

**REPORT
OF THE
REGIONAL VICE PRESIDENT
QUEBEC
Benoît Thibault
Spring 2019**

LOCAL STATUS

10016 – DFO

- Active
 - Viable
- Training needs: Grievances handling/presentation
- Does not always hold the required number of local UMC and HS meetings – missing a Health/Safety rep. at the Quebec office
- Workplace issues:
 - Labour relations issues at Grande-Rivière office; the former UEW had stepped in a few years ago, but issues still not resolved; back-to-work situations very difficult for two employees.
 - Non-implementation of Appendix K (Trans-shipment at sea of Fishery Officers).
 - Fishery Officers Hours of Work.
 - Fishery Officers classification files.
 - Lack of “acting” opportunities
 - Representation of members at Îles-de-la-Madeleine Office.
- AGM held (Jan. 2019), and Local Executive members elected as per By-Laws. Amended By-Laws/Regulations not yet adopted.

10050 – DFO

- Active
 - Viable
- Training needs: Local development; handling/presentation of grievances.
- Does not always hold the required number of Local UMC and H&S meetings.
- Workplace issues:
 - Some files in two offices took a very long time to be dealt with. Case #1 – Management attempted to solve the issue but problem still present – members vs members. Case #2 – Management did not intervene until members filed complaints related to workplace violence.
- AGM held (Dec. 2018), Executive members elected as per By-Laws.

10052 – DFO

- Active
 - Viable
- Training needs: Local development; handling/presentation of grievances.
- Attend regular Local UMC and H&S meetings.
- Workplace issues:
 - Communication with Sciences Management needs to improve (with Director, Science);
 - Compensatory Time file;
 - Wrong interpretation of some articles of the Collectives Agreements due to general misunderstanding of agreements.
- AGM held (Feb. 2019), Executive members elected as per By-Laws.

10098 – ECCC, NRCan

- Minimally active
 - Non-viable in the mean time, trusteeship in the forecast, no new Executive members following March 2019 AGM; only the Treasurer is still on the Executive.
- Training needs: All courses for a new Executive lacking experience.
- Participate regularly in Local UMC and H&S meetings:
 - RNCAN: OK
 - ECCC: To be decided whether it should be me attending; frequent cancellations of Regional UMC and H&S meetings due to insufficient number of participants.
- Workplace issues:
 - Staffing, lack of trust/communication with senior management;
 - Labour relations; complaint member vs member.
- AGM: 1st attempt in March 2019 – failure to elect a new Executive. Due to special circumstances, only one Executive member stayed. Second attempt planned for **May 2019**, following the Quebec Regional Conference.

10714 – ECCC

- Active
 - To be confirmed at next AGM.
- Training needs: Local development; handling/presentation of grievances.
- Participates regularly in Local UMC & H&S meetings.
 - Frequent cancellations of Regional UMC and H&S meetings due to lack of participants.
- Workplace issues:

- Interpretation of hours at Ice Centre (24h Call Centre);
- Use by ECCC of internal forms regarding REG XX, Violence in the Workplace; no justification, no consultation with UHEW.
- AGM planned for **April 2019**.

ACTION PLAN FOR LOCAL 10098

- To ask the remaining Executive member to promote the importance of union activities within the Local.
- To prepare a summary document to be distributed to members as to how a Local operates, and to detail the duties and roles of Executive members and delegates, also to explain consequences of trusteeship.
- To discuss with Management the impact of trusteeship, and to check if Management could promote union activities.
- To have at least three members interested in engaging themselves in Local affairs, at the next Quebec Regional Conference, to ensure that they understand what is meant by 'union work'. Since the Regional Conference will be held in Quebec City, costs would be lower as there will be no travel expenses.

RVP ACTIVITIES

- **NOV 2018**
 - DFO Union-Management Workshop (Mental Health, SunLife)
 - Hearing of grievance at 2nd level, ECCC
 - Meeting at IML, with Catherine Blewett (ADM DFO), Dominic Laporte (ADM HR DFO), Union & Management
- **DÉC 2018**
 - AGM 10050 and meeting with RGD RNCAN for LFC
 - Mediation member DFO
 - Regional Council Meeting - 08
 - RUMCC & RHSC ECCC
 - Major Files DFO (Work accident, reintegration after 3-year absence)
- **JAN 2019**
 - Conference Call, UHEW National Council
 - JLP Workshop DFO – Mental Health, understanding the collective agreements DFO
 - Work Hours ECCC
 - NRCAN Employee file
 - Major Files DFO (Work accident, reintegration after 3-year absence)
 - JLP Workshop – understanding the collective agreements PSPC & DFO

- **FEB 2019**

- NOSHC DFO file
- Grievance 2011 DFO
- AGM 10016
- Major Files DFO (Work accident, reintegration after 3-year absence)
- PSAC Leadership Meeting, Quebec
- AGM 10052
- Structure Committee Meeting

- **MARCH 2019**

- Regional Council Meeting 08
- AGM 10098
- Major Files DFO (Work accident, reintegration after 3-year absence)

Main issues at Regional UMCs:

- All is well at DFO
- ECCC: Meetings are postponed or cancelled due to lack of Union participants.

Plans or goals for the Locals or the Region over the next period:

- Find a new Executive for Local 10098 and transition for Local 10714, and
- Ensure new Executive members following AGMs attend basic union training courses.