

NVP IRCC report 2017 -2021

To go back to 2017 and the trust you gave me for another “3” years was overwhelming. Having come out of Trusteeship and having gone through an election was a daunting but rewarding experience. (150th Anniversary of Canada)

After having found out that IRCC members did not have their National Advisory Committee meetings and National IRCC Conference solidified In Regulations and /or Bylaws when practice dictated otherwise, it was clear that the IRCC part of CEIU needed to rectify this anomaly. Crystal Warner (NEVP) did an extensive search of Resolutions of Record and historic documents to no avail. To fix this resolutions would need to be submitted at the next Convention and a Resolution to that effect will be submitted to CEIU’s National Convention (to be discussed at the next IRCC Advisory Committee meeting). In the mean time in the spirit of cooperation and Solidarity the IRB graciously agreed to have joint meetings with the IRCC members of the IRCC Advisory Committee. The meetings have been very successful and have created some diverse and very constructive conversations between the two Departments (Union wise).

CEIU has grown from the Trusteeship and subsequent honest dialogue with its activists (NVP’s etc.) to become the CEIU our Union family always needed us to be. An activist Union with strength and a reputation of not backing down when the fight is that hill to die on. What a difference a new Executive can make. Cooperation and solidarity were words and actions to live by. Support and Equity were ideals to uphold and we as the CEIU Executive have shown the Union movement how to graciously come to terms with some very hard realities. IRCC as a Department as a whole has grown exponentially throughout the 4 years I have been the NVP as has CEIU. We now have a lot more members than in 2017. Currently 27.000 members (9.666 are IRCC(Intrranet)) and activists are looking for CEIU to support their plight and make sure the member’s rights are upheld.

To that end we have had to struggle through Phoenix most of all and had to come to terms on working from home (remotely) during the Covid 19 Pandemic.

At IRCC we were very much in the forefront with organizing the remote working conditions and protocols put in place for COVID emergencies or testing positive for COVID 19 and how to deal with that etc etc . All communications were shared as they became available in the plainest language possible. All through this process we also worked to get the AED's (not implemented during the Harper years for obvious reasons) implemented this year. The negotiations are underway with the successful company for implementation. The AED's will be situated in each work site. So, when things come back to a semblance of normalcy AED's will be part of the new office set-up.

There were many discussion in relation to the implementation of the workplace policies with remote work and access to the offices etc. Policies were implemented with myself, Crystal Warner and Eddy Bourque giving a LOT of input. The input was greatly appreciated as many scenarios and situations were explored by us that were not thought of by management and therefor having a more robust implementation of the processes. Less times to have to revisit. Of course these situations are always very much a revisit and re-evaluated situation.

PPE (personal protective equipment) was very much on our minds as well as a first line of defense against the Pandemic. Having used mainly two ply masks which at the time were deemed sufficient it became clear fairly quickly after the appearance of the variants of COVID 19, that a 3 ply mask was more desirable. I thank Jacques Perrin from the NCR (NVP) for being on the meeting to bring the 3 play masks up. Management immediately ordered and bought over 80.000 of these masks for distribution and it is now policy that two masks are distributed to each member. Another order has already been made.

Speaking of new office set up. It has become clear that upper management is seriously looking at implementing a hybrid office environment. It is not close to finalized yet, but expect to hear about being allowed to work remotely if it suits your lifestyle and family situation. Nobody will be forced to fit in any scenario according to the current way of thinking. Of course be assured that things will

change as this new reality takes hold. There is talk of some people being able to work one week home one week at the office or work at home and simply come to the office to meet with co-workers etc. Apart from the horrific situations some of our co-workers find themselves in such as abuse at home, some people also have some very serious mental health and relationship issues and understandably so. For many it has been a nightmare and you are very much on the forefront of our mind in attempts to resolve your plight. When you and your spouse are both having careers and the children suddenly are home as well it puts undue strain on any relationship. Most times people live in an apartment with no real space for two people on Zoom and then tending to children. Not a healthy situation. For single people who enjoy the quietness of working at home this is ideal but not so for everyone. All these scenarios are being discussed and being worked out for the workplace of tomorrow.

Management tried, as was mentioned in a previous report, to start a variable work hour situation and it was successfully challenged through a Policy Grievance. Just to make sure why this was challenged...it was an attempt to circumvent our Collective Agreement and that is obviously not good. We were able to stop it (now that was good 😊).

Bill C-65 was implemented January 01 2021. Discussions were extensive and very fruitful. A 'Workplace Harassment and Violence Prevention Policy' has been created which will be implemented shortly once the DM and her ADM's (Excom) have discussed it and approved it with full input from CEIU.

As your outgoing NVP IRCC (been doing this today for about 144 months/12 years or so) it truly was an honour to represent you, the members, to the fullest of my abilities. I will miss the coming back to "normal" of our business and the camaraderie this structure has afforded me. We may not always agree but the vast majority of time we do! The paramount idea here is that we are here for you the member and I have never met an NVP who was not passionate in representing the members.

The many many Co-Activist, Co-NVP's and leadership in the many structures of the Union. CLC, BCFED, PSACBC, PSAC and of course CEIU. My eternal love to all the staff of all these Unions I have intensely worked with and who make it so!

Finally what I have lived by for many years, is this:

There are two primary choices in life: to accept conditions as they exist, or accept the responsibility for changing them.

Il y a deux choix primaires dans la vie: accepter des conditions comme ils existent, ou acceptent la responsabilité pour les changer

Paul Croes He/Him (NVP IRCC) over and out.

See you at Convention.