

IRB NVP REPORT
by Michaëlle Antoine

As the newly elected NVP of the IRB, I would like to thank all those who have placed their trust in me to endorse this mandate personally. I would also like to thank those who held this position before me and who always had the well-being of our members at heart. I know that there are and will be many challenges. However, I believe that together and with everyone's help, we will make our voices heard.

During the period covered by this report, I mainly ensured the transition pending the appointment of a new executive in Montréal and I was still in charge of a few files at this local. With this in mind, I am happy to announce that a new executive was elected at the end of the general assembly on October 19, 2021.

This assembly ended with success thanks to the help of **Judith Côté** and **Annick Beamish**, our two new national vice-presidents (NVPs) elected for the Québec region. I want to thank them for lending a hand and working with me to get our local active again. I would also like to thank them for supporting the new local executive by providing its representatives with the guidance and assistance they need. I would also like to thank **Veena Gunness** from the Montréal Regional Union Office and **Johanne Payette** for their administrative support. Finally, I would like to thank the members of the new executive for having volunteered to meet the many challenges of their union mandate, namely **Lysanne Gélinas**, President, and **Norlyne Chery**, Vice-President; and at the local operations level, **Lucie Cadieux**, local secretary, and **Medghyne Morency**, treasurer.

I would also like to add that I am motivated by a positive sentiment toward the President of the IRB, **Richard Wex**, who seems to show a real interest in the well-being of our members and openness to want to change the IRB's organizational culture. Under these auspices, I hope that the meetings between CEIU and the IRB will prove fruitful. However, the fact remains that my role is to ensure that our concerns are heard and find a favourable outcome with senior management.

Although I recently took office in August 2021, I have worked within CEIU for the past 16 years and held various positions within the Montréal local executive. My new role now gives me a broader listening capacity, well beyond the Montréal region. My role is also to invite locals to share their problems with me. This allows me to have a better overview of the problems and dysfunctions at the IRB and discuss them with the national CEIU and, if applicable, with the president of the IRB. .

In terms of union representation, I took charge of several members' files with various problems, including staffing, telework, pay, harassment complaints, filing a grievance, and duty to accommodate.

In addition, following the government's announcement concerning mandatory vaccination, I had to attend several meetings with management, who informed us of their initiatives, actions and reports on vaccination in the IRB regional offices.

In terms of communications, I organized and planned with Local 10459 in Montréal and my alternate NVP, **Jesod Fenelus**, meetings every two weeks via Zoom to discuss the various issues and/or concerns raised regarding the roles, responsibilities and tasks to be assumed by union representation. I intend to suggest this same formula to the local section presidents of the IRB in **Toronto, Vancouver and Calgary**. I believe this would be a good way to stay in constant communication with members via the regional executives, especially in these uncertain times due to COVID-19, but also in the context of upcoming changes in the IRB's organizational structure with the integration of regional directors and the PA group's Classification Reform planned for next fall.

My role as IRB NVP will lead me to sit on several committees, including the National Union-Management Committee (NUMC), the National Health and Safety Policy Committee (NHSPC) and the president's advisory committee on diversity and inclusion. Various topics, including workforce stability, future workplace, workplace health and safety, mental health, employment equity, are discussed. I will report on developments on these different platforms in my next report.

In the coming years, we will face many challenges that will require us to remain vigilant in order to maintain our achievements, exercise a certain level of monitoring in terms of staffing and management processes and practices, and demand more transparency and accountability to ensure our members have a workplace free from harassment and abuse. Moreover, with the winds of change sweeping both the IRB and society, there is also an urgent need for representatives within the Human Rights and Race Relations Committee to handle, among other things, representation of our members with disabilities, systemic discrimination in terms of inclusion, and accountability in terms of equity.

It is up to the members to show solidarity among themselves and toward their union by relaying to the members of their local executive the problems they encounter. It is up to regional executives to bring me the issues that do not fall within their jurisdiction, and an orientation will be given in that respect. I believe that together we can achieve results by staying united and engaged, and keeping in mind that the union is there to defend its members and give them a voice.

In solidarity,

Michaëlle Antoine/IRB NVP