

**REPORT
OF THE
REGIONAL VICE-PRESIDENT
ONTARIO
Kevin Lundstrom**

This report covers the period from May 1, 2018 until October 10, 2018. This report reflects the change in format from a running RVP activities log to a union local development focused discussion within the portfolio of the RVP.

UHEW Union Local 00009 – Toronto based local (majority of members at Queen Street and Midland Sites and some scattered at airport /Orillia/Peterborough/some Telework etc.).

* Local submitted names for 3 Delegates and 1 name for alternate RVP to attend the October 9-12 Ontario Regional UHEW Conference. Input received on possible agenda items. Good participation in the Conference from attending Delegates.

* Local has reported concerns over observed Lack of Departmental support for mental health workplace issues.

* Local has expressed concerns over Management use of Letters of Expectation as veiled disciplinary actions over addressing constructively as part of an annual Performance Review Process. Local requesting withdrawal of Letters of Expectation.

* Labour Management Consultation Committee meetings occurring (quarterly about 4 times a year with minimal cancellations).

* Labour Management Consultation Committee meetings attended by PIPSC and CAPE as well.

* Alternate RVP from the Local participates in most Devolution Committee teleconference meetings (every 4-6 weeks).

* Still running - several grievances running and reported situations of harassment, concerns about Tobacco Inspector positions and classifications, some Informal Conflict Management Office involvement, a few members experiencing long term systematic workplace harassment.

* Local Executive has concerns about violence in the workplace process advice from Labour Relations (LR) and inconsistent follow-up from Management.

* 2 recent Violence in the Workplace complaints reported ongoing, one employee termination on probation still being addressed. UHEW Service Office has been helping.

* Local has representatives on 2 main established OSH Committees in separate buildings.

* Consultation ongoing for future Regional Union Labour Management Consultation Committee agenda/items, UHEW sponsored events and meetings, PSAC sponsored events and meetings – with great local input.

- * There is Local Executive presence on a PSAC Area Council Executive, and membership in PSAC Members with Disabilities Committee, and a PSAC Regional Women's Committee, and active participation in Pride and Labour Day activities but limited PSAC Aboriginal Circle and District Labour Council involvement.
- * Local President helped staff a Labour Day booth for PSAC in September 2018.
- * Local Executive is highly functioning with obvious skill sets. There are obvious high levels of participation from members in PHAC job positions (Queen Street Location) and lower levels of participation from members in Health Canada job positions (Midland office). Majority of member concerns are coming from Midland office.
- * Alternate RVP and RVP participated in meetings regarding Queen Street and Midland offices in terms of possible reorganization and possible staff relocation and telework support to accommodate increase in staffing levels expected and limited work space available. UHEW Representation supported requests to go to members in advance checking for volunteers for possible relocation to work areas closer to their homes or telework situations.
- * Local is very organized and already planning for the next Annual General Meeting season.
- * Recommendation – Local Development and Member Mobilization needed for Midland office to strengthen representation and capacity skills in this worksite. Joint Learning Program Labour Union Management Consultation course could help refine the committee and terms of reference. Consideration of use of \$1500.00 Local Development money recommended. Development of one or two new stewards or Local Executive Members from the Midland location recommended for future Local Development. Advance creation of a Local sub-committee to provide input and monitoring of member involvement and opportunities in changes in work location and work parameters is suggested.

UHEW Union Local 00023 – (majority of members in Sioux Lookout, a one left in Big Trout Lake)

- * Local had representation from 2 Delegates to attend the October 9-12 Ontario Regional UHEW Conference. Good participation in the Conference from attending Delegates
- * Second major Town Hall of the year occurred in Sioux Lookout on October 1, 2018 with Todd Panas (National President) attending to complement the Local Executive and the RVP and alternate RVP participating via teleconference and the Senior ADM and new Regional Executive attending as well. UHEW shared reports with the Department that members are reporting very little improvement to date. This file needs close monitoring.
- * Critical Level 3 Hearing ran for a sexual harassment case with results pending.
- * Some Local Members have reported concerns over observed Lack of Departmental support for mental health workplace issues.

- * Some Local Members have expressed concerns over Management use of Letters of Expectation as veiled disciplinary actions over addressing constructively as part of an annual Performance Review Process. UHEW Representation have been requesting withdrawal of Letters of Expectation.
- * Labour Management Consultation Committee meetings occurring every second or third month about 4-5 times a year due to several cancellations.
- * Labour Management Consultation Committee meetings attended by PIPSC as well.
- * Still running - several grievances running and reported situations of harassment and 3 Canadian Human Rights Commission complaints and a Violence in the Workplace complaint reported. UHEW Service Office has been helping. Other complaints pending.
- * Gains made in 2 long standing harassment complaints through advocacy of the RVP, alternate RVP, and National President with a newer Departmental Manager and the Senior ADM. Members pleased with proactive positive results.
- * Local Representatives participate in most Devolution Committee teleconference meetings (every 4-6 weeks).
- * The Local has representatives on established main OSH Committee and there are some worksite Health & Safety Representatives.
- *RVP Dinner Meeting with Local Executive offered for June/July/August 2018 but declined by Local at the time – future rescheduling pending.
- * Local reports serious concerns about appearance/perceived equity of staffing processes and UHEW National President has recommended local representation on respect and staffing sub-committees. UHEW supporting Local President attend a related training course as part of Local development initiative.
- * Consultation ongoing for future Regional Union Labour Management Consultation Committee agenda/items, UHEW sponsored events and meetings, PSAC sponsored events and meetings – with local input occurring as thought appropriate by the Local.
- * There is no current Local Executive presence on Northwestern Ontario: PSAC Area Council Executive; PSAC Regional Women’s Committee; or PSAC Aboriginal Circle; and no active participation yet in Northwestern Ontario Pride and Labour Day activities and no close District Labour Council or PSAC Members with Disabilities Committee. Distance is an issue but there are opportunities to promote teleconference involvement.
- * Local Executive is faced with multiple overlapping workplace issues and some difficult management and several member concerns and some of the Local Executive have less experience and training and would appear to benefit from specific training in roles and responsibilities of each position. There are ongoing issues related to Discrimination based on Medical Conditions, gaps in Duty to Accommodate cases, past sexual harassment cases or situations, Management favouritism etc.

- * Changes in Management structure for NIHB have resulted in several positive improvements for some staff and current complaints. It is a refreshing change.
- * Recommendation – Additional sponsored local development training with focus on the roles and responsibilities of each position would help increase member representation and Local Executive capacity skills in these worksites. Joint Learning Program Labour Union Management Consultation refresher course could help refine the committee and terms of reference. There is an opportunity for more PSAC Committee involvement by teleconference. Consideration of use of \$1500.00 Local Development money recommended. Support is given for recommended local representation on respect and staffing sub-committees. Close monitoring of changes related to Town Hall initiatives is recommended. Ongoing support needed to overcome workplace fear of reprisals if reporting concerns and situations. Advance planning for next Annual General Meeting recommended.

UHEW Union Local 00032 – Guelph based local (most employees in several worksites in Guelph and others at worksites in Brantford, London, Oshweken, and Kitchener).

- * Local submitted names for 2 Delegates to attend the October 9-12 Ontario Regional UHEW Conference. Input received on possible agenda items. Good participation in the Conference from attending Delegates.
- * Follow-up Labour Management Consultation Committee meeting work occurring. Positive outcome for Local Executive promotional work on the issue.
- * Labour Management Consultation Committee meetings to be attended by PIPSC and CAPE as well
- * Still running - several longstanding employee concerns running although no new recent grievances filed, Local supports final review work, recommendations and closure on specific
- * Local has representatives on established main OSH Committee and some but not all worksite H&S Representatives
- * Local President involved in meetings/process regarding reorganization and possible staff relocation and telework support to accommodate reduction in number of worksites and work space available. UHEW will support requests to go to members in advance checking for volunteers for possible relocation to work areas closer to their homes or telework situations.
- * Local outreach ongoing to increase Stewards or Representatives available in Brantford, London, Oshweken, and Kitchener areas, and to work on finding members willing to participate in meetings and/or training on behalf of the Local.
- * Consultation ongoing for future Regional Union Labour Management Consultation Committee agenda/items, UHEW sponsored events and meetings, PSAC sponsored events and meetings – with good local input.

* There is current Local Executive presence on PSAC Area Council Executive; but little current involvement yet in a PSAC Regional Women's Committee; or PSAC Aboriginal Circle; or Pride and Labour Day activities, or District Labour Council or PSAC Members with Disabilities Committee

* There is Local rebuilding occurring with a focus on standardizing committees and meetings and Union/Management communications and contacts. The local could benefit from cross coverage and support of different Local Executive members in union/management situations. Some of the Local Executive have less experience and training and would appear to benefit from specific training in roles and responsibilities of each position.

*Recommendation – Additional sponsored local development training with focus on the roles and responsibilities of each position would help increase member representation and Local Executive capacity skills in these worksites. Joint Learning Program Labour Union Management Consultation course could help refine the committee and terms of reference. There is an opportunity for more PSAC Committee involvement by teleconference or in-person. Consideration of use of \$1500.00 Local Development money recommended. Local President would benefit from support in accessing training in Staffing and Investigation techniques. Local has expressed opportunities for union mentoring / coaching situations. Advance creation of a Local sub-committee to provide input and monitoring of member involvement and opportunities in changes in work location and work parameters is suggested based on ongoing Local assessment of the situation.

UHEW Union Local 00035 – (most members in Thunder Bay but there are a few members in Kenora and Fort Frances and Geraldton worksites).

*Local submitted names for 3 Delegates and 1 name for RVP to attend the October 9-12 Ontario Regional UHEW Conference. Input received on possible agenda items. Good participation by Conference attendees.

* Labour Management Consultation Committee meetings occurring monthly about 8 times a year with only a few cancellations.

* Labour Management Consultation Committee meetings attended by UHEW Local 00040 and PIPSC as well.

* Local has designated new PSAC representatives on established main OSH Committee and some but not all worksite H&S Representatives. Some issues on committee administrative set up and follow-up have been voiced by the Local and are pending.

* Still running - several grievances running (job classification, PSPM) and reported situations of harassment. Lack of follow-up and transparency by Management and LR on older job classification grievances very discouraging to members. Service Officer assistance has been quite helpful. Member support for continued abeyance ending as Departmental cooperation is no longer occurring.

- * Local representatives participate in all Devolution Committee teleconference meetings (every 4-6 weeks).
- *RVP Dinner Meeting with Local Executive pending.
- * Consultation ongoing for future Regional Union Labour Management Consultation Committee agenda/items, UHEW sponsored events and meetings, PSAC sponsored events and meetings – with good local input.
- * There is current Local Executive presence on PSAC Area Council Executive; and increasing involvement in a PSAC Regional Women’s Committee; but still opportunities to increase involvement in PSAC Aboriginal Circle; Pride and Labour Day activities, and District Labour Council. There is no current close PSAC Members with Disabilities Committee.
- * There are several worksite situations bubbling under the surface which have the potential to be solved before becoming larger issues but a lot of social events and fundraising for good causes.
- * RVP (Local Member) involved on TC Contract Negotiation Team.
- * Recommendation – Additional sponsored local development training with focus on the roles and responsibilities of each position would help increase member representation and Local Executive capacity skills in these worksites. Joint Learning Program Labour Union Management Consultation course could help refine the committee and terms of reference. Consideration of use of \$1500.00 Local Development money recommended. One Local Executive Member has expressed a strong interest in involvement in collective bargaining input. Local would benefit from more Phoenix related assistance in correcting membership lists and dues.

UHEW Union Local 00040 – (Sudbury based local with other members in Timmins and Sault Ste. Marie).

- * Local President communicated that no Local members were available to be Delegates to attend the October 9-12 Ontario Regional UHEW Conference.
- * Labour Management Consultation Committee meetings occurring monthly about 8-9 times a year with only a few cancellations – low rate of attendance by Local 00040 representatives.
- * Labour Management Consultation Committee meetings attended by UHEW Local 00035 and PIPSC as well.
- * Still running – job competition and staffing related issues still running or un-resolved.
- * A Local Member has expressed concerns over Management use of Letters of Expectation as veiled disciplinary actions over addressing constructively as part of an annual Performance Review Process. UHEW Representation have been requesting withdrawal of Letters of Expectation.
- * Newer – There has been some ongoing interest shared in health and safety training and collective bargaining topics and input.
- * Devolution Committee teleconference meetings (every 4-6 weeks) - low rate of attendance by Local 00040 representatives.

- * Local has only a little involvement worksite H&S Representatives.
- * RVP Dinner Meeting with Local Executive pending based on being in the area geographically at some point.
- * Limited consultation ongoing for future Regional Union Labour Management Consultation Committee agenda/items, UHEW sponsored events and meetings, PSAC sponsored events and meetings – with less local input than preferred.
- * There is currently no Local Executive presence on PSAC Area Council Executive or PSAC Regional Women’s Committee; or PSAC Aboriginal Circle or Pride or Labour Day activities or District Labour Council. There is no current close PSAC Members with Disabilities Committee.
- * Local Executive is faced with a small local with limited number of volunteers, but most issues focused on one occupational group.
- * Local has expressed some interest in discussing possible options for merger with an allied UHEW Local.
- * Recommendation – Additional sponsored local development training with focus on the roles and responsibilities of each position would help increase member representation and Local Executive capacity skills in these worksites. Joint Learning Program Labour Union Management Consultation course could help refine the committee and terms of reference. There is an opportunity for more PSAC Committee involvement by teleconference or in-person. Promotion of importance of UHEW Conventions and events is encouraged.

Issues Common to All 5 Locals (00009, 00023, 00032, 00035, 00040) Due to Reports and Input

- *workplace harassment and abuse of authority ongoing.
- *staffing process irregularities ongoing.
- *concerns with Phoenix and having local membership lists and dues payment be consistently accurate and the barriers with follow-up.
- * participation in PSAC or PSAC sponsored training courses to varying degrees including Teaching Union Basics course, grievance handling, lobbying training, Phoenix training, Workers Health and Safety Centre courses etc.
- * Issues with transition of employees from Health Canada to Indigenous Services Canada.
- * Concerns about upcoming Occupational Group Review.
- * Concerns over current collective bargaining cycle.
- * Issues involving gaps in staff and processes and need for new representative union/management meetings and set up identified as ongoing issues for members moved from Health Canada to the new Indigenous Services Canada Department.

Issues Common to All 3 Locals (00023, 00035, 00040) Due to Reports and Input

* Devolution to First Nation control and improvements needed in information sharing and processes. Informational slide deck received from Department and shared. First UHEW Member position lost in Kenora Ontario to Devolution but Member received an alternate same level position. Retirement training running soon in response to requests from RVP in Devolution Meetings for 1.5 years.

Upcoming UHEW Meetings/Training

* Input solicited from Locals for next October 2018 UHEW National Council Meeting and items submitted in advance by cut-off date.

RVP Activities

*In addition to routine RVP work with local/member outreach and communication and information sharing and complaint/grievance/meetings work, it has been very busy with involvement in: UHEW Council Meetings; UHEW Scholarship and Awards Committee; PSAC TC National Bargaining Team work; PSAC Regional Office Training Courses; PSAC Area Council Treasurer Position; and Alliance Facilitator / Workers Health and Safety Centre Instructor and Update Meetings.

*Promotion of some PSAC courses including fall school, AF training, Regional Health and Safety Conference etc.

*Improved coordination and information sharing amongst 2 Ontario RVPs and 2 Ontario Alternate RVPs.

*A lot of work and coordination went into planning and co-chairing the UHEW Ontario Regional Conference which started on October 10, 2018 in Thunder Bay.

* Some Component representation between portfolios of 2 RVPs occurring with acknowledge of work done by Rita Lemick.

* Increased directed Labour Relations activity and numbers of Labour Relations Advisors in meetings with RVP and alternate RVP have created many difficulties in moving some member cases forward. RVP and alternate RVP have requested increased support and backing from UHEW to help some member issues go forward.

* Workplace breach of security has led to UHEW RVP Member Files and other items going missing from secure locked cabinets. RVP reported to Police. Indigenous Services Canada to initiate an investigation. Local Presidents updated. Strong concern about possible member privacy breaches. Recommendations made to cease holding any UHEW files at any employer-controlled work locations even if locked and secured. UHEW President involved. There are strong concerns about this issue and hopes that files can be recovered.

Special thanks to Todd Panas (National President) and Shimen Fayad (NVP) and Rita Ann Lemick (alternate RVP) for assistance received for member issues. Thank-you to Cheryl Sullivan, Jacqueline Gabon, Rita Lemick and Julie Lavictoire for working with me closely on the October 2018 UHEW Ontario Regional Conference.