

NVP Report October 6, 2020

For our world, we have now been in a pandemic for a few days shy of six months and I think for many, like myself, it has been a very long six months. Perhaps one day we will look back and say where did the time go but for now, we must stay focused on serving our members and adjust how we do our day to day business.

For the NB/PE region it has been extremely busy assisting members with issues such as:

- DTA
- grievances on distribution of overtime
- grievances on unpaid breaks
- internal investigation representations
- re-activation of offices
- health and safety and measures put in place for the members due to Covid
- Phoenix pay issues
- members upset they are still waiting on retro pay for the reclassification of the CR04 to PM01
- members feeling micro-managed
- members being re-assigned (many to call center work)

Debbie Morris and I have regular meetings with the Regional Health and Safety Committee. We requested the employer advise when new offices were planning their opening and there were only a few miscommunications that we were not advised in advance. As the offices were re-opening, union was invited to do a walk through for the Covid measures. I attended a couple and the presidents in NB/PE attended the others. The employer provided time for this and permitted the travel when needed. I have reached out to members to do a check in to make sure they are comfortable at the work place. There are members who have requested to be in the office and at this point the employer has been able to accommodate those. I understand there are a number of members in the region who have asked to split time, at home and in the office and the employer has explained they are looking to establish a scheduling tool but has stated at this time it is capped at 30%. The members are "ok" with working at home full time but with winter coming, I expect this will be a challenge. Mental health and well being will be difficult through the colder months.

We have also been in talks with ESDC at the AUMCC to establish a consistent process for new hires/casuals turning term and union welcome. We are looking to use the employer's system and will be providing the employer more information on this. It will be rolled out for the Atlantic locals as a

guide/tool for Local Executive. Working remotely has created more challenges and has increased the need to finalize a process to have a welcome process for new members.

I will be reaching out to the locals to set up local meetings and will also be setting up the regional meeting by Zoom with a goal to be completed by Dec. 1. 2020. I will also be looking at setting up virtual training for new executive and will access the CEIU training packages for the members as soon as it is available.

The regional office staff is always willing to support along with national staff and I can't thank them enough for all that they do. There are many issues for members at home and at work, and it is critical we remain united and supportive through the pandemic.

In Solidarity,

Rhonda Rumson