

**REPORT  
OF THE  
REGIONAL VICE-PRESIDENT  
PRAIRIE & NORTHERN  
Mark R. Gilchrist**

This Report covers the short period as RVP from UHEW Convention up to the submission of this report in early October as well as activities starting from the Local 40721 AGM in late March. The National Council meetings and training are set starting November 5th.

**April 2017**

My local held a committee meeting to authorize a significant number of resolutions for consideration at the inaugural UHEW Convention. I encourage all locals to genuinely engage with members to bring new ideas and voice of the members and continue to shape our path ahead.

I attended the 7<sup>th</sup> PSAC Prairie Regional Convention in Winnipeg as a delegate. This was the first opportunity for Local Representatives from both former UEW and NHU Components within our region to meet and begin the process of really becoming a single group of leaders in the region.

**May 2017**

I attended a back-to-back ECCC Regional Labour-Management and OSH teleconference. The union has worked hard to have good engagement with regional management at these meetings and I feel it has become a strong avenue to raise problems in our work locations. The issues discussed included the Phoenix system continuing to plague our members, performance appraisals, mental health in the workplace, issues around office relocation, compliance monitoring and review of accidents and incidents statistics in the region.

I updated the RLMCC regarding a new training proposal (Understanding Disability Insurance and Workers' Compensation Board Programs for Federal Workers) that I've been working with Susanne Forbrich, Director of EPOD in the region for consideration as a new Joint Learning Program (JLP) module. I was able to speak with the JLP Regional Field Coordinators, Corrinne Mitchell and Carol Casey to request they present it at their national meetings.

## **June 2017**

Sister Debbie Corbitt, President, Local 50707 from Winnipeg and I participated on the General Resolutions Committee, discussing 36 resolutions for the upcoming Convention. Resolutions of note for me were:

- Enhancing PSAC 2015 National Convention Resolution 29, Legal consultation in use of force for Enforcement to enhance and broaden the legal representation for peace and police officers who use force under the *Criminal Code of Canada* or under another Act of Parliament in the course of their duties.
- A refocus of the social justice fund to domestic issues in Canada
- That we establish (elect) and maintain a National Human Rights representative for the component and sit as member of the PSAC's National Human Rights Committee.
- The UEW Human Rights structure was dissolved with the merger so I want to thank Brother Gholam Alaie, a steady voice as our former Regional Human Rights Representative. A significant number of resolutions were submitted to create a new Human Rights structure. The committee generally supported these ideas but felt they needed to be placed in non-concurrence due to problems like vague direction and responsibility; as well as having PSAC already having a working structure across all regions. This proved to be contentious topic during convention debate. I found some of the delegate's emotions spilling over with personal attacks directed towards the committee's findings. The National Council will need to really discuss the merits and future of this issue.
- Members wanting us to develop and make available more education, training and information sessions.

As Alternate RVP, I was asked to fill in occasionally including participating at DFO Central & Artic RUMCC and ROSH meetings by teleconference. I worked with Local 50135 to speak about plans and communication difficulties occurring with developing renovations of the Fresh Water Institute (FWI) in Winnipeg. This might become a significant problem for both Winnipeg Locals since ECCC has also been identified to relocate to the FWI by Public Works.

My June actives also included participating at the PSAC Phoenix Pay March and Munch Event organized by the Regina Regional Office. The public has become aware of our pay issues and I responded to a few queries by the public.

### **July 2017**

My home local had a general meeting over lunch with great turnout to update members on our Convention in Toronto and take time to answer their questions. With the delays getting our contract signed, there was concern regarding back pay, signing bonus, increments and the Phoenix pay system in general being able to handle this collective update in a timely manner. Brother Todd Panas has been working with PSAC to continue to push Treasury Board to step up and resolve the growing volume of problems.

### **August 2017**

Delegates and observers from western Canada had an adventure traveling to Convention in downtown Toronto due to picket lines at both the Winnipeg and Toronto Pearson Airports. I commend everyone's support of those labour disputes with some finding creative paths to travel. Everyone that I've spoken to has taken any inconvenience in stride and we had a great convention together.

I want to again thank Brother Dan Grunert, the last UEW P&NR RVP, for his leadership. We had a strong voice dealing with management and skill in defining issues within all levels of the union. Dan had decided to not seek re-election so Sister Irène Bérubé and I stepped up to offer. We felt it was important that our region continued to have solid leadership within the region and at the National Council during this transition cycle. We wanted to encourage our next group leaders to run for Alternate RVP position. This would allow them develop their skills and get the exposure to be ready to step up in the future supporting our members. I think the region is fortunate to have Sister Elizabeth Lewis take on this role in the region.

My many thanks to all our delegates for supporting my bid to lead the region. I have taken to heart the struggles of my daughter in the last 4 years and I've refocused my work and efforts to help others as a result. Do what you can each day to make it a better day. The National Council spent a long day following Convention setting the path forward.

### **September 2017**

Over the year I've been working with PSAC on two different Internal Investigation Committees. One set of interviews took me to Winnipeg. One morning I had the opportunity to go to the FWI and take a LMCC teleconference with NRCan in Edmonton and follow that sitting with DFO Local Representatives including Brother Jack Orr on a RUMCC teleconference call. It was an asset to be able to sit together as discussing the planning and consultation for renovations.

Late September, the National Council took a quick teleconference to approve convention resolutions that needed to be passed to PSAC for consideration at the upcoming Triennial National Convention.

We also had short window by to submit a delegate list from UHEW for the next Bargaining Conference. Locals are presently preparing bargaining demands to be submitted in the next round of bargaining.

### **Conclusion**

I've continued to be involved in a number of meetings supporting members at discipline hearings, fact-finding, duty to accommodate or labour relation officers. I've also sat in on discussions between members having difficulties in the workplace. I'm seeing more of our leaders across the region stepping up and supporting our members and our region getting stronger as a result.

Finally, I want to thank locals already engaging with me and keep me aware of events affecting their members. I look forward to building on this effort in the coming three years.

### **Union Activity Report - RVP August 25<sup>th</sup>, 2017 - November 2017**

August 25	UHEW National Council	Toronto
August 29	UHEW 50135 Consultation Meeting	Telephone
September 5	ECCC PNR ROHS Meeting	Teleconference
September 5	ECCC PNR RLMCC Meeting	Teleconference
September 6	Member Representation	Regina
September 6	ECCC Labour Relations Meeting	Teleconference
September 7	NRCan - LMCC Meeting	Teleconference
September 7	DFO - RUMCC Meeting	Teleconference
September 21	NRCan - Member Representation	Teleconference
September 22	NRCan - Member Representation	Teleconference
September 22	ECCC Labour Relations Meeting	Teleconference
September 26	UHEW National Council	Teleconference
September 26	ECCC Duty to Accommodate Meeting	Teleconference
September 29	Member Representation	Regina

November 5-6	UHEW National Council	Halifax
November 7-9	Council Training	Halifax
Nov 29 - Dec 3	PSAC Leadership Training	Ottawa

**Union Activity Report - Alternate RVP June 2017**

June 5	UHEW 50135 Consultation	Telephone
June 6	DFO - Central & Artic RUMCC	Teleconference
June 6	DFO - Central & Artic ROSH	Teleconference
June 7	UHEW 50135 Debriefing	Telephone
June 9-11	UHEW Convention Committee Meetings	Ottawa
June 11	UHEW National Council	Ottawa
June 27	DFO - Management Consultation	Teleconference

**Union Activity Report - PSAC June 14<sup>th</sup>, 2017 - September 8<sup>th</sup>, 2017**

June 14	Internal Investigation Committee (No. 2)	Teleconference
June 30	Internal Investigation Committee (No. 2)	Teleconference
July 26	Internal Investigation Committee (No. 2)	Teleconference
September 6-8	Internal Investigation Committee (No. 2)	Winnipeg

**Union Activity Report - Local 40721 March 29<sup>th</sup>, 2017 - August 22<sup>st</sup>, 2017**

March 29	UHEW 40721 - AGM	Regina
April 19	UHEW 40721 - Resolution Committee	Regina
April 21-23	7 <sup>th</sup> PSAC Prairie Regional Convention	Winnipeg
April 28	OSH Inspection - Warehouse	Regina
May 3	PSAC Regina Area Council Meeting	Regina
May 16	Member Representation	Regina
May 8	OSH Meeting	Regina
May 25	ECCC PNR ROHS Meeting	Teleconference
May 25	ECCC PNR RLMCC Meeting	Teleconference
June 2	Member Representation	Regina
June 13	PSAC Phoenix Pay March and Munch Event	Regina
June 21	OSH Meeting	Regina

July 11	Member Representation	Regina
July 17	OSH Meeting	Regina
July 24	UHEW 40721 - General Meeting	Regina
August 22-24	UHEW Convention	Toronto
September 19	OSH Meeting	Regina
October 4	Local Executive Meeting	Regina