

**REPORT
OF THE
REGIONAL VICE PRESIDENT
PRAIRIE AND NORTHERN REGION
Mark Gilchrist**

Local Status

- **50135 Winnipeg** – Fisheries and Oceans Canada (DFO) & Freshwater Fish Marketing Corporation
- The primary piece of the Local in the Fresh Water Institute (FWI) has been active particularly with respect to work on OSH, member representation and labour/management discussions. Jeremy Stewart (Local President) has been a strong asset in strengthening the union voice in the workplace with a solid background in grievance handling.
- 50135 DFO Winnipeg is sustainable with about 50 members in the most recent rebate listing also indicated an additional 10 Rand members. 50707 ECCC Winnipeg is scheduled to move into the FWI in the next couple years. The character and function of these two Locals has significant differences and doubt that a merge at that time would be simple transition and likely not to occur for at least the near future beyond the move.
- 50135 has not indicated any present training needs but should still encourage members to seek opportunities
- They have had no Local UMC for a number of year but OHS has had regular meetings
- Workplace issues: Phoenix, Staffing (procedures and process), unilateral inclusion of OSH support staff/subject matter experts without request with management bias and Refit of the FWI with Public Works.

- **50707 Winnipeg** – Environment and Climate Change Canada (ECCC)
- The Local has been steady and active. Debbie Corbitt (Local President) has been taking a calming leadership role in their workplace. They have had a steady presence at the Regional OSH and Labour/Management Committees.
- 50707 ECCC Winnipeg is sustainable with about 62 members plus 2 Rand members.
- The Local will need to begin planning for developing its future leaders in preparation for expected retirements of members and look for ways to engage members beyond the AGM.
- Workplace issues: Phoenix, member engagement.

- **40001 Saskatoon** – Environment and Climate Change Canada (ECCC)
- The Local has had a long history of weak member engagement and support of the union. Daryl Halliwell (Local President) has done what he can to keep this local viable. I feel two factors are contributing to this situation. One, the proximity to the University of Saskatchewan and the turnover of students and academics in the workplace. Two, multiple organizations in the workplace with satellite management of operations out of Burlington, Ontario.
- 40001 ECCC Saskatoon is still sustainable with about 37 members plus 1 suspended member, the Rand was a temporary employee and not still in the workplace.
- Much of the Local is made up of laboratory and field workers in 2 buildings. Communication and scheduling can at times be difficult to organize around
- Workplace issues: Phoenix, member engagement, management and operational structure.

- **40721 Regina** – Environment and Climate Change Canada (ECCC)
- The Local is active but has not held planned quarterly meetings identified at previous AGM to focus on Phoenix. After discussions to have PSAC to present in the office, it was determined that portions of the presentation as out of date or incorrect. It was felt that the members needed to have the correct process before these meetings were scheduled. A meeting is being planned soon after November 13th, when they move into a new work site downtown Regina. Liz Lewis (Local President) has been active with the others on the local executive to assist and support members.
- They have had no Local UMC but OHS has strong and active including having a member on the Move Steering Committee to consult with OSH at the new worksite at all stages of the planning process.
- 40721 ECCC Regina is one of the smallest locals in the component with only 30 members and no Rand or suspended members. It is sustainable and had had a recent influx of young talented members that show promise ahead.
- Workplace issues: Phoenix, Operation disruption with the office move and Office 2.0, variable hours and pay for field staff.

- **30071 Edmonton** – Canadian Forest Service (NRCan)
- The Local is active with a strong local executive with its strength in dealing with grievances and Labour/Management discussions. Catherine McNalty (Local President) has been active representing members with support of Jim Weber, the Chief Shop Steward.
- 30071 NRCan Edmonton is also one of the smallest locals in the component with 26 members plus 1 Rand member. It is presently sustainable and the members are getting good leadership.

- Over the last year there has been a long-standing issue regarding OSH procedure reporting and facility staff responsibilities. Things have improved since my last reporting period. We should still keep an eye on this issue and be prepared to assist where needed.
 - Workplace issues: Phoenix, department security procedures and interviews, classification grievance
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- **30703 Edmonton** – Environment and Climate Change Canada (ECCC)
 - The Local leadership is active in all aspects of the member support but there is a significant problem with member engagement. Irène Bérubé, (Local President) has extensive union experience and I worry the local relies on her too much. Plans need to be developed to identify and train their future leaders. Regular general membership meetings are being held.
 - They have a strong office OHS committee and have regular presence at the Regional OSH and Labour/Management Committees.
 - The Greenwall Building is in the process of forming a workplace OSH committee with discussions on exactly who qualifies as a manager on the committee.
 - 30703 ECCC Edmonton is sustainable and well funded with 97 members plus 2 Rand and 7 suspended members.
 - Workplace issues: Phoenix, a multi part discipline and grievance case, and potential environmental hazard in records.
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- **30704 Calgary** – Environment and Climate Change Canada (ECCC)
 - The Local leadership is new and gaining experience since the AGM at the start of the year. There has been a turn over in staff and there has been an influx of new younger members with steady improvement of member engagement in the local. Jon Jeffery, (Local President) is new to the role but has had an opportunity for mentorship from former Local Presidents.
 - They have a strong office OHS committee and have regular presence at the Regional OSH and Labour/Management Committees.
 - 30704 ECCC Calgary is sustainable with 39 members plus 1 Rand and 2 suspended members.
 - Workplace issues: Phoenix, classification grievance, warehouse staff issues.
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- **30725 Yellowknife** – Environment and Climate Change Canada (ECCC)
 - The Local is active but quiet this year. Luke Nixon, (Local President) took over the position after Liz Lewis moved south to Regina.
 - There is discussion of a potential office move and this should be monitored.

- 30725 ECCC Yellowknife continues to be stable and is sustainable with 30 members plus 1 Rand.
- Workplace issues: north of 60 policies, isolation, EG allowance pay claw back.

An umbrella statement for all the Locals is planning has begun for our next AGM cycle in January-February 2019. I'm looking to coordinate the 2 Winnipeg AGMs on one trip and 2 Edmonton, Yellowknife and possibly Calgary AGMs during a second trip.

RVP Activities

- I've had a series of complex representation files dealing with employee termination, harassment accusations between members, a long standing multiple disciplinary action investigation and hearing with respect to a single member, workplace marginalization and classification grievance and by the National Council meetings, representing 2 - second level grievances. I've been advising for new grievances be initiated regarding variable hours and compensation.
- About half the Locals have had at least one significant workplace staff issue that has taken considerable effort to mitigate. We are having issues with some members and duty to accommodate due to workplace environmental issues displacing them.
- I've maintained my presence at two of the three departments at the regional tables. NRCan hasn't had their meeting recently is the exception.
- I continue seeing a steady need from members dealing with Phoenix issues and local need for support. The National Office has improved the escalation process, but we still need greater feedback from department officials on the status of the request.
- I wrote a significant PSAC National Convention Report that was received well in the region and passed it onto a few interested RVPs.

Regional UMC

- I share duties with Cheryl Sullivan (Ontario RVP) at DFO Regional meetings. She has taken the lead role while I do my part to add my support. I focus my work on issues brought to me by my Winnipeg Local and add my voice for them. Staffing pools, respect in the workplace, departmental transition, performance management, letter of expectations issue and FWI renovation consultation are the present issues being worked on. At the ECCC Regional meetings, I sit as Co-chair with our new A/RDG Nadine Stiller.

- Issues include: Not Myself Today Campaign, Eastgate Edmonton reception with regard to bilingual requirement, personal privacy concerns with security clearance processes including random interview selection and clarification to status of representation during process, Phoenix, third party charter - life insurance liability, review of committee structure and management attendance.

Path Forward

- We are almost halfway through our 3 years cycle and this is a good starting point to begin getting the locals focused on what they want to accomplish over the next 18 months. We are limited to the extent we can assist members effected by Phoenix and shouldn't be blinded to the marinade of other issues effecting the membership. Our bargaining teams are deep in negotiations and we must ready ourselves to act and rally the members if the call comes.
- I'm encouraged by our opportunities as I build my working relationship with the new ECCC Associate Regional Director General as well as NRCan manager Mike Norton.
- We have a number of mid level managers that are making personal interpretations of our Collective Agreements that is having an impact on our field workers schedules and how they get paid. A few test grievances are being brought forward to challenge this attack and move to have a consistency across the region and hope, the nation.
- I would like to keep the issue of disability management, workman's compensation (WCB), duty to accommodate and return to work processes on the minds of our leaders in the region.
- DFO is going through a staff expansion recently and we should look into reducing the number of Rand members in their shop.
- Continue working with locals to be their voice. Saskatoon and Yellowknife have been quiet so far this year but I commit to speak more regularly with them.

Thanks everyone for your hard work and helping our members day to day