

**REPORT OF THE
NATIONAL VICE-PRESIDENT
Jeffrey Irwin**

This report will cover the period from November 2016 to April 2017.

Brothers and Sisters, I want to start by saying how proud I am to be a part of the successful merging of two great former Components of the PSAC into the new Union of Health and Environment Workers!

Every accomplishment starts with the decision to try. The two people who decided to try, Tony Tilley and Todd Panas, deserve our gratitude for embarking on this journey and bringing all of us along with them.

“There are no secrets to success. It is the result of preparation, hard work and learning from mistakes.” Retired General, Colin Powell

When you look at any story of success, hard work, road blocks, derision, and seemingly insurmountable obstacles are always aspects of that story of achievement.

I know the effort that has been put into making this merger a success and the effort that continues to be required to state the obvious benefits for all of our members and I am thankful we have the leadership we have, both at the top and within our Council.

This has certainly been some very busy five and a half months which included the preparation for and the participation in the initial UHEW National Council meeting in early January.

I have worked on several files which have included representation of individuals on grievance presentations at 1st and 2nd level. One such grievance was as a result of the determination that the UNPROVEN allegations made against a C&P Fishery Officer were such that the security of the government was placed in jeopardy and the officer was suspended without pay. In representing that officer, I made statements and provided jurisprudence that indicated this course of action is in breach of the Canadian Charter of Rights and Freedoms. This matter is a high priority as the UHEW moves forward for all of our UHEW members.

As a member of the Standing UHEW Finance Committee, I have worked with National Vice-President, Sister Shimen Fayed, Finance Officers, Brothers Carmine Pacifico and Sylvain Meilleur, as well as our National President, Brother Todd Panas.

This was a very daunting task as we tried to harmonize two very separate and distinct accounting processes to develop our very first UHEW Budget to present to Council and to Convention. Once again success, through hard work, was achieved.

I was very proud to have been nominated and affirmed as the new National Director for Enforcement for the UHEW at the January National Council Meeting held in Montebello, QC. The main role for this new Council position will be to be the contact for issues uniquely related to our Enforcement Officer Community within UHEW.

I have worked on the development of a Resolution for Convention to include this National Council position as a part of the National Executive Council and the Council to deal with the many issues unique to the Regulatory Enforcement. This group of Enforcement Officers, who are members of the UHEW, make up approximately 10 to 12% of our total membership, at Fisheries & Oceans Canada (Fishery Officers), Environment & Climate Change Canada (Wildlife and Environmental Enforcement Officers) and Health Canada (Federal Health Inspectors).

One of the main issue continues to be the problem in achieving an appropriate classification that recognizes and gives appropriate value for the nature of the work, the roles and responsibilities, as well as the requirements that are unique to the job.

In addition, I have worked on the development of the roles and responsibilities for the National Director for Enforcement as in what this person is focused on; where does this person report, how often and about what; what is this person supposed to be involved in and what will be the relationship, within UHEW, between the National Director For Enforcement (NDE), the National President, The National Council, The RVP's, the Local Presidents.

As well, what will be the relationship with (at what level and with whom) the various Departments and the ADM's responsible for the Enforcement Portfolios, Nationally and Regionally.

Preparation for the next National Fishery Officer Union Management Meeting has also been a priority. I have contacted the NFOUMCC Committee for input to the March 21st meeting.

I was asked to assist our National Office when Brother Tony Tilley announced his retirement at the end of February, by coming in to Ottawa in the capacity of National Vice-President at the UHEW Branch Office at the PSAC Building at 233 Gilmour Street.

This decision was made to allow Sister Shimen Fayed to transition herself and her family, from her former position with Health Canada in Regina to her role as the full time National Vice-President of UHEW in Ottawa.

The next few months will be just as busy or even busier as we head into the inaugural UHEW Convention in Toronto in August. The adopted Convention theme of “Members First!” is the unstated motto of the new UHEW and is an excellent fit! The members are seeing a very proactive and “hands on” style of leadership and an enthusiasm for achieving resolution of issues and concerns that leave the grievance process as a last resort.

I’m looking forward to meeting as many members as possible and working with them and their Local, Regional and National representatives as we go forward as the one great Union of Health and Environment Workers!