

**REPORT  
OF THE  
REGIONAL VICE-PRESIDENT  
ONTARIO  
Kevin Lundstrom**

This report covers the period from November 1, 2017 to April 30, 2018. This report reflects the change in format from a RVP activities log to a local development focused discussion within the portfolio of the RVP.

**Local 00009** - Toronto based local

- Annual General Meeting completed on February 28, 2018 – attended by RVP, Alternate RVP and UHEW National President
- Labour Management Consultation Committee meetings occurring (quarterly about 4 times a year with minimal cancellations) and attended by PIPSC and CAPE as well
- Several grievances running and reported situations of harassment, concerns about Tobacco Inspector positions and classifications, some Informal Conflict Management Office involvement
- Newer - 2 new Violence in the Workplace complaints reported, one employee termination on probation being addressed. UHEW Service Office has been helping.
- Has representatives on 2 main established OSH Committees
- 6 of 7 Local Executive Members attended an RVP Dinner Meeting with RVP, Alternate RVP and UHEW National President on April 27, 2018 in Toronto
- Consultation ongoing for Regional UMCC agenda/items, UHEW sponsored events and meetings, PSAC sponsored events and meetings – with great local input
- Local Executive presence on an PSAC Area Council Executive, and membership in PSAC Members with Disabilities Committee, and a PSAC Regional Women's Committee, and active participation in Pride and Labour Day activities but limited PSAC Aboriginal Circle and District Labour Council involvement.
- Brantford members local membership between Toronto and Guelph locals standardized
- Local Executive is highly functioning with obvious skill sets. There are obvious high levels of participation from members in PHAC job positions (Queen Street Location) and lower levels of participation from members in Health Canada job positions (Midland office). Majority of member concerns are coming from Midland office
- Recommendation – Local Development and Member Mobilization needed for Midland office to strengthen representation and capacity skills in this worksite. Joint Learning Program Labour Union Management Consultation course could help refine the committee and terms of reference.

**Local 00023** – Sioux Lookout

- Annual General Meeting completed on April 25, 2018 - due to scheduling, it was not attended by RVP, Alternate RVP nor by UHEW National President
- Labour Management Consultation Committee meetings occurring every second or third month about 4-5 times a year due to several cancellations; meetings attended by PIPSC as well
- Several grievances running and reported situations of harassment and 3 Canadian Human Rights Commission complaints and a Violence in the Workplace complaint reported. UHEW Service Office has been helping.
- Newer – special town hall April 19, 2018 with UHEW National President and Senior ADM and members ran and follow-up to occur
- Participates in most Devolution Committee teleconference meetings (every 4-6 weeks)
- Has representatives on established main OSH Committee and there are some worksite H&S Representatives
- RVP Dinner Meeting with Local Executive pending
- Consultation ongoing for Regional Union Labour Management Consultation Committee agenda/items, UHEW sponsored events and meetings, PSAC sponsored events and meetings – with good local input
- There is no current Local Executive presence on the Northwestern Ontario PSAC Area Council Executive, PSAC Regional Women's Committee or PSAC Aboriginal Circle; no active participation yet in Northwestern Ontario Pride and Labour Day activities and no close District Labour Council or PSAC Members with Disabilities Committee
- Local Executive is faced with multiple overlapping workplace issues, difficult management, several member concerns and some of the Local Executive have less experience and training therefore would benefit from specific training in roles and responsibilities of each position. There are ongoing issues related to Discrimination based on Medical Conditions, gaps in Duty to Accommodate cases, past sexual harassment cases or situations, Management favouritism etc.
- Recommendation – Additional sponsored local development training with focus on the roles and responsibilities of each position would help increase member representation and Local Executive capacity skills in these worksites. Joint Learning Program Labour Union Management Consultation course could help refine the committee and terms of reference. There is an opportunity for more PSAC committees' involvement by teleconference.

**Local 00032** – Guelph based local

- Annual General Meeting completed on February 27, 2018 and attended by RVP, alternate RVP and UHEW National President
- First Labour Management Consultation Committee meeting occurred February 27, 2018 and was also attended in person by the RVP, alternate RVP and UHEW National President. LMCC meetings to be attended by PIPSC and CAPE as well.
- Still running - several longstanding employee concerns running
- Newer – PSPSM grievance being addressed
- Has representatives on established main OSH Committee and some but not all worksite H&S Representatives
- 3 of 4 Local Executive Members attended an RVP Dinner Meeting with UHEW RVP and UHEW National President and alternate RVP on February 26, 2018 in Guelph
- Consultation ongoing for Regional Labour Management Consultation Committee agenda/items, UHEW and PSAC sponsored events and meetings – with good local input
- There is current Local Executive presence on PSAC Area Council Executive; but little involvement yet in a PSAC Regional Women’s Committee, PSAC Aboriginal Circle, Pride and Labour Day activities, District Labour Council or PSAC Members with Disabilities Committee
- Brantford members local membership between Toronto and Guelph locals standardized
- There is Local rebuilding occurring with a focus on standardizing committees and meetings and Union/Management communications and contacts. The local could benefit from cross coverage and support of different Local Executive members in union/management situations. Some of the Local Executive have less experience and training and would benefit from specific training in roles and responsibilities of each position.
- Recommendation – Additional sponsored local development training with focus on the roles and responsibilities of each position would help increase member representation and Local Executive capacity skills in these worksites. Joint Learning Program Labour Union Management Consultation course could help refine the committee and terms of reference. There is an opportunity for more PSAC committees’ involvement by teleconference or in-person.

**Local 00035** –Thunder Bay

- Annual General Meeting completed on March 1, 2018, attended by RVP, Alternate RVP and UHEW National President

- Labour Management Consultation Committee meetings occurring monthly about 8 times a year with only a few cancellations; attended by UHEW Local 00040 and PIPSC as well
- Has representatives on established main OSH Committee and some but not all worksite H&S Representatives
- Several grievances running (job classification, PSPM) and reported situations of harassment
- Newer – a lot of attention to Health Centre Clerks long term job classification grievances and challenges in getting information and transparency. UHEW Service Office has been helping.
- Participates in all Devolution Committee teleconference meetings (every 4-6 weeks)
- RVP Dinner Meeting with Local Executive pending
- Consultation ongoing for Regional Union Management Consultation Committee agenda/items, UHEW and PSAC sponsored events and meetings – with good local input
- There is current Local Executive presence on PSAC Area Council Executive and increasing involvement in a PSAC Regional Women’s Committee; still opportunities to increase involvement in PSAC Aboriginal Circle, Pride and Labour Day activities and District Labour Council. There is no PSAC Members with Disabilities Committee in close proximity
- There are several worksite situations bubbling under the surface which have the potential to be solved before becoming larger issues but a lot of social events and fundraising for good causes.
- Recommendation – Additional sponsored local development training with focus on the roles and responsibilities of each position would help increase member representation and Local Executive capacity skills in these worksites. Joint Learning Program Labour Union Management Consultation course could help refine the committee and terms of reference

**Local 00040** – Sudbury based local

- Annual General Meeting completed on March 7, 2018; RVP participated by teleconference
- Labour Management Consultation Committee meetings occurring monthly about 8-9 times a year with only a few cancellations – low rate of attendance by Local 00040 representatives; attended by UHEW Local 00035 and PIPSC as well
- Still running – job competition and staffing related issues still running or un-resolved
- Newer – There has been some interest in health and safety training and collective bargaining topics and input.
- Participates in some Devolution Committee teleconference meetings (every 4-6 weeks)
- Has only a little involvement from worksite H&S Representatives

- RVP Dinner Meeting with Local Executive pending
- Consultation ongoing for Regional Union Management Consultation Committee agenda/items, UHEW and PSAC sponsored events and meetings – with less local input than preferred
- There is currently no Local Executive presence on PSAC Area Council Executive, PSAC Regional Women’s Committee, PSAC Aboriginal Circle, Pride or Labour Day activities or District Labour Council. There is no PSAC Members with Disabilities Committee in close proximity
- Local Executive is faced with a small local with limited number of volunteers, but most issues focused on one occupational group. Excellent AGM preparation package.
- Recommendation – Additional sponsored local development training with focus on the roles and responsibilities of each position would help increase member representation and Local Executive capacity skills in these worksites. Joint Learning Program Labour Union Management Consultation course could help refine the committee and terms of reference. There is an opportunity for more PSAC Committee involvement by teleconference or in-person. Promotion of importance of UHEW Conventions and events is encouraged.

**Issues Common to All 5 Locals (00009, 00023, 00032, 00035, 00040)**

- Workplace harassment and abuse of authority
- Staffing process irregularities
- Concerns with Phoenix and having local membership lists and dues payment be consistently inaccurate
- Participation in PSAC or PSAC sponsored training courses to varying degrees including Talking Union Basics course, grievance handling, lobbying training, Phoenix training, Workers Health and Safety Centre courses etc.
- Issues with transition of employees from Health Canada to Indigenous Services Canada
- Concerns about upcoming Occupational Group Review

**Issues Common to 3 Locals (00023, 00035, 00040)**

- Devolution to First Nation control and improvements needed in information sharing and processes

### **Upcoming UHEW Training**

- UHEW Ontario Regional Conference is being planned for October 10-12, 2018 in Thunder Bay, Ontario and Locals are involved in consultation on the event. Training at the event is being considered to help address any observed training deficits in Locals and gap analyses issues.

### **RVP ACTIVITIES**

In addition to routine RVP work with local/member outreach and communication and information sharing and complaint/grievance/meetings work, it has been very busy with involvement in: UHEW Council Meetings; UHEW Honours and Awards Committee; PSAC Leadership Training; PSAC Investigations Training; PSAC Convention General Resolutions Committee; PSAC National Bargaining Conference; National TC Bargaining Team election; PSAC Regional Office Training Courses (Grievance Handling, Lobbying Training, Phoenix Training); PSAC Area Council Treasurer Position; Alliance Facilitator / Workers Health and Safety Centre Instructor and Update Meetings and PSAC National Convention involvement.

Special thanks to Todd Panas (National President) and Shimen Fayad (NVP) and Rita Ann Lemick (alternate RVP) for assistance received for member issues since Convention 2017.