

**REPORT
OF THE
NATIONAL VICE-PRESIDENT
Benoît Thibault
October 2020**

This report covers the period from June to October 2020.

Brothers and Sisters, I submit to you my report as National Vice-President of the Union of Health and Environment Workers (UHEW).

Because of the pandemic, I have continued to work from Rimouski. Shimen Fayad, our National President, and myself, speak daily to keep up-to-date with all our current files.

The National Office operations and management of staff are also handled remotely, as the office is still closed due to the pandemic. In fact, all operations must be conducted by phone or video-conference, whether with employees, the National Council, or the various departments.

In addition to office management (1), here are the main files I have been working on:

- 2- UHEW Finance Committee
- 3- Technical briefing to bargaining agents on ECCC's COVID-19
- 4- Return to Work Committee with the National Joint Occupational Health and Safety (NJOHS) Policy Committee
- 5- NJOHSPC meetings
- 6- National UMCCs
- 7- Other files and activities

I also replace Shimen when she is unable to attend meetings, such as the PSAC NBOD.

FILES

1- UHEW NATIONAL OFFICE

- Our National Office is still closed. While waiting for it to reopen, all employees are working from home. They only come to the office for short periods, when necessary, to retrieve documents or equipment. We are aiming for a partial opening by mid-November, but we will follow the recommendations of Ontario Public Health.
- An Excel spreadsheet is made available to employees in order for them to indicate their presence at the office and ensure a minimum of attendance.
- The Return to Work (RTW) Protocol will be finalized by November. An employee survey will help us plan for the return. Here is an outline of the survey:
 - o Phased Entry
 - o Teleworking possible on a full-time basis or a combination of telework and office work

- o Provision of disinfectant, masks, gloves to employees
- o Plexiglass has already been installed at the reception desk
- o Discussions with the building manager of 2781 Lancaster to ensure that security measures are respected by all tenants.
- Videoconference calls every two weeks
- Labour Relations Officers:
 - o Victor has integrated well into the team, and after a short learning period, has been assigned more complex files.
 - o An education plan for our members will be available, ideally by early November. We hope that our LROs will be able to provide some virtual training for new stewards.
 - o The intent is not to replace the PSAC Education Program, but to ensure that our Locals have the tools and training to better serve their members.
- Discussions to switch from Gmail to Office365
 - o Still in progress
 - o Our financial officers must submit our file to Techsoup (<https://www.techsoupcanada.ca/en/homepage>) for revalidation of our non-profit status in order to benefit from a rebate on the purchase of Office 365.
- I must underline the great dynamic of the whole team, which is not obvious, because of telework.

2- UHEW FINANCE COMMITTEE

- Calls with National Bank of Canada (NBC) and Royal Bank of Canada (RBC) to discuss our investments
- Work on a draft with UHEW finance officers for a 2-year budget (2022-2023)
- Calls to validate various purchases, as well as expense accounts
- Website maintenance: discussion on hiring a specialist
- Logistics of meeting rooms and hotel rooms reservations for the 2021 Convention

3- TECHNICAL BRIEFING COVID-19 ECCC

- Weekly videoconferences
 - o 699 Code, ergonomics and telework, surveys, mental health, etc.

4- RETURN TO WORK (RTW) COMMITTEE - ECCC

- Weekly videoconferences of four Return-to-Work Committees. I participate in each of them with the help of the following RVPs:
 - o Laboratory: Cheryl Sullivan
 - o Office: Mark Gilchrist
 - o Field Operations: Rubin Kooner
 - o Special projects: Benoît Thibault

5- NJOHSPC

- In my role as NVP, I have been designated as the UHEW's primary representative on all National Joint OSH Policy Committees. All RVPs who were already on these committees will continue to participate as alternates.

6- NATIONAL UMCC

- Some departments held their Union-Management Consultation Committee meetings.
- As I did not attend the spring meetings, I would like to acknowledge the assistance of the RVPs in explaining the issues at hand.

7- OTHER FILES

SURGITE DFO

- Fishery Officers Reclassification File
- Still in discussion to adopt a strategy to move the issue forward.

JOB DESCRIPTION GRIEVANCES – TOBACCO AND VAPING PRODUCTS AND CONTROLLED SUBSTANCES DIVISION (HEALTH CANADA)

- The file is ongoing.
- Management informed us that it would not proceed with the reclassification of PM to SG.
- A new Senior Labour Relations Officer for Health Canada has just been appointed: I haven't had time to talk to him yet to follow up on the file.

JOINT LEARNING PROGRAMME (JLP)

- Due to the pandemic, face-to-face JLP workshops are still suspended until further notice.
- The JLP has developed a discussion series entitled "The Power to Talk About It": I facilitated Session 1, "Refocusing in Times of Uncertainty", on three occasions.
- I have also promoted these workshops to various government departments as a tool for addressing the mental health of members.

PSAC-QUEBEC NATIONAL OFFICERS

- Monthly conference calls with PSAC-Quebec; update on COVID-19.

ACTIVITIES

- Procedure and communications to manage calls/emails from members who are stewards' or labour relations officers' "shopping":
- Shift Workers' File - Local 70712
- Refusal to Work File for Wildlife Enforcement Branch (WED) Officers
- Montreal Call Centre (MCCC) Files
 - MOU for a new work schedule, discussion with Gail Lem, PSAC
- Vacation transfer files - RCMP member to ECCC, Local 10714
- NCR ECCC Member Info Session
- PM Grievances, Small Craft Harbours (DFO)
- Three cases of complaints of workplace violence (Reg XX). I provided support to members while I was RVP.