

**REPORT OF THE
NATIONAL PRESIDENT
SHIMEN FAYAD
Spring 2022**

It is hard to believe we are already at our Spring Council meeting for the 2022-2023 cycle! So much has happened since our Fall meeting where we anticipated being able to travel and facilitate face to face meetings. We were certainly thrown a curve ball when Canada entered the 5th wave of the COVID-19 pandemic. In Ontario, once again we faced lock downs and mandatory remote work!

The pace became even more hectic due to an increase in virtual meetings on the status of the federal government implemented mandatory vaccine policy for all employees in federal workplaces. Meetings continued with the departments on a weekly or bi-weekly basis at the beginning of 2022 to obtain status reports and statistics on the policy. Challenges faced by some of our members' seeking accommodation was also discussed at these meetings. We had to consistently monitor the activities of the employer to assess fairness of the application of the policy. At times, I did share that some departments provided thorough information to those departments that provided little. This assisted us in getting more statistics and information in preparation for questions from members.

In terms of grievances submitted by the National office for members not accommodated under the vaccine policy, to date there has been over 25 grievances filed. Mainly due to the member duties could be performed remotely. There has been a group of PSAC members that have filed DFR complaints against the union. We have been tracking our correspondence and files were provided to PSAC to prepare a response. An update will be provided as soon as we have further information.

Regional Activities

In December 2021, an election was held with the eligible delegates of the Ontario Region and Janine Etherington was elected and Francesco Lai was elected as a/RVP.

Since December, I have held training sessions with the Ontario RVP on running local AGMs and working with her to resolve long standing issues in the region.

I had meetings with an ADM of ECCC to discuss the serious OHS violations that have continued to not be addressed for many years. The discussion was fruitful and as a follow up, I provided a list of infractions of specific issues. The employer has since responded and while many issues have been addressed, there is much more to be done. Janine has been following up with the employer to address issues prior to my involvement at a National level.

There have been meetings with PSAC Director of Regional Operations to continue discussions on issues Ontario region has faced with PSAC staff representatives. I have requested that more meetings should be held with Ontario locals and PSAC to bridge any gaps and work together.

Meetings with locals continue to be held to discuss the process of an election and interest in locals to run for the position of Quebec RVP 1.

Next steps are to have information sessions open to Quebec RVP 1 members which will provide information on what the union does for members in the region and nationally. In addition, what volunteering in the union entails.

I have had bilats with many RVPs to help guide new RVPs or to have discussions on regional issues that have required my intervention at the National level. To date, I have had ad-hoc meetings with senior DFO, ECCC, HC, ISC and PHAC management to address a variety of issues. I request meetings in between UMCCs to address issues so that our members do not have to wait for the scheduled National UMCCs.

National Office staffing

The National Office Manager draft job description will be reviewed by Council at the Spring 2022 meeting where Council will add or remove duties to have the description sent to PSAC for classification. As the National Office went into another mandatory remote work period due to the Ontario government restrictions for the 5th wave of the pandemic, there was a delay in sending the draft report to Council for review.

Mark Hockley will be retiring this year and we will need to start a staffing process in the next couple months. This will allow some overlap to provide training and guidance to a new Labour Relations Officer. Council will need to have a discussion at the Spring 2022 meeting to strategize on how we will address the older grievances in abeyance and grievances in regions that have not been able to be scheduled due to local turnover or capacity.

UHEW Capacity

As noted in my last report, UHEW, moving forward, must build capacity at all levels. Our Regional conference moving to a National Conference held virtually, will help us in reaching that goal. We will be able to have consistent training and information sessions that will give our local executives an opportunity to build their skills and capacity to take these skills back to the front lines where they work tirelessly as local representatives. We will have training on Occupational Health & Safety committees, Grievance handling and report composition, Harassment & Violence in the workplace, Effective Communication, and for the first time ever for UHEW, briefings on the Departments where our members work.

Communication

We have launched the UHEW membership survey. The survey was sent to over 10,000 members and to date we have had over 600 responses. When the survey closes, we will be completing an analysis of the responses to share with Council and plan a strategy session for the remainder of 2022-2023 to engage members in this virtual and potential hybrid work environment.

I had a review of our social media presence completed to get a sense of areas UHEW can improve to reach out to members. The following recommendations were provided.

Facebook recommendations

Here are three ways to grow your Facebook community. These are the basics, and with consistent work, they will grow your account.

- 1. Sharing content.** *Commit to posting at least three times a week.*
 - *Find content such as relevant news releases or articles, memes, videos, quotes, images, and even feel free to share member content if given permission.*
 - *Schedule content with a free scheduling platform such as [Buffer](#). According to [Social Media Today](#), the best times to share on Facebook for 2021 are:*

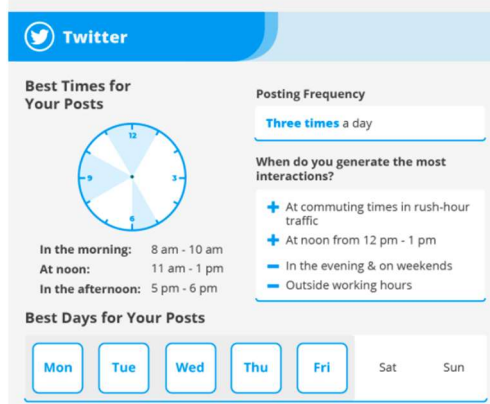


- 2. Engagement.** *Respond to comments or questions on posts from fans. Respond to inbox messages in a timely fashion. You can also ask fans questions.*

3. **Facebook 'Page Likes' ads.** Run a couple of Facebook 'Page Likes' ad campaigns and target them to people who have similar interests to your goals and mission, and to your current members. See 'Page Like' example below.
 - You can run a 'Page Like' ad once a month.
 - 'Page Like' ads are notoriously known to grow Facebook fan bases fast.
 - What you need for a 'Page Like' ad: an image, short copy, and an idea of the type of people you'd like to target (age, location, interests).

Twitter recommendations

- **Sharing.** Repeat steps from Facebook for sharing.
 - Find content, schedule content, share content.
 - Social Media Today says these are the best times to share on Twitter:



- **Engaging.** Follow more people and engage with people in the Twittersphere.
 - Follow more people who are relevant to your community
 - Go through community groups like yours and follow the people they follow
 - Make a list of people, organizations/companies, and groups you'd like to follow. Find their Twitter accounts and follow them.
 - Usually, if you follow someone, they will follow you back.
- Take an active role, which means sharing more content, engaging with others who share your content or who are in your community, such as RTing, liking and responding.

Next steps will be looking on what resources would be needed to grow UHEW social media and have up to date information so our members have a variety of options to get UHEW updates.

Enforcement Officers

I have been working with PSAC on a campaign on 25 and out for our Enforcement Officers. The campaign will be about amendment to the pension plan similar to what PSAC is seeking for FB and firefighters. PSAC has been pushing for a change to the PSSA for many years now – well over a decade. They are looking to match what the CX group and others at Correctional Services Canada receive – it's the same pension but the ability to retire 5 years earlier without penalty.

UHEW received many requests from members for this at the call out for bargaining proposals prior to the last bargaining conference. To achieve this, we will have to engage members lobby MPs, and work

hard on campaigns. In an effort to start this process I have convened a committee to which I have appointed Richard Dollimount to lead as an experienced FO and bargaining team member. He reached out to members and now has a committee of volunteers whom I met with in April 2022.

I have also had meetings with the FB and Firefighters group Component presidents to share their campaign materials and discuss challenges/successes they have faced during their campaign. I will continue to work with the committee, PSAC and the other Components to push and lobby for this change.

Fishery Officers – The reclassification campaign continues for our DFO Fishery Officers. I have requested the PSAC include in Our Union Voice a feature on the FO reclassification issue. The next issue is dedicated to general bargaining issues and the plan will be to create a feature of a FO that explains the important work of fisheries officers in their own words and highlight the classification issue. Then promote this feature on PSAC social and e-news platforms which goes to more than 200,000 members.

We continue to receive questions and concerns from FOs on the reorganization/reclassification exercise of DFO. We will be planning another regional town hall to provide information on what the union was provided by the employer and how the union continues to push for reclassification not reorganization. We asked for our some of our FO representatives to be given draft job descriptions for input and the department agreed. We have three FO identified for this exercise, 1 GT-04, 1 GT-05 and 1 PM-05. This is a success for UHEW as the union typically does not get an opportunity to provide input in a reclassification exercise of the employer! Our NDRE continues to meet with the department management on the reorganization/reclassification issue to raise FO concerns and he updates the FO Committee on a regular basis.

WED/EED, Tobacco and Cannabis officers – our NDRE continues to try and schedule meetings with these specific groups to discuss common issues and has faced challenges of no responses or interest to volunteer on the committee. We will continue to engage all officers to offer a venue for issues to be raised.

I recently met with the interim Chief Enforcement Officer of ECCC on systemic harassment issues in this field of work to follow up on requests I made to the previous CEO. The interim CEO has agreed to a third party mediated session to address issues that have been raised at the local and regional level.

Members at Ports of Entry

I continued to have meetings with the PHAC President and senior managers to raise concerns I heard from the RVPs and locals. I requested at these meetings to have specific UMCC meetings with all RVPs that had members working at POE. An initial meeting was held and the plan forward is to have meeting every two months. I worked with the department and PSAC to negotiate another MOU to protect members rights in having their scheduled modified to shift-work for specific period. We pushed to include language that respects years of service, and this MOU was signed with an agreement to be reviewed in 6 months.

Other activities

As a member of the National Board of Directors (NBoD) of the PSAC, I attended all sessions of the meetings of the NBoD. As a NBoD member, I have been newly appointed as Chair of PSAC Standing Environment Committee which we have not had any meetings to date. I will be providing updates to our UHEW Environment Committee on the activities of this PSAC committee and assist them in the goodbye plastics campaign initiated by the Environment Committee.

I have also been appointed to the PSAC Occupational H&S Committee which will be beneficial for UHEW as we have our own ad hoc UHEW OHS committee and I will be able to provide updates on PSAC National OHS committees.

I have bi-weekly meetings with Component Presidents so we can collaborate and work together on similar issues our members are having in addition to working together to raise issues to the PSAC.

As I did at the Fall 2021 meeting, I encouraged RVPs to take time for themselves and their families. We have all worked at a pace we have not seen prior to the pandemic. I will continue to encourage you and I appreciate all the work that you do for our members. I understand how hard you have all been working. Please continue to be supportive and empathetic with each other. We are a strong team! I know we have made a difference for our members in the workplace because we are all working hard and working together!

Stronger together!