

**REPORT  
OF THE  
REGIONAL VICE PRESIDENT  
QUEBEC  
Benoît Thibault  
Fall 2019**

**LOCAL STATUS**

**10016 – DFO**

- Active
  - Sustainable
- Training Needs: Union Development Program
- It was necessary to send a reminder of LUMC and RUMC meetings; regarding H&S, one complaint was filed denouncing irregularities on the Employer's part.
- Issues in the Workplace:
  - Non-implementation of Appendix K (Transfer at sea for Fishery Officers)
  - Working hours of Fishery Officers
  - Fishery Officers Classification file
  - Employer's irregularities re H&S Committee
- AGM held (Jan. 2019), Local Executive elected in accordance with By-Laws. Amended By-Laws/Regulations not yet adopted. Reminder will be sent to the AGM in Jan. 2020.

**10050 – DFO**

- Active
  - Sustainable
- Training Needs: Union Development Program; Grievance handling/presentation
- Reminder needed to Management to hold LUMC meetings before RUMC meetings
- Issues in the Workplace:
  - Upcoming intervention in September at a Sector Office with employees, Management and Union to resolve a 10-year-old issue which involves members vs members, some having supervisory duties
  - On-going harassment complaints at work
- AGM held Dec. 2018, Local Executive elected in compliance with By-Laws

**10052 – DFO**

- Active
  - Sustainable
- Training Needs: Union Development Program; Grievance handling/presentation
- Participates regularly in Local UMC and HSC meetings
- Issues in the Workplace:
  - Compensatory Time file
  - Contract for voluntary employees
  - Wrong interpretation of some articles of the collective agreement
- AGM held Feb. 2019, Local Executive elected in compliance with By-Laws

**10098 – ECCC, NRCan**

- Minimum Activity
  - Non sustainable in the short term; will probably need to be put in trusteeship; no new Executive members following March 2019 AGM; Treasurer the only one still on the Executive
- Training Needs: all training courses required by a new Executive with no experience
- Participates regularly in local UMC and H&S meetings
  - NRCan: OK
  - ECCC: no one in the Local to sit on committees. Frequent cancellation of regional UMC and H&S meetings due to lack of participants
- Issues in the Workplace:
  - Staffing, lack of trust/communication with senior management
  - No succession
  - Labour Relations, complaint member vs member
- AGM held in March 2019: no succession re President and VP positions (ECCC and NRCan). AGM planned for **October 2019**. I support the Treasurer.

**10714 – ECCC**

- Minimum Activity
- Non sustainable in the short term; will probably need to be put in trusteeship. President on secondment to PSAC-Quebec Regional Office. Only VP left to support members. AGM was supposed to be held last March but was postponed to this Fall.
- Training Needs: Union Development Program; Grievance handling/presentation
- Participates regularly in local UMC and H&S meetings
  - Frequent cancellation of regional UMC and H&S meetings due to lack of participants

- Issues in the Workplace:
  - Interpretation of work schedules at Ice Centre, Call Centre 24h
  - Use by ECCC of internal forms re REG XX – Violence in the Workplace; with no justification or consultation with UHEW
  - No succession
- AGM scheduled **November 2019**. I am supporting the VP in consultation with President on secondment at PSAC-Quebec

**\*\* Action Plan for Locals 10098 and 10714**

- Meetings with members of both Locals to explain impact of being in trusteeship
- Attempt to recruit through previous Executive members

**RVP ACTIVITIES**

- **APRIL 2019**
  - DFO RUMC and RHSC
  - Harassment files: 10098, 10050 and 10016
  - UHEW Structure Committee meeting and UHEW National Council
  - JLP Workshop – Understanding the Collective Agreement (UCA), DFO
- **MAY 2019**
  - Member file, Local 10052, back to work (1½ absence)
  - UHEW Regional Conference
  - PSAC-Quebec Regional Council
  - Workshop – Pilot JLP, Prevention – Harassment and Violence in the Workplace (HVWP)
  - AGM 10098
  - Harassment cases: 10098, 10050 and 10016
- **JUNE 2019**
  - JLP Workshop HVWP for facilitators
  - Harassment cases 10098, 10050 and 10016
- **JULY 2019**
  - Conference call on ‘work schedule’ re employees at ECCC Montreal
  - Harassment cases: 10098, 10050 and 10016
- **AUGUST 2019**
  - Conference call – Classification Review re employees Small Craft Harbours DFO
  - Harassment cases: 10098, 10050 and 10016
  - Work Injury file: 10052

Main Issues at Regional UMCCs:

- Things are going well at DFO; reminder to Locals 10016 and 10050 to hold meetings before regionals;
- ECCC-- meetings are postponed or cancelled due to lack of Union participants

Plans or anticipated goals for the Locals or the Region for the next period:

- To ensure I find a new Executive for Local 10098 and succession for Local 10714 – AGM to be held in Oct. or Nov.