

**REPORT
OF THE
REGIONAL VICE PRESIDENT
ONTARIO
Cheryl Sullivan
Fall 2019**

LOCAL STATUS

Local 00175

- ECCC (Water Survey) – Burlington and various satellite offices (North Bay, Thunder Bay)
- Moderately active
- Training needs: grievance handling, violence in the workplace
- Participates in local/regional UMC, not on Regional OSH as most OSH is done in-house within WSC.
- Workplace issues:
 1. Comp time/overtime – still some issues
 2. Toxic work environment involving management in the Thunder Bay office
- Combining all WSC members from 3 sites (Burlington, Thunder Bay and North Bay) in Ontario works very well for this local and they have no desire to be forced to merge the satellite offices with another local. Todd has been present at a number of their AGM's and knows that they get excellent turnout at their AGM's via conference call from members in those satellite offices and all have union execs.
- AGM completed Jan 28, 2019
- Full executive elected
- I have not received updated By-Laws

Local 00144

- ECCC – Burlington and some satellite offices
- Active
- Training needs: Grievance Handling, Disability, Violence in the Workplace
- Participates in local/regional UMC, Local President is union co-chair for Regional OSH
 - Workplace issues:
 1. job description and classification
 2. Staffing – lack of transparency, communication, consistency in some section
 3. Violence in the workplace
 4. Medical retirements
 5. Pension buy back

6. Underclassified in many cases and many PSAC jobs are being replaced with PIPSC jobs when people leave/retire (i.e. EG06's being replaced with PC02's and using students to bridge into positions that other EG05's with up to 25 years experience are not being afforded the opportunity)

7. Proposal to merge WED/EED

- AGM completed Jan 23, 2019
- Full executive was elected
- Local By-Laws updated and voted on at AGM.

Local 00709

- ECCC – Downsview and various satellite offices
- Active
- Training needs – TUB, Grievance handling, Disability, Violence in the Workplace
- Participates in local/regional UMC, as well as OSH issues at Regional level.
- Alt. RVP and Local Director: alternate to the ECCC OSH Policy committee and lead on Mental Health in the Workplace
- Workplace issues:
 1. Toxic work areas – numerous ongoing and requested violence complaints
 2. Discrimination, harassment, bullying
 3. Staffing – lack of transparency, communication, consistency, selection process, use of pools, diversity
 4. Phoenix
 5. Work description vs work assigned
 6. Professional/career development (lack of transparency & fairness on opportunities, lack of opportunities for training)
 7. Reprisal in the workplace (against those who file complaints and against union stewards)
 8. Mental wellness in the workplace
 9. Employer use of administrative investigations and not following their own policy
 10. Local level OSH having issues in recruiting members, irregular participation
- AGM completed Feb 19, 2019
- I have received updated By-Laws

Local 00145

- DFO – Burlington, Sarnia, satellite offices
- Active

- Training needs – TUB, Grievance Handling, Violence in the Workplace
- Participates in regional UMC and regional OSH; unsure if any of executive sit on a local OSH
- Workplace issues:
 1. Violence complaint – harassment/discrimination
 2. Staffing - lack of transparency, communication, consistency in some sections
 3. Contracting out
- AGM completed Feb 28, 2019
- I have received updated By-Laws
- A number of young workers have stepped into local executive roles and are doing a wonderful job mobilizing members and being active in their locals, including regular attendance at area council, young worker meetings and PSAC pub nights

Local 00046

- DFO/Natural Resources (GLFC) – Sault Ste. Marie
- Moderately active
- Training needs - lots of new executive so TUB and Grievance Handling from PSAC needed.
- No participation on Regional UMC or OSH – Sea Lamprey group has regular Local LMCC's – unsure about local OSH, GLFC has regular local LMCC's and are involved in local OSH, their extended time in the field from March – October makes it very difficult for them to attend meetings and conferences, etc.
- Workplace issues:
 1. Abuse of Collective agreement (SLCC group)
 2. Not following dept'l policies and NJC (GLFC)
 3. some OSH issues with regard to students/casuals (GLFC)
 4. toxic workplace (SLCC) – new Ecosystem management is working very hard to try and improve this
 5. abuse of term and seasonal employees
 6. Sea Lamprey Control group is under classified (EG03's doing job of EG05)
- AGM completed Feb 5, 2019
- I have not received updated By-Laws

For all locals, the hot topics at our AGM's were bargaining, component support for our region, Phoenix and how to mobilize our membership.

RVP ACTIVITIES

The past six months have offered no reprieve on the workload front. We continue to see more and more complaints related to the topics outlined above. I am finding this level of responsibility to be unsustainable and believe that there would be strong merits to reviewing the RVP duties in our By-Laws as well as providing some training on how to manage workload.

RLMCC/ROSH: I co-chair the ECCC RLMCC (joint local/regional) with a PIPSC rep and the RDG. We have had 1 RLMCC and 1 ROSH of which I am a committee member. ECCC does 3 RLMCC's and 4 ROSH meetings/year.

I am the labour co-chair for DFO C&A region for RLMCC and I sit as a committee member on the RHSC. We have had 2 cycles of each, with one of each being face to face and the other teleconference. We have been having increased aggression and animosity at both of these committee meetings, but most particularly the RLMCC. I have raised these concerns to the Associate DM and we will be combining a 2 day JLP on Consultation to our December Face to Face meetings in Burlington. I am also very pleased to announce that the vacancy since the former RDG retired in December 2016 has finally been filled by David Nanang, who is the former DG for CFS from NRCan in Sault Ste.Marie. I have found David to be very cordial and welcomes the union's perspectives as well is very responsive to any concerns we have raised in the past. I very much look forward to working with him to build some stability back into the C&A region.

I am sitting on the Committee to review the PSES results for DFO. We had a second meeting and management presented a summary of issues and ideas from most of the sectors. They are working on a regional action plan (by sector) and we should have those results for our next meeting, scheduled for Sep 11. Although I have requested to be involved in the action plans within ECCC, it does not seem to be happening. There seems to be a branch/division approach in this department as well, but it is not organized, nor is it consistent.

The main issues at both the ECCC and DFO RLMCC are as follows:

- Staffing (standing)
- PMA (standing)
- PSES (standing)
- Phoenix (standing)
- Office 2.0/Lab Modernization project
- Respect (standing)

- Use of letters of expectation, internal departmental investigations, fact-finding meetings, violence investigations under CLC Par II Section XX
- LR interference and not understanding their role as advisors vs committee members
- serious concerns with the person doing internal investigations for ECCC

The regional cycles of RLMCC's and ROSH's is extremely time consuming with the current 3 departments and that number will increase to 6 under the proposed restructure, as well as 2 agencies. We will have to look at possibly the local presidents sitting on their own departments regional committees and possibly just calling in the RVP when needed when there are serious unresolved issues. We also need to do a much better job in getting timely call outs for agenda items to National LMCC's, sharing of minutes and action items from same, and a communication line to follow up on items that have been submitted to National meetings from the Region.

Respect in the Regions: I have been an active committee member on both the regional ECCC and the DFO Respect committees. The ECCC Committee appears to have gone dormant, and comes to life for the National Day of Respect only. There have been no DFO Regional Respect meetings since the National Day of Respect either.

The CCIW Joint (ECCC/DFO) Respect Committee continues to be active and we have brought in training as well as had an exchange of flower stickers on July 30 (National Day of Friendship). We are receiving a lot of support and free press from the ADM – S&T. I am still hoping to complete my bullying awareness poster campaign and get the launch in before I retire, but it is proving to be very difficult with my multitude of other duties. I did bring a proposal to the last council meeting for training on Respect, Violence, Bullying from the 'Bullying University' referenced in my last report with the hopes that it could be offered at the upcoming Presidents' conference. I was told at the Spring Council meeting that it would be presented at the NBoD for consideration.

Grievances: My caseload continues to increase. I have presented two 2nd level grievances since Spring council and am currently working on 9 active cases where we are trying to negotiate settlements outside of the grievance process. A few of these have grievances submitted and placed in abeyance pending the success of our consultation and negotiations. I am continuing to see serious abuses of power, LR interference, some senior management interference, new 'rules' being implemented by Employer/LR, toxic workplaces, abuses in staffing and a general disrespect towards the grassroots working level members as well as our elected union officials. I have also seen 2 dismissals at ECCC since our last council meeting. I am hoping to get some

guidance from our National Council on how to manage these serious cases and how to share the workload, as I find this level of engagement together with my other RVP and Departmental responsibilities unsustainable. This problem will only get bigger as we move towards a smaller National Council with the proposed restructuring of our component. We will have to be creative on how we can continue in our roles and not have a negative impact on the service to our members.

I continue to be proactive in dealing with issues as soon as I hear about them by engaging with managers, directors, DG's and in many cases, ADM's.

Travel: I was away from the office on Component business on the following dates:

- May 14, 2019 – Gatineau, PQ – ECCC National LMCC
- May 15, 2019 – Gatineau, PQ – ECCC National Labor-Management Symposium
- May 23, 2019 – ECCC Combined Local-Regional LMCC
- Jun 4-5, 2019 – Sarnia, ON – DFP C&A RHSC and RLMCC
- Jun 25-28, 2019 – Guelph, ON - Ontario Regional Conference
- Jul 9-11, 2019 – Victoria, BC - BC/AB Regional Conference (Restructure Presentation)
- Sep 12, 2019 – Burlington, ON - ECCC ROSH
- Sep 17, 2019 – Burlington, ON - DFO C&A RHSC
- Sep 18, 2019 – Burlington, ON - DFO C&A RLMCC
- Sep 27, 2019 – Ottawa, ON – Structure Committee
- Sep 28-30, 2019 – Ottawa, ON – Fall Council Meeting
- Oct 1-3, 2019 – Montebello, PQ – President's Conference

Moving forward: We met in April for our Spring Council meeting. For the third meeting in a row all of my submitted agenda items were dismissed with various explanations. One of the agenda items I requested was managing Violence in the Workplace complaints. A whole paragraph was written to justify the refusal to discuss this. When we arrived at meeting and received the agenda I was very surprised to see that Violence in the Workplace was on the agenda, but had been submitted by Marc Blanchard. This is very concerning. I also submitted 2 motions on details for President's travel and they were defeated by 9 out of 15 council members. A motion was written that includes the travel expenses for the RVP's, as well as the National President and National VP and that motion passed. I look forward to that report at our Fall Council meeting. I have tried everything I can think of to protect the members of Ontario region and ensure they have both representation and assistance, but it appears that I am very limited in what I can do.

I am going to begin to step back from the number of cases that I take on at the ground level and will have to begin stepping back from RLMCC's/ROSH's as well. This is for two reasons. The

continual and excessive workload is having a negative impact on my health. I also continue to have serious concerns over the planned restructure proposal where the successful RVP for Ontario is going to have more than double the workload that I currently carry which I already find unsustainable. Our local executives will have to take on some added responsibilities, under the proposed restructure, as a single RVP volunteer is not going to be able to do what I have done for our locals and members for the past 5 years.

I wish to thank my local executives for the work they continue to do. I would also like to make special mention and give thanks to Stephen Vanneste for stepping up and giving our members incredible support in Kim's absence. I would also like to congratulate Stephen for finally being offered an indeterminate position with our component after 4 years of term employment.

In closing, I would like to remind our members that convention is one year away. Please start thinking about resolutions and set up your resolution committees now, as they will likely be due to the National office by March 2020. I also encourage anyone interested in running for RVP or alternate RVP to do so, as I will be retiring from the union after our convention in August 2020. I am looking forward to some peace, quiet and quality time with my girls.