

REPORT OF THE NATIONAL PRESIDENT TO THE 2021 CEIU NATIONAL CONVENTION



Sisters, Brothers and Friends,

I must start my Report by thanking all the members for their support since my election as your National President back in February 2017. With CEIU coming out of trusteeship on April 3rd, 2017, and with a new structure of 17 elected officials instead of the past 24, CEIU needed to rebuild. And, with you the members, as well as with the National Executive, rebuilt we did.

As if trusteeship was not enough, in March 2020 a pandemic, took over the entire world and continues to be a threat to all of us. Even now into summer of 2021 and we are still living with the uncertainties. The vaccines are out there being administered daily and that, hopefully, will be the start to getting

some normalcy back in all our lives. Visiting with family, friends, co-workers and getting the economy up and running again is what everyone is waiting for. Since the start of it all, some of our members have been working from home, while others, have had to continue to go into their workplace day after day. CEIU staff has also been working from home since the pandemic hit. I want to applaud everyone for their dedication throughout this pandemic, both to their Employer and to their Union. Our members are on the front lines, delivering important services to Canadians from coast to coast to coast. Our members have never stopped working and never stopped helping Canadians with their EI, CPP, OAS, immigration, and refugee applications, to name a few. To all CEIU members, to all our Local Executives, to the National Executive, and to CEIU staff, I cannot say thank you enough.

And throughout all of that we still had to continue, and still do, deal with the 'nightmare' we call 'PHOENIX' which affected number of members from coast to coast to coast and which continues to affect, perhaps less members, but even if only one (1) member is affected, that is too much. Enough is enough. This needs to stop and be fixed.

CEIU members have shown this country that they take their jobs seriously and that they are there for all Canadians, even when some of our members were not even receiving their regular paycheque. With the stress of not knowing how they would get by with their mortgage payments, their car payments, their children's expenses, etc. Nothing ever stops CEIU members from helping their Canadians brothers and sisters and friends – not

Phoenix and not even a pandemic. My hat goes off to each and everyone of you. STRONGER THAN EVER has never meant so much since I took office in 2017.

CEIU must continue to keep fighting alongside our sisters who are the heart of this union. The overwhelming majority of CEIU members are women, and that is one of our great strengths. Women continue to be underrepresented in leadership roles even if they are a large percentage in our union.

CEIU also needs to make sure that young workers see their Union as a force that empowers them and that is there for them when they need it.

Prior to providing you with summaries of some of the work that we have done, as well as what we have accomplished, our victories, and other different topics, I invite you to go to the CEIU website at www.ceiu-seic.ca to read my previous reports which are available to you. These reports are posted on the CEIU website after each National Executive meeting which are held in the Spring and in the Fall.

Some of the work accomplished during my tenure

At the 2017 CEIU Convention, my platform was to rebuild from the grass roots and make sure more training was available for all members. I continue to encourage, at all levels of CEIU, the importance of making funds available to support training for our activists.

The importance of our members to see and hear their leaders was something that both myself and Sister Warner, the National Executive Vice-President felt was important and we have travelled, prior to the pandemic, to visit and connect with our grassroots membership base on number of occasions.

I have devoted more time to attend local meetings (AGM) and do on-site local visits and meeting the members, when and where possible. And during the pandemic, I continued to attend, when available, local AGM meetings by videoconferencing. Meeting the members and answering their questions and hearing their concerns has, and always will be, one of my main priorities and a great pleasure of mine.

Composite resolution A-64A which was adopted at the 2017 CEIU Convention, was for the National Executive to look at moving towards electronic voting for the future to elect our national vice-presidents and their alternates. Since that time, and in association with Simply Voting as a service provider, CEIU has conducted various electronic votes before its membership, either to elect the delegates for the 2018 PSAC Convention or to elect timely our national leaders and their alternates.

At its October 2020 meeting, the National Executive endorsed a motion to audit the online election process and to analyse the results of electronic voting by the members who have provided a personal email address which is registered in the PSAC Union Ware database.

Jacques Lambert, our current Nominations and Elections Chairperson was assigned to this audit mandate. He was supported by Sister Jeannette Meunier-McKay, the incoming Nominations and Elections Chairperson for the 2021 CEIU Convention.

I wish to take this opportunity to report on the outcomes and recommendations of the audit that was provided to the National Executive on May 28, 2021, regarding our electronic voting system to elect the national vice-presidents and their alternates.

One main aspect of their report established that the different electronic votes that took place since 2018, that all of them went well without any demonstrable problems that had an impact on the integrity or on the results of the votes. There were some minor issues that were encountered but that based on past experiences, this type of anomaly within the voting process is nothing new. They just need to be timely dealt with by experienced staff.

To reach a comfortable level of success in the participation of the membership, it was understood that CEIU had to combine this initiative with education and mobilization for members to provide timely their contact information.

To ensure as much participation from the members, we held a CEIU Text Campaign asking our members, and, which, at each election since, we continue to request from our members, to provide us with their personal email address so that they can vote. The National Executive has also modernized Regulation 18 which is the regulation governing the administration procedures for the nomination and elections of all national vice-presidents and their alternates. This work is never done. Regulation 18 is always a work in progress and is continually updated to ensure the correct procedures are put in place.

I do want to highlight, as per the report provided by Brother Lambert and Sister Meunier-McKay, that there has been a minimal level of participation of members for the various electronic elections that have taken place since 2018 which fluctuates between twelve (12%) and eighteen (18%) in the segment of the members (63.7%) that have provided an email address. You will all understand that such a soft level of participation of the members is troublesome. Certainly, this question will need further conversations among the National Executive, and it will remain on our radar

One of the recommendations from their report was that on the principle of “one member, one vote”, it would be imperative that every member be contacted at every CEIU elections. Every member in good standing has a fundamental right to vote. Consequently, it is essential that we include 100% of our membership in future national vote and as such, this should be reflected in Regulation 18 as a fundamental right.

The report that was submitted to the National Executive had number of questions that will need to be reviewed by the By-Laws Committee of the National Executive to discuss further and make any necessary recommendations that they believe needs to go to the National Executive for adoption or rejection.

So, the resolution adopted at the 2017 CEIU Convention appeared timely and efficient. Although efforts and initiatives have been made to promote before the members the importance of documenting the Union Ware database with their basic personal information, it seems that we have reached a plateau of 63% of the membership that accepted to provide their personal email address. So, the national strategy to offer the right to vote to only that portion of the membership, have shown its limits. There are legitimate concerns about the participation of the members that we cannot ignore any longer. So, it would be important to act now.

At the 2018 PSAC Convention, Resolution CS-091 titled Trusteeship of a Constitutionally recognized entity was adopted by the delegates. This resolution had been submitted by CEIU and mandated the PSAC to develop guiding principles or a manual, to be used as a reference in the case of a constitutionally recognized entity being placed into trusteeship. CEIU developed a Debrief Report, and a copy of this Report is included in your delegate and observer's kits. A lot of work went into developing this debrief and I want to thank everyone involved: the members that had been appointed during the trusteeship as Deputy Trustees, our NEVP, the PSAC and CEIU staff. The Debrief Report expresses the views and the concerns of the participants of not having been involved in discussions and decisions about CEIU being put under Administrative Review and then put under trusteeship by the PSAC National Board of Directors. The Report has been shared with the PSAC National Board of Directors. At the 2022 PSAC Convention, the guiding principles or manual must be shared with the membership as per the resolution adopted.

We have lobbied and continue to lobby the Employer to cease the practice of non-advertised appointment without competition and to establish and share solid and transparent guidelines. Staffing needs to be objective, fair and transparent.

We have lobbied and continue to lobby for Automated External Defibrillator (AED) in all workplaces for the departments we represent. AED save lives and we will continue to put pressure until they are accessible in all workplaces. We have had a big victory at IRCC and IRB – and these two departments have installed or will be installing AED in their workplaces. While we have had success in some areas there is still plenty of work to get it implemented in all workplaces to ensure that our members are protected should the need arise. Having AED in our members workplaces is also a win for the public who visit these offices on a regular basis. I want to take this time to thank the National Young Workers Committee for their initiative of preparing a survey for our membership to act on the need for AED in all workplaces by writing to their MPs. This lobbying has started a long time ago and we can finally see some good come out of all that work.

We continue to ensure that management adhere to the Treasury Board Secretariat's Duty to Accommodate Policy. Accommodation issues need to be addressed in a timely way.

We continue to push for zero tolerance on harassment in the workplace and ensure that this is an agenda item at each National Labour Management Consultation Committee (NLMCC) meeting.

CEIU and the PSAC has fought long and hard against the closing and relocation of the Case Processing Centre in Vegreville to Edmonton, Alberta where hundreds of our members were forced to make the difficult choice of either to quit their job or interrupt not only their lives but that of their families – and make the decision of commuting everyday to work or move their family. These were hard decisions for those members. CEIU campaigned, we challenged, and we fought with all we had. More on this subject can be found under the heading ‘our victories’ below.

CEIU has rebranded. We have a new logo to be proud of which consists of three (3) individuals who form shields that together form the shape of a maple leaf. Together there is strength. The new logo was unveiled at the 2019 CEIU Human Rights/Race Relations Conference in Winnipeg.

As for a summary of our engagement activities, ‘zoom’ accounts have been deployed to resource activists. Social media accounts are being used regularly. A virtual engagement training has been rolled out in many regions and for some of the committees. There have been membership consultations via surveys on women’s priorities and/or on mental health. I am also happy to advise that a revised Local Officer Handbook is to be launched at this year’s convention or shortly thereafter.

The administration of the second dose for COVID-19 for Canadians is proceeding well. Upon a probable forthcoming return to the [workplace potentially as early as this fall](#), significant adjustments about the work and union organization will have to be assessed. It will have an impact on our locals, on our approach of communicating with the members, on engaging and mobilizing the members.

I want to take the time to thank our Membership Engagement Officer, Sister Ashley Petrin, who joined CEIU but who has yet to meet most, if not all her co-workers, having started with CEIU almost at the start of the pandemic, when all staff were working from home. She has come running out full force and has engaged the membership as much as she possibly can in this virtual world. Eventually, we hope to have her out in the locals to engage our members and make CEIU, STRONGER THAN EVER!

Time for reflection

As you all know, the CEIU Convention to be held in September 2020 had to be postponed to August 2021 due to the pandemic. This was a hard decision for the National Executive to make, but their priority was for the health and safety of our membership and our staff. That has always been our priority. So, at our 1st virtual CEIU Convention this year, it will be different for sure, but we will succeed together in doing the convention business and delegates will debate the resolutions submitted and elect their leaders.

Before speaking of the three departments that CEIU represents and the different committees that form part of CEIU, I want to reflect on some of the senseless tragedies that have taken numerous lives.

- The Quebec City Mosque shooting which took place in 2017 at the Islamic Cultural Centre of Quebec City
- The April 2020 13-hour rampage where multiple shootings and fires were set in number of locations in Nova Scotia by a sole gunman and number of families lost a loved one.
- George Floyd, a Black man, who was killed in Minneapolis by a white police officer who knelt on his neck for almost nine and a half minutes while he was begging for his life.
- The deaths of Black, Indigenous and other racialized Canadians
- The recent discovery of hundreds of unmarked graves at the residential schools across Canada.
- The senseless hit-and-run of a Muslim family in London, Ontario.

These are just some of the senseless tragedies that we have lived with. There are many more.

Unfortunately, even now, in 2021, racism and discrimination still exist around the world. These senseless tragedies show us just how much work Canadians must do to make equity a reality. We must fight for our communities, our loved ones and our brothers and sisters and friends. We need to make sure that all unions in this country, are unions that are actively anti-racist. The Public Service Alliance of Canada has approved an anti-racism action plan and we will be learning and acting on everything we can from their process.

The PSAC, as an Employer, have been dealing with its own internal racist issues which has caused criticism and backlash from its own staff. Brother Chris Aylward, the PSAC National President has heard their voices and is taking immediate action. There is much work to be done but a step in the right direction. Let us make PSAC anti-racist, not only as a union but as an Employer for its own staff.

We at CEIU, now have an Employment Equity Officer position. I wish to welcome Allison Pilon who joined CEIU on July 5th this year. She will be a resource at the regional and national levels to provide information, analysis, and recommendations to the National President and to the National Executive Vice-President as well as to the National Executive, to the staff and to the National Human Rights Race Relations Committee as well as to regional equity committees for CEIU. Her position will also be responsible for employer consultations involving employment equity and of the promotion and coordination of equality issues within our union and within the workplaces of our members. With Sister Pilon's hiring, I can say that CEIU has hired someone with extensive employment equity experience to join our team.

We must, together, fight to end discrimination and oppression. CEIU must keep fighting for our members from equity-seeking groups, our young workers, and our sisters. The CEIU National Women's Committee is doing important work along with our CEIU Human

Rights Race Relations Committee in developing an equity vision at CEIU and leading on how we can always be better.

The three (3) departments CEIU members represents

CEIU represents the members in three (3) departments: EDSC/Service Canada; IRB and IRCC.

Our work has involved numerous discussions on the hours of work within the collective agreement for our members while on full or partial 699 leave by their Employer during the pandemic. We continue to advocate for improved working condition during the pandemic and we hold discussions with the departments as they start the reopening of some workplace offices, so that the health and safety of our members across the country is ensured.

Immigration and Refugee Board (IRB)

Discussions on talent management, staffing/hiring processes, duty to accommodate, promoting anti-racism in the workplace, and telework are just some of the discussions held with IRB at regular Union Management Consultation Committee meetings.

The Neil Yeates' Report did raise some concerns with the Union.

I would like to thank Sister Christine Price, the National Vice-President for IRB, who has been fighting for her IRB members since taking over from Marco Angeli, the previous NVP for IRB. Sister Price has attended number of meetings and raised number of issues with the department heads and has been a strong voice for her members. Her support and dedication did not go unnoticed.

I would also like to thank and acknowledge the work of a long standing member of the IRB, Norm Murray.

Immigration, Refugees and Citizenship Canada (IRCC)

The Union did file a Policy Grievance with IRCC on its decision to relocate its offices from Vegreville to Edmonton. This was not easy and was a long battle that the Union has won. More details can be found in the 'Our Victories' below.

IRCC was the 1st department to create a Joint Union Management Phoenix (JUMP) Committee to help deal with the Phoenix fiasco. This must be applauded.

Special thanks go out to Paul Croes, the NVP for IRCC, who has been in this role now for many years. Brother Croes did not run for the position when elections were called in March 2020 as he will be retiring at the end of Convention for a well-deserved retirement. Brother Croes raised many issues and attended many meetings with the employer and did not shy away from letting the employer know when he did not agree.

His members were his priority, and he will be missed a great deal, not only as the NVP for IRCC, but as a great person. Happy retirement Paul!

Employment and Social Development Canada (ESDC) /Service Canada

For employees that were required to continue working within the workplace, measures were implemented by ESDC to ensure the health and safety of their employees and ongoing consultations was maintained with the union to ensure their employees, our members' concerns were addressed. CEIU has continued to discuss hours of work within the collective agreement while on full or partial 699 leave by their Employer during the pandemic, not just with ESDC but with IRB and IRCC.

The 1-800 call centre contract has been renewed and 75 positions were brought back as public servants.

Our victories

The Vegreville Policy Grievance against IRCC at arbitration was a win for the Union and its affected members. The Union was not successful in stopping the move altogether – some of the members accepted to relocate, others resigned or retired. Others were not able to relocate or commute. The choices made by our members working at IRCC Vegreville were compromised by the wrong information given out by the Department since April 2017. But the Public Sector Labour Relations and Employment Board (PSLREB) ruled in favour of the PSAC/CEIU and its members in that the Employer had an obligation to establish a voluntary departure program that would entitle affected employees to compensation or packages. Members came out to testify at the hearing and their direct testimony of providing the impacts for all those members who could not accept the 'reasonable job offers' was gut-wrenching to watch, but they were indeed heard loud and clear at the hearing.

For members working in call centres at ESDC. CEIU continued to put a lot of pressure on the Employer to remove the 3-strike rule that was put in place. CEIU argued that our members should not have to give a minimum of 3 warnings to a caller that is being hostile or harassing before being able to hang up on them. The Employer finally agreed. A win for CEIU and its members.

A big win for CEIU was the SMSM-1102 grievances. This was a job content grievance filed by members in 2008, for the Program Support Delivery Clerk (PSDC) position in Pensions and Integrity Operations at Service Canada. Following a third level grievance hearing held in 2012, the Employer finally agreed in March 2013 to develop a new job description for these positions. This new job description was signed on September 13th, 2018, and now accurately reflects the functions performed by PSDCs in Pensions and Integrity Operations. The Report of the Classification Committee was finally submitted to the Employer on January 31st, 2019, and the new job description is called Program Services Officer and has been classified at the PM-01 level – this was previously classified at a CR-4 level. The position of the members has been reclassified and they

are eligible for retroactive pay. Some members are only eligible for a retroactive pay. They deserve what is due and which has been due for some since way back in 2006. The Employer estimated at 50 million dollars the cost of retroactive pay for present incumbents and those who filed grievances. It is unfortunate that CEIU needs to continue to fight to make the Employer reconsider its decision of excluding certain employees from receiving retro pay. I want to give a special thank you to Sylvain Archambault, the National Union Representative from the Quebec Regional Union Office for his commitment and devotion to this grievance file.

National Executive / Mental Health Committee

The National Executive have been working extremely hard throughout this cycle and continued even during the pandemic to support the CEIU membership. The NE held numerous meetings, conference call, videoconference, and even an emergency NE meeting during our 2017 to 2020 terms, which was extended until 2021 due to the postponement of our Convention.

Work is always ongoing for the members of the National Executive and without their support and dedication, I could not have done all that work by myself in these last four (4) years. It takes more than one leader to lead this Union! Without their commitment to the members and their Union, CEIU would not be where it is today because of them. Rebuilding CEIU after trusteeship with a smaller number of leaders around the National Executive table took a whole lot of sweat, dedication, and a commitment to lead day in and day out and this National Executive did just that.

Since our elections in 2017, there has been many tears shed by your leaders. Tears of joy, tears of sorrow, and tears because we were oh so tired, yet we continued to fight and be the leaders that you elected us to be. These positions are not easy ones to take on, but we take these on because we want to commit and be the best leaders we can be for the members and make their workplaces a better place. Fighting for the members takes patience, time, and a whole lot of energy, but I know that each one of us would not run for these positions if we were not ready to fight the fight and win the battles. Our members are our first priorities, and together we fight for their rights!

I want to send the biggest of thanks to all the members of the National Executive for their support and determination in the last four (4) years. We made hard decisions, did not always agree, but it is by having our discussions around the NE table that we have succeeded in getting our component to once again be heard by our very own mothership we call the PSAC.

At the 2017 CEIU Convention, the delegates adopted a resolution to create a Mental Health Committee with a few members of the National Executive. This committee created its own Terms of Reference and their own Regulation which was approved by the National Executive. The Committee has held numerous meetings, in person, by conference call and by videoconference, have created and conducted a survey amongst CEIU members.

I want to thank the NVPs that sit on this Committee and congratulate them on a job well done! I have added as an addendum to my report, the Committee's report to Convention.

An ad-hoc Committee of the National Executive is the Service Needs Delivery Committee. This Committee met in Ottawa back in 2018 and had other virtual meetings throughout the mandate to discuss the needs and the operation of this organization and the best way to serve our members. They reviewed the internal structure of the organization, reviewed staffing needs, and made recommendations for the National Executive. In the past two years, the full compliment of National Executive members formed the Service Needs Delivery Committee.

With such important tasks as looking at the needs and the operation of CEIU and finding ways to best serve the members and review CEIU's staffing needs, a resolution has been sent to this 2021 Convention to make this ad-hoc committee a permanent standing committee who would get to meet more than once every three-year cycle (the year of convention), as in the past. This year's delegates will have the chance of adopting this resolution to ensure that this Committee no longer is just an ad-hoc committee of the NE.

CEIU Committees

Number of CEIU members form part of the different committees at CEIU. These members volunteer their time to be part of these committees and for that I wish to thank them all for the work each of these committee members have done for their respective committee. A special thank you goes out to Sister Warner who oversees these committees.

At the 2017 CEIU Convention, the delegates adopted the creation of a National Women's Committee and a National Young Workers' Committee. With these two (2) new creations, CEIU is proud to now have six (6) Committees.

Each one of these committees play an important role in CEIU.

Human Rights Race Relations Committee: The role of the HR/RR Committee, as is constituted in the CEIU By-Laws is to explore, review, promote and respond to human rights concerns and issues, policies, and initiatives of the employer and that of PSAC and CEIU as a union and as an Employer. The Committee have and continue to put forth recommendations to the National Executive regarding human rights issues.

Amongst these duties, the HRRR Committee organized the 2019 Human Rights/Race Relations Conference which was held in Winnipeg in September of that year. The theme of the 9th HRRR Conference was 'Honour, Respect, Recognize and Reconcile'. These four (4) words are verbs meaning 'AN ACTION' and represent what is essential to achieving equity for all. Speakers at that conference spoke on Aboriginal issues and transgendered persons and their issues. Elections were held at this conference and those elected will be forming the next HR/RR Committee after our 2021 CEIU Convention. As the Chair of the HR/RR Committee, Brother Sebastian Rodrigues, the NVP for HR did a great job as Chair of the 2019 HR/RR Conference. His 1st conference being the Chair

and he succeeded. One of the highlights of the conference agenda was to allow the members the time to board a shuttle bus to the Canadian Human Rights Museum for a tour of the museum.

I have attended all the Committee's meetings and want to thank the representatives and the alternates on this committee for the work they have done which began not long after our 2017 CEIU Convention.

Thanks to Brother Sebastian Rodrigues as the NVP for HRRR and the Chair of the HRRR Committee. I must add that Brother Rodrigues is a pillar, not only for this Committee, but in his role as NVP for HR, always making sure that matters discussed by his committee are raised and addressed with us at the National level as well as within each of the three (3) departments.

A big thank you as well to the representatives and alternates of the HR/RR Committee for their commitment and devotion.

National Women's Committee: Created because of a resolution adopted at the 2017 CEIU Convention, the National Women's Committee have been hard at work and held many meetings since its creation. The Committee explore, develop, and review initiatives directed to promote and support the rights of women and respond to concerns relating to women's priorities. Through the two (2) NVPs for Women's Issues, this committee makes recommendations to the National Executive and reports on its activities at each NE meeting. The Committee has also written and submitted numbers of resolutions to this year's CEIU Convention.

Each of the Committee members received a 'Domestic Violence Training' which was well received and appreciated. Domestic Violence in the Workplace Awareness information session were shared with the members. One of the Committee's goal is to build the women's network and identify point people in each local so that information could be shared throughout the locals across the country. International Women's Day in March and the National Day of Remembrance and Action on Violence Against Women on December 6th are also a big part of this Committee's agenda every year.

This Committee has done impressive work since its creation and one of these is to get the National Executive to approve a revised and better Family Care Policy for CEIU members. Congratulations go out to this Committee for their initiative in getting this policy revised, approved, and available for our members.

The National Women's Committee organized the National Women's Conference which was held on June 7, 14 and 22nd, 2021 under the theme 'Now More Than Ever'. I want to thank them for inviting me to speak to the participants at the Conference. From what I have heard, the conference was a success.

Congrats go out to the National Women's Committee and the two (2) NVP for Women's Issues, Sisters Lynda MacLellan, and Jodi MacPherson on a job well done on both the Committee work and the conference.

National Young Workers' Committee: This committee was also created with the adoption of a resolution at the 2017 CEIU Convention and they had a lot of groundwork to establish. They meet to discuss workplace issues affecting young workers. Resolutions have been compiled and submitted by this committee to this year's convention. They have created their Terms of Reference and provide a report to each of the National Executive meeting to provide a summary of the work they have been doing.

As stated earlier in my report, the National Young Workers' Committee played a very big role in pushing for AED and I want to thank them wholeheartedly for their work on this file amongst all the other things they have worked on during their tenure.

I want to thank all the representatives and their alternates, as well as Sister Warner, for their dedication. I also want to thank the previous co-chairs of the committee as well as the present co-chairs.

Young workers are the future, and this committee is a voice for these members.

National Call Centres Committee: This committee has worked at improving the lives of call centre employees throughout the country. They play a critical role in ensuring that our members working in call centres are not on their own. They have written number of resolutions and have worked on a survey for call centre employees.

Topics of discussions that this Committee has discussed and are working on are the way new hire training is being delivered and how Service Canada has redesigned the training without union consultation and how the employer is terminating more employees during their probationary period. The 1-800 call centre and the challenges that CEIU faces in supporting these new workers. With the pandemic, members working from home are not receiving the adequate equipment required to perform their duties and the committee discussed the need for a national standard for equipment. The Committee also deals with undeniable issues of racism in call centres. Flexible hours of work arrangements with Service Canada are also part of this Committee's discussions and concerns.

A big thank you to the Chair of the Call Centre Committee, Julian Jeganathan for his work and thank you to all the representatives and alternates of this Committee as well. Keep up the good work.

National IRB Committee: This committee meets once per year and includes two members of each IRB locals. At some of their meetings, they have invited the IRC Chairperson to come and speak at their committee meetings. The Committee also held a joint committee meeting with the members of the IRCC Committee which was

appreciated by both committees. Similar issues are discussed at these joint committee meetings.

My hat goes off to Sister Christine Price, the NVP for IRB and the Chair of the National IRB Committee and to the representatives and alternates of this Committee.

Sister Price is leaving us after this Convention, and I want to wish her well and thank her on behalf of the IRB member and CEIU.

National IRCC Committee: This committee have held regular meetings to discuss ongoing issues in IRCC offices across the country. At some of their meetings, they have invited the IRCC Deputy Minister to come and speak at their committee meetings.

Brother Croes, the NVP for IRCC and the Chair of this Committee has brought the issues raised by this Committee to the attention of the employer. I wish to thank him and the representatives and alternates for their time and devotion to this Committee.

I also want to wish Brother Cores a well-deserved retirement who will be retiring after convention.

My other roles within the Union

As the component National President, I am a member of the PSAC National Board of Directors which, back in 2018, struck a Gender Equity Task Force to examine barriers to women's participation in union life so that recommendations could be made for changes. From that task force, it was heard loud and clear that there are deep systemic problems that prevent women from participating within the union. Fear of reprisal from their employer and family obligations are just some of the barriers preventing our sisters from participating. These barriers may differ for racialized women, Indigenous women, lesbians, bisexual women, trans women, non-binary, and women with disabilities.

The National Board of Directors meet on a quarterly basis in-person in Ottawa, when possible, as well as between these meetings by videoconferencing or whenever an emergency NBoD meeting is called by the PSAC National President, Chris Aylward.

Brother Aylward has appointed me, in early February 2019, as the Bargaining Agent Side Co-chair of the National Joint Council (NJC) Joint Employment Equity Committee (JEEC). This committee provides a national forum that includes Treasury Board Secretariat (TBS), the Public Service Commission (PSC), Bargaining Agents and Departmental Representatives. It acts as the NJC's vehicle for Employment Equity and diversity analysis and provides the NJC with Employment Equity and diversity related input, and advice and recommendations related to emerging policies and practices in the federal public service.

All 15 component presidents have held regular bi-weekly meetings to discuss ongoing issues which is truly appreciated by all as this keeps them abreast of underlying issues concerning the PSAC membership.

As your National President, I have attended numbers of PSAC conferences and conventions, as well as other events:

- Attended the PSAC Equity Conference from March 23rd to 26th, 2017.
- Attended the PSAC Leadership Training from November 30th to December 3rd, 2017.
- Attended the PSAC/Treasury Board National Bargaining Conference from March 26th to 29th, 2018 and again from April 26th to 30th of this year. At the 2018 Conference, four (4) of our very own CEIU members were elected to the PA bargaining team. And at this year's conference, we had four (4) CEIU members elected once again. I am proud to say that CEIU members want to be heard and this year alone, they have sent in over 700 bargaining demands out of the 2000 that the PSAC received.
- Attended the 2018 PSAC Triennial Convention along with 42 CEIU delegates and number of observers from CEIU and debated resolutions and voted on the elections for the position of National President and NEVP and A/NEVP.
- Attended numerous PSAC Regional Conventions in 2017 and again this year in 2021.
- Attended the Canadian Labour Congress (CLC) Convention in Toronto from May 8th to 12th, 2017 and virtually from June 16th to 19th, 2021.
- Attended all virtual PSAC Regional Conventions held this year.

CEIU Staff

CEIU is the only component of the PSAC to have staff working in different offices across the country. We now have 35 full-time staff who are there to serve our membership and each one of them, from one side of the country to the other side of the country and in between, bring their skills in fighting for what our members so well deserve. Each of the Regional Union Office have a complement of National Union Representatives and Administrative Assistants.

The National Office, where majority of the staff is located, is where both me as the National President and the National Executive Vice-President (NEVP) have offices. There is also the Director of Representation and Labour Relations as well as the Director of Finance and Administration. Both the NCR Regional Union Office and the Ontario Regional Union Offices are in Ottawa at the National Office with representatives and administrative assistants ready to assist the members.

Also at the National Office is the Coordinator of Representation, the Membership Engagement Officer, the Political Communications Officer, the Employment Equity Officer, the IT Manager, the Director of Finance and Administration as well as the

Assistant to the Director of Finance and Administration, and the Personnel, Pay & Benefits Administrator, the Executive Assistant and Advisor to the National President, and the Executive Assistant to the NEVP, as well as the Administrative Agent.

It is because of our dedicated staff that we, as leaders, can represent our members in the best possible way. Each and everyone of them is as important as the other. I could not succeed in my role as National President without their support and dedication and for that I want to thank you all.

As an Employer, going to the bargaining table with our staff union COPE can be challenging at time, and I want to commend the two (2) sides in reaching an agreement back in 2018 and again, just this year. A big thank you goes out to the COPE Bargaining team and the CEIU Bargaining Team for a job well done.

CEIU has lost some great staff since I took office back in February 2017, but we have also hired some great ones.

I want to take a time to remember Joanne Daniel who passed away on February 17th, 2018. Joanne was a National Union Representative in the National Capital Region when she passed and had been a union activist for number of years. She fought hard for her members and had many years of experience dealing with the Employer on behalf of her members. Her bubbly personality and friendship are missed by her co-workers and to the members who had built a relationship with Joanne throughout the years, but she will never be forgotten. CEIU has dedicated the large boardroom in the CEIU National Office to Sister Daniel, and that boardroom is now known as the 'Joanne Daniel Boardroom'. A plaque with a picture of Joanne, smiling, hangs in the boardroom as a reminder of a great person that CEIU has lost. Rest in peace Joanne.

I could not go without writing something special about one staff in particular – Brigitte Jean-Duguay, the Administrative Agent at the National Office. Brigitte has been with CEIU for her whole career – 35 years – and most of those years, she has been looking after CEIU's Convention logistics among other things. This Convention will be her last one as she is taking a well-deserved retirement at the end of the 2021 CEIU Convention on August 20th. What a way to go out – on the last day of her last Convention! Her coworkers will miss her greatly and a familiar face will no longer be at the CEIU conventions, unless of course, Brigitte is willing to step out of retirement every three (3) years!!! Brig, thank you from the bottom of my heart for all that you have done in your 35 years with CEIU. It did not go unnoticed by me as well as by the different CEIU National Presidents that were elected during your tenure. In those 35 years, you have seen many changes in elected officers and co-workers. Happy retirement Brig! I wish you the best of luck with your side business 'Chiffondolls' for you will now be able to devote more time to those lovely Ragdoll cats and kittens.

I also want to thank another staff who took her retirement in June, this year – Mona Daigle. Mona started working at CEIU as the Administrative Assistant in the Moncton Regional Union Office and then became the National Union Representative in that office. The

members of the Atlantic regions, as well as her coworkers throughout the country will miss her for sure. I, myself have worked closely with Mona, having been a Local President and then the NVP for New-Brunswick, and will miss her lots, but hopefully when I travel home to see my family, I will take time to catch up with Mona! Your two (2) NVPs, Sisters Rhonda Rumson and Debbie Morris have only high praise for you and your work ethics. Happy Retirement Mona! Now take this time for you and your family.

The future of CEIU

Where do we go now? Well, we must continue to strengthen our Union! We must continue to fight for CEIU members.

We need to empower our locals from coast to coast to coast. We need to make the members want to belong and be part of this Union. We must not only get locals involved but **wanting** to get involved. That is a big step in the right direction. Without the grassroots members at the local level stepping up to be part of their Union, CEIU cannot exist. CEIU needs its membership and its activists. We need to continue to engage the members, the locals, and the regions to ensure that we make CEIU - STRONGER THAN EVER!

Communication is key and a big part of the picture. The CEIU newsletter will pave the way for our members to hear from their Union – from their leaders, and we must move in other ways of communicating: social media, chat lines and so much more.

CEIU was once known as the most militant component of the PSAC and since our last Convention, we have worked tirelessly at all levels of CEIU to rebuild this Union to what we want it to be: the most militant component of the PSAC. We started out with over 17,000 members back in February 2017, and now, some 4 years later, we have over 27,000 members. In numbers, we are STRONGER THEN EVER and we will succeed once again in being the most militant component of the PSAC.

We must continue the work on getting as many unallotted members signed up, as we do have over 6,000 of our membership at this time showing as RAND. I want to thank the NVP for NCR, Jacques Perrin, and his alternates for the work that they have done in the last years to get RAND numbers down, having been successful in getting some of them to fill out membership cards.

Closing

In closing, I want to thank the members for allowing me the chance to lead this Union as their National President. Our union has walked a difficult path rebuilding after trusteeship in 2017, and I have been very proud to have led this union through that with a talented and dedicated National Executive, strong local leadership and activists and dedicated staff. I have worked, along with the NEVP and all the NVPs to make CEIU a much better one then when I took office back in February 2017 and I do hope that I have made you proud to be a member of CEIU.

Even in isolation during this pandemic, the CEIU leaders and your local executives have been fighting for its members. Members might not always see that, but our work is never done.

Thank you to all the members of the National Executive, past and present for their work and dedication and I welcome and congratulate the incoming NVPs who take office at the end of our Convention as well as to the returning NVPs.

I end my Report with one last comment: It all starts at the grassroot level. I want to remind the members that there are many ways that they can help make a difference in the many challenges that we all face within our workplaces every day. We need activists to volunteer their time to this Union! It takes great members, great leaders, and great staff to make a difference and together we will continue to be **STRONGER THAN EVER!**

It was an honour representing all of you these last four (4) years. I remain a proud member of CEIU.

Have a great Convention everyone!

In Solidarity,

A handwritten signature in blue ink, appearing to read 'Eddy Bourque', with a stylized flourish at the end.

Eddy Bourque
CEIU National President