

**REPORT
OF THE
REGIONAL VICE PRESIDENT
SCOTIA FUNDY
Marc Blanchard
Fall 2019**

LOCAL STATUS

Local 60067 (Fisheries and Oceans Canada)

- Active
- No specific training needs identified
- Regularly participate in two LUMCC's as well as local OSH meetings
- Local 60067 continues working with management, RVP and PIPSC reps at the Saint Andrews Biological Station to address ongoing morale and workplace harassment issues. DFO is engaging staff at SABS with a Workplace Assessment to try and address problem work groups. They are midway through a pilot program that the department hopes to use throughout the region. The unions and management have been working together to set the framework for the assessment and will follow up on completion. Phoenix continues to be a major issue along with staffing. DFO regional management continues to engage with both Local and Regional union reps on both the C&P and Science admin files. Shift worker designation for Science members working on offshore surveys has come up as an issue. Representatives from the Local are working with the RVP to address the issues. Local 60067 also recently argued and won a denial of leave grievance.

Local 80166 (Fisheries and Oceans Canada)

- Active
- No specific training needs identified
- Regularly participate in LUMCC for Eastern NS and South West NS as well as workplace OSH meetings
- Phoenix is the biggest workplace issue. Local 80166 is currently dealing with a number of grievance as well (discrimination, denial of leave, harassment, Appendix C). Concerns have also been raised on the C&P realignment issue. Shift worker designation for Science members working on offshore surveys and Fishery Officer classification issues are issues as well.

Local 80717 (Fisheries and Oceans Canada)

- Active
- No specific training needs identified

- No LUMCC but the Local has a seat at the RUMCC. Participate regularly in workplace OSH committees
- Phoenix identified as major issue. Also dealing with a number of members who's union dues were affected by Phoenix. Some resolution to the EG overpayment group grievance, though the Pay Centre continues to cause problems. Local 80717 continues to try and build its communication network. Local 80717 also continues to deal with a number of workplace violence complaints as well as a termination on probation grievance.

Local 80820 (Environment and Climate Change Canada)

- Active
- No specific training needs identified
- Have seat at the RLMCC and participate regularly in workplace OSH committees.
- Phoenix is a major issue. Working to build their list of personal email addresses for their membership.

RVP ACTIVITIES

- Active with my Area council. Attended PSAC committee chair training in June.
- Active on NBFL executive as well as Health Safety and Environment Committee. Attended NBFL Convention May.
- Participated in 2019 UHEW Atlantic Regional Conference (May 29-31) in Saint Andrews, NB
- Continue to meet monthly as UHEW rep on DFO National Respect Steering Committee. Developing new direction for Committee. Pressing DFO to be more accountable with Respect in the workplace. Recommending to NUMCC that DFO make exit interviews mandatory to allow department to gather valuable information as to why employees leave job.
- Co-chair of DFO RUMCC for Maritimes Region
- Participated in RUMCC and ROHSC for both DFO and ECCC (June, September)
- Working to assist our members on six separate Violence in the Workplace/Harassment investigations. (Ongoing)
- Presented two second level grievances (successful in one), preparing for third grievance hearing.
- Continue meeting with DFO management to try and limit the impacts of C&P realignment in DFO Maritimes region. (Ongoing)

- Working with St Andrews Biological Station management and Regional management to deal with morale and harassment issues at the station. Worked with department to run third party workplace assessment at SABS as a pilot program for region.
- Chairing UHEW Environment Committee. Continue to meet every 2-3 months. Have submitted resolution to PSAC National Health and Safety Conference for “Goodbye Plastic” campaign. If passed at convention will proceed to PSAC National Convention. Committee continues to work on follow up from Environment Week in June. (Ongoing). Committee is developing UHEW Policy on single use and limited use plastics. (Ongoing)
- Sitting on the DFO National Policy Health and Safety Committee. Arguing against DFO Cannabis Policy for Fishery Officers. Working on new departmental policies with upcoming changes to Canada Labour Code Part II – Violence in Workplace (June, September)
- Chair UHEW By-Laws, Regulations and Policy review committee (Meeting in July, ongoing work)
- Continue to work as part of a group of Labour, Environmental and Social Justice groups. Attended follow up meeting where we discussed specific actions that would help move NB towards a green economy (low carbon economy).
- Continue to try and have quarterly conference calls with all Locals in Scotia Fundy region
- Continue to provide updates to all Locals in Scotia Fundy Region.
- Monthly meetings with Associate RDG for DFO Maritimes.
- Continue to sit on the National Strategy Coordination Committee developing mobilization strategies around collective bargaining.
- Sit on the Regional Strategy Coordination Committee for New Brunswick developing mobilization strategies for the province around collective bargaining.

RUMCC ISSUES

- Phoenix
- PSES
- Performance Management Appraisals
- Pulse surveys
- Grievance, Reg. XX, harassment complaint statistics
- Workplace violence issues, processes for dealing with issues.
- Staffing
- Fishery Officer Classification
- DFO Cannabis Policy for Fishery Officers
- Application of Collective agreement provisions (allowances, Appendix K)

- Reorganization of Conservation and Protection for Maritimes region and potential job losses for our members
- Restructuring of admin for DFO Science in Maritimes region. Working to improve communication and transparency of management plan and to try and minimize impacts on our members.
- Shift worker designation for Science members working on offshore surveys
- Continuing work of a joint Union/Management team with DFO to look at violence and harassment in workplaces and come up with practical solutions for workplaces in our region.

GOALS

- Continue to build communication networks within our region/within Locals themselves
- Encourage activism within my Locals
- Prepare for mobilization as we continue through another round of collective bargaining
- Hold management accountable on harassment and violence issues.