



CEIU-NCR Newsletter

Volume 1, Number 5

November 9, 2020

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Message from the NCR-REC

CEIU-NCR continues to follow up on Regional News very closely and is continuing to share information and updates with our members.

- NCR-REC, Editor

***** PSAC Updates *****



October 29

[Changes to 699 leave: PSAC to take further legal action](#)

October 26
[PSAC-UNDE report reveals privatization at DND costs Canadians more while delivering less](#)

October 23
[PSAC-CIU bargaining team tables wages in negotiations](#)

October 23
[PSAC and Treasury Board sign PA, TC and Phoenix deals](#)

October 22
[NAV CANADA members joined together for PSAC's first digital bargaining conference](#)

October 21
[Victory: Supreme Court reaffirms women's equality in the workplace](#)

October 20
[PSAC congratulates winners of the 2020 scholarship program](#)

October 16
[Legal battle begins to protect use of 699 leave during the pandemic](#)

October 15
[FB Bargaining: PSAC-CIU protects bargaining unit work](#)

October 15
[International Day for the Eradication of Poverty – Dignity for All](#)

October 13
[Canada's long-term care crisis: Feds should take cue from NDP proposal in Ontario](#)

October 10
[FAQ: CFIA Collective Agreement](#)

October 10
[FAQ: Parks Canada Collective Agreement](#)

October 9
[FAQ: Phoenix damages compensation](#)

October 9
[We must act now to slow the spread of COVID-19](#)

October 5
[SV members ratify new tentative agreement](#)

October 2
[Efforts to fix long-term care make waves: Revera officials on the defensive](#)

October 2
[Caring for Canada's veterans during the pandemic](#)

September 30

[Orange Shirt Day - Every child matters](#)

September 29

[PSAC members ratify new agreements with Treasury Board and CRA](#)

September 28

[Register to cast your ballot in Parks Canada and CFIA ratification votes](#)

***** Updates from IRB, IRCC & ESDC/Service Canada *****



Immigration and Refugee Board (IRB)

1. Intake at the Refugee Protection division is low – however, with possible upcoming changes to the safe third country agreement, we are also equally concerned about a potential flood of migrants from the USA are overwhelming our resources, which are already stretched thin. Updates are being requested at the National Labor Union-Management Consultation Committees.
2. CEIU continues to express concerns to in-person immigration/refugee hearings and are working with the employer on identifying and implementing possible solutions.
3. Discussions and meetings have resumed with regards to the review of the PM1 and PM6 job descriptions respectively.
4. CEIU continues to challenge and discuss issues of mutual concerns effecting CEIU members within IRB.

Immigration, Refugees and Citizenship Canada (IRCC)

1. Automation and the usage of “AI” are increasingly concerning to CEIU and will be placed on the agenda of upcoming labor/management consultation committees. On October 14th, 2020, Membership Engagement Officer and Sister Warner had a meeting with PSAC representatives to discuss contracts tendered at IRCC, and our numerous concerns regarding the employer’s mandate for automation. They have provided several relevant links for our consideration, and IRCC has offered to provide ongoing assistance to the component as these issues arise.

CEIU is concerned about the automation measures and will also continue to provide support to the component. They also suggested a meeting with Krista Devine from the PSAC legal team to discuss the privacy concerns with AI at both IRCC and ESDC. A meeting has been requested and updates to follow.

2. On 2020-10-20, Sister Warner had a call with IRCC national head of HR to discuss:
 - Edmonton CPC rotation – the employer agreed to come back to us with a reconsideration on the rotation approach.
 - The Montreal MOA – the employer agreed to reconsider their withdrawal from these discussions and come back to us in a couple days with updates.
 - COVID outbreak in Edmonton and lack of isolation for colleagues who may have been exposed – the employer is meeting with the local OSH committee and further actions/follow ups will then be provided to us.
3. Sister Warner advised IRCC that CEIU feels that their relationship continues to lack the respect and work will be required moving forward to improve this relationship. As such, they have mutually agreed to begin holding regular bilat meetings every other week to discuss ongoing issues at IRCC.

Employment Social Development Canada (ESDC) /Service Canada (SC)

1. Following discussions with the NVP for Nova Scotia/Newfoundland & Labrador and the NVP for New Brunswick/Prince-Edward-Island, Sister Warner has requested a meeting with the Atlantic ADM to provide a proper introduction in her new role and discuss some concerns.
2. Regarding administrative investigations – Sister Warner has an upcoming meeting with the head of PSAC legal to explore other avenues to challenge the employer’s approach to discipline.
3. Sister Warner had a discussion on 2020-10-19 with several employer representatives. They discussed:
 - 699 leave – more updates to come from the employer.
 - They continue to fine tune the Labour/Management Charter. A final draft will be provided to the NE before this is signed by Sister Warner and Brother Bourque.
 - Telework – the employer is requesting that CEIU provide submissions regarding changes to the telework policy. Sister Warner has asked the Coordinator of Representation to gather suggestions from the NE and our NURs, and then a formal consultation will be set up with all interested parties to discuss this topic further.
 - CERB – as we are now aware, some of our members applied and received CERB benefits. The employer is currently identifying the employees who received the benefit and is conducting internal investigations similar to administrative investigations. Sister Warner has requested a formal and thorough update at the HRUMCC.
 - Administrative investigations – CEIU has agreed to hold a meeting in November to discuss changes that the employer is proposing with regards to the administration of administrative investigations.

- Reactivation of Service Canada Centers – Sister Warner requested clear guidelines on how to conduct worksite assessments to determine the number of persons who ought to be in an office at any given time. This is driven mainly by the physical layout of the spaces, the number of chairs, and the space in the entrance zone specifically. The employer has agreed to provide these numbers. To date, 252/318 sites have opened, with the bulk situated in the west. The employer is surveying the employees to ensure concerns are addressed and keep a sense of how the situation is evolving. Permanent plexi is replacing temporary plexi where it existed. The employer is working on various methods and approaches to increase the number of clients who book appointments online versus having the clients physically show up at the SC Centers and wait outside.
 - Anti-Harassment signage – the employer has advised Sister Warner that they’re no longer interested and willing to entertain a National discussion with regards to having anti-harassment signage made clear and visible when clients enter Service Canada Centers. She will be following up with the NE on a proposed fight back campaign.
4. The Membership Engagement Officer and Sister Warner are working with PSAC on unionizing the workers at the 1-800-O Canada – Additional details to follow once we have an update – Brother Perrin will remain in the loop as the situation evolves considering the call center is part of the NCR Region.

***** CEIU-Regional Updates *****

CEIU National office has provided the NCR with a donation totalizing \$10,000. An email was sent out to the NCR Women’s Issues (WI) Chairperson as well as our NCR First Nations’ Representatives (HRRR) requesting their respective proposals/submissions outlining the amount and to what organization.

They were as follows:

- The WI A/Chairperson provided the Presidents’ Council with the following organizations:
 - \$2500 for L'autre chez soi in Gatineau
 - \$2500 for Hopewell in Ottawa
- **Donations were made on November 2nd, 2020.**
- NCR First Nations’ Representatives (HRRR) provided Council with the following organizations:
 - \$1250 to Odawa Native Friendship Centre
 - \$1250 to Wabano Centre for Aboriginal Health
 - \$1250 to Minwaashin Lodge
 - \$1250 to Inuuqatigiit - Centre for Inuit Children, Youth and Families
- **Donations were made on November 2nd, 2020.**

A suggestion was made by Sister Duckworth and was approved by the Presidents' Council. The region has added the following donation to the following organization:

- \$2,000 to the Parkdale Food Centre in Ottawa
- **A donation was made on November 2nd, 2020.**

The Presidents' Council also agreed to help and approved an amount of \$3,500 to be spent on Survival Blanket and hand/foot warmers for the Homeless within the NCR. Sister Delaney contacted Union Proud Canada Inc and placed a purchase, as suggested below:

- \$3,499.21 to be distributed by Sister Delaney
- **A donation was made on November 2nd, 2020.**

In addition, Brothers Perrin, Carrière and Mayer will be providing food and sundries for the homeless. Community Outreach suggested amount was as follows:

- \$2,000 in food and sundries to the Gite Ami in Gatineau
- **Goods and sundries will be delivered later.**

Total amount of CEIU National Donations and Community Outreach adds up to \$17,499.21.

***** CEIU – NCR Website Update *****

Additions were made to the following pages below:

NCR - Financial Policies & Guidelines

- 1.2 was added to the Financial Policies

We will keep advising our members, via our Regional Newsletters and encourage them to view these changes on our website.



“Please, Take Care and Stay Safe!”

“ NCR-Regional Executive Council’s ending note ”

As we continue to forge ahead in these challenging times, we would like to remind you that you are not alone, and it is imperative that we remain united in supporting each other.

On behalf of CEIU - Regional Executive Council and the NCR Presidents' Council, please remain safe - stay strong - we will overcome this.

With respect and solidarity,



Your NCR Regional Executive Council (REC)

Jacques Perrin (NVP-NCR)

Claude Mayer (A/NVP-NCR)

Daniel Carrière (A/NVP-NCR)

Julia Duckworth (A/NVP-NCR)

Linda Delaney (A/NVP-NCR)

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