

**REPORT OF THE
REGIONAL VICE-PRESIDENT
QUEBEC
Sylvain Guimont**

This report covers the period from October 26, 2016 to April 7, 2017.

Union-Management Consultation Committees

The DFO Regional UMCC met on October 26 and March 9. Main items discussed: Term employees versus ‘back to square one’; Training for respondents on Work-related Mental Health issues; Problems stemming from Phoenix; Restructuring at Fisheries Management; Operation of TRAC; Lack of Union-Management Consultation; CHS Strategic Orientation; Employee Security Investigations. This Committee is working well.

The ECCC Regional UMCC met on November 10 with the new RDG. Main items discussed: Many problems created by Phoenix; Workplace Violence; Local UMCC Calendar. This Committee experienced some difficulty with two RDG changes.

Regional Health and Safety Committees

DFO RHSC meets four times per year, with the last two meetings being December 14 and March 9. Main items discussed: Drinkable water on ships; Hazardous Materials in the workplace; Follow-up on Complaints and Work-related accidents; H&S Reports; and Follow-up on Local Committees. This Committee works well.

Environment Canada RHSC met November 10. Main items discussed: Violence in the Workplace; AEDs; Follow-up on Complaints and Work-related accidents; H&S Reports; and Follow-up on Local Committees. This Committee works well.

UEW and NHU Merger to create UHEW

The long process that led to the merger of the two Unions is now complete on paper. The majority voted in favour of the merger. Now, we need to dispense with the new UHEW and arrange the National Office with the former UEW and NHU employees, which will be a challenge, but there is no doubt that the final result will be positive for all members and for UHEW.

Local Annual General Meetings

I attended the following AGMs:

Local 10050 (DFO-Quebec) held their AGM on December 8. Brother Michel Plamondon was re-elected as President; Brother Alex Harvey elected as Vice-President; Sister Julie Lemoine re-elected as Secretary-Treasurer. A new Steward, Olivier Leblanc, joined the team. The vote on merger was held during the meeting.

Local 10052 (DFO-Mont Joli) held their AGM on February 21. Brother Benoit Thibault was re-elected as President; the Vice-President position remains vacant; Brother Patrice Goudreau was elected as Secretary; and Sister Marie-Hélène Soucy re-elected as Treasurer.

Local 10016 (DFO-C&P) held their AGM on February 22. Brother Alain Fortin was re-elected as President; Brother Sébastien Côté elected as Vice-President, IDM Sector; Brother Louis-Philippe Supper was re-elected as Vice-President, Côte-Nord Sector; Brother Luc Bouvier was elected as Vice-President, Gaspésie Sector; Brother Jean-Mathieu Plante was elected as Secretary; and Brother Robert Provost was elected as Treasurer.

Local 10714 (ECCC) held their AGM on March 15. No elections for the Executive, which is unchanged, with Sister Sylvie A. Denis as President.

Local 10098 (CFS and ECCC) will hold their AGM on April 26.

Many thanks and congratulations to all who were elected.

Collective Bargaining and Ratification Votes

I was surprised by the new agreements achieved by TC and our Bargaining Teams. Not only did we manage to keep intact our sick leave plan, but we also received many improvements and allowances for our members.

I feel that our Awareness Campaign and Political Action, as well as pressure on the Trudeau Government to respect its promises, made the difference. The PSAC Information and voting sessions in order to ratify the negotiated agreements have already started. Results will be known on April 13.

New UHEW Convention

Our Inaugural Convention will be held in Toronto August 22 to 24. I am excited to attend, as there will be twice as many delegates and observers as before coming from both merged Components. This Convention outcome will allow us to continue what both respective Executives have started, and to reinforce and shape our new organization. This Convention will be my last one, by the way!

Conclusion

I will complete my fifth and last term at our UHEW Convention in August. After 36 years of employment in the Federal Public Service, and 30 years as a union activist, I will retire from workforce. I have had two very satisfying “careers”. My union involvement gained me both knowledge and tools that I found useful throughout my working life. ... And what of all the many friends and activists I met along the way -- all those outstanding individuals! I would like to acknowledge all the men and women involved in our Locals’ affairs who made our Union stronger. Thank you for your dedication.

I would like to thank all the staff at our National Office for their devotion and great service to the members of our Component and National Executive/National Council. Many challenges await us: Phoenix; Bullying and Harassment in the Workplace; and the constantly changing ways in which we must accomplish our work and serve the Canadian public. I urge all members to regularly visit the PSAC Web site, as well as PSAC-Quebec and UHEW sites, where they will find useful information and the tools to ensure our rights and working conditions are respected.

<http://psacunion.ca>

<http://www.afpcquebec.com/>

<http://www.uhew-stse.ca/>

Activities

Date	Activity	Location
2016-2017		
Oct. 26	Regional UMCC DFO	Quebec
Nov. 2 & 3	PSAC-Quebec National Leaders Meeting	Estérel
Nov. 8	Meeting-Well-Being and Respect Committee-DFO	Conference Call
Nov. 10	ECCC Regional UMCC + HSC	Quebec
Nov. 28 to Dec. 2	FTQ Convention	Montreal
Dec. 7	AGM Locals 10052 & 10714 (Vote on Merger with NHU)	Mont-Joli et Montreal (Conference Call)
Dec. 8	AGM 10050 + Vote on Merger with NHU	Quebec
Dec. 13	AGM 10016 (Vote on Merger with NHU)	IDM (Conference Call)
Dec. 14	AGM 10098 (Vote on Merger with NHU)	Quebec (Conference Call)
Dec. 14	Regional UMCC DFO	Conference Call
Dec. 15	UHEW National Council	Conference Call
Jan. 9 to 12	UHEW National Council	Ottawa
Jan. 24	Meeting-Well-Being and Respect Committee-DFO	Conference Call
Feb. 8	Interview on Radio-Canada re: Phoenix	Mont-Joli
Feb. 20	UHEW National Council Special Meeting	Conference Call
Feb. 21	AGM 10052	Mont-Joli
Feb. 22	AGM 10016	Gaspé
Feb. 22	Grievance Hearing	Gaspé
March 9	Regional UMCC + HSC - DFO	Quebec
March 13	Ratification Votes - PA & TC Groups	Mont-Joli
March 15	AGM 10714	Montreal
March 22	Meeting-Well-Being and Respect Committee-DFO	Conference Call
April 4 to 6	UHEW National Executive + Committees	Toronto