PHOTO: RADIO-CANADA/MATTHEW KUPPER

CEIU is also asking the federal government to ensure treatment for the homes of employees who may have brought bedbugs home from work, but no complaints have been made to this effect for the time being.

**“This is a serious health and safety issue affecting workers and the government needs to take proactive measures to eradicate bedbugs in all federal buildings,” Eddy Bourque, national president of the Canada Employment and Immigration Union, said last week.**

## Cautious optimism over border backlog as IRB numbers show signs refugee system is adapting

*This winter, for the first time since the influx at Roxham Rd. began in 2017, the RPD finalized more cases from irregular migrants in a quarter than it took in new claims*



National Executive Vice-President Crystal Warner was also quoted in the National Post, addressing concerns over the backlog in IRB and speaking to the temporary funding at the department. Naturally, after a long exchange with a reporter, they retained the most important quote...

**“We’re screwed” says Crystal, in the National Post.**

The larger concern for refugee advocates and members of the refugee bar, though, is that the funding that fuelled all these reforms is only temporary. If whoever forms the next government decides not to extend it, “we’re screwed,” said Crystal Warner, the national vice-president of the union that represents RPD decision makers. Even without a new surge of migrants, at the current level of funding, the backlog in the system will take years to clear. If the money disappeared, advocates believe, it could take decades.

## SUPPORTING OUR BARGAINING TEAM

Despite the dreary winter weather upon us, there was a great turnout at 161 Laurier in Ottawa, to support our bargaining team...



...and more support from members across the country!

### DID YOU KNOW?

#### Members have the right to:

- ⇒ **Wear the union message.** Members can wear buttons, lanyards, stickers, t-shirts and other items that communicate the union's message. Even if members wear a uniform, there are ways of wearing a union message!
- ⇒ **Hand out leaflets before and after work.** Members can distribute materials outside the workplace on their personal time. The employer is prohibited from interfering with these lawful union activities. This is called "plant gating".
- ⇒ **Post information on union bulletin boards.** Collective agreements generally allow members to use workplace bulletin boards for union purposes. Make these boards "communication central" for the union by keeping them up to date. Remember to include contact information for local representatives.



Members organizing at Calgary local 30877

### CALL FOR CONTENT

Would you like to pitch a story or contribute an article or some photos for CEIU's National Newsletter?

Contact us at: [editorial@ceiu-seic.ca](mailto:editorial@ceiu-seic.ca)

### IMPORTANT DATES

- National Women's Committee – To be confirmed – IRB / IRCC Committee Meeting – March 21-22, 2020, Ottawa  
keep an eye out for these dates!
- Call Centre Committee Meeting – February 29, 2020 – March 1, 2020, Ottawa
- Spring 2020 National Executive Meeting – March 26 -29, 2020, Ottawa
- HRRR Committee Meeting – March 14-15, 2020, Ottawa
- 15th CEIU National Convention – September 11-15, 2020, Gatineau



## A SNAPSHOT OF CEIU ACTIVISM



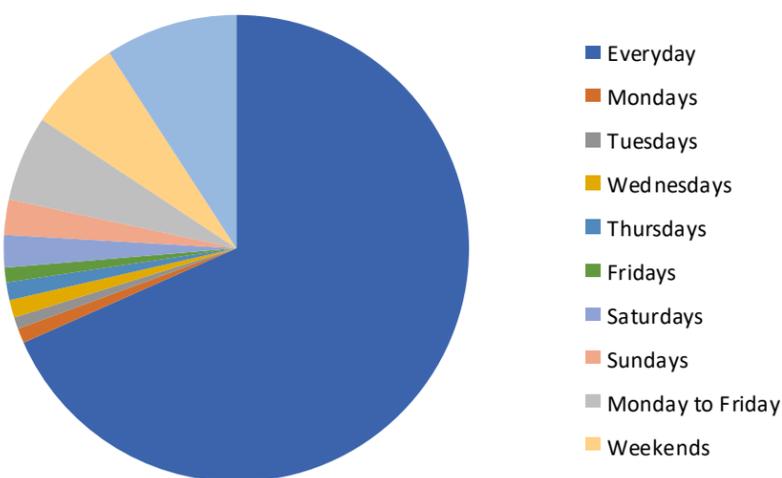
## SOCIAL MEDIA SURVEY—THANK YOU!

Thank you to all those who have filled out the social media survey. We appreciate hearing from you and will use this information to better communicate with our members.

Here are a few key findings that we'd like to share with you!

**Most of our survey respondents are on social media everyday! The overwhelming majority of you said that you would 'definitely' or 'probably' follow us on social media! Thank you! You'll find our social media accounts in our footer! Please follow us!**

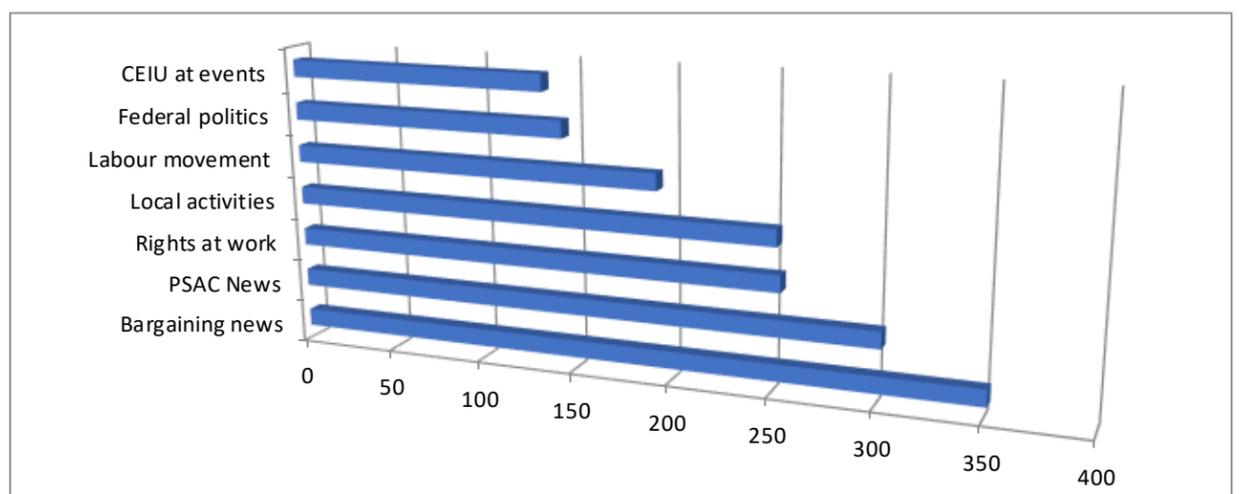
Peak social times



**Most respondents spent at least 50 minutes a day on social media.**

**Now we're wondering how much of that time is union activism!**

**The most popular topics you want to hear about FROM US are related to bargaining, news from the PSAC & information about your rights.**





THIS FIGHT IS FOR YOU.

# GET READY FOR JOB ACTION!

CONTACT YOUR REGIONAL CEIU OFFICE

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We're asking for a fair contract and for a cash deal on Phoenix damages.

It's time to demand better.

#CEIUSTRIKEVOTE2020  
[WWW.CEIU-SEIC.CA](http://WWW.CEIU-SEIC.CA)



Canada Employment  
and Immigration Union

Syndicat de l'Emploi et de  
l'Immigration du Canada

FOR MORE INFORMATION OR TO GET INVOLVED CONTACT YOUR CEIU UNION LOCAL TODAY.