

**REPORT
OF THE
REGIONAL VICE-PRESIDENT
QUEBEC
Maryse Veilleux**

Transition of FNIHB to Indigenous Services

Since the transition of FNIHB to Indigenous Services was announced in December 2017, all steps have been fast-tracked. It is obvious that many of these steps were not well planned, thus creating some difficulties in employees' work implementation.

The Assistant Minister maintained his involvement in the Regional Union-Management Consultation Committee meetings. The Indigenous Services Health and Safety Committee has not yet been created. Senior managers at Health Canada have put pressure on employee representatives in the region, demanding that such a committee be put in place yet, they did not bother communicating with their counterparts at Indigenous Services, thus, I had to intervene with Mrs. Kanosa, in order to put an end to such pressure tactics.

In the Quebec Region, a manager will be seconded for one year and will prepare a transfer plan for the Non-Insured Health Benefits Unit in 11 communities, to be implemented later at national level. The Quebec Region Executive Director indicated the transfer plan will take effect in 3 to 4 years, at the latest, 10 years. Presently, discussions are ongoing between the Regional Office, First Nations, and the Province to sign Step 1 of a three-party agreement. For the moment, the signing is delayed, as the two parties did not manage to come to an agreement with the Province.

Health Canada

Redeployment of Longueuil Region employees – RORB to Montreal Office was planned without consultation. The first meeting with the Regional Director was stormy. Management agreed to soften their position on allowing more members to telework. Recently, a grievance hearing opened the door to negotiating the reimbursement of additional expenses caused by the relocation short notice. PIPSC is the main Union involved and PSAC has showed solidarity and supports PIPSC decisions. A Union-Management Consultation Committee on Relocation has been created and meets on a regular basis and the discussions have been respectful and fruitful. There has been an increase new of hires at RORB, in consideration of the imminent legalization of marijuana.

Harassment

Bullying and harassment cases are still ongoing. Members will confide in us, but ask us not to intervene, as they are fearful of reprisal.

We feel that, out on the field, Regional Management is there to protect their managers and justify their actions. The content in Deputy Ministers' speeches simply does not reflect the reality in the regions. We eagerly await the outcome, to determine the way forward for FNIHB in our region.

Phoenix

Has there been any improvement? We cannot be certain as members with a regular schedule who did not have any issues, have them now. There is a specific and catastrophic case at FNIHB, which goes back many years and concerns a single mother with two children. She told us that at one time she was unable to feed them. Although we raised this file on several occasions with Chris Aylward, it was never resolved. People nominated by the Deputy Minister do not finish the work they were supposed to do and has to be started all over again. Besides being a victim of prejudice, the woman in question also suffers from a chronic disease, which impacts on her life expectancy. She is doubly penalized as she must often be absent from work, has taken all her allowable leave, and continually faces discipline for her numerous days of absence, although her work performance is excellent. Her symptoms are worsening due to the stress caused by the Phoenix fiasco therefore her health is deteriorating faster than. We fear the worst.

UHEW Local 10042 - New Executive

Local 10042 has a new team for its Local Executive. The new President, Sister Caroline Thériault, provides great leadership. Some adjustments were necessary, but all went well, thanks to good communication. Caroline knows how to make known her vision to her Executive members and the group dynamic is wonderful. The Local planned a retreat on April 16, during which time various scenarios were put forward to enable us to become proactive and to stand together in the decision-making process. Diane De Berardinis, Vice-President, attended an excellent three-day training session on psychological harassment, provided by and paid for by FTQ.