

**REPORT
OF THE
REGIONAL VICE PRESIDENT
ONTARIO
Cheryl Sullivan**

LOCAL STATUS

Local 00175

- ECCC (Water Survey) – Burlington and various satellite offices
- Moderately active
- Training needs: Grievance Training; Discipline and Fact-finding meetings – how to best represent/support
- Participates in local/regional UMC, not on Regional OSH as most OSH is done in-house within WSC.
- Workplace issues:
 1. Comp time/overtime – denials
 2. Toxic work environment involving management in the Thunder Bay office (Andrew working on)
- AGM completed Jan 22, 2018 – I have not received updated By-Laws

Local 00144

- ECCC – Burlington and some satellite offices
- Active
- Training needs: Violence in the workplace cases, Medical retirements, General Collective Agreement issues, Dealing with discipline grievances
- Participates in local/regional UMC, Local President is union co-chair for Regional OSH, other Stewards are representatives on local OSH
- Workplace issues:
 1. toxic work areas
 2. low morale
 3. job description and classification
 4. Staffing – lack of transparency, communication, consistency in some section
 5. violence in the workplace
 6. EG signing bonus
 7. medical retirements
 8. pension buy back
- AGM completed Feb 21, 2018 – Local By-Laws were updated to reflect UHEW and voted on at AGM.

Local 00709

- ECCC – Downsview and various satellite offices
- Active
- Training needs - Violence in the workplace, Duty to Accommodate, Grievance procedures & tracking; PSAC should offer higher frequency of basic courses including grievance handling, advanced grievance handling, mental health in workplace (OHS), more training on OHS, more on Phoenix grievances
- Participates in local/regional UMC, Alternate RVP looks after OSH issues at Regional and Local level OSH having issues in recruiting members, irregular participation
- Workplace issues:
 1. Toxic work areas – numerous ongoing and requested violence complaints
 2. Discrimination, harassment, bullying
 3. Staffing – lack of transparency, communication, consistency, selection process, use of pools, diversity
 4. Phoenix
 5. EG signing bonus not received (application of collective agreement)
 6. Work description vs work assigned
 7. Professional/career development (lack of transparency & fairness on opportunities, lack of opportunities for training)
 8. Reprisal in the workplace (against those who file complaints and against union stewards)
 9. Mental wellness in the workplace
 10. Employer use of administrative investigations and not following their own policy
- AGM completed Feb 1, 2018 – I have not received updated By-Laws

Local 00145

- DFO – Burlington, Sarnia, satellite offices
- inactive
- Training needs - waiting on response
- Participates in regional UMC and regional OSH; unsure if any of executive sit on a local OSH
- Workplace issues:
 1. Violence complaint – harassment/discrimination
 2. Staffing - lack of transparency, communication, consistency in some sections
- AGM completed Mar 7, 2018 – I have not received updated By-Laws

Local 00046

- DFO/Natural Resources (GLFC) – Sault Ste. Marie
- Moderately active
- Training needs - waiting on response
- No participation on Regional UMC or OSH – Sea Lamprey group has regular Local LMCC’s – unsure about local OSH, GLFC has regular local LMCC’s and are involved in local OSH
- Workplace issues:
 1. Abuse of Collective agreement (SLCC group)
 2. Not following dept’s policies and NJC (GLFC)
 3. some OSH issues with regard to students/casuals (GLFC)
 4. toxic workplace (SLCC)
 5. others??
- AGM completed Feb 8, 2018 – I have not received updated By-Laws

RVP ACTIVITIES

It has been a whirlwind of activities, complaints and meetings since our UHEW convention in August 2017. I am so grateful that I am supported by my management team in completing my roles and responsibilities as RVP. I could not do this job without that support.

I am pleased to report that we have completed all of our AGM’s and all Locals have elected full executive. Having said that, 2 of the new executive from Local 00709 have been promoted into PIPSC positions.

I co-chair the ECCC RLMCC (joint local/regional) with a PIPSC rep and the RDG. We have had 2 cycles of these meetings as well as 3 cycles of ROSH of which I am a committee member. I switched my role in DFO C&A region to co-chair the RLMCC and I sit as a committee member on the RHSC. We have had 2 cycles of each as well as a 1 day symposium with the theme ‘The 4 C’s (communication, collaboration, consultation, cooperation).’ We added a 5th C (civility) with a keynote speaker and activity coordinator, Craig Dowden. I arranged and coordinated this speaker after I heard him give a presentation for ECCC and was extremely impressed. His presentation was fantastic and well received by all. In fact, the management team is hoping to bring him back for one of their senior management meetings. The Regional VICR lead did a presentation in the afternoon discussing our reactions to different situations based on our personality types. It was a very worthwhile day. I have requested to sit on the Committee to review the PSES results for DFO and will be asking to be involved with the ECCC analysis as well.

The main issues at both the ECCC and DFO RLMCC are as follows:

- Staffing (standing)
- PMA (standing)
- PSES (standing)
- Phoenix (standing)
- Office 2.0/Lab Modernization project
- Respect (standing)
- Use of letters of expectation, internal departmental investigations, fact-finding meetings, violence investigations under CLC Par II Section XX

Respect in the Regions: I have been an active committee member on both the regional ECCC and the DFO Respect committees. The ECCC Committee had been fairly quiet since the National Day of Respect on Nov 28, 2017, but we have met twice since then with the DFO committee.

I am very pleased to report that some of our committee members from both departments in the Burlington location were able to coordinate our efforts (utilizing weekly meetings for 4 weeks) and had the added help of some of the DFO and ECCC management team in order to organize and present a fantastic full day of activities, speakers, videos, etc in support of the National Day of Respect. We are beginning to get very well thought out feedback and are actually getting enough people stepping forward that we are in the midst of starting an ECCC/DFO local respect committee for the Burlington location.

I have been working personally on a couple of very serious and complex cases that I have invested over 100 hrs since January alone. I am hoping to get some guidance from our National Council on how to manage these serious cases and how to share the workload, as I find this level of engagement together with my other RVP and Departmental responsibilities unsustainable.

I continue to be proactive in dealing with issues as soon as I hear about them by engaging with managers, directors, DG's and in many cases, ADM's.

I arranged and participated on 2 conference calls with the PSAC negotiator for the TC table, to meet with a) our Water Survey members and b) The Sea Lamprey Control members to discuss strategies going forward into this round of bargaining to deal with their long standing issues and abuses by managers which is strongly impacting their work-life balance and overall well-being. I wish to extend my deep gratitude to Seth Sazant for making the time and effort to meet with these members and listen to their stories.

I was away from the office on Component business on the following dates:

- Oct 4-10, 2018 – Halifax – Council meeting and RVP 101 training
- Nov 24-27, 2018 – Mississauga, ON – PSAC Internal Investigations training
- Mar 12 -14, 2018 – Ottawa, ON – Restructure Committee
- Apr 26 – May 4, 2018 – UHEW Pre-caucus and PSAC Triennial Convention

Moving forward – we have our next National Council meeting at the end of May. I am hoping to seek some guidance on managing the many responsibilities that fall on our shoulders, as well as discuss how we can better communicate information both upward and downward from member to local to RVP to Component office. I hope to build on the successes we have had and close some of the long standing issues. We are having some serious problems with labor relations in both departments interfering and/or driving agendas that they really should not play a role in. We have incidences where senior managers are refusing to adhere to the CLC II legislation and I will require some assistance from Todd on moving these files forward.

Finally, I am hoping for a couple months over the summer where the workload is not quite so consuming, so I can spend some time with my girls and get my crazy California girl, Ruby into some training and get her a job ☺