
NCR NEWSLETTER

Edition 1, Volume 1

March 11th, 2020



We are pleased to launch our regional newsletter

- Jacques Perrin, Editor

“Tragically, Happy 4th Anniversary Phoenix”

Outside Prime Minister
Trudeau’s office
February 28th, 2020.

NVP NCR Jacques
Perrin, with PSAC
President Chris
Aylward and PSAC
NEVP Magalie Picard



“Phoenix Events”

The Regional Executive Council (REC) officers, Jacques, Claude and Dan distributing cake at Phase 4 on February 28th, 2020



Local Executives Renée Amyotte and Natalie Dirksen undertook activities targeting IRCC and ESDC / Service Canada in providing members slices of sarcasm birthday cake

NCR ANVP Linda Delaney kicked it off at the IRCC



**“NCR proud sponsors of Black History Month event at the
IRCC”**





“March 8th, 2020 – Women’s International Day”

NCR activities held at the IRCC IRB and ESDC Service Canada



It's our tradition to hand out carnations and encourage members to take a moment for themselves and reflect this event, which is truly appreciated and has become an expectation by many





“Elimination of threshold for Phoenix related priority payments”

Worked on the National Joint SCUMC at ESDC / Service Canada to reverse their policy.

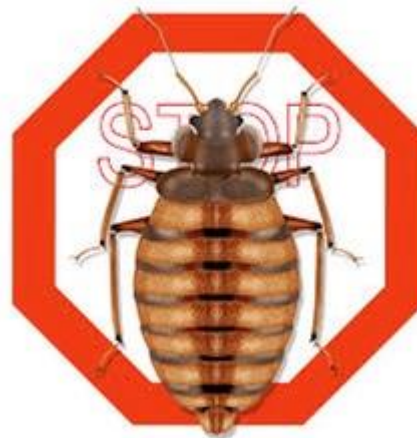
The employer had set parameters at 3,500 to process files urgently penalizing the most impacted and in need this has now been eliminated



“Full coverage for home and automobile inspections related to bed bugs at IRCC”

IRCC NHQ has been infested with bed bug issues members were shuffled to alternate worksites and alternate work arrangements.

The IRCC NCR local president raised the issue and we pushed the IRCC to include costs for home treatment and automotive inspection and treatment services and the IRCC conceded to cover all costs



“Launch of the email and rand sign up initiative at the IRB, IRCC and ESDC / Service Canada”

The region outreached to collect members personal email addresses in light of upcoming strike votes and mobilization activities and allow for TB negotiation updates and populate our regional Nation Builder Website.

“Community Outreach”



The regions NVP Jacques Perrin and Alternate NVP's Claude Mayer and Dan Carrière, local presidents in their own rights, took a vacation day and raided Costco to help fill the shelves at Gatineau Gites Amis Homeless shelter few blocks from Portage complex.

The Gites was impacted by a fire 2 months ago, furthermore added Andy, impacting the ones most in need.

“Update on PSAC Negotiations”

Common issues bargaining proposals

October 17, 2018



After more than three years of hardships under Phoenix, our members continue to show up to work every day and deliver the services Canadians depend on.

PSAC expects this government to negotiate a collective agreement that recognizes the value of their work and their dedication to Canadians.

The following is a summary of the major demands put forward at the common issues bargaining table, which are proposals that encompass the needs of all federal public service workers employed by the Treasury Board.

- [PSAC's common issues proposals](#) (June 2018)
- [Employer common table proposals](#) (June 2018)

Phoenix

To prevent another tragedy like Phoenix from ever happening again, PSAC is demanding greater consultation with the union before any technological changes are put in place affecting members.

Our Phoenix-related demands include:

- Employees are to be paid on time, and daily interest is to be paid to employees who do not receive their proper pay, based on the Bank of Canada's daily compounded interest rate.
- No repayments of overpayments are to be made until all the employee's pay issues have been resolved. Moreover, the repayment schedule will not exceed 10% of the employee's net pay unless the employee opts for a larger amount.
- Rules around salary and benefit advances, and language providing for accountant and financial management counselling for employees negatively impacted by Phoenix.

Terms and temps

PSAC will fight to end the over-use of temporary staffing agencies and ensure that temporary workers have protections under their collective agreements.

PSAC has proposed to include some of the protections contained in the [Term Policy](#), which allows terms to become indeterminate employees after three continuous years of service. We are also proposing that the employer review its use of temporary staffing agencies annually and consult with the union.

Contracting out

We are also putting forward stronger language to protect the work of federal public service workers and reduce the endless stream of private contracts. PSAC's demands include a proposal that the employer must use existing employees or hire and train new employees before contracting out work. We are also proposing new language to ensure the union is consulted before any contracting out occurs.

Domestic violence leave

Domestic violence impacts work life. The trauma and stress on people who experience domestic violence affects their ability to do their job. For many, the violence doesn't stop when they get to work. That is why PSAC is putting forward proposals to protect and help workers in these situations.

PSAC proposes to include 10 days of paid leave for workers who experience domestic violence to attend medical appointments, legal proceedings and any other necessary activities. Our proposals also include other protections and accommodations for these workers.

More time for families

It's very important for new parents to spend more time with their children without the barrier of lost income. That's why PSAC is proposing that the employer extend the parental leave top up from 37 weeks to the full 63 weeks now available under the new Employment Insurance benefits introduced by Prime Minister Trudeau's government in 2017.

The team is also proposing improvements to other forms of paid leave, such as vacation leave and others, and adding National Indigenous Peoples Day as a paid holiday.

Child Care

PSAC is calling for an [ongoing Child Care and Support Program](#) (CCSP) that will facilitate the establishment of child care centres in federal workplaces and promote work-family balance. The CCSP would be funded by Treasury Board and overseen by an Executive Board and Advisory Board comprised of an equal number of union and employer representatives.

Mental Health in the Workplace

[PSAC is proposing to establish a Centre for Expertise on Mental Health in the Workplace](#) (COE) to continuously improve the successful implementation of measures designed to enhance mental health in the workplace. The COE would be funded by Treasury Board and overseen by an Executive Board and Advisory Board comprised of an equal number of union and employer representatives.

Civilian Members of the RCMP

PSAC presented a [protocol for negotiating the terms and conditions of work for civilian members of the RCMP](#) who are pay-matched to PSAC bargaining units.

“IRCC family leave for those impacted by teacher’s strike”

Having sent a directive to IRCC members that family related leave could not be requested as members we’re being made aware ahead of time and this allowed for members to make alternate care arrangements. CEIU NCR NVP and executive council in collaboration with Julia Duckworth IRCC NHQ local president raised the issue with IRCC senior management.

We were assured that this was not the case and individual requests would be evaluated case by case. The issue was raised and addressed directly with the Deputy Minister by CEIU President Eddy Bourque who reiterated the IRCC would be evaluating the requests case by case. Some middle managers are still denying but our commitment is to continue challenging or face grievances

“Mitigating grievances in the second largest region of CEIU”

NCR prides itself on the ability to mitigate issues which minimizes impact on members by finding solutions to issues as they arise. Given this approach we expedite the process of having to wait for the departments to address and find solutions sparing members time and allowing for parties to resolve complaints. NCR executives have established a mechanism that works and we have by far fewer outstanding complaints.

“Reestablishment of the ESDC disability management unit”

The unit was closed several years ago under workforce adjustment leaving members and managers with no resources or guidance thus creating additional stresses to those in need at times when things are at their worse. The NCR on several occasion raised the concerns lobbied several executive heads and finally ESDC / Service Canada agreed that this function needed to be reestablished.

“Supporting the new executive at IRCC and IRB”

Claude Mayer, Dan Carrière, Linda Delaney and I have been working to support the newly executive at the IRCC who recently elected president Julia Duckworth and VP Megan Butterill.



IRB local 70701 elected its new president Fouazi Xavier Chaaban and new VP Mamadou Mouctar Bah.



We're about to collaboratively launch the rand and email campaigns.

“CEIU Rebranding”



CEIU’s new logo is the vision of hundreds of members sharing what CEIU means to them.

Our union’s mission is to protect the rights and promote the interests of all workers. Responding to this, our new logo is built on the idea that strength is a result of diversity, community and mutual support.

The logomark consists of three individuals who form shields that together form the shape of a maple leaf. Consequently, this concept relates to the values of CEIU in that it grows and is strong in its representation of togetherness.

Our new logo was unveiled at the HR/RR Conference and we are now pleased to share it with you!

“Launch of the NCR Nation Builder website”

Check it out

<http://www.ceiuncr.ca/>



NCR RCN

“AED Campaign”



An AED, or automated external defibrillator, is used to help those experiencing sudden cardiac arrest. It's a sophisticated, yet easy-to-use, medical device that can analyze the heart's rhythm and, if necessary, deliver an electrical shock, or defibrillation, to help the heart re-establish an effective rhythm.

CEIU has been lobbying the departments in providing AED's and we are hopeful to reach an agreement. TB provides them for their premises but states that costing issue is a factor given the number of locations they would have to cover for all federal locations.

Costs should not be a factor when it comes to saving lives

“Other News”

- We continue to maintain a channel with human Resources branches in the 3 departments to prioritize urgent Phoenix related complaints that affects members ability to pay rent or buy groceries.
- We will continue representing NCR members by supporting locals in representing members and challenging departmental officials on issues that impact us all
- We will stand united in challenging the Treasury Board to negotiate in good faith and table a fair and equitable contract.

Your Regional Executive Council (REC) Members



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National VP
NCR CEIU PSAC



Claude Mayer
ANVP
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Dan Carrière
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Linda Delaney
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In closing, as we move towards strike votes to pressure the employer in our demands for an equitable a fair contract offer, the NCR is gathering our members and momentum for the upcoming fight

We will rise to lead the charge and send a clear and loud message



With utmost respect and united solidarity



Jacques Perrin
National VP
NCR CEIU PSAC

