

**REPORT
OF THE
REGIONAL VICE PRESIDENT
NCR
Rubin Kooner
May – Sept 2019**

LOCAL STATUS (70713)

- 70713 - DFO
- Active
- The Local members have Phoenix issues but have been able to work through with MyPay and have grievances in abeyance.
 - Assisted to file more Phoenix Grievances and provided wording.
- The Local has issues with membership lists and memberships. They are continuing helping the Component Membership Coordinator with member addresses and filling RANDs signed cards.
 - This is also discussed under RVP Activities.
- The President participates in Local DFO Union Management Consultations.
- The President and Vice President participate in monthly DFO OHS meetings and minutes are provided to me to be kept apprised of any issues.
- The Local President is now part of the Regional DFO OHS Committee with myself assigned by the National President.
 - Terms of Reference have been provided to me for this new Regional OHS Committee.
 - I have asked for copies of the OHS minutes to keep myself updated and the Component on any issues that may arise.
- The President of the Local sits on the Mental Health Committee and is in regular contact with the Director Generals for Workplace issues.
- The Local does have issues of Harassment and micromanagement remains at an unacceptable level but the Local manage it case by case.
- No training requirements needed for the Local, however, the President developed a Duty to Accommodate training document for Local Executives which I provided feedback
 - In the future, my plan is to make this document available to share with all Locals across the Component as a tool in Duty to Accommodate.

LOCAL STATUS (70742)

- 70742 – ECCC (Gatineau)
- Active
- The Local members have Phoenix issues and are tracked in the Case Tracker Log they keep.

- This is shared with me monthly.
- The Local continues to state maintaining lists manually is problematic and multiple members have raised issues with dues collections (some in excluded positions).
 - This is also discussed under RVP Activities.
- Both employee chairs (PVM and Fontaine) are maintained by UHEW 70742 Executive members Richard Mayer, Sabrina Arvisais and Pat Guillot in monthly ECCC OHS meetings.
- The Local Union Stewards have familiarity with the ECCC Pay office and are able to solve most issues or are brought attention to.
- Assisting newly elected Executive with Local procedures and providing information.
- Workplace issues include discrimination, harassment, office space, communication and Phoenix issues.
 - Worked with members referred to me on issues such as medical leave, sick leave and duty to accommodate.
- Training updates are provided regularly by me to the Local Secretary for distribution.
 - VP Patrick Guillot selected for PSAC OHS Conference by NCR Region RVPs.

LOCAL STATUS (70712)

- 70712 – CEAA, NRCAN-CFS and ECCC (Ottawa)
- Active
- I, the RVP, continue to sit on the OHS committee for ECCC at River Road, as I work in that building.
 - Stewards and Building Contacts sit on CEAA, MSC, NWRC and NRCAN building OHS committees.
 - Minutes from some Buildings are submitted to me which in turn then forward a copy to the National Office.
- Local finances from 2018 still not complete and audited by Component.
 - Worked with Local, I corrected spreadsheets and balanced 2018 Local Finances for the Local with approval from the Component and Local.
 - Balanced final report will be sent to Component in September.
- The Local has issues with membership lists and memberships.
 - This is also discussed under RVP Activities.
- Workplace issues include harassment, sick leave denials, job classification and work descriptions not being updated.
 - Worked with members referred to me on issues such as medical leave, sick leave, collective agreement, pay/phoenix and duty to accommodate.
 - There is also issues with Privacy of members to be discussed at Council.
- Training continues to be needed for all new executive.
 - TUB & Grievance Handling.

- Contacted PSAC to set up training for Sept as new Executive did not have the training; should all have the training by end of Sept.
- Helped Executive on steps to file a Grievance.

RVP ACTIVITIES

- Continuing, the Locals are in great shape and self sufficient.
 - I am there to support when needed.
 - Provide new ideas, new documents I create or any information I feel is important.
 - Assist in training and filing Grievances.
 - Co-developing a new Local training document with President of Local 70713 to be available for all Locals; timeline end of November.
- LMCCs
 - Provide a document with issues or suggestions for the Branch LMCC for support to National President or National VP who is in attendance.
 - Attended:
 - National ECCC & National ECCC Symposium
 - National CEAA
 - National Enforcement, CFS, Science & Technology were not scheduled and CFSB attended by Local 70742 due to conflict
- Training
 - Still coordinating with all Locals for Union Training certificates for Local Executives for courses such as TUB and Grievance Handling for my files.
 - This will ensure training and help provide information to the Component.
 - Contacted PSAC to hold additional training courses such as TUB and Grievance handling for new Executives; held in September.
 - Developed new Rules of Order and Resolution Writing workshops for Regional Conference and to be used in NCR Local development.
 - Planning to have Resolution Writing Workshop with fellow RVP Diane Girouard in November with NCR Locals.
- Attended National ECCC Symposium with the National Vice President.
 - Discussions with ADMs across ECCC.
 - Provided input on procedures, gaps and suggestions encompassing lower Management, job descriptions and classifications, wellness in the workplace.
 - Developed relationships with all ADMs and DGs.
- Working with all Locals for OHS concerns.
- Organized and Planned Regional Conference with fellow NCR RVP Diane Girouard on June 26-29, 2019.
 - Developed a Regional Conference full of information, break out sessions, presentations, continuing with Q&A with National President (Let's Ask Todd!) and working together activities.

- Created UHEW bags with all Regional Conference folders of documents, swag and supplies.
- Personally, due to external views, I feel the Regional Conference had a setback and we as RVPs were unable to deliver the Conference at a level we are capable of; regardless the Regional Conference still came across very well.
- Feedback was very well received and comments made to both RVPs.
- **NCR came together as a Region and everyone worked well together!**
- Meeting with top 2 Executives from the 3 Locals in July.
 - Local membership list, Local cases, Structure proposal and the need for 2 RVPs in the NCR were the major concerns.
 - As RVP, I have created a couple documents for Locals that have been implemented.
 - Member Case Log – for all issues with members, this will help track from any case to grievance.
 - Membership lists – working with all Locals to update their membership by end of Oct.
 - Emergency Contact List for all Locals was used for Regional Conference as we all travel for UHEW events and believe need to have this information for emergencies. Forwarded a UHEW for RVPs and kept on file by Executive Assistant as well to all Council members for their use.
 - Used my contacts at CEAA and ECCC HR to receive full NCR PSAC members.
 - Updated all CEAA members for Local 70712 and sent to Component Membership Coordinator.
 - ECCC will be worked on by Local 70742, 70712 and myself mid September. Deadline Oct 15th.
 - Local 70713 currently updating their own but will be working with them next after Locals 70742 & 70712.
- Grievances and Members Cases
 - Helped Locals file Group Grievances for Phoenix issues, single Grievances and other complex Grievances.
 - Continuing work on National WED Enforcement Grievance.
 - Worked with new CEO and set up a Conference call with all WED Officers and CEO on Sept 5th for feedback and discussing Grievance.
 - Working with Service Officer for 3rd level presentation.
 - Continuing discussion with PSAC for an EO classification.
 - Helped Locals with various member issues and questions; dealt without grievances and talking with Managers.
- Workplace issues in buildings discussed.
 - River Road Office of Conflict Management was called in by the DG and Director. Attended as an Employee and RVP. This is still on going and will report once completed. To be completed in October.

- Harassment issues are present in all departments and not being addressed. This will be addressed in LMCCs and will be working closely with all parties.
- Planning to attend at least an Executive meeting for all 3 Locals after October and have an RVP dinner in November.

Closing, I would like to thank the Local Executives and my fellow RVP Diane Girouard. You are all a wealth of knowledge and amazing union activists. We all work well together and have become an even stronger NCR Region. I enjoy everyday we work together and look forward to the remaining time.