



Friends,

My last report to the National Executive (NE) was in June of 2020. Much has transpired and continues to transpire in an ever changing world.

I would be remiss if I did not begin by acknowledging the challenges we are facing. COVID has made all of our lives challenging at CEIU. My thoughts are constantly with our members, leadership and staff – considering the impacts and stressors this pandemic has been adding to our already existing challenges.

Additionally, the labour movement, the PSAC and its components is being held accountable for its role in perpetuating systemic racism, oppression and misogyny. These are challenging times that require accountability, transparency and engagement from our leadership. It requires us to listen to each other, to be respectful as we hear another's lived experience, and to challenge ourselves to do better.

I also want to begin by urging all members of CEIU to prioritize their health. From first hand experience, I have seen the results of stress and being neglectful of my own wellness. I have made a commitment to myself to prioritize my own health, and have made significant changes in my lifestyle in an effort to improve both my physical and mental wellness.

I wanted to share with the membership, that in our own efforts to hold CEIU accountable for our role in ending systemic racism and fighting oppression, we will be overseeing the training of all CEIU staff on these topics commencing in October. Training will be ongoing, and we look forward to discussing with the NE approaches to train our leadership and membership on these topics. In addition to our employment equity policy, we are in the final stages of developing an employment equity plan, in consultation with our staff union, COPE. Following a recent employee survey, we are proud to have significantly increased the number of employees at CEIU who self identify as part of an equity group. Today, the CEIU workforce is more reflective of the membership we represent, having staff who have self identified in every equity seeking category. That said, there is still work to be done. We need to increase the number of BIPOC members who could successfully apply to future staffing processes, by engaging and mentoring them. We look forward to many discussions, at all levels, within our union, on how we can achieve these goals.

Additionally, work has been done internally to address the mental health of CEIU staff. Following a survey from Guarding Minds, and extensive consultation with our joint health and safety committee, as well as our labour management table, we have made a series of recommendations to the National President of CEIU on improving wellness within the organization. Our recommendations were well received, and we look forward to ongoing work in this area.

I would like to take this opportunity as well to share my concerns with the new electronic, electoral process at CEIU for electing leadership positions. There is work to be done in this area, and many lessons to be learned, from our first experience in conducting these elections. With one member one vote, we need to more to engage all members of CEIU in the elections process, and make voting accessible to all of our members. With our recent PA collective agreement ratification, I am happy to share the news



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that we now have over 70% of our members home emails. We need to continue our work in acquiring these points of contacts, and reaching out to our members in places where they are.

With respect to training manuals for our members, I am very happy to announce the incredible progress that we have made, after over a year of efforts on the part of our NURs, under the supervision of our Representation Coordinator, Luc Pomerleau, and our Director of Representation & Labour Relations, Guy Boulanger, the following course manuals have been completed and are now being reviewed for accuracy and ease of delivery. They are: Workplace Discipline, Duty to Accommodate, Staffing Complaints, Grievance Handling, Local Health and Safety Committee, Local Administration, Administrative Investigations, and National Joint Council (NJC).

These courses range from 1-2 days of training, can be adapted for virtual learning, and are available in both official languages. It is our goal that within the next two months, all CEIU NURs will be trained to deliver these courses to our members. Once the NURs have been trained, course descriptions will be made available on our website and our NE members will be advised so they can commence scheduling training within their regions. I want to thank all staff who have been involved in this historic overhaul of our training manuals. This is the level of service that we owe to the members of CEIU, and I am incredibly proud that we are able to deliver on this commitment.

Another consideration for our union, is the future of telework. The realities of COVID have forced us, along with all responsible organizations, to adapt to a new normal. Our staff have mainly been working from home since March, and we continue to make adjustments to ensure that we are able to well serve our members. But we must look beyond the pandemic, and into the future, and make decisions for our organization, always prioritizing the services that we provide to our members. The time has come for us to have significant discussions, consulting all levels of our union, and be as transparent as possible, as we make recommendations and decisions about our future structures.

Finally, we are on the verge of commencing another round of collective bargaining with our staff union. In my role as NEVP, I will again oversee this process. Guy Boulanger, Director of Representation & Labour Relations, will act as our employer negotiator, and along with myself, and two other members of the NE, we will form our bargaining committee. We look forward to achieving a fair collective agreement with our staff union.

I would like to now address ongoing issues with the employer, starting with Immigration, Refugees and Citizenship Canada (IRCC). We held our first new national table at IRCC to address human resource union management consultation. I am proud to co-chair this table on behalf of the participants unions. Some of the ongoing topics tabled at our first meeting include the IRCC's abuse of unadvertised staffing processes, and pushing the employer to end sunset hiring. We continue to have ongoing concerns about local management at CPC-Edmonton, and are holding national meetings to address the culture of bullying set by the employer. We are also pressing the employer on using return to the workplace as a corrective measure for employees on performance management plans. We have requested a review of the local labour/management consultative tables, and a separate consultation on the longevity and



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future of telework. We have also filed a policy grievance on the topic of inequitable distribution of overtime.

At the Immigration and Refugee Board (IRB), we have been working hard to address concerns from our members with a return to in person hearings, as well as making inquiries regarding governor in council appointees from amongst our membership. The IRB is launching a 'pulse' survey, to ask employees how they are feeling with the return to work plans. We would encourage our members to respond honestly to these questionnaires, and to share their concerns with their employer. We are also monitoring and supporting the IRB Toronto health and safety committee, who has commenced a complaints process under the labour code as a result of a lack of consultation as required by Part II of the legislation. The IRB, as well as IRCC, have created taskforces in an attempt to increase and mentor racially visible employees at their respective departments. We are committed to holding the employer accountable as they embark on these initiatives.

At Service Canada, I would like to take the opportunity to acknowledge the work of the members of the National Policy Health and Safety Committee, Co- chair Lyne Cartier, Rhonda Rumson, Chris Gardiner, Paula Woodcock, and myself. The challenges that we have faced in confronting the employer throughout COVID are monstrous and never-ending. I want to sincerely thank all of you for your dedication and hard work on behalf of our members. In addition to a return to the workplace, here to we have requested and been granted a meaningful, national consultation on telework. We are also focused, as we are at IRCC, on monitoring contracting out and its impacts on our members.

We have also agreed to co-sign a charter on labour/management consultation between CEIU and Service Canada. We are in the final stages of the draft, and hope that it will serve as a roadmap to improved, long term, collaborative consultation. Increasingly, we are hearing concerns from some of our members working in integrity, and the time has come to give that business line more of our attention. I look forward to engaging our NE on this topic, and finding ways in which we can address some of the concerns being laid forward from our members.

Finally, we continue to await, for all three departments, updates between Treasury Board and the PSAC on negotiations as they relate to the future of 699 leave.

I am also submitting a report to the NE regarding the incredible work done by activists within our union on the AED campaign. We are on the verge of successfully negotiating the implementation of AED's in all three departments at CEIU. These are historic victories for our union. In particular, I want to thank the members of the National Young Worker Committee, co-chaired by Mackenzie Campbell and Bryan Nolan. These young workers built on the efforts of generations of activists who have been fighting for this victory. Their creativity, political prowess, demonstrate lessons for all of us on how to organize, and they warrant special recognition from our union.

I am proud to advise that I have been selected by the PSAC President to join a new sub-committee of the National Board of Directors (NBoD) – the Representation Committee. I look forward to advocating strongly for better representation support for our members at this body. As we head into another NBoD meeting, I also look forward to discussions on the future of our phoenix grievances.



Canada Employment  
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With respect to our own grievance backlog, while significant progress has been made, more work and resources are needed to combat and overcome our backlog. I will be bringing forward recommendations to the NE.

I want to thank all members of our National Executive for their support, dedication and hard work. To all members of CEIU, please invite me to your regional and local virtual meetings, because being close to the members is so important right now, when we have to be so far. Thank you.

In solidarity,

Crystal Warner  
National Executive Vice-President

