

**REPORT
OF THE
REGIONAL VICE PRESIDENT
PRAIRIE AND NORTHERN REGION
Mark Gilchrist
*Spring 2019***

LOCAL STATUS

Local 30071 - Edmonton NRCan - CFS

- The local is active and engages regularly with me. The local executive is working very well as a team and the members are well supported. Member numbers 27 members (2 Rand).
- No specific training needs have been identified
- The local has a working LMCC and OHS meetings regularly. Of note is use of videoconference to connect in for a recent LMCC meeting. This upgraded tech will improve our interaction verses daylong teleconference.
- Workplace issues relate mostly to job classification and that file has had significant advancement. There have also been issues relating to workplace safety and harassment but those have been dealt with by the Local and are being monitored
- AGM scheduled for March 27th with the National President to attend.

Local 30703 - Edmonton ECCC

- Active but members have moderate union engagement and put too much workload on Sister Irène Bérubé. Member numbers 108 members (2 Rand, 7 Suspended)
- No specific training needs have been identified
- Participates in local UMC, OHS meetings regularly
- Working with Sister Berube and the Service Officer we have concluded a major member workplace issue and this has resulted in improved local workload. There has been an environmental issue in the workplace that has taken a steady effort of the OSH committee and local to resolve and protect members.
- AGM scheduled for March 26th with the National President to attend

Local 30704 - Calgary ECCC

- Active and the local executive are moving into their 2nd year of their mandate. There are experienced former executive in the office that continue to mentor and support, as needed to assist member. Member numbers 41 members (1 Rand, 2 Suspended)
- No specific training needs have been identified
- There is no local LMCC but the OHS committee is meeting compliance. Do to the nature of their fieldwork; participation in regional LMCC is sporadic.

- Workplace issues include transfer of members to Edmonton to form up a northern Alberta WSC team at the East Gate Plaza. There are remote post members that are being affected by a need to move back to the new workplace in Edmonton. There are issues at the Calgary warehouse regarding jurisdictional management and OSH compliance as a result.
- AGM completed January 30th with all positions are starting second year of each of their terms including Brother Jon Jeffery as President.

Local 30725 – Yellowknife - ECCC

- Active but consistently quiet. During the 2018 AGM, members voted to lower the local dues rate to \$0.00. This is not typical to continue to support members needs but it was felt that the balance was at an appropriate level, even during a bargaining period. They have acknowledged how this would appear to PSAC and it is expected to return to a small dues level at the upcoming AGM. Members have continued to engaged with the local throughout this period. Member numbers 29 members (3 Rand).
- No specific training needs have been identified
- There is no local LMCC but the OHS committee is meeting compliance. Do to the nature of their fieldwork; participation in regional LMCC is sporadic.
- Workplace issues include members working in acting positions and resulting in temporary transfer to PIPSC. I feel we need to work to cooperatively with PIPSC and a see about getting PSAC to negotiate a possible MOU to retain representation or some hybrid to insure members are not left without support.
- AGM scheduled for March 28th with the National President to attend

Local 40001 - Saskatoon - ECCC

- Active but consistently quiet. They continue to function well and members are engaged with the issues. Member numbers 40 members (1 Rand).
- No specific training needs have been identified
- Do to the nature of their fieldwork, participation in regional LMCC is sporadic and there is no formal local LMCC. The local OHS committee meets regularly and is effective.
- No significant workplace issues have been identified other than operations are lead out of Burlington and a fragmented structure. The SBO continues to be receptive of the union presence and supports their efforts in the workplace.
- AGM completed January 31st with the full executive re-elected for another term including Brother Daryl Halliwell as President.

Local 40721 - Regina - ECCC

- Active and Inactive, Former Local President was unable to schedule formal meetings due to operational activities before she going on maternity leave. The Executive as a whole has continued to discuss the Union informally and respond to member's requests in a timely manner. Member numbers 30 members (1 Rand). At the AGM all 5 positions were contested resulting in 3 new faces to represent the members. They have a new young President, Sister Cassandra Adam who will be supported by the former RVP, Brother Dan Grunert in his new role as vice president.
- They are presently looking into their training needs.
- The Local OSH committee meets regularly and run smoothly in all respects. There is no formal LMCC meetings but the SBO is welcome to any request to discuss issues as they arise
- The Regina office moved to a new location in November, falling under Office 2.0 requirements. PSPC has been very insistent with the use of white noise generators. One floor has technical problems with levels resulting in numerous complaints. PSPC refuses to turn them off or isolated area without their need. There are some issues with Water Survey during peak field season with respect to EDOs, overtime and comp time being administered that is complicated by the rigidity of Pay System. This is an issue common throughout the region.
- AGM completed January 29th with full executive elected

Local 50135 - Winnipeg - DFO

- This is an Active but there is a corporate culture that makes it difficult to improve conditions for members in the workplace. I will be monitoring activities and shielding our activists as best I can. RVP Cheryl Sullivan has been Regional Co-Chair and doing a great job challenging and offering solutions. I find management needs to soften their position with respect to policies and use more common sense approach. Member numbers 79 members (25 Rand). I am surprised by the high Rand rate and one step in bringing the union's role together would be to work to bring these individuals in and convince them of the value of our work in their daily tasks
- No specific training needs have been identified
- Participates in local UMCC and OHS meetings regularly
- Workplace issues have arisen that include independence of the local OSH committee work. The Executive has been working hard in the workplace on a variety of files and has been consistent in communication with me.
- AGM completed February 8th with and full executive elected including Brother Jeremy Stewart as President, with the National President was in attendance

Local 50707 - Winnipeg - ECCC

- Active but due to personal events, the president was away from the workplace and the vice president stepped. I stepped in and advised local efforts as needed during this period. Member numbers 71 members (3 Rand)
- No specific training needs have been identified
- There is no formal LMCC meetings but regularly participates in regional LMMC. The OHS committee is meeting compliance. The Associate RDG, Nadine Stiller is now based in Winnipeg and I see this as an asset to our Manitoba members in timely action and response.
- Workplace issues are similar to the WSC workers in Regina, as the region in general. There are also some issues in communication and work expectation in this group as well between them and management.
- AGM completed February 7th with full executive was re-elected including Sister Debbie Corbitt as President, with the National President was in attendance

RVP ACTIVITIES

- My activity summary:
 - Direct representation during informal discussions
 - 1 - 2nd level representation and follow-up discussions
 - Representation assistance regarding employment closure, return to work and accommodation, reclassification, voluntary demotion
 - 5 AGMs complete with the remaining 3 to occur post report
 - Discussions with senior managers and labour relations regarding variable hours, EDO, overtime alignment during peak field activities
 - Participation at all scheduled RUMCC and ROSH meetings in DFO and ECCC
 - Continuing support and discussion with the President's of my Locals
- Significant LMCC issues:
 - Mental Health in the Workplace
 - Performance Management Assessments
 - On going member pay issues
 - ECCC - 3rd Party Charter Life Insurance Liability during fieldwork activities, north and south of 60.
 - ECCC - Continued environmental facility issues
 - ECCC - Security clearance process and security interviews without representation;
 - ECCC - Discussions regarding Security Clearance process, privacy and representation,

- DFO - continuing work with committee union lead RVP Cheryl Sullivan
- DFO - evolving work in the new Arctic Region
- CFS - work to minimize travel cap and potential effects on field operations
- Plans for next reporting period
 - Regional conference planning for Saskatoon, likely early September
 - National President's Conference
 - ECCC - Labour-Management Symposium
 - Request to attend the ECCC fall National LMCC meeting.
 - I've noted a significant number of Rand in the Winnipeg DFO Local and we need to reduce these numbers particularly during this bargaining process
 - I'll need to specifically discuss with the locals formal PSAC training opportunities as well as possible training at the regional conference
 - Encourage dialog between the region's leadership as we move toward the Federal Election and continued contract negotiations. Work to grow the connection between leaders and how they can support each other.
 - Continue my availability to respond and support all locals as issues arise.