

**REPORT OF THE
REGIONAL VICE-PRESIDENT
ONTARIO
Cheryl Sullivan**

This report covers the period from October 2016 to March 2017.

It has been an exciting and challenging time for our region in that last 6 months. We had very good turn outs for both the merger ratification votes as well as most of our AGMs. All of this in addition to the upcoming inaugural Convention for UHEW and continuing workplace complaints involving toxic units and abuse of authority has kept me very busy. I am excited to be the chairperson of the Convention Committee, as it allows me to be involved in this exciting and historic Convention. I have arranged for a band that will have all of our delegates, observers and guests shaking their booties on the dance floor. I am also seeing some actions taken by one of the departments to improve workplaces where people are hurting and no longer want to come into work. This is something that I did not expect to see before I retired and am hoping this is a trend that will extend to the other departments dealing with our Component.

All AGMs have been completed and have elected full executives, with the exception of one, where we have the basic executives to remain solvent, but we are hoping that more can be recruited to help with the workload. I wish to thank the outgoing executives for all of your hard work in representing our members and the assistance that you have given to me over the past six months. I also wish to extend my congratulations and best wishes to those that have retired or are retiring in the very near future. Your contributions to your members and our Component cannot be understated. I also wish to congratulate our new and returning local executives and to welcome those that are stepping up for the first time. Our union works when all are involved and it is very nice to see these new people step up.

I wish to also extend my gratitude to my alternate RVP, Jacqueline Gabon for stepping up and taking over my ECCC OSH file, as this has helped greatly with my overwhelming workload. Jacqueline has been an amazing friend to me and given me much personal support through our many challenges, both union and personal.

Our National Executive (previous UEW) were able to get together with the National Council (previous NHU) in January for our first combined council meeting in Montebello, PQ. I was very pleased and impressed with the professionalism and commitment to their members that all of the council possessed and I am excited to be working alongside these dedicated activists. I feel that we have a strong leadership moving forward.

As you may be aware, Tony Tilley, the National Co-President of UHEW, due to personal reasons, has taken an early retirement. We extend our thanks to Tony for all of his commitment and hard work over the years and for having the vision to see the merits of this merger with UEW. We also wish him good health and a long and happy retirement. This has put a lot of pressure on our other National Co-President, Todd Panas, who is now trying to organize the merged component, negotiate a combined contract for staff (this has just been ratified – very good news), plan a convention and relocate to a new office with the staff coming together in the same location for the first time. As a result, the Component has brought in one of the National Vice-Presidents, Shimen Fayad, on a full time basis to help with these activities. This is a temporary measure until convention, at which time there will be a full-time National President and a full time National Vice President elected from the floor.

In closing, I hope you are all thinking about and working on resolutions for the convention, being held August 22-24, 2017 at the Sheraton Center Toronto Hotel (123 Queen St. W., Toronto, ON, M5H 2M9). This is your chance to change and improve your union. The deadline for receipt of resolutions to the National office is **April 28, 2017**. I know some of you are forming resolution committees within your locals to allow grass roots members to be involved. I highly recommend and support these initiatives. I also encourage our locals to take advantage of the location of this year's convention and send observers. You are entitled to use the remainder of the \$3000 that was allocated at the last convention for supporting locals (former UEW). This entitlement will be discontinued moving forward from the August convention, unless a new resolution is written and passed on the floor. I understand that this will depend on the financial position of your local as well, but this is an excellent opportunity for training and exposing new activists to both the democratic process, as well as the historic inaugural merger convention.

I wish to acknowledge and thank our National office for their continued support of our members and me personally. Very special thanks go out to Todd Panas and Julie Lavictoire for going above and beyond in supporting me through a very difficult personal situation. Also, I must thank Daryl, Carmine, Luc, Stephen, Jeff Irwin and Shimen Fayad for their ongoing support and expertise in helping us do what we do.

Activities

October

- 4 Conference call with National office re: violence complaint
Telephone call with National President, Todd Panas

October (Cont'd)

- 5 Violence complaint
Agenda items for S&T, NLUMCC & National Executive Seminar
National Day of Respect, preparation
- 11 Teleconference with HR and union reps – violence complaint
- 12 Violence complaint
Local case involving leave, accommodation, classification
- 13 Telephone call with National President, Todd Panas
- 14 National Day of Respect, preparation
Review and submit edits to draft minutes from ECCC RLUMCC
- 18-20 National Executive Seminar and Meetings
- 24 Meet with Director ACRD (local initiatives and National Day of Respect)
Violence complaint – 2 hrs
- 27 Phone calls with Luc, Fred, DFO LR
Correspondence: locals (AGM's and Merger vote), National Day of Respect
Violence complaint
- 31 Met with Director ACRD

November

- 1 Violence complaint
Consultation meetings
- 2 Discussion with Director, CHS
Local complaint
- 3 National Day of Respect
Violence complaint
- 4 Meeting with DG (S&T) and Director (ACRD)
Meeting with Director (ACRD)
- 8 Violence complaint – phone with Director LR; working on Terms of Reference
Call from Local President
- 10 Bullying module
Violence complaint
National Day of Respect
Meet with 2 local presidents re: AGM's, Merger vote, exec dinner, acting assignment

November (Cont'd)

- 14 Working on draft proposal to DG (S&T) – plan to help with morale issues within the branch
Telephone call with Local Chief Shop Steward
- 15 National Day of Respect
- 16 Set up and printing for National Day of Respect
Finalize draft proposal to DG and accompanying email
Local 00709 merger vote
- 17 National Day of Respect – at kiosk/table and follow up after
Final edit of proposal and sent to ADM, DG, Director, Todd, Daryl
- 18 Preparation for AGM – Local 00046
Correspondence with DG (S&T) and Director (ACRD) re: draft proposal - 1 hr
- 21-23 Local 00046 AGM and merger vote/meetings
- 24 DFO Respect Day correspondence and posters
Correspondence/phone with Local 00046
- 25 Emails/correspondence – Daryl, Local 00046 -DFO Respect Day
Bilat meeting with Director (ACRD)
- 28 DFO National Day of Respect – help with Kiosk; intro to Ted’s talk
Trilat meeting with DG (S&T) & Director (ACRD)
ECCC ROSH
- 30 DFO RLUMCC & RHSC meetings

December

- 5 Conference call with DFO management re: proposed reorganization
Consultation to alleviate need for grievance (emails, phone calls)
- 7 ECCC RLUMCC/ROSH meeting preparation
- 8 ECCC RLUMCC/ROSH
Bilat meeting with RDG
- 12 Met with Local President
Met with Regional HR representative
Correspondence – DFO RLUMCC and grievance
- 13 Met with 2 local presidents (separately)
Bilat meeting with HRB at headquarters – re: violence complaint
- 14 Local 00144 merger vote
Local 00175 AGM/merger vote

December (Cont'd)

- 15 DFO Burlington local LUMCC – just started up again after long time without
DFO Sault Ste Marie Local LUMCC – SLCC – try to attend as many as possible
National Executive conference call
- 16 SLCC conference call

January

- 5 Violence complaint – consult with service officer
- 6 Violence complaint; discussions with local representative and LR
- 9-13 National Council meeting – Ottawa/Montebello
- 18 Member complaint – toxic workplace
- 25 Complaint – toxic workplace (different workplace from the 18th)
Emails – ECCC RLUMCC/Local 00709 (AGM scheduling)/grievance/resolution
committee
- 26, 27 Backlash from GT07's after TC tentative agreement released
- 31 Member complaint – toxic workplace
Review and provide comments for ECCC RLUMCC minutes
DFO C&A Respect Committee meeting

February

- 1 Violence complaint/SLCC/DFO Respect committee correspondence/phone
- 2 Violence complaint
- 7 Telephone call with Local President
Local executive meeting – requested my attendance
Review National Council minutes
Meet with local executive re: resolution committee set up
Convention emails
- 8 Violence complaint
Trilat meeting with RDG ECCC Ontario
Convention – logo
- 9 Teleconference – toxic workplace/violence complaint
Emails/correspondence
- 10 Preparation for meeting with ADM
Registered for PSAC Ontario Convention

February (Cont'd)

- 13 Discussion with PSAC rep re: 2nd level grievance
Violence complaint
- 14 Violence complaint – discussion with LR – 30 min
- 15 Correspondence re: convention, host committee, ratification votes to locals
- 16 Non-REs meeting – planning, agenda, etc
- 17 Trilat meeting with DG (S&T) and Director (ACRD)
Bilat meeting with ADM (S&T)
Town hall with ADM & DG
- 20 UHEW teleconference
Violence investigation
Non-Res meeting – planning and discussions
- 21 Non-Res meeting
Correspondence with PSAC rep trying to secure a Burlington location for ratification
vote
- 22 Telephone calls with ADM/LR
Local 00145 AGM
Local 00144 AGM
- 23 Travel to Downsview – Local 00709 AGM
Preparation work and V/C discussion with ADM – PSES action plan
- 24 Travel from Toronto/drop Todd at airport – 2 hrs
Non-res meeting discussions
Preparation for ECCC RLUMCC/ROSH
Convention logo
- 27 Violence complaints (3)
- 28 Violence complaint

March

- 1 Correspondence to ADM
- 6 Local LUMCC – SLCC
2nd level grievance preparation
Phoenix issues (2)
- 8 Violence complaint – discussion with Director – HR
2nd level grievance hearing & post mortem discussion – Local 00046
PSES pulse discussion – sent feedback for Well-being charter

March (Cont'd)

- 9 DFO Respect committee teleconference
- 10 Bilats with Director (ACRD) x 2
- 15 Discussion with ADM (S&T)
RVP report
- 16-18 Travel to Ottawa – Resolution Committee meetings
- 21 Preparation for Non-res meeting
- 22 Discussion with lawyer re: wrongful dismissal case
- 23 DFO Burlington LUMCC
- 24 Non-Res meeting with Director and REMs
- 27 DFO C&A RLUMCC
- 29 DFO C&A RHSC