

**REPORT
OF THE
REGIONAL VICE PRESIDENT
NATIONAL CAPITAL REGION
Diane Girouard
May – September 2019**

LOCAL 70008 STATUS (Members July 2019: F: 1084 R: 428 S: 16 T= 1528)

- **Departments:** Health Canada (HC), Public Health Agency of Canada (PHAC), Indigenous Services Canada (ISC)
- **Active** – This Local’s is in dire need of new volunteers and shop stewards. The case load is alarmingly increasing due to Phoenix, Performance Assessments and Bargaining.
 - Is **Local sustainable** – Yes
- **Training needs** - Understanding the Collective Agreement; Advanced Grievance Handling; Canada Labour Code; Staffing in the Public Service, Advanced Health and Safety
- **Participates in local UMC, OHS meetings regularly** – It is still quite challenging to find out which PSAC members attend buildings’ OHS committees – if at all.
- **Workplace issues** – Staffing (hiring practices, classification, career advancement refusal); Harassment (abuse of authority, intimidation); Fear of reprisal; Unfair performance evaluations; HR Reporting (new employees, onboarding)
- **AGM completed** – December 13, 2018: A full Executive was elected, but has since had several changes in positions and elected officials.

LOCAL 70018 STATUS (Members July 2019: F: 536 R: 166 S: 15 T= 717)

- **Departments:** Health Canada (HC), Public Health Agency of Canada (PHAC), Indigenous Services Canada (ISC)
- **Active** – Very active! This Local Executive Committee has been doing extremely well!
 - Is **Local sustainable** – Yes.
- **Training needs** – Understanding the Collective Agreement; Rules of Order; Administering a Local; Advanced Grievance Handling; Canada Labour Code; Staffing in the Public Service; Health and Safety
- **Participates in local UMC, OHS meetings regularly** – The Local President has attended some UMC meetings upon invitation by the National President. Some buildings’ OHS committees do meet regularly: information unavailable for most buildings.
- **Workplace issues** – This Local is getting a lot of push-back from management because they are having to meet with members. This is a serious issue! Staffing (hiring practices, classification, career advancement refusal); harassment (abuse of authority, intimidation); fear of reprisal; unfair performance evaluations; HR reporting (new employees, onboarding)

- **AGM scheduled** – A General Meeting is tentative for November 2019. No date set for the AGM.

LOCAL 70028 STATUS (Members July 2019: F: 214 R: 94 S: 2 T= 310)

- **Departments** – Health Canada (HC), Indigenous Services Canada (ISC), Patented Medicine Prices Review Board (PMPRB)
- **Active/inactive** – INACTIVE
 - This Local has remained inactive since the division of Local 70008 and has never elected any officers to serve the membership. I have attended meetings with the PSAC Regional Office and prepared an action plan via the PSAC's Local Development Program. I will finalize the finance report and submit to UHEW for approval.
- **Training needs** – Talking Union Basics; Understanding the Collective Agreement; Rules of Order; Administering a Local; Grievance Handling; Canada Labour Code; Staffing in the Public Service; Health and Safety
- **Participates in local UMC, OHS meetings regularly** – No information available
- **Workplace issues** – Staffing (hiring practices, classification, career advancement refusal); harassment (abuse of authority, intimidation); fear of reprisal; unfair performance evaluations;
- **AGM scheduled or completed** – None scheduled as of yet

RVP ACTIVITIES

- Co-organized and co-hosted the UHEW NCR Regional Conference
- Working closely with Locals 70008 and 70018, assisting their Executives and members
- Created promotional ads for recruitment for Locals 70008, 70018 and 70028
- Represented UHEW and attended the Tunney's rally on Bargaining
- Extensively assisted with the Locals' finances by creating a new worksheet
- Working with PSAC for Local Development Program for Local 70028
- Currently working on 53 member files (complaints and grievances)
- Working with UHEW with 5X list

Main issues at the Regional UMCs

- Harassment and accountability
- Fear of reprisal
- Performance Evaluations
- Abuse of authority
- Lack for union support from some branches

Plans or objectives for Locals or Region for the next reporting period

- Activate Local 70028
- Increase plantgating activities with all Locals
- Organize a training resolutions/motions day with all Locals
- Attend more union education
- Continue to support all Locals as RVP
- Improve my skills, knowledge as RVP
- Continue working with UHEW to clear the 5X list