

**REPORT
OF THE
REGIONAL VICE-PRESIDENT
QUEBEC
Maryse Veilleux
October 2018**

Transition of FNIHB to Indigenous Services

Working relations with FNIHB Management have become more and more tense. We now have two Union-Management tables, one Regional and one Local. Director's behaviour at Regional UM Table varies from the one they have at the local level where he is condescending and dismissive toward union representatives.

Management nominated people to sit on the Health & Safety Committee but refused any PSAC representatives, therefore a complaint was filed. Management's arrogance towards union representatives has reached new levels. I find it difficult to manage the Local while keeping some distance, as it wishes to be self-sufficient, that is, to wish to try to solve some problems on their own, but I do not think they can. I fear this may have a negative impact on union engagement. I noted the manager's arrogant attitude towards members of his own team, not just union representatives.

When we talk with the director about the transfer, he responds that it will take a while, but, according to the RVP's credible sources, that transfer will occur within 2 to 5 years.

One team was a victim of harassment – their manager left and the team is shattered as the director seems to want to avenge himself on the whistle-blowers. He even suppressed a harassment complaint submitted to him. The facts had been confirmed by another member in a different situation, but similar matter.

We foresee an alliance with PIPSC, as they see the matter the same way PSAC representatives do.

Health Canada

Employees from the Longueuil region (RORB) were reassigned to the Montreal Office. All went well and employees seem satisfied with the way Management proceeded. Management has considerably softened its position to allow more members to work from home.

A Union-Management Committee on relocation meets on a regular basis, and discussions are open and positive. There are many new hires at RORB as a result of the upcoming legalization of marijuana.

Harassment

Members will inform us of events related to such cases but will ask us not to intervene, as they fear reprisals. Out in the field, we feel that regional management is there to protect managers and to justify their actions. The dichotomy is widespread between what Deputy Ministers say and reality in the regions. Results from the PSES to be released in February 2019 are anxiously awaited. The FNIHB Director indicated no problems since there are no grievances in his region.

New Executive – Local 10042

This Local is experiencing some hard difficulty as a result of the new Director's attitude. Members feel they are at risk of reprisals if they put forward their rights. This could lead to an unwillingness to engage in union activities within the Local. This RVP will have to come up with a solution to support her President, and to allow her to prove herself, but will keep control of the situation with the members' engagement.