

**REPORT
OF THE
REGIONAL VICE PRESIDENT
ONTARIO
Kevin Lundstrom
March 15, 2019-September 2, 2019**

UHEW Locals in Ontario in My Portfolio

Local 00009

Representing Health Canada, Public Health Agency of Canada, and Indigenous Services Canada members in the Toronto (180 Queen Street, 2301 Midland Ave., Pearson Airport, GTA), Orillia, Barrie, Peterborough and Hamilton areas

- Workplace concerns voiced include: 1. a reported significant breakdown of UMCC Meetings/structure for all 3 Departmental employee groups (PHAC and HC and ISC); 2. noted increasing LR interference in most areas; 3. increasing Violence in the Workplace and reported retaliation against employees on related complaints and LR/Corporate OSH misdirection with some complaints; 4. ageism; 5. a keen interest in collective bargaining and Phoenix issue updates. Currently running are grievances, violence in the workplace complaints, and Canadian Human Rights Commission complaints.
- The Local had full representation at the June UHEW Ontario Regional Conference in Guelph. The Local has registered a participant to the October Presidents Conference. AGM scheduling looks like early 2020. Scheduling of an annual RVP Dinner Meeting with available Local Executive is pending to discuss business and developmental items. The Local is working with PSAC on multiple training needs related to succession planning. The Local is very active and participates in local/regional UMC and OSH, and PSAC Ontario – GTAC, MDAC, Pride Committee, Women’s Committee etc. There are ongoing discussions on employee work locations and alternative working relationships as work locations are being combined and space is being analyzed.

Local 00023

Representing Indigenous Services Canada members in the Sioux Lookout and Big Trout Lake areas

- This is one of the most challenging worksites for members with pronounced systemic and difficult working situations, barriers, staffing issues, lack of transparency and harassment/discrimination of selected employees. Any additional training would be recommended and appreciated. Devolution is an ongoing concern. Local has several active committees

including the LMCC, OSH, and Devolution Committees. The President resigned in the spring of 2019. The VP moved into the President role. The new President may choose not to run in an October AGM. The Local is not sending a participant to the October 2019 Presidents Conference as the President is not available and the Local was unable to organize a meeting to backfill the VP role. The Local had some representation at the June UHEW Ontario Regional Conference in Guelph. Currently running are grievances, violence in the workplace complaints, and Canadian Human Rights Commission complaints.

- The Local has requested an AGM asap in early October. There is some procedural follow-up still required from the February 2019 AGM. Training for the Local in procedures for running AGMs is recommended. Some voiced workplace issues include: 1) Staffing – lack of transparency, communication, unfairness; 2) Employer Phoenix back due issues – members frustration; 3) Managers who are also members acting in management capacity on OHS and UMCC – seeking list on which managers are exempt; 4) Timely information about Devolution and impact to current staff; 5) forced weekend overtime for some NIHB staff instead of hiring people to provide this coverage.

Local 00032

Representing Public Health Agency of Canada and Indigenous Services Canada members in the Guelph, Brantford, London areas, and Six Nations areas

- There has been great ongoing development in the Local with improved LMCC and OSH work. A Local Executive member is also SW Ontario PSAC Area Council Chair providing good linkages between UHEW and PSAC in this region. Thanks for volunteering to host the June 2019 UHEW Ontario Regional Conference. There have been issues and pressures relating to the June move of 4 Guelph buildings into one work location. The Local is working on Local outreach to offsite members. The Local had some representation at the June UHEW Ontario Regional Conference in Guelph. The Local has registered a participant to the October 2019 Presidents Conference. The local made a lot of significant contributions towards pre-planning work for the Guelph Conference. AGM scheduling looks like early 2020.
- Some ongoing voiced workplace concerns include: 1. Phoenix back dues mess; 2. Discrimination, harassment, bullying experienced by members; 3) Collective Bargaining. The Local is now part of the Devolution Committee calls due to proactive work.

Local 00035

Representing Indigenous Services Canada members in the Thunder Bay, Kenora, Fort Frances, Geraldton, and Fort William First Nation areas

- The Local has a main worksite in Thunder Bay with smaller offices in Kenora, Fort Frances and Geraldton. For many months, there have been some small changes with some of the membership moving to a worksite 16 km away on Fort William First Nation. There are some employee concerns and stress about continuing office relocation to a location much further away. The Local has expressed that the LMCC Meetings do not seem to be yielding needed responses, and actual devolution concerns exist with a loss of one position already and others pending. There are many staffing concerns. The Local had full representation at the June UHEW Ontario Regional Conference in Guelph. The Local has registered a participant to the October 2019 Presidents Conference. AGM scheduling pending. Scheduling of an annual RVP Dinner Meeting with available Local Executive is pending to discuss business and developmental items. There has been increasing integration by the Local into existing PSAC Committees and community union events. The Local is well engaged with the PSAC Regional Office and continues to take available training. The Local is connected to the NWO – Area Council, Women’s Committee, upcoming MDAC, and Indigenous People’s Circle. The Local is active in community – attending Diversity Breakfast, participating in Murdered and Missing Indigenous Women and Girls, and various Thunder Bay events.
- Some voiced ongoing workplace concerns include: Violence complaints – harassment/discrimination; 2. Staffing - lack of transparency, communication, consistency in some sections; 3) Timely information about Devolution and impact to current staff.

Local 00040

Representing Indigenous Services Canada members in the Sudbury, Timmins, and Sault Ste. Marie areas

- The Local appreciated that Shimen helped clarify the need for the resending of a one-page paper document to rectify an AGM barrier and the Local has a very successful AGM in May with some new Local elected members as a result. Dues rebate issues were rectified. Most local members are in one occupational group with extensive work travel/issues and specific concerns noted. There are serious ongoing concerns expressed on staffing issues. The Local has expressed that the LMCC Meetings do not seem to be yielding needed responses, and possible devolution concerns exist. The Local has a low membership currently but Local membership numbers expected to increase with pending staffing. The Local is very active currently on the devolution, LMCC, and OSH meetings. The local has been discussing merger possibilities as they are of the opinion that UHEW may force mergers on active locals where membership falls below 10. The Local was unable to arrange representation at the June UHEW Ontario Regional Conference in Guelph due to school/work timing of the meeting. The Local has registered a participant to the October 2019 Presidents Conference. There was an annual RVP

Dinner Meeting with available Local Executive held in May to discuss business and developmental items. Workplace issues include: 1. Staffing concerns; 2. Concerns about devolution; 3. UHEW support to address some longstanding work issues.

RVP Activities

There were ongoing activities geared towards the planning, implementation, and follow-up for the June 25-27, 2019 UHEW Ontario Regional Conference. Overall, the conference was very successful. Guest speakers included Stephen Vanneste (UHEW), Sharon DeSousa (PSAC REVP), Joan-Ann Gravesande (PSAC Regional Representative), and Angela Heeley (Canadian Mental Health Association).

The Regional UMCC structure and effectiveness used to work but appears to be totally ineffective now. LR planning and mobilization to limit content and variety of UHEW agenda items is very apparent and interfering with most UHEW business lines.

Violence in the workplace issues are increasing all over Ontario. The perception of some LR interference or misinformation or misdirection on proper procedures and due process is being observed. Corporate OSH has been observed to provide the perception of biased information on occasion.

There were National Council and Committee obligations on April 8-11, 2019, and Area Council reports/documents completed, and meetings attended, and collective bargaining work done, and updates provided in follow-up.

The Department has provided no known follow-up on Sioux Lookout theft of member files. Ongoing UHEW National support is critical.

There are good working relationships and cross Department representation and sharing by both sides of the RVP and alternate RVP structures and it has been yielding obvious benefits.

Reinstatement of short Ontario President teleconferences with the RVPs and National President is supported. Improved communication is regarded as a positive and normal business practice. Everyone can learn from working together more closely and this is perceived as a win win.

Several members have reported lack of support on specific issues from the PSAC RO and concerns about PSAC representing UHEW members to the detriment of other UHEW members against the direction of Chris Alyward in consultation with Todd Panas. As indicated in a prior report, we are increasingly seeing in Ontario region PSAC taking on member representation without providing courtesy information to UHEW. Representation ideally should come at the

Component level. It is understood that members may seek representation as they so choose but internally separate sections of the same union should not be working against each other but there should be more emphasis on resolution and healing to be proactive. In some of these situations, disturbingly so PSAC is supporting team lead/ supervisors who are members but are also getting LR support while UHEW is supporting the staff/ members who are being victimized and bullied.

RVP encouraged Locals to think about training needs and to request if needed \$1500.00 related funds available to Local from UHEW.

Locals have voiced a lack of support for the idea of a structure committee proposal of looking at splitting Ontario Region UHEW into 2 pieces and realigning the north western piece with Manitoba – as it was done unsuccessfully before and will interfere with regionally based management reporting relationships and some provincial laws.

Ongoing promotion of October 1-3 National Presidents Conference occurred. Suggested agenda topics received from membership and shared with UHEW include:

1. Union Management Committee Framework Update

- update on any National Agreements UHEW is involved in on standardization of UMCC Terms of Reference
- discussion on what are acceptable agenda items for LMCCs and RUMCCs versus National/Branch UMCCS and HR UMCCs based on any agreements UHEW has with the Departments
- clear clarification on role limitations of LR in LMCCs and RUMCCs
- LR efforts to chair UMCCs, write and “edit” UMCCS, and censor agenda items that can be discussed at UMCCs

2. Labour Relations Interference

- how to report inappropriate LR interference and have it addressed
- how to address enhanced coordination by LR to direct Managers against elected UHEW Representatives and Members
- are their recommended complaint mechanisms?

3. UHEW Local Development

- are their opportunities for UHEW sponsored local development/training initiatives beyond UHEW regional conferences and UHEW President conferences?

4. Expected upcoming legislation amendments

- expected upcoming legislation amendments to CLC part 2 Violence in the Workplace Regulations and what it means for members.

The RVPs and alternate RVPs remain highly concerned across departments that our members are not being heard, treated unfairly and the management harassment and bullying is increasing. As previously noted, union support in some workplaces appears to be diminishing instilling fear into our members for attending AGMs or asking union related questions or for demonstrating support for our bargaining teams or using endorsed PSAC signs in cubicles/work areas.

The assistance and information received to date from UHEW Representatives and Staff on member issues is as always greatly appreciated.

Hope everyone is having a great year.

Thank-you

Kevin Lundstrom