

CONVENTION CONGRÈS



UCTE - UCET

UNION OF CANADIAN TRANSPORTATION EMPLOYEES
UNION CANADIENNE DES EMPLOYÉS DES TRANSPORTS

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NATIONAL EXECUTIVE AND HUMAN RIGHTS OFFICER REPORTS

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REPORT OF THE NATIONAL PRESIDENT

A union is like a house. It is a place for people to gather and celebrate. It is a place in which stories of our past are told, plans for the future are made and we have some protection from the storms.

The 2017-2020 + term has been marked with a lot of looking back while looking forward. The way we look today is far from the union that helped establish the PSAC over 50 years ago.

This union started as one organization responding to one government department. Everyone was under one roof. Fast forward 50 years and we have 50 employer groups across Canada with which we have members. In case you ever wanted to know what that looks like, it is:

- 4 government departments
- 3 government agencies
- 6 ports
- 3 pilotage authorities
- 32 airports authorities and
- 3 organizations that do not fall in any of the above categories (Churchill Marine Tank Farm, Marine Atlantic, NTCL, Swissport, BC Commissioners, Bouygues Energies & Services, Security Resources Group and AirInc)

During this term, we spent the time safeguarding our foundation to ensure that UCTE will be there for all of our members in the future. This turned out to be a good thing because none of us expected the impact of the coronavirus.

The report that I had planned to present to you took a sudden turn because of COVID-19. We are all forever changed after living through a global health pandemic. We have lost sisters, brothers, family members and friends to this virus. Many of you now telework or had to modify the way you work. The aviation industry has been gutted which meant layoffs. At the time of writing this report, we have had over 500 members laid off or placed on recall with Nav Canada and the various airports across the country. Recognizing that we cannot stop employers from deducting dues from those who were laid off, the National Executive decided to return some of their dues back to them. Learning from past layoffs and work force adjustment, I directed National Executive to reach out to every member that was laid off.

One of the issues which was highlighted during the period and should give us pause for thought is the whole question of safety. All union representatives knew the importance of health and safety at work, but few of us realized the extent that we would all have to go through to keep ourselves, our co-workers and our families safe during Covid-19. Personal protective equipment, the challenges of working from home with improper tools and equipment, and the ability to safely return to work and travel are all issues that we continue to face to one extent or another.

I would be wrong if I did not acknowledge and thank the leaders and members of our Union who have been on the forefront of fighting the pandemic. Whether that was ensuring that transportation and energy sources remained safe or that the airports, ports and terminals remained open. We thank you.

Like many of you, I have also been working from home, but home is a little different than what was planned. As many of you know, my wife and daughters live in the Philippines. Our fourth child arrived at the start of the pandemic and there was a freeze on travel. Once the travel bans were lifted, I was able to be with my family. Unfortunately, before I could return to my home in Ottawa, another travel ban was imposed. Thanks to technology, I am able to continue working as your national president but I never anticipated that I would be chairing our convention from here.

Staff

Having sat for two terms on the National Executive as an RVP, I thought I had a good idea about what happens in the national office. I quickly learnt how wrong I was. It only took a short time as National President before I realized the magnitude of the work that goes on by our staff of 8 to make our union work. As dues paying members, I think it only right that you know where your funds are being invested.

When you first walk into the office, you meet Sandra de Belle, our membership clerk. Sandi is responsible for ensuring that the PSAC's database is accurate with regards to our component membership of almost 10,000. In a 3-year period, she has had to review 15,000 inter-component transfers to ensure that our members are properly placed within our component. She will have had contact with members over 19,000 times, personally handled 3,000 membership cards and helped resolve approximately 1,500 inquiries that were a result of the phoenix pay problems.

Next to and across from Sandi's office are the offices of our communications team. Communications with our membership, with employers and with the public at large is a critical component of the work of our union. Lira Buschman, the communications & special projects officer, played an important role in our communications strategy. During this term she has provided support to several campaigns including 4 that are national in scope; produced 3 education videos; dealt with over 100 media contacts; wrote a multitude of articles, reports and positions papers; and planned several member meetings including the leadership conference, focus groups and this convention.

One area the National Executive recognized that we needed improvement was to increase our digital presence, as resolutions of records from the 2011 and 2014 conventions. As a result, we decided to hire a term position of a Digital Communications Coordinator since we did not have the ability to do this within our existing resources. After a short contract, we posted the position on an indeterminate basis and hired M  d  rique Mercier. Since joining us in June 2019, M  d  rique has created 4 websites

and increased our social media presence on Facebook, Twitter and Instagram. The social media posts had a reach of over 55,000 impressions or views and tripled our followers. In 2019 our website has seen approximately 110 posts and over 28,000 visits. Our overall digital reach has gone up more than 400% and we have developed a proactive communications strategy for those locals whose bargaining has taken a turn for the worse.

Also providing support to UCTE is our lobbyist, Mike Martin. Over the past three plus years, Mike had provided communications and strategic advice on a range of issues as well as assisting our union to engage with and lobby the Federal Government on behalf of UCTE members. This has included preparing briefs and presentations to parliamentary committees, government officials and Members of Parliament. He also works closely with staff to provide support for some of our campaigns.

The next 2 offices belong to our labour relations officers, Shawn Fields and Marie-Claude Chapman. Over this term they have touched more than 1400 grievances and attended over 270 hearings. They continue to work very hard to clear up the backlog of grievances that were sitting in the National Office. They were successful in reversing terminations and negotiated settlements for various members. They have helped members who are in the midst of difficult situations – sometimes successfully and sometimes not, but always with integrity. Throughout all of this, they are an invaluable resource to RVPs and sometimes directly to members with information about case law, jurisprudence, grievance processes and much more. They also contribute regular articles to help educate the membership on several issues such as health and safety or changes in the Workplace Violence legislation.

Further down the hall you will meet the finance officer, Gardenia Li. Many of you know that she is an important asset to the national office without knowing everything she does. You may not realize that a part from ensuring that locals receive their local dues and answering any questions, this term she will have processed more than 18,000 invoices; managed a payroll for more than 80 people and issued approximately 300 T4 or T4A forms. This does not include the time spent on looking after our investments and her interactions with the banks on our behalf.

At the end of the hall is my executive assistant Leslie Hanes. Shortly after the 2017 convention, Leslie took two different leave periods. I was fortunate on both occasions to have Malinda Provost join us to fill in the gap. Apart from providing administrative support to myself and the National Executive, which is in itself quite a bit of work, pre-COVID they had coordinated almost 700 travel requests and dealt directly with employers more than 270 times.

At our last convention, UCTE celebrated our 50th anniversary. During plans for this, we soon came to realize that we do not have clear documentation of our history. Ken Clavette has been responsible for much of the research and archival work with regards to our history. He has spent more than 300 hours in libraries as well as reviewing, recording and purging our files in storage.

The majority of UCTE staff are unionized which means that we had to bargain new collective agreements. This term we had 3 successful rounds of negotiations with the two staff unions.

As you can all see, we have had incredible achievements with a staff of 8 people. Leslie, Malinda, Gardenia, Marie-Claude, Shawn, Lira, Sandi and M  d  rique we thank you for everything that you do for us every day. A special thanks to Ken Clavette and Mike Martin who both helped to enhance the work of our Union.

National Executive activities

Although you will be receiving the various national executive reports, it is important to take a step back and look at the work of all members of the national executive from a national perspective. A regional vice-president (RVP) is responsible for a variety of activities including assisting local executives in their administration of the local, conducting second level grievances and being a conduit between the national office and the membership. This term has seen the RVPs attend more than 400 grievances or hearings, attend 150 rounds of bargaining totaling more than 427 days and attended more than 600 meetings.

Similarly, the national vice-president (NVP) is responsible for the administration of our finances, management of staff and perform the Labour Relations Officers' duties when needed. Managing our finances means dealing with the unexpected surprises that occur. When we had made our budget for the 2017 convention, we did not expect to have to absorb the costs associated with administrative investigations that dealt with discipline of members. These investigations were mandated to be paid for by the components by the PSAC National Board of Directors. This term, we had 3 investigations which lasted approximately 4 days each and came at a cost of approximately \$15,000 per investigation. In addition, the NVP is assigned duties or portfolios by the National President. This term, one of the key portfolios she managed was Transport Canada.

At the national level, we have attended more than 400 meetings with employers. Within the PSAC family, we attended 16 National Board of Directors (NBOD) equaling 80 days, and attended 5 PSAC NBOD sub-committee meetings: the Standing Discipline Review, the Canadian Labour Council, the Social Justice Committee, the Ad-hoc Committee on Unallotted members and the Roles & Responsibilities Committee. As a member of these committees, UCTE's role is not to just think of what is best for our members but all of our sisters and brothers throughout the PSAC.



For all of the work on behalf of the membership, I would like to thank Teresa Eschuk, National Vice-President; Chris Bussey, RVP – Atlantic; Martin Mika, RVP – Ontario; Mike Sargent, RVP – Transition; Mike Tennant – RVP Prairies and the North; and Barry Tchir – RVP Pacific. I need to specially thank François Paradis – the current RVP Quebec, for taking on this role for 2/3rd of the term. Also note of thanks to his predecessor, Louis Cannon for the work he did prior to his departure.

The National Executive - then and now

When our union first began, the majority of members here were part of Transport Canada, thus our name. National Executives at that time had one employer with which to work. Things were very straightforward from a union to employer relationship. Then during the 1990s until recently, things changed. The primary concern for previous UCTE national executives was how to adapt and work with this structure; thus, the establishment of full-time RVPs, an emphasis on understanding how the private sector works and integrates with public policy and so on.

Based on this foundation, this National Executive had to examine how the union responds to the changing work landscape. More and more of your work is digital allowing many amongst you to telework. After living through the years of deregulation, we had to consider if the strategies we had used over the last 20+ years were still working or useful. This overview meant determining if we were structured correctly to provide service for the members we have today and those that we will have in the future.

When we took a look, we realized that some things did work and others did not. With the goal of being more strategic in how we work, we needed to provide our national executive with new or refreshed tools so that they can continue to support you effectively. This term, national executive members were provided training at almost

every national executive meeting. They received information about things like duty to fair representation, sensitivity training, workplace violence and harassment, and media dos and don'ts.

No one can know everything about every facet of our union. We have dealings with more than 50 employers, represent more than 10,000 members and are in every province or territory in this country. We made a conscious decision to ensure that all new national executive members have the same level of knowledge or information that they need to understand the diversity in our union. As a result, we went back to some basics such as developing backgrounders on all the sectors that we represent and providing orientation sessions for all new national executive members. We also have created policy papers for different sectors to assist future national executive members in understanding the positions UCTE has taken.

In the beginning...



At the end of the 2017 convention, Sister Teresa Eschuk and I went straight to the Winnipeg Airport Authority strike line. This was a hard and bitter negotiation that lasted 74 days. The employer brought in scab labour to do our members work and got a court injunction limiting picketing to certain areas of the airport

and in a space that is about the size of a planter box. While on the line, I had the opportunity to meet briefly with Prime Minister Justin Trudeau to bring forward the concerns of both the picketers and the members at the Port of Churchill whose community was held captive by their employer OmniTrax Canada Inc.

Also at the beginning of this term was the integration of Natural Resources Canada and the Canadian Space Agency into UCTE. Grievance training was provided to most of these local executives and they were all soon up and running. The amalgamation has gone relatively smoothly and we continue to learn about the amazing work that these members provide to Canadians at large.

In the past, the national executive would create a strategic plan for the term based on what we thought our members wanted and needed. For the last 2 terms, we would then check-in with a focus group part way through the term to see how we were doing.

For those who may not know, this focus group is a random sampling of members from across Canada and our different sectors. Some members of the group may be long-term members while others are new to the union as a whole. Some may be strong unionists while others may be indifferent or even anti-union. We wanted to hear from representatives of our full membership, not just the ones we knew.

Each focus group meeting results in a report that we have shared with our membership. They tell us what we did right, what we need to improve upon and where our challenges lie.

This term, the conscious choice was made to use the focus group to set the strategic plan for the national executive. As a result, the group met early in the term and provided us with the direction we needed to take steps in all areas of our work.

Some of what we heard from the focus group included that:

- we needed to break down the silos; that we are one union and needed to interact as one union – not by component, not by sector, not by region
- we needed to use technology more in our interactions with and to help support our members;
- we needed to provide locals with more resources to help engage members; and
- we needed to consciously adopt a philosophy of learning for all members regardless of where they are in their union involvement.

The theme that came from the focus group feedback was a desire for their union to be transparent and open with improved communication. Hopefully during this term, we have made strides in the right direction.

Governance

It didn't take long for us to realize that if we were going to address the concerns raised by the focus group that we had to make sure our house was in order. As mentioned before, one step in this direction was to provide regular training to the national executive members.

This also induced us to go back to basics for the union. We began by reviewing our by-laws, regulations and resolutions of record. The reason we started there is because it is the foundation of how we are to work as set out by the members. The review was done with the question are we doing what is expected of all of us in mind.

One observance was that many of us did not know the difference between a by-law, a regulation and a resolution of record.

A by-law is the “law” or the rule that governs how we work while a regulation is the administrative rule used to guide the conduct of members. It is the supporting information to the by-laws. The resolutions of record are resolutions that are approved by the Convention floor however it neither creates nor amends a by-law, nor does it provide administrative guidance like a regulation.

By-laws are put forward and approved by a 2/3 vote of the convention floor. This is the only way to change an existing by-law. Regulations are also put forward as resolutions at convention and require 50% approval by convention. Likewise, the national executive, between conventions, can submit or amend regulations. Resolutions of record are meant to be general in nature and give direction with regards to the activity of the union.

Our first realization was that the resolutions of record were not accessible to everyone. As a result, locals had submitted resolutions to conventions that were previously submitted at other conventions; we also had resolutions that contradicted each other. It likewise became apparent that there was not a process established to update the members on how resolutions of record were completed. As a result, resolutions of record will now form part of the printed version of your by-laws and regulations books. Similarly, it will be accessible on the website for download along with the by-laws and regulations.

In addition, there is a national executive member who is tasked to manage the resolutions of record to provide updates as to those that are completed as well as those that are in progress. Once a resolution of record is completed, it is presented at a national executive meeting so that the information as to how the resolution has been fulfilled forms part of the official record of business and then shared with you.

For example, there were several resolutions of record that reinforced the members want for more information (#14-303), that we use social media (#14-303, #11-306), and that we have a dedicated staff person for the website (#14-317). This is a full-time job in itself and therefore we found the funds within the existing budget to hire a digital communications coordinator in order to fulfill these resolutions. I hope that you are all seeing the results.

One union...

One message we have heard loud and clear was that our structure had too many separations. There was the division between public and private sector; between PSAC and UCTE; amongst the PSAC components; and between UCTE and other unions. Although it may have been helpful on a day to day organizational basis, the segmentations resulted in members feeling disconnected or a lack of understanding of each other.

So with this in mind, we took a look at how we worked. We made the conscious choice to stop having education conferences based on sector and instead it was one leadership conference for all our members.

Similarly, we reviewed the communications you receive. On our website we are profiling member's work and achievements. Likewise, web postings related to specific employer groups are being emailed directly to the local so that they are aware that there is updated information. Also, recognizing that the work of some of our local presidents makes it challenging for them to communicate or forward information, we are emailing information to the entire local executive.

In many areas, UCTE worked closely with the PSAC and other components however that was not always visible to the membership. Our communications team often worked with PSAC communications in both the national and regional offices to coordinate media inquiries, campaigns or labour actions. Our membership coordinator works closely with PSAC membership to resolve problems for individual members as well as larger problems as a result of the Phoenix pay system or membership transfers. Our labour relations staff attend regular meetings with other labour relations staff throughout PSAC and Components to discuss trends, emerging issues and challenges. Our regional vice-presidents work closely with PSAC staff and elected in the regions to coordinate actions that impact our membership. With all of this happening we realized we could do better.

During this term, we tried to make it more visible to you when we are partnering with PSAC, other components or even other unions. Furthermore the PSAC NBoD made a commitment to work as one union with all of the components. We partnered with another component as well as PSAC to deliver administrative investigation training. Some of the position papers submitted to legislators by PSAC have been in consultation with UCTE. Likewise, we continue to work closely with the PSAC privatization officer and the Canadian Labour Congress to monitor issues that may affect your work.

Learning from our mistakes...

In the Fall of 2018, we learnt that a group of members from Nav Canada had started a campaign to decertify from UCTE and PSAC. This was a big wake-up call. I strongly believe that all members are encouraged to exercise all the rights and responsibilities of a union member which includes the choice of leaving it. Although this action was being led by a small group of disgruntled members, it was also a message to the union elected that we have failed our members in some way.

The National Executive visited every local to hear directly from the Nav Canada members. We heard many issues including where they fit in UCTE and that there was an outstanding problem with regards to a pay equity settlement that went back to 2013. Based on the feedback from these meetings, we increased our communication with this

employer group. More importantly, this term, the pay equity settlement of \$200,000 was disbursed to all qualifying members.

We need more education...

This is something that has come up time and time again. You have told us that the education conferences are great but you want more of them. You want us to help you share this knowledge with the membership. You have also told us that you needed help with the transfer of knowledge when there are newly elected people in the positions. We were being asked to foster a culture of learning for all members regardless of where they were located or what position, if any, they held in the local.

Although we would love to host more educational conferences, it comes at quite a high cost that we are not sure would address the concern. Our challenge was simple: how do we make information accessible to the largest number of people regardless of where they are located and at the most effective cost. The answer... we need to use the technology available to us today.

As a result, we took two of the more popular questions that are received in the national office and answered them in video format. Many of you will have seen our videos that are meant to help the secretaries and treasurers within your locals on how to read the monthly membership reports as well as how to file the T4 and T4As that need to be completed each year.

As mentioned before, our labour relations officers are also regularly contributing articles and information to our website so that you can take a deeper dive into some of the issues. You will also find a video about defending your bargaining certificate and soon will have a video about understanding essential services agreements as well as downloadable leaflets on topics like harassment.

Hopefully you find these helpful and if you have other ideas for topics that you would like us to develop resource material, please let either one of the staff or your duly-elected national executive member know.

A union for everyone...

One comment that we have heard often over the years is that the union needs to be more accessible; that it is sometimes difficult for you to do your work in the locals. It was pointed out that not all locals have a lot of resources and therefore cannot always afford the registration fees to participate. Likewise, sometimes members cannot download forms and send them back for one reason or another.

We took a look at the tools that you need to do your job as local leaders. We have tried to ensure that all of the pdf forms are fillable online. We also have started offering online

registration for our conferences and this convention. We also removed the registration fee for all delegates to convention. During the last year, many of our locals have hosted their AGMs using our Zoom platform. As you can see, we are trying to remove all barriers for our members to participate in our union.

We are a union with a diverse employer base and it can sometimes be challenging to learn about our differences. As a result, we wanted our website to reflect all of our union and not just the largest segments. We made a conscious effort to ensure that every local or employer group was reflected in a story on our website. We created little icons to help visually identify which group a story belongs to. You may also have noticed that we posted member and local profiles so that you can share your stories with each other about each other.

Proactive and reactive

Unions by definition are reactive agents. The employer takes an action against an employee, changes a policy or acts discriminatorily towards someone and the union reacts. That will never change about us. However, you also want your union to be more proactive. You want your union to be ahead of the problem; actively raising concerns and offering solutions. This term we took the time to examine how we can be simultaneously proactive and reactive.

One area of change was with regards to our strike strategy. The normal path during bargaining is that once negotiations have gone off the rails, we invest our communication efforts in response to the strike announcement. This is the traditional method of doing things which sometimes means we are not in control of the story about what is happening to our members.

UCTE decided to try something different by investing our efforts into the front end of a potential strike situation. Once we get a sense that things are getting difficult, the RVP and the national office communications team develop a plan. The goal is to figure out how best we could get our members' message or point of view out to the community involved. A strategy is developed that includes UCTE using all tools – traditional media such as releases, billboards or print advertising as well as Facebook and Google ads, web postings, etc. Nothing is out of the realm of possibility. We then target our message to the community prior to the bargaining team reaching impasse.

For example, at the beginning of 2019, our members at Timmins Airport were having a difficult time bargaining with the employer. After discovering that the City of Timmins had over 20,000 people on a Facebook group, we decided to invest in Facebook advertising that targeted all those in the Timmins area. We began by publicizing information about why we strike and what the members in Timmins do at the airport. We then created an ad for both Facebook and print highlighting the fact that we could possibly be on strike at the same time as the local school were going to be on March



break. As the deadline for the strike approached, local media were interested and had some of the background information. Before and during the strike, we had spent less than \$500 in communications and had a reach of over 42,000 with more than 70,000 impressions. We had more than 600 visits to our full stories. In short, for less than \$1

per person we were able to get these members story out to the community.

Likewise we used the same strategy during the 2019 strike at the Great Lakes Pilotage, Local 00057. Members had been without a collective agreement from 2016 and the employer was refusing to negotiate in good faith. Facebook ads were used to educate communities along the St. Lawrence Seaway about the important work that these members do. Targeted ads were also sent to the Cornwall, ON area highlighting some of the negative comments and tactics being used by the employer's lead negotiator. It wasn't long before the employer switched lead negotiators and we were able to reach a deal.

As you can see, we have had the opportunity to use the strategy a few more times. Each time, we tailored our tactics to that employer group and that community. What we learnt is that by spending more money at the front end, we had more effective communication with local community and local media. More importantly going to the membership and community early allowed us to garner their support before an incident instead of at the end when we need them.

It should be noted that in no way do we circumvent the established strike strategy committees. The RVPs role is to ensure that the information is flowing in both directions. The communications strategy is often done with the input and knowledge of the PSAC regional political-communications officer. We are constantly working with our counterparts in PSAC to ensure that you are fully supported.

Another area that we have been pushing is with civil aviation. For those who may not know, Canada is a member country to the International Civil Aviation Organization (ICAO), a specialized agency of the United Nations. One of its roles is to establish standards and recommended practices concerning air navigation, infrastructure, flight inspection, etc. For quite some time now UCTE has argued that the changes to the *Canadian Aviation Regulations* (CARs) were not always in compliance with established ICAO recommended standards in many areas including airport firefighting and safety management systems.

Furthermore, UCTE was being advised of regulatory changes only after they were done. It is not a surprise to any of you to learn that consulting the union is not high on government's list of people to consult. In doing research, we discovered a federal government directive that government departments must consult on all regulatory

changes with recognized stakeholders. To become a recognized stakeholder, we needed to advise the ministers that this was our intention. As soon as we saw this, UCTE sent letters to every federal government department for which we represent members and received recognized stakeholder status with each of them. We received written confirmation of this status from almost every department in 2018.

What this has led to is UCTE being offered an opportunity to provide input on a variety of issues. In response to our input on regulatory reviews, we received acknowledgement from the federal government that as part of their modernizing efforts they “are proposing amendments to CARs that will address the non-alignment with ICAO standards”.

This acknowledgement, while a win in itself, opens the door to push further for the issues you keep raising while trying to keep Canadians safe.

An unexpected twist with becoming a recognized regulatory stakeholder is that UCTE is often asked to provide feedback on a variety of issues by the Ministry of Labour. In the last few years, the federal government has introduced a number of amendments to the *Canada Labour Code* from changes to employment equity to the use of students and interns. They also introduced major changes to the provisions covering hours of work and overtime for federally regulated workplaces and to further protect contract workers.

We have provided input on many of these issues including work standards for students and interns, the provision of free menstrual products in the worksite, equal remuneration for federally regulated contract workers in the air transportation sector and much more. In light of the recommendations in the Review of the *Canadian Transportation Act*, government continued to “modernize” legislation. This gave us an opportunity to provide input on the *Canadian Pilotage Act* as well as the modernization of the Ports. We also provided a submission to the federal consultation on enhancing retirement security for Canadians.

This allowed UCTE to be proactive and we used those opportunities to support the call for regular work breaks for all workers in the transportation sector and limits on both hours of work and forced overtime. We also called for extensions to the protections for contract workers and we are pleased to report that as a result of our efforts and our allies in the union movement we were able to achieve gains in all these areas for people who work at airports, ports and other federally regulated industries.

We have also tried to be proactive when it came to engaging our members. At the beginning of this term, we were faced with the possible privatization of all federally-regulated airports in order to help finance the infrastructure bank. In the fall of 2017, UCTE and PSAC brought together representatives from each airport local for a one-day meeting. Our goal was to share with the membership what activities had been taken to date and to together develop our next steps. The conference itself was a success with members thinking of creative ways to engage their locals and their communities on this important issue. Fortunately, shortly after this conference, the federal government

announced that it was no longer looking at privatizing airports. While we were thrilled with the announcement, we were more impacted by the willingness of all those who participated to take action.

Our by-laws speak to the existence of specific work-group advisory committees. UCTE hosted one-day sessions with representatives from groups like Airport Firefighters, Technical Inspectors, Ships crew members and NR Canada locals. Sometimes the goal of these sessions was to deal with specific issues while other times they were more exploratory in nature. The information gathered from these groups allowed us to engage our members, check our assumptions and develop a plan of action if needed.

The input that we received from you either through your RVPs or directly to the national office has provided us with opportunities to be proactive in other ways. As a result, we have three long-term campaigns actively moving forward at this time. Each one of these has taken or continues to take a lot of time to research and move forward. We know that we will only get one kick at the can so, with our limited resources, we want to make sure we are doing this right:

- Safety Management Systems and Transportation Safety Board Watchlist
 - The issue – It is more than 10 years since Transport Canada implemented SMS. We launched upon a strategy to review what we had said 10 years ago, see if it is still accurate and determine what still needs to be done. Likewise, TSB has items on its watchlist that are 20 years and older. We are exploring whether, since the advent of SMS, have things improved or stayed the same.
 - Action to date – Interviews with Technical Inspectors in all modes of transportation and analysis of the TSB watchlist. Next, led by UCTE staff and with the assistance of Mike Martin, we researched the issue and consulted widely with UCTE inspectors in all modes of transportation. We also engaged the services of Bruce Campbell, a noted expert on rail and transportation safety and the author of *The Lac-Mégantic Rail Disaster: Public Betrayal, Justice Denied*. Bruce worked with us to produce the report **Transportation Safety Management Systems: Still Not Right**, which was released in early 2021 and promoted through the UCTE website and social media.
 - We have provided this report to the Minister of Transport and all Opposition Transportation Critics as well as to the Standing Committee on Transport, Infrastructure and Communities or TRAN. Once the pandemic has subsided, we intend to use this report to inform Canadians and lobby the government on the need to improve all of our safety management systems.

- Goal –Continue to raise awareness of the need for TSB to have enforcement and not recommendatory powers. And to raise public and policy makers concerns or failures around SMS program and how to improve safety for all travelling Canadians.
- Airport Firefighter CARs campaigns
 - The issue – The standards under the Civil Aviation Regulations are being watered down. Transport Canada’s priority is to ensure the financial viability of the airport authorities but this seems to be at the cost of the firefighters. The work of this group is being watered down to the point where some airports do not consider their role as essential since the management team is trained. Some members are not allowed to call themselves firefighters.
 - Action to date – 2 meetings of an Airport firefighter committee at which CARS standards were compared against ICAO and other Countries standards. Survey of membership to get information about where they felt were weakness; political action campaign developed; engaged other unions within PSAC and outside to share in the lobbying efforts; partnered with ARFF Working Group to push agenda forward
 - Goal –ensure compliance with ICAO standards as the bare minimum
- Airport Firefighter Cancer Awareness Campaign
 - The Issue -- Far too many airport firefighters in Canada and around the world are suffering from various forms of cancer that many believe is directly related to their work and working conditions.
 - Action to date –UCTE under the lead of RVP Barry Tchir with technical assistance from Sister Leah Kosolofski, who is also the chair of the Canadian Branch of Aircraft Rescue and Firefighters (ARFF), is leading an initiative to look at causes, risk factors, prevention and recognition of the prevalence of cancer in Canadian ARFF members. This work over the next couple of years will focus on gathering research, working with experts, and contact with other airport firefighters around the world.
- Pension
 - The issue – UCTE has a resolution of record requiring that all affected bargaining teams place as part of its bargaining demands a requirement for a DB pension where these have been removed. Most members do not understand the importance of a good pension plan as well as the difference between the two

- Action to date – Educate members as to why we are doing this, the difference and the confusion; promote the CAAT-DB pension plan
- Goal – to have the local leaders speak knowledgeably about pension plans to educate their membership

**Note: during this term Saint John Airport was successful in achieving the CAAT-DB pension plan during bargaining.*

None of these campaigns will be finished at the end of this term. Each on its own is a large and ambitious project however we are hoping that they will make a significant difference in the lives of our members.

Looking forward

As you can see, we have done many things to make our union more accessible, timely and relevant. We have listened to what our members say they wanted from their union and tried to meet those expectations. We have tried different ways to do what we do and although we still have a way to go, I am proud of what we have achieved.

Our union is strong because of the work that you as leaders put into it each and every day. You all have contributed to make the lives of your Sisters and Brothers at work a bit better each day. UCTE is a force to be reckoned with because our strength is our members.

In solidarity,

Dave Clark

REPORT OF THE NATIONAL VICE-PRESIDENT

Report of the National Vice-President to the 2020-21 UCTE Convention

Welcome Sisters and Brothers to our 2020-21 Convention!! I love Convention time. It's a great opportunity to reenergize and rejuvenate ourselves, and to recommit ourselves to our work on behalf of the members of our union. I hope that you will take full advantage of this chance to reacquaint yourselves with the members from your own region and to meet new members and friends from across the country. Even if it's virtually.

If we were having a traditional convention, my advice would be to work hard during the day and have fun seeing as much of this beautiful town while you're here. I guess the second won't be possible, but I want to thank you for your commitment to the union and send you a virtual hug for now. We'll be together again soon and I look forward to some real hugs and handshakes when we get there.

This report has two parts. The first is my report to you and the members for the years up to our original convention date in July 2020. The second is an addendum to my original report that will cover the time period up to the virtual convention.

Part One 2018-2020

The last three years have been a whirlwind of activity, transition and change for myself and our component. There was a steep learning curve to climb as I moved from the regional to the national level at a time when many new officers were coming onto the National Executive. It has also been a great pleasure to learn and grow alongside our National President, Brother Dave Clark, whom I am proud to call not just my Union Brother, but my friend.

This report will touch on some, but certainly not all the activities that I have been directly involved with or responsible for in the last three years. The highlights for me have been the times when I have had the pleasure of meeting some of you and talking and walking the picket line with UCTE members. Thank you for giving me these opportunities.

Financial Responsibilities

I am proud to report to you that we have been good guardians of our members' dues over the last three years. You will see from the financial statements and our proposed Budget that UCTE is in a strong financial position. While the National President and I would love to claim the credit for this, I really must defer to our Financial Officer, Sister Gardenia Li who has done the lion's share of the work to maintain our financial stability.

As a member of the UCTE Standing Finance Committee which includes myself, Brother Clark and Brother Martin Mika, I have worked during this term to monitor expenditures and meet all our financial obligations. Both were very helpful and supportive to me in

this role and Sister Gardenia Li, our Finance Officer, kept us on track with regular reports and updates. We look forward to maintaining our excellent financial position during the upcoming term, barring of course any unseen disaster or emergency situation.

Labour Relations

It was another busy three years for our labour relations team, and I want to personally thank Sister Marie-Claude Chapman and Brother Shawn Fields for their efforts on behalf of our membership. There were over 1200 grievances including a number of group and mass grievances and a number of landmark cases in the last three years. These included a case where over \$50,000 in relocation expenses were recovered, and several others involving significant recovery of costs and leave entitlements for UCTE members. Thanks to the efforts of our staff, I am also happy to report that we have cleared up the majority of the grievance backlog in the National Office and are well-positioned to deal with the current caseload and our members' complaints and grievances moving forward.

This work over the past three years involved of some very difficult cases of workplace harassment and abuse that our members should never have to tolerate. It also included several cases involving mental health issues that made problem-solving and resolution very difficult. We will continue to work with all the employers to ensure a healthy and safe workplace that is harassment free and one where there are mental health supports for all employees. We will also work as hard as we can to have employers provide the supports to employees that they are required under the duty to accommodate.

Essential Services Agreement

Another area of work that I was engaged in over the past three years was in the area of Transport Canada's essential services agreement and negotiating the designation of essential employees. While we would prefer that none of our members be prohibited from exercising their right to strike, we have been successful in moving the pendulum back towards our side of the equation in recent years.

This has been helped with the changes to legislation that forced many departments and agencies to start this process over. I like to think that we have won more than we have lost while working with the PSAC on this issue. We will continue to work hard on this issue, and I am confident of future success for the union in this regard.

Occupational Health and Safety

This is one of my priority portfolios and I had the honour to co-chair the National Policy Health and Safety Committee at Transport Canada. This is an area that needed a lot of attention and I am pleased to report that we have pushed Transport Canada to meet and go beyond their occupational health and safety requirements in a number of ways;

most notably in having more regional and local committees operate in reality and not just on paper.

Important issues that came to the national table included providing more protection for inspectors at morgues and funeral homes, a renewed focus on training at all levels and more supports for creating and maintaining psychologically healthy workplaces across the department. I am also pleased to report that after twelve years, Transport Canada has finally agreed to install defibrillators at every TC workplace across the country. That work is underway and if your area has not received one, please raise it with your local health and safety representative.

In addition to my work within Transport Canada, I also attended the PSAC Health and Safety Conference. There, it was great to meet and connect with the UCTE health and safety activists who came from across the country to participate in this important work. Thank you again for your efforts.

Transport Canada

Dealing with Transport Canada was another of my responsibilities in the last three years and while we have made some progress in moving the department in a positive direction, much more needs to be done. Some of that progress included reinvigorating the monthly consultation forum as a vehicle to problem solve at the national level. We had some success in reconvening the TI Airworthiness Advisory Group and in pushing back on some departmental initiatives like activity-based workstations that did not meet ergonomic or National Joint Council standards.

We have engaged Transport Canada on several other on-going issues like enforcement renewal and their stated goal of moving to a multi-modal approach and the ever-present catalogue of issues that come under their term of Transformation. We have succeeded in moving them closer to consultation and are now receiving regular briefings on some of the emerging issues before they move to implementation. This work will certainly continue to require close attention in the future.

Nav Canada

I participated in the Nav Canada conference in Cornwall which brought together all of the Nav Canada locals. It was great to meet with our leadership at Nav Canada and to work with them and management to build and strengthen our workplace relationships. Out of this conference also came an agreement to create a National Union-Management Consultation process and local Union-Management Consultation processes for all Nav Canada locals.

Phoenix

Like for many of you, the Phoenix debacle also took up a lot of time and attention in the National Office as well. My responsibilities included serving as a liaison for members with pay problems at Transport Canada and providing some support to Brother Clark as he dealt with the issues at the Canadian Coast Guard. Fortunately for many of our members at Transport Canada, the damage from Phoenix was limited compared to other government departments as most departmental files had not been transferred over to the Shediac Pay system. Many other UCTE members were not as lucky. One can only hope that those problems are behind us and that the federal government will finally agree to proper and full compensation for the damage they have done to PSAC members and their families. One can dream, can't we?

Staffing

My work with the staff of the UCTE National Office has made my life both tolerable and enjoyable. Each of the staff members bring such good energy to work each day that it's hard not be excited as well. I want to thank Sister Malinda Provost and Sister Leslie Hanes for their excellent administrative support over the last three years. They have helped me immensely. I also want to acknowledge the crucial role that Sister Lira Buschman plays in the National Office. She keeps all of us organized and on track and is an essential part of our national operations.

The staff member who I've worked most closely with this year has been Sister Sandi Debelle. She is my right arm and my left leg and has been such a great support to me and my transition to the national level. I am particularly proud of the way she has grown and evolved from administrative support to my full executive assistant. She has worked alongside me on many of my files and has added her experience and corporate knowledge of UCTE to help make my life much easier.

One more thing on staffing that I want delegates to note is that that we hired our new Digital Communication Coordinator, Sister M  d  rique Mercier within our existing budget. Sister M  d  rique really has added a lot to our communications expertise and helped widen our reach on social media to UCTE members and the world. If you want to see an example of her work, check out the new UCTE website at <https://www.ucte-ucet.ca/>

Other Responsibilities

Under the category of 'other related duties', I have also had a number of other files assigned to me. They included the Occupational Group Structure project with PSAC that is on-going and may be for quite some time. I was also responsible for coordinating two internal appeals following investigations. Last year I helped organize and co-facilitate the 3-day Investigator Training and we now have 15 newly trained investigators within UCTE. I was also appointed by the PSAC National President to sit on the

Representation Committee which makes recommendations to improve that aspect of PSAC services to the membership.

One more area that took some time and attention at the National Office was when our new Regional Vice-Presidents approached us with a request for training in a number of areas to help them fulfill their roles. Both Clark and I acted upon these requests and together we coordinated a training and orientation program for our new National Executive members. We brought in a number of experts to help bring everyone up to speed and to get our National Executive up and running in a very short period of time.

Addendum 2020-2021

The last year has been an interesting and challenging one for myself and the members of our union.

Impact of the pandemic

Like most of you, the pandemic took over our lives for most of the last year. At the UCTE National Office we had to 'pivot' to working remotely. My responsibilities included chairing the Health and Safety Policy Committee at Transport Canada and ensuring that those who were essential had all the protections they needed and those who were working from home had the equipment and technical support required.

I also worked with other federal government departments and agencies such as the Canadian Coast Guard as well as our private sector employers to ensure that workers were as safe as possible during these difficult times. Working with Regional Vice-Presidents we worked tirelessly to limit layoffs and keep as many UCTE members on the payroll as possible at airports and within Nav Canada and other private sector employers.

Bill C-65: Anti-harassment and violence in the workplace legislation

Another of my major responsibilities during the past year, which is still on-going, is working with Transport Canada to develop policies and guidelines to implement the measures contained in Bill C-65. This is the new federal anti-harassment and violence legislation that is designed to help keep Canadian workers in federally regulated workplaces safe from harassment and violence at work. We also worked with PSAC to ensure that they could provide training to Regional Vice-Presidents on this important issue.

Nav Canada

I worked with Regional Vice-President Martin Mika to mitigate the impact that the severe downturn had on UCTE members at Nav Canada. Together we were able to get the numbers down significantly and many more members are still on the job today -

especially as a result of the efforts by Brother Mika. Also on the Nav Canada file, we are finally able to celebrate victory with the achievement of a pay equity settlement at the agency. Special thanks to Sister Helen Berry from PSAC who assisted in getting justice and fairness for Nav Canada members after a 30-year battle. Another great victory for UCTE members.

Transport Canada Learning for Members

I am part of a committee at Transport Canada that is looking at learning for TC staff, including UCTE members. We are trying to determine how members can access the training they want and need as well as trying to eliminate barriers to that training. One important discussion we are having at this committee is to define what is ‘mandatory’ training and if the employer designates any training as mandatory, how do they ensure that all those who require it have access to it in a timely and equitable fashion.

PSAC Committees

My work on PSAC committees continued in the past year with my involvement on the two committees to which I was appointed. The first came out of the last round of collective bargaining with Treasury Board and is looking to develop bargaining demands that provide psychological support and protection to members. We are working to identify areas where members might be exposed to threatening situations or violence at work and then to make recommendations on these issues to the bargaining tables.

The second committee on which I am representing UCTE is the PSAC Membership Committee. This committee reviews any disputes about the jurisdiction of components and makes recommendations on which component members should be assigned to. This is an important committee that ensures that members are assigned to the correct component and that they receive the best service possible.

Treasury Board Collective Bargaining Demands

I was also tasked with reviewing the over 500 Treasury Board bargaining demands for submission to PSAC. I was ably assisted in this task by Sister Lira Buschman who was my co-reviewer and who then entered them into the system, and by Sister Leslie Hanes who helped sort the initial demand package for us. When that was completed, Brother Clark and I worked on selecting the members who will represent UCTE at the PSAC Bargaining Conference.

Finances and Staff

There will be more reporting in detail on the financial statements and our new budget, but I do want to highlight the fact that even through the pandemic we have kept a close eye on our Component finances. We used our reserves prudently and were able to

make special payments to any UCTE member who was laid off as a result of the pandemic.

As noted earlier we have worked closely as a team at the National Office during this challenging year. We held weekly online staff meetings and fully supported the staff group to work remotely. In return, they have all gone beyond the call of duty to help support UCTE and our members and we sincerely thank them for their efforts.

Close and thank you

The last four years have been ones of learning, growing and transition on a personal and professional level. Moving physically from the West to Ottawa and from the regional level to the National team has not been without its challenges. But together we have not only survived but thrived as well. A big part of that has been the close working relationship that we have built at the National Office with the staff team and between myself and Brother Clark. We work cooperatively and collaboratively as one team representing one component and the UCTE membership. I want to also thank the other members of the National Executive team, many of whom were serving their first term at the national level. Thank you Martin Mika, Mike Sargent, Francois Paradis, Mike Tennant, Barry Tchir and Chris Bussey for your on-going assistance and support.

I also want to sincerely thank the members of the Union of Canadian Transportation Employees for the opportunity to serve. There have been challenges and some successes and I remain grateful and blessed for the opportunity every day to work on your behalf. Thank you.

In closing, many of you may have heard that I lost my Dad, Wally, late in 2020. In the last few years of his life, I learned from him that I come by my union values and principles naturally. He told me that he helped organize a worker's association that became a union at his plant. He did this because of failing health and safety standards and the lack of personal protective equipment. He also knew that he and his fellow workers needed a professional negotiator to help gain fair wages and treatment by their employer. My father taught me to always stand up for myself and others when someone was being treated unjustly. With respect, I dedicate this report and my union work today and tomorrow to Brother Walter Eschuk 1931-2020.

Respectfully submitted in Solidarity

Teresa Eschuk
National Vice-President
Union of Canadian Transportation Employees

REPORT OF THE HUMAN RIGHTS OFFICER

Human Rights Report Denise Reynolds

Brothers, Sisters, Friends

As I begin to write my report to this Convention it was the dawn of a new year, and the beginning of a brand-new decade. I found myself reflecting about these past 3 years—the gains as well as the losses, both professionally and personally. As an optimist, it is my belief that with both come great learning opportunities and we must, at the very least, learn from the past in order to progress.

In 2018 I started an annual event, *High Tea at Three*, supported by our National Executive, the local Women’s Centre and my Community raising nearly \$5000.00 to support a local Women’s Shelter. Since 2016 my husband and I have hosted an annual back yard themed party and request small donations from our guests. The proceeds are donated to a Community group that provide backpacks filled with school supplies and food items for children heading back to school. This past summer we celebrated the 60’s. During the event, guests dressed in various 60’s costumes and included a “Bra Burning” ceremony hosted by a friend who was an activist during the 1960’s. This picture was taken during her speech prior to the action, and she is quoted with the following:



“Bra Burning was a symbol that Women refused to stay silent, toss their bras, and redefine politics. It was the beginning of my personal freedom. The modern women’s movement began the way women have long come together, meeting in living rooms and sharing their lives and issues, and planting the seeds of protest. It was not an act done

in jest, but as a symbol of equality. Fifty years on, I am still an activist and I still fight for not just women's rights, but all Human Rights."

Sharon Rose, West Bay Road, NS

Last year marked 100 years since the "Roaring 20's" began. At that moment in history, although some women in Canada were finally allowed to vote, they were still struggling to earn a decent wage or get decent jobs. It wasn't until 1929 that women were even considered as "persons" which allowed them to qualify for an appointment to the Senate. And, it was another 40 years before all women in Canada were permitted to vote, Asian women (and men) were not granted suffrage until after World War II in 1948, Inuit women (and men) were not granted suffrage until 1950 and it was not until 1960 that suffrage was extended to Indigenous women (and men) without requiring them to give up their treaty status.

In my role, I have been a member of the National Human Rights Committee, the Mental Health Consultative Committee and various community groups. Through this work, with the help of social-distanced community activities and online meetings, I have had the opportunity to provide input from our component. Although much has been accomplished in the areas of Human Rights and Social Justice, there is still much work to be done. As we strive to protect our members Human Rights and lobby our Government for improvements to our system, let us not forget global concerns.

As representatives of our Union it is our responsibility to provide support to our members through education, experience and the networking that is an integral part of events such as this one. I have been honored to serve as Human Rights Officer and I look forward to what the future holds for each of us.

Respectfully submitted in Solidarity,

Denise Reynolds
Human Rights Officer

REPORT OF THE VICE-PRESIDENT, TRANSITION

Sisters, Brothers, Allies, honoured guests, National Executive and staff. Welcome to Edmonton, Alberta. The 18th Triennial UCTE Convention will be an exciting and memorable event. I hope you make time to enjoy the scenery and hospitality the west is known for. At least, that's what I would have said last July had the world not changed in March 2020.

It is with great honour that I humbly submit my report as the Transitional Vice-President for UCTE. These past four years have without a doubt gone by quickly and have been some of the most interesting years it has been my good fortune to enjoy.

Ultimately my primary role as Transitional VP was to aid in a smooth conversion from what was to what is. For those who may not remember, at the last convention the members of the former Natural Resources Union (NRU) which was made up of members from Natural Resources Canada and the Canadian Space Agency, merged with UCTE. This merger came with 1,200 new UCTE members, the bulk of which is in the National Capital Region. Since the merger, this number has risen closer to 1,600 members across Canada.

I was elected to help support both the UCTE National Executive members and the former NRU members with the merger of our two unions into one. To fulfil this lofty goal, I have worked with locals from the east coast to the west coast and have worked with each of the regional vice-presidents (RVPs). This was made easier as the new UCTE locals embraced their new home within the UCTE family, and the existing UCTE warmly welcomed them.

The first few weeks following convention were a bit like going back to school. I had to learn everything I could about UCTE...its history, its make-up, and its members who make it the dynamic, strong, diverse union that it is. I had to learn about the similarities and differences from what I was used to and to work with a new set of colleagues on the National Executive.

Following the 2017 convention, I participated in organizing and delivering training for our Natural Resources Canada (NRCan) and Canadian Space Agency (CSA) members. Throughout the term, I have been able to be a resource for these locals as they learnt their new responsibilities as UCTE local executives that were different from what they knew before.

I have had the pleasure to have travelled with our national president across Canada to further his understanding of the NR Canada membership. I also facilitated the introduction of my UCTE National Executive colleagues with NRCan and CSA members within their respective region. Also, as part of my role as Transition VP, I coordinated a small focus group with locals within the National Capital Region in order to help explain the different facets of NRCan. The information gathered was put together into a briefing note to assist in helping staff and national executive members learn more about this department.

For our Treasury Board members, the Phoenix Pay System continued to overshadow the term. UCTE and PSAC continue to put pressure on the government as a whole to come up with solutions and reasonable compensation for you, our members. One way I was able to do this was to be part of a group that coordinated the PSAC's October Day of Action in its largest region. This day was out of absolute disgust for an employer who can't pay their employees properly. It helped raise awareness to all Canadians about the abuse of the federal government towards public workers and at the same time loudly showed the government that we were not going away quietly.

We also have had to put continuous pressure on the individual departments to help resolve the recurring problems any way that they can. One of the accomplishments of which I am especially proud, was in lobbying the Deputy Minister of NRCan to hire pay and benefits personnel. The department had agreed to hire 8 new full-time positions to address the problems there.

Outside of my transitional role, I participated in disciplinary hearings and had the opportunity to engage with both our private employer groups as well as our various public sector. I also participated in four sets of negotiations, one of which went to conciliation. I am proud to say that we were able to achieve successful collective agreements for all parties.

Being within the National Capital Region and recognizing that the RVP Ontario could not be in two places at the same time, I would on occasion assist Brother Mika when asked. I attended second level grievance hearings at not only NRCan and CSA but at Transport Canada, Canadian Coast Guard and some private sector employers.

My geographic location also allowed me to assist the national executive in many other unexpected ways. I not only attended departmental union-management consultation committee meetings for both NRCan and CSA, but at the Department of Fisheries and Oceans (DFO) and the Canadian Coast Guard (CCG) as well. I also attended local annual general meetings (AGMs) for the NRCan locals in my area as well as being fortunate to visit other members worksites and participate in local meetings at Ottawa Airport, Port of Johnstown, CCG, Nav Canada, and Parks Canada. I also represented UCTE in multiple rallies, strike line and protests.

I also had the opportunity to attend meetings with the Nav Canada Bargaining Agents Association (NCBAA) on behalf of UCTE. For those who may not know, the NCBAA is an association of all unions whose members work at Nav Canada. This group also administers their pension and we try to present a united front to the employer in order to achieve success in many areas for all unionized employees at Nav Canada.

During this term, I was tasked with representing UCTE at the Canadian Marine Advisory Council (CMAC). This is a body recognized by Transport Canada and is made up of organizations that have an interest in shipping, navigation and marine pollution matters. Apart from UCTE, there are also representatives from industry, the CCG and other

unions. Within its mandate, CMAC creates and reviews national statutes and regulations, as well as develops and accepts international conventions, codes, regulations and standards. As you can imagine, this impacts a sizeable sector of our membership and I have gained a greater appreciation for the world in which a large segment of our membership works.

I also had the privilege to represent UCTE during the consultation process conducted by the Canadian Transportation Agency as it developed the *Air Passenger Protection Regulations*. As a result of our input, UCTE was able to affect positive changes for the travelling public which resulted in the draft regulation.

With the RVP Ontario, I participated in the reactivation of local 70710, at the Canadian Transportation Agency. This local has not had an active executive in approximately 10 years. I was excited to see all of the members want to come out to learn more about their union and then step-up almost immediately to create a local executive. It was definitely a highlight of my term.

Also, during this term, I was asked to assist a union outside of the PSAC family in the transfer of approximately 30 members from one department to another. This was a great honour to be asked to support other unions to achieve similar goals. It was a reminder that, no matter what we are called, we are all part of the House of Labour.

As a member of the National Executive, I was assigned a few different tasks. One of my responsibilities was to collate and review the resolutions of record (ROR). I assisted in ensuring the resolutions are dealt with properly and we have developed a system in which to implement and review the resolutions of record. I am proud of the by-laws, regulations with the ROR that will be in front of all delegates.

I have also been tasked with co-chairing the Honours & Awards committee for the National Executive. Along with Brother Mike Tennant, we have written resolutions that was a result of an extensive review of the awards listed in the by-laws, and the application of how they were being administered. The goal of these resolutions is to match the intent of the award with the process. I am proud to have these resolutions placed before the convention floor.

As mentioned in the beginning, our world changed as a result of COVID-19. I remember the national executive having a call in March 2020 saying that we would be closed for 2 to 3 weeks as this virus was making its way rapidly around the world. Shortly thereafter the World Health Organization declared a global pandemic and, for many of our members and staff, nothing was the same.

All of a sudden people were expected to work from home, schools were closed and all travel was stopped. For many of us, our work language now includes Zoom, WebEx, Teams, Skype and a whole host of other virtual platforms. We have had to convert rooms in our homes into make shift offices or classrooms for each member of our families. Teleworking protocols had to be created for those offices that did not have one.

Many of you were deemed essential workers during the pandemic so you didn't miss a beat. You helped to keep goods flowing to communities and kept those who had to travel safe. Whether it be by land, air or water, you all played your part admirably and it is appreciated.

We can't overlook that the Canadian aviation industry was hit very hard. UCTE members have seen layoffs at nearly every airport across the country and Nav Canada. Many are still waiting to be called back to work while others lost their jobs all together. As I write this, the fall out is still ongoing, and more members are losing their jobs. It will take years for the aviation industry to recover – but it will recover.

Had we been in Edmonton like we originally planned, it would have been a time to celebrate all that UCTE has accomplished and greet old friends while making new ones. And although our reality has shifted, and we are now meeting virtually, it will not be much longer before we will be able to greet each other in person again.

I want to take a moment to thank both my sisters and brothers on the National Executive and the Staff for all the work that they do every day for the membership. Your commitment to doing your best is what makes UCTE strong.

I can't finish without saying a big thank you to you the members. You volunteer your time and energy to make your workplaces a better place. Thank you for everything that you do.

In solidarity,

Mike Sargent

**REPORT OF THE REGIONAL VICE-PRESIDENT,
ATLANTIC**

Convention Report July 2020

RVP Atlantic Chris Bussey

I would like to welcome all Sisters, Brothers, Friends, Honoured guests, National Executive and UCTE Staff to the 18th Triennial UCTE Convention, here in Edmonton. I would highly recommend you all take the opportunity to enjoy your surroundings, get out, see the sites and enjoy this week as it will be filled with information, stories and shared accomplishments. During this term Dave Clark has been a champion of capturing and documenting our 50+ year history and we will continue to grow and develop.

This my first report as Regional Vice-President for Atlantic Region. It has been both challenging and rewarding. Each day brings new obstacles and opportunities to learn and grow. In this role every day is like a school day. From bargaining tables, grievance meetings, mediations, arbitrations and attending local AGM and UMC meetings, I have gained a vast amount of knowledge and experience during this term. It has enabled me to improve my skill set to better represent our members and I would like to take this opportunity to thank everyone who has volunteered to take a position on a local executive, a bargaining team, sat on a committee or participated in mobilization activity. Your time and commitment are highly recognized and appreciated.

I would like to take some time to highlight some of our achievements and successes.

Collective Bargaining

Collective bargaining is the cornerstone of labour relations; every member sees a direct benefit. Wages, leave entitlements, terms and conditions of employment, premiums, pension, and benefits to name a few.

UCTE has a philosophy that we do not negotiate concessions. Our collective agreements are meant to be enhanced, enshrined, and protected. During this term in office we have successfully negotiated collective agreements in the private sector with the following employers; St. John's Port Authority, Saint John Port Authority, St. John's International Airport Authority, Halifax Port Authority, Sydney Airport, Gander Airport, Marine Atlantic, Halifax Airport, Fredericton Airport, Protec Wabush, Saint John Airport and Atlantic Pilotage Authority.

I would like to thank Brother Dave Clark, our National President for appointing me as the National Executive Representative on the Nav Canada National Bargaining Unit. The experience of being on this team with Sisters and Brothers from across Canada has given me insight to the challenges faced by our bargaining team with a national employer of multiple bargaining agents. As we were the "tail wagging the dog" we were faced with the obstacle of trying to reach parity with CATCA who had a substantial wage increase compared to what we were being offered. Through the use of Federal Mediation Conciliation Services (FMCS) and the mobilization of our Nav Canada

members coast to coast to coast, we were able to reach a settlement that was beyond the employers' mandate without concessions.

As many of you may recall, at our last convention we unanimously passed a resolution that UCTE place a demand for defined benefit pension plan where such a plan doesn't exist or does not include all members. I am very pleased to share with you that after a difficult round of bargaining at Saint John Airport we were able to convince the employer to convert members from a defined contribution pension plan to a direct benefit (DB) pension plan. The CAAT DB Pension Plan is our new standard going forward for all airport negotiations. This is a huge victory for our members at Saint John Airport. I would like to take this opportunity to recognize the members of the bargaining team: Andrew Hunter, Nick Oram and Troy Milton, along with PSAC Negotiators, David Sauvé and Seth Sazant.

I would like to also take the opportunity to congratulate Larry Gagnon on his recent retirement from his PSAC position as Regional Negotiator for the Atlantic. Over Larry's 40-year career with PSAC he was instrumental in negotiating several of the Airport's early contracts on transfer from Transport Canada. All the best in retirement Larry.

Treasury Board Bargaining

It was nearly 2 years of bargaining with Treasury Board maintaining concessions and refusing to budge on PSAC's proposals to achieve a fair collective agreement and proper compensation for Phoenix damages. In December and January, the parties met with the Public Interest Commission (PIC). The results of the PIC's agreed with PSAC that reaching a fair deal on Phoenix damages could be the "ultimate antidote" that paves a way to a deal. Following the PIC report, PSAC National President authorized strike votes. These meetings are to be held from March 16 to May 7, 2020.

Mobilization

When our members take action and mobilize, our union is stronger and our achievements are greater. This has been evident in a number of difficult rounds of negotiations over my term in office. Some examples of mobilization activities UCTE members have undergone in region in the last few years include:

- Sydney Airport - the members were joined by other affiliates for a rally on the airport roadway, sent a strong message that the members were supporting the bargaining team. This helped the employer understand the importance of the issue at hand.
UCTE launched a social media campaign that the members shared on various social media platforms.



- Saint John Airport Local 60615 Members participated in information picket lines during the period of conciliation with the employer assisting the bargaining team in securing a defined benefit pension plan.



- The Members at St. John's Port Authority moved their employer toward a reasonable offer by mobilizing on the sidewalk with a cake.



Grievances

Like collective bargaining, the right to grieve is another cornerstone of labour relations. The ability to challenge the employer's decisions or actions when they have violated a collective agreement or infringed on the rights of the union or a member is fundamental. Over the course of the last 3 years there have been hundreds of grievances filed in the region. The issues being grieved include terminations, failing to provide a workplace free from violence (harassment, bullying and discrimination), discipline, job content, classification, equitable distribution of overtime, travel and relocation, Phoenix pay, leaves, entitlements, pay and compensation.

National Executive

As a member of your National Executive I have been designated to sit on several committees. I will outline some of the work that has been undertaken by these committees.

Education Committee

Over the course of this term I have sat with Brother Barry Tchir on the education committee. We have been assisted by Lira who has been very efficient at keeping us on

task. We have held an education conference that included all sectors at the one conference. By all reports the education conference was an overwhelming success so we have started the planning for the next education conference.

We have started drafting a handout designed to describe the Local Executive positions and the roles and responsibilities of each position. This will be in the form of a downloadable pdf; an easy add to the local's toolbox.

Another initiative of the education committee, inline with the National Executive's priority to better connect with and support our locals and members, is the production of education videos. These videos are published on our website www.ucte.com and a useful reference for members. The videos already on the web are:

- How to file T4s and T4As on behalf of your members.
- Understanding your monthly membership report.
- Defending the bargaining certificate.

If you haven't done so already, please check out the videos online and let us know what you think.

Firefighter Advisory Committee

Given my extensive background in airport rescue and firefighting (ARFF), I was honoured when UCTE National President, Dave Clark asked me to take on the portfolio of ARFF. I attended the ARFF working Group leadership conference in 2018. After attending this conference, it became abundantly clear that the ARFF services provided at most Canadian airports are woefully inadequate. The Canadian Aviation Regulations (CARs) simple do not measure up to world standards. The lack of enforceability of the regulations demonstrated how the diluted regulations are being applied to a level that is quite concerning from an aviation and public safety perspective.

As a path forward I believe we need to develop a community to meet on a virtual platform and exchange ideas and information. I am currently working with the National Office to deliver on that platform.

Over the past 3 years we have redeveloped a Firefighter Advisory Committee. The Committee met on June 13 and 14, 2019 to do a deep dive into CARs and provide recommendations on changes to the Regulation. The committee members included, Iain Wringe, Chad Kemery, Bill Hoogsteen, Mike Thomas, Donald Groleau and me. We performed a comparison of CARs to the International Civil Aviation Organization (ICAO) standard and found what we considered significant deviations from the intention of ICAO. We have Identified several areas we need to focus on to ensure the Canadian Aviation Regulations align with ICAO standards. Next Steps are to develop an action plan to stop the further erosion of the regulations and ARFF services.

Over the past year we had heard from Transport Canada (TC) on their decision to withdraw the Aircraft rescue and firefighting service out of Wabush Airport. Wabush is a

Transport Canada run airport with fire protection being provided by contract by Protec. UCTE represent the TC members as well as the Protec members. When we heard TC was doing this without the passenger stats, risk assessment or anyone to take over the responsibility, we launched a campaign to try to stop this short-sighted decision by Transport Canada. We held a social media campaign, erected signs in both communities, spoke to Local Mayors, the NDP, MHA and the Liberal MP to gain their support. We wrote letters to Marc Garneau, the Minister of Transport, requesting he reverse this decision. UCTE, along with the District Labour Council and United Steelworkers local, held a virtual townhall with representation from all levels of government. Despite of all our efforts, Transport Canada moved forward with their decision to ignore the safety of people flying into Labrador West.

Scholarships in the Region

Congratulations to Eli Anderson, Kailey Trenholm and Megan Johnson who were recipients of UCTE Post-Secondary Scholarships in the region over the last 3 years. We sincerely hope that these scholarships will make a real difference in the future of these students.

Membership engagement

One area we as a National Executive have focused on over this term in office is reaching our membership. We have held focus groups with representation of a cross section of our membership. We heard what they had to say. We revamped our website to make it current and usable. It is becoming a tool kit for members and officers alike.

We have also taken on a larger presence on social media.

We know there is a lot of work to do to reach our entire membership. We must endeavour to connect with our members in everyway we can. The more connected and united we are, the better able we are to affect positive change in our workplaces and lives.

Atlantic Region

The Atlantic Region is a large diverse region that is spread across 4 provinces and many employers.

We represent public sector members with Transport Canada in Moncton, Saint John, Charlottetown, Dartmouth, Sydney, St. John's, St. Anthony, and Wabush. Our Coast Guard members are located Saint John, Charlottetown, Dartmouth, Straight of Canso, Sydney, St. John's, St Anthony, Goose Bay and Lightkeepers. We have members with National Resources Canada in Dartmouth.

We represent private sector members at the following airports: Fredericton, Moncton, Saint John, Charlottetown, Sydney, Yarmouth, Halifax, Gander, St. John's, Wabush and Deer Lake. We have members with the ports of Halifax, Saint John and St. John's as

well as the Atlantic Pilotage and Marine Atlantic. As well as Nav Canada locals in Gander and Moncton.

We have Locals with as few as 2 people and as many as 600. Over my term I have tried to visit every local at least once per year and to be available to the locals to the extent possible as required.

Beyond attending Local AGM's, I have participated in collective bargaining for our private sector locals, as well as represented at Step 2 grievances for both the private and public sectors. I attended regional union-management consultation committees with the public sector as well as regional OSH committee meetings. I also attended local UMC and OSH meetings as required. To meet this need I have logged over 100K airmiles and sat on an average of 120 flights per year.

Given the size and diversity of the region, looking after the needs of our membership is not something that can be done without our amazing volunteers who step up and run for local office, sit on a committee, attend a meeting or in anyway support the locals. I want to thank you for your time and dedication. I know firsthand these members don't get thanked enough so again, Thank you! Thank You! Thank You!

I would also like to thank the awesome staff at UCTE for all the work they do to keep us all organized and focused on the tasks at hand.

Conclusion

The Atlantic Region for UCTE is spread out over a large geographic area and is diverse in the employers as well as the make up of the locals. This is challenging in terms of the interconnectivity of our members. It is challenging for our members to work in unity given that locals from the same sectors are separated geographically and locals in the same geographic area are different sectors. It's important that we break down those barriers and work on what unites us. I hope we take that opportunity here in Edmonton to get to know each other and build our network stronger.

In closing I would like to announce I am seeking re-election as your Regional Vice-President in the Atlantic Region. I look forward to continuing to work with you and for our members for the next three years.

Thank you

Respectfully submitted in solidarity,
Chris

RVP Atlantic -Supplemental Convention Report-COVID-19 July 2021

As you all know by now, we did not get to meet in Edmonton in July of 2020 for our 18th Triennial convention. Like so many things in our lives it was postponed due to the global pandemic caused by the COVID-19 virus. This is a supplementary report to my original convention report, previously submitted in March 2020.

What I can tell you is that I have not been away from my home-based office in over a year. PSAC closed all offices in March 2020 for two weeks and they remain closed one full year later. The way we work has changed. Some of our members have lost their jobs and although there is a light at the end of the tunnel, we have a way to go before we reach it.

This supplementary report will cover COVID-19 and how the pandemic has impacted PSAC/UCTE, the affect Treasury Board Members, the aviation industry and our airport members. The big question is what happens next?

COVID-19

The first time I had heard of COVID-19 or the Coronavirus was March 2020 at our National Executive meeting in Ottawa. The focus was on Health and Safety as it had been raised at the National Health and Safety Policy Committee with TC. Soon after this it was part of our daily vocabulary along with flatten the curve, bubble, pandemic essential, second wave, social distance, asymptomatic, contact tracing, community spread, epidemic, self-isolation, quarantine, reproductive rate and the list continues to grow. The virus has changed workplaces and our lives. It has taken our last year but life continued and we had to adjust. I would like to express my sincere condolences to anyone who may have lost a loved one to the virus. I also want to express my sympathies to any of our members who have suffered through illness, loss of employment, or any of the other negative effects of this terrible virus.

PSAC/UCTE

On March 13th, 2021 PSAC closed all its offices and canceled all face to face meetings for two weeks. On March 13th strike votes and some regional conventions were postponed. March 23rd all regional conventions were postponed; all national conventions were postponed on April 30th.

We are a year later, and the offices are still closed. Face to face meetings are very rare and our work, including conventions, have become virtual. We have resumed our important work of representation at grievances and bargaining through virtual platforms where able. The virtual platforms have demonstrated that a lot of the work we do collectively can be done virtually. However, the ability to work virtually is not without its drawbacks. We lose the human side of the process that is so vital in relationships such as labour relations. Although this is less than ideal in a lot of representation processes

and has its limitations, I am sure we will continue to use these virtual formats into the future.

I so look forward to a time when we can gather at local meetings, conventions and conferences.

Treasury Board

As soon as the pandemic was announced, we were meeting with the employer regarding health and safety measures in the workplaces. As public health guidelines placed social distance restrictions, the closure of schools and daycares left our members stuck with no childcare options. Others with underlying medical conditions who are high risk were advised to stay away from public spaces. Where able, we pushed for members to be able to work from home. We also pushed for 699 leave to cover members who could not report to work due to COVID-19 restrictions. We filed grievances when Treasury Board changed the rules around 699 leave; this is a discriminatory practice against those most vulnerable.

Discussions occurred early to focus on what was pandemic critical tasks. The definition of “critical” service played a significant role in determining which operations must continue uninterrupted. By extension, it became critical to inform our members how to resolve disputes about critical work and their right to refuse dangerous work. I initially met with Coast Guard weekly during the pandemic to address issues and concerns from our members in “critical positions”. We raised concerns about the use of masks, screening standards, contractors on board of vessels, rapid testing, shore leave restrictions, travel restrictions and quarantine requirements.

There were initial concerns within TC about interfacing with the public, inspectors entering foreign vessels for compliance inspection and the risk of COVID-19 exposure.

We have had conversations with the employers about the consistent application of telework agreements.

As you will recall, at the beginning of the pandemic PSAC members were heading to strike votes. Evidently, these meetings had to be postponed. In April 2020, two months into the pandemic the PSAC urged the Government to come back to the bargaining table as an effort to keep public services stable as our members work around the clock to deliver much need services. In May, the Public Interest Commission released a report recommending the government move on several important issues raised PSAC’s Treasury Board Operational Services (SV) Bargaining team. The report identified several of the union’s key concerns—such as closing wage gaps and increasing allowances—as areas where the government can improve its offer. The report also recognized that a fair deal on Phoenix damages must be part of the overall settlement. Over the summer there were deals reached on Phoenix, common issues, and the PA, SV and TC tables.

As I write this report, Treasury Board Members are preparing for their national bargaining conference; all be it in a virtual format. PSAC is in the process of working with the Canada Revenue Agency to review the taxability of the Phoenix damages. The federal government confirmed that it intends to ignore these efforts and issue up to \$2500 with taxes deducted.

Private sector

Our private employers include Airport Authorities, Port Authorities, Nav Canada and Marine Atlantic.

At the start of the pandemic the concerns were much the same as the public sector focusing on health and safety, work from home arrangements and public health guidelines. Due to the public health guidelines and associated travel restrictions, the aviation and cruise ship industries were disproportionately affected reporting a reduction in business in excess of 90%. This led to discussions of cost savings and layoffs. UCTE, along with other unions in the sector, have been calling for assistance from the federal government from the onset of the pandemic.

The impact of layoffs was initially mitigated with the Canadian Emergency Wage Subsidy. We were able to negotiate LOUs with greater job security at some airports to reduce the impact to our members.

The federal government has allowed some exemptions from the Canada Aviation Regulations due to the impact of COVID-19 on the industry. These COVID-19 exemptions have conditions that the employers must meet and are generally tied to the loss of service for airports. As the industry rebounds, we must ensure the regulations are not eroded in an effort to save money at the risk of safety to Canadians.

While collective bargaining had been placed on the back burner at the beginning of the pandemic, we are now seeing a return to virtual bargaining. To date we have ratified collective agreements at Halifax Port and Yarmouth Airport. We have virtual bargaining commencing with Marine Atlantic, Moncton Airport and Charlottetown Airport. Given the impact of COVID-19 and the fact that our members faced layoffs even with the CEWS, it is time we have a good look at the job security language contained in our collective agreements and make improvements where we can.

Return to normal

At the time of this report we know that vaccines are being distributed in the population in a priority order. We are cautiously optimistic that these vaccines will see a somewhat return to normal. Until then we continue to use technology to do our work virtually in hopes of returning to face to face meetings before the end of the year.

Our Triennial convention will be virtual this year with elections of National Executive Officers for a two-year term. I am seeking re-election as your Regional Vice President. I look forward to using the knowledge and experience I have gained over the past 5 years to continue to represent the members of UCTE in the Atlantic to the best of my ability.

REPORT OF THE REGIONAL VICE-PRESIDENT, QUEBEC

RVP-Quebec Report Term of office from May 2018

I began my term as RVP in May 2018, replacing Louis Cannon, the RVP for the Quebec Region elected at the 2017 Convention in Saint John N-B who was on personal leave at the time I took office. As for myself, I had been elected 1st RVP alternate, UCTE Quebec Region. I was sworn in to the UCTE National Office as Interim RVP Quebec Region in May 2018. At that time, I discovered that our region was disorganized in terms of union representation of members. Subsequently, I was sworn back in to the UCTE National Executive Committee on October 2, 2018 as RVP Quebec Region. Upon reading my report, you will note that I have been working to restructure the representation services for the members of my region and to make the Locals active, structured and militant. I sit on the Transport Canada and Canadian Coast Guard Regional OSH Committees as Co-Chair.

During my term, I connected all the Locals to their PSAC Regional Office, which was not previously the case for many of them before my term. I have provided them with Local Officer training, taught them how to effectively produce financial statements, how to follow the grievance procedure, the importance of union-management meetings and OHS committees. I also taught them about the Canada Labour Code Part II and its complaint procedures.

I also participated in many different mobilizations organized by PSAC (our bargaining agent) and invited our members to participate with me in representing our Component, UCTE, during these Phoenix mobilizations and Treasury Board negotiations. For many, carrying the UCTE flag at these events provided an opportunity to demonstrate to the Employer, PSAC and the public that we exist, and that as members we must be treated fairly during negotiation of our Treasury Board collective agreements.

At the beginning of my mandate, I created a UCTE Quebec Region Facebook group which now has over 220 members in my region. These members are able to view PSAC and UCTE publications as well as keep up to date with what is happening in the various workplaces of their UCTE brothers and sisters in the Quebec Region. The Quebec Region members are well informed and know all of their respective Local Officers. All know the name François Paradis who is their RVP for the Quebec Region. To date, almost all the Locals in the Quebec Region are structured and have direct contact with their members. This was one of my first challenges as RVP Quebec Region. A union is weak when members do not know their leaders and are not well informed. This is when misinformation takes hold of a union movement and solidarity vanishes.

From one Treasury Board department to another, Employer representatives in Quebec are micromanaging, erring on the side of knowledge of the Employer's policies, as well as knowledge of the Canada Labour Code. They are unaware of their employees' collective agreements and are making decisions only beneficial to themselves as managing employees of the Federal Government, this in order to improve their career path on the backs of our members. They only care about their own management of the

operation. There is a lot of litigation in our region because these managers do not dare make decisions that could set a precedent. They are afraid of being singled out or set aside by the “internal religion of best fit management”. This could be detrimental to their management career in the Federal Public Service.

Thus, during my mandate, I worked to make Employers aware of their obligations in terms of health and safety, a healthy work environment free of harassment and violence. Transport Canada is the worst Employer of UCTE members in the Quebec Region, with a Local and regional management team based on the “religion of best fit” appointments. Harassment in the workplace by managers and their followers is commonplace and protected by the higher levels of management in this organization.

Quebec City Airport management is the second worst Employer of our UCTE members in the Quebec Region. This Employer believes itself to be above our members and attempts to advocate its internal policy contrary to our collective agreements and the Canada Labour Code in matters of labour relations. They often have attempted to prevent members from being represented by their union, or sought to settle with members in dispute on the condition that the members exclude the union from discussions. They often attempt to isolate members who have filed grievances in their workplace so that the employees do not join the union movement. There have been unfair firings in the past of which we won one in July 2019 in a case where the Employer had to rehire this member and pay him a monetary settlement in the six figures. To have this member reinstated following three years of litigation was a great victory for the member and for our labor movement. At time of writing, other disputes are currently at arbitration.

The change from the Federal Public Service pay system to the Phoenix system has created some serious headaches for us. Many of our members have been overpaid, had shortfalls, unpaid acting positions, and even gone without pay in the Federal Public Service of Canada. Even today, many members who changed departments in 2016 and 2017 are still being paid according to their former classification in their former department. After numerous representations and grievances, the problems persist.

In March 2020, the COVID-19 pandemic changed much in the way of representation of our members and the use of technology for meetings, assemblies and conferences of all kinds. On the other hand, it has been demonstrated to us that Employers take no initiative in the area of Health and Safety in the workplace. Action has been long in coming to render unconfined workplaces safe. Numerous union interventions with Employers, as well as work refusals filed by members to ensure health and safety in the workplace have resulted in Employers complying with their obligations.

In the remainder of this report you will find details of my mandate regarding our UCTE Locals in the Quebec Region.

Local 10100, NRCan, Quebec

This Local is under trusteeship.

Local 10101, NRCan, Varennes

When I first met this Local, with 16 members in good standing and 5 Rands, for a total of 21 members, they were unfamiliar with the structure of PSAC and UCTE and with the Union's Constitution and By-laws. They did not have a bank account and their members did not pay dues to their Local. Union management meetings were non-existent. Following restructuring, the Local now has an Executive composed of 6 members. During my mandate, I connected them to their Regional Office, gave them training as Local officers, taught them how to produce financial statements, taught them about the grievance procedure and the importance of union management meetings and OHS committees. I also taught them about the Canada Labour Code Part II and its complaint procedures.

This Local has come a long way. They have voted to open a bank account and to increase their membership dues to ensure their financial health. A first-ever Local union-management meeting in early 2020 was in the works, but the COVID-19 crisis interfered with that preparation. The Occupational Health and Safety Committees are in good standing but improving in their effectiveness. I give them a lot of support and they are growing in the union movement successfully. Some of these members have taken PSAC training and this Local will now be represented for the first time at the PSAC-Quebec and UCTE 2021 Convention.

Local 10102, Canada Parks

This Local has 53 members in good standing and 11 Rands, for a total of 64 members. When I first met with this Local, our members were being subjected to unfair practices by the Employer at the local level. Union management discussions were heated and the work environment was very unhealthy. I did a lot of work with our Local Officers to teach them good negotiating and bargaining practices and civility in their approach to the Employer in fighting for our members' rights and union representation. I have worked extensively with the Employer at the regional level to improve union-management dialogue and workplaces. I also have taught our members the proper procedures to use in the Canada Labour Code and grievance procedures. Several members have taken PSAC training. During the year 2019, I encouraged members to file a work refusal in good standing, and they did so, which forced the Employer to close a lock in order to make it safe for our members. Recently, as a result of our pressure, the Employer at the national level hired an external firm to investigate the local management of the UVNQ department in Chambly. Our members participated in this investigation concerning the poor working relationship between the workers and the management of the UVNQ sector. Meetings between management at the regional level, the UCTE 10102 Executive, the RVP-Quebec, and the affected employee groups were held to assure

employees of the confidentiality of disclosures, and that none of them would suffer retaliation. Since then, the workplace has improved, but there is still a lot of work to be done. This has been encouraging for members who have suffered from unfair practices on the part of some Employer representatives at the local level. The Employer was finally listening to the members regarding many situations where workers were being denied their rights. This investigation is now over and major personnel changes at the management level have been made.

The same is true for the UMMOQ department. The Employer's local representatives do not respect the rights of our members. Some have been on sick leave, others have quit their job, and there are disputes in the grievance procedure. There is still work to be done with this department to ensure good labour relations and health and safety in the workplace.

Local 10103, Natural Resources Canada, Sherbrooke

When I first met this Local, I noticed that it was very well structured. In addition, they have a monthly Executive meeting in good standing. This Local has 23 members in good standing and 1 Rand, for a total of 24 members. This Local is very militant for its size. However, there was no union management meeting in good standing. I provided support to the UCTE Local 10103 officers in order to create these meetings in good standing with the Employer. For the first time, there was a proper union-management meeting November 27, 2019. During my mandate, I supported the officers of this Local in grievance procedures and OHS complaints, and taught them the proper procedures to follow. This Local is setting an example for other Locals, and I give them the support they need to succeed. The Local will be represented at the PSAC-Quebec and UCTE Conventions in 2021.

Local 10106, Coast Guard Montreal

When I first met this Local, they were in good standing but very unfamiliar with the grievance procedures, the PSAC structure, and the Canada Labour Code. These members were reluctant to join the Union. Subsequently, during my term of office, this Local came to be out of good standing, later became in good standing, and is out of good standing at time of writing of this report. We were waiting months for the Employer's permission to hold an Annual General Meeting on their premises. This was authorized only on February 27, 2020. However, the COVID-19 crisis halted this process and this Local still is not in good standing today. Members are currently showing interest in forming a Local in good standing. This Local currently has 28 members in good standing and 28 Rands, for a total of 56 members. It is having a hard time staying active. It does not have any Local union-management committee meetings or OHS committee meetings to this day because of the Employer's failure to meet its obligations in this workplace. At regional OHS meetings, our members' workplace, which is the CCG Central and Arctic Region Headquarters, has the worst statistics and in all areas does not meet its obligations. The Employer makes promises that are never kept. With the arrival of the new undetermined Assistant Commissioner, it was agreed

between him and me (RVP-Quebec) that this Local would have Local union-management meetings from then on and that occupational health and safety committee meetings would be held, but the Employer delayed and there was a regime of fear, dissuading our members from joining the union movement. This young Local, based in Montreal, whose members have been working in the Mayor's Office since the creation of the Central & Arctic Region of the CCG, is currently in the process of becoming autonomous. An AGM scheduled for February 2020 finally was postponed until the following month but has been cancelled due to the pandemic. Only on February 27, 2020 had the Employer agreed to provide them with a conference room for the meeting. These members are starting to wake up and want to get involved. The Employer is showing bad faith in accepting a union movement among employees who work in the general headquarters of this CCG Region. But this should soon change. Each time I sat on the regional union-management committee, I took the opportunity of speaking to members to encourage them to join the union movement when meetings are held in the workplace. The pandemic has made it very difficult for us to get around, and the comfort of telecommuting has overtaken the will of our members to be activists.

Local 10107, Transport Canada, Longueuil, Montreal and Dorval

When I first met this Local, it was in good standing but undergoing restructuring. It was recovering from internal conflicts and the new officers needed training and support. This Local has 181 members, 20 Rands, and 2 suspended, for a total of 213 members. This presently very motivated and united Local has been activated and is now the Local in the Quebec Region with the most union representatives in their workplaces. They produce a monthly executive meeting in good standing and are becoming more and more mobilized. In the past, the Employer only held two regional union-management meetings per year. Under my initiative, it was agreed at the regional union-management meeting that Local union-management meetings would be held in Dorval and Montreal (10107), Quebec City, Rimouski (10115 + IT posted in Sept-Îles) and Sept-Îles Airport (10111 Transport Canada) and those meetings will be adapted to the needs of each workplace. These meetings are now taking place but, at the beginning, the Employer was trying to control the agenda and was attempting to minimize the problematic cases. The process is now underway, but we still have a lot of work to do to make them legitimate. I am a founding member of Transport Canada's Workplace Violence Prevention Committee in the Quebec Region. This committee presented its work to the Regional Executive Committee and it was positively received. Prevention posters, a toolbox, and an activity sheet on violence prevention and civility in the workplace are now distributed to employees and managers. I currently sit as Co-Chair of the Transport Canada Quebec Region OHS and Labour Management Committee and am on the Regional Labour Management Committee. I give a lot of support to this Local in their fight for the rights of their members.

Local 10108

This Val d'Or Local is composed of 2 members. One grievance is currently in the grievance procedure, awaiting a hearing at arbitration. The first time I met with this

Local was to represent a member in the fall of 2018 in a grievance procedure. I then met with members on February 26, 2020 to support them in their precarious state, and to provide them with information on collective bargaining with Treasury Board, as well as to stay connected via social networks. This was the second time since the beginning of my mandate that I went to Val d'Or to represent these members. They mentioned to me that I was the only union representative meeting them in person since their employment with the Public Service of Canada. At my last meeting, I explained to them the entire bargaining process, starting with the submission of demands for the Treasury Board collective agreement negotiations. I then explained how to proceed to submit demands to be included in the preliminary package produced by PSAC, which then will be presented to delegates at the bargaining conference. I then explained to them how the bargaining conference works, and the whole process up to the exchange of the package of demands between the Alliance and the Employer. I showed them the PSAC and UCTE National websites and how to find them. Our members are very satisfied with the information they received and feel closer to, and represented by, their union.

Local 10109, Coast Guard, Quebec, Mont-Joli, Îles de la Madeleine

This Local has 280 members in good standing and 54 Rands, for a total of 334 members. The Executive now is composed of four members elected by acclamation at the November 2019 Annual General Meeting which I attended. This is the Local whose autonomy and activism I restructured before I got my RVP title. This is the Local I came from and where I first experienced union activism. This Local is very autonomous. This Executive does an excellent job of representing our members, following proper procedures, and working well with the Employer's representatives while keeping the interests of our members at the forefront. During my mandate, I provided them with the support they needed.

The problems of our members in this Local include non-respect of the National Joint Council agreements, non-respect by the Employer of the Duty to Accommodate legislation, non-respect of work-family balance and work under pressure. This Local reported dues issues following the September 2019 readjustments. There are currently several grievances in the grievance procedure concerning all kinds of disputes: problems with compensation during training; problems with overtime pay; harassment and violence in the workplace, etc. At the Regional Union-Management Committee meetings of the Central and Arctic regions, I demanded the resolution of these problems. I also initiated the abolition of 42-day work periods for our flight crew members, which is now a national issue. At time of writing, the Employer has announced that there will be no consecutive 42-day work periods for our seagoing personnel in the Canadian Coast Guard fleet in our region.

Local 10111, Transport Canada, Sept-Îles

This Local has 100 per cent of its members in good standing and no Rand, for a total of 12 members. A new Executive of three members was elected by acclamation at its Annual General Meeting on February 19, 2020, which I attended. These members are

activists and support their PSAC bargaining teams. They were ready for strike action at the time of the impasse in Treasury Board negotiations. During my tenure, I supported these officers in their union activities.

Local 10115, Transport Canada, Quebec

This Local has 100 members in good standing and 5 Rands, for a total of 105 members. There are currently grievances in the process of being settled, some of which have been forwarded to the National Office to pursue at the 3rd level. There is an issue in the signing of the last TC Collective Agreement for our IT members. The Employer's representatives do not know how to apply Appendix K-4, which is the Sea Transfer Allowance. The Regional Human Resources Department has communicated to other jurisdictions this issue as to how to apply this Treasury Board article. Then the Employer asked Treasury Board for an interpretation. Now the Employer concludes that the dispute is in grievance court and it must follow the procedures. The timetable agreed upon with the Employer to settle this dispute was scheduled for the end of January 2020 in order to have everything in place. Nothing has been done because, according to the Employer at the national level, the dispute is in grievance. The dispute has been forwarded to the 3rd level and at time of writing has not yet been resolved.

During my mandate, I gave Local Officers' training. I taught them the effective way to produce financial statements, the grievance procedure, the importance of union-management meetings and OHS committees. I also taught them about the Canada Labour Code Part II and its complaint procedures. I give them a lot of support.

Local 10117, Coast Guard, Sorel and Trois-Rivières

This Local has 36 members in good standing and 1 Rand, for a total of 37 members. During my mandate, I gave them training as Local officers, taught them the efficient way to produce financial statements, the grievance procedure, the importance of union-management meetings and OHS committees. I also taught them about the Canada Labour Code Part II and its complaint procedures.

There were health and safety issues at the Sorel Base related to the work performed by sub-contractors. Our members have often mentioned this to management, but were told to keep quiet because of potential harassment complaints. This was the fault of those who were not respecting the Canada Labour Code Part II. After our members decided to contact us, Labour Canada was notified and complaints under the Canada Labour Code were filed. The Employer now has taken steps to resolve the health and safety issue. The Assistant Commissioner of the CCG is collaborating with me on the file's follow-up. During my mandate, with the help of Brother Jimmy Mailhot, we succeeded in obtaining the Employer's authorization to hold, at their expense, a PSAC training session for our members at the Trois-Rivières Hovercraft Base on the Employer's premises. This training, entitled "Decibel Alerts", was very well received by our members. PSAC only paid the salaries of the trainers and their allowances. This training

was very well received by our members. This Local is very well structured and its activism is growing rapidly.

Local 10118, Natural Resources, Canadian Space Agency, St. Hubert

This Local has 93 members in good standing and 39 Rands, for a total of 132 members. During my mandate, I gave Local Officers training, taught them the efficient way to produce financial statements, the grievance procedure, the importance of union management meetings and OHS committees. I also taught them about the Canada Labour Code Part II and its complaint procedures.

During the General Meetings of this Local, which I attended, I had the opportunity to inform our members about the negotiations, the impasse in negotiations between PSAC and Treasury Board for the last collective agreement, the structure of our Union, and the importance of militancy, etc.

During my mandate, there was a first regional and national union-management meeting. I am in the process of reorganizing the scale of union representation before the Employer and ensuring good cooperation between the two parties so that our members have a healthy work environment. There is a lot of work to do with this Employer. I have been assisting the Local and teaching them the proper procedures to follow in representing members before the Employer. Our members have a difficult Employer.

Local 10125, Port of Quebec

This Local has 12 members in good standing and 5 Rands, for a total of 17 members. There was a general meeting in October 2019, which I attended. A new Executive was elected and this Local has affiliated with the QFL Regional Council in the Quebec City area. I am assisting this Local, which is undergoing restructuring. I make certain that the officers of this Local take PSAC training. I have supported the officers of this Local in some meetings where the Employer has called for members. This Local will be represented at the PSAC-Quebec and UCTE Conventions in 2021.

Local 10135, APL, Montreal

This Local has 17 members in good standing and 15 Rands, for a total of 31 members. Collective agreement negotiations resulted in a January 23, 2020 agreement between the two parties for a five-year period, and a 17% increase. The membership voted in favor of ratification on February 18, 2020. Since the beginning of the pandemic, the majority of members have been teleworking.

Local 10140, Quebec City Airport

This Local has a membership of 110 members in good standing and 22 Rands, for a total of 132 members. It was devastated by the pandemic. There have been many

permanent layoffs. As usual, there are disputes in the grievance procedure at arbitration. Our members are facing Employer's representatives who do not respect the two collective agreements despite the change of management. Some Employer's representatives assert their authority before HR representatives and in front of us during grievance hearings. They say that they are the managers and that the HR are only consultants. But our actions at the Fire Department level have changed some things. The Fire Chief is said to have resigned and left on bad terms with the Employer. Still, the Employer will never admit that we caused the departure of the Chief. With the arrival of the new CEO of YQB, we were hoping for a better agreement between the two parties. There has been some improvement, but there is still a lot of work to be done at this level. The COVID-19 crisis has been devastating to this Local and at time of writing we are in difficult contract negotiations for the Fire Department. The contract for our other members in other departments will expire on December 31, 2021.

Local 10500, NAV Canada

This Local has 17 members and 4 Rands, for a total of 21 members. This Local is in good standing and has a representative at the collective agreement bargaining table between PSAC and NAV Canada. During my mandate, I represented the members before the Employer at disciplinary hearings and on other issues. A first union-management meeting was held just before the beginning of the pandemic in March 2020. During the pandemic, I worked to ensure that the Employer met its obligations in terms of health and safety, respect of the collective agreement, and the Employer's Code of Values and Ethics.

François Paradis
Vice-President Quebec Region
Union of Canadian Transportation Employees

**REPORT OF THE REGIONAL VICE-PRESIDENT,
ONTARIO**

Dear Sisters and Brothers,

March 11th, 2020, the day the World Health Organization declared COVID-19 a pandemic. - a date that most of us will never forget. Numbers of infected people and deaths due to the coronavirus were at levels never seen before. Some of us may have had first-hand experience while others have been graciously spared. The phrase “We are all in this together” was heard everywhere.

Since March 2020 life has been very challenging. The way we communicate, how we do our work and the way we now conduct business has changed rapidly. Some industries will take a very long time to recover. As long as we all respect each other, continue to recognize what the Public Health Agencies are telling us and work within the guidelines established by the various levels of government, we will see better days.

Teleworking, layoffs, recalls and return to work protocols are just some of the issues that have plagued the Ontario Region.

Many of us received notices from our Employer that we are to continue our day-to-day functions from a new office environment. Some never dreamt of the day where they would look at an alternate worksite. It has now become an abrupt reality. Many of us have converted sections of our personal homes into workplaces. Our members were very quick to adapt and to learn new technologies that now form part of the way we conduct meetings. Days of spending time with our colleagues during our lunch or coffee breaks asking each other how our evenings went or to simply say hello is now nothing but a distant memory. Many of us have asked if this is something to be expected moving into the future. The answer is, only time will tell.

Safety protocols and personal protective equipment were high on the list of our priorities in the various health and safety meetings. The number of cases in our workplaces throughout Ontario were relatively low. Recognition must be given to all those that participated in the various health and safety meetings at all levels and to all our members for respecting and working within the established protocols and guidelines that were developed in consultation with our Union representatives and employers.

One of the more painful realities of the last 16 months has been workforce adjustment within our private employer sector. We have seen layoffs in the Ontario Region in some cases as low as 2% and others as high as 95%. The Union has been there to help enforce the collective agreements that were negotiated in good faith for the protection of our members. Many conversations and follow-up discussions have taken place and will continue into the foreseeable future.

Our private sector has struggled since the beginning and continues to do so. Our airports have reported record low passenger loads and reductions with respect to commercial traffic. Governments have provided wage subsidies to some but not all. Letters of Understanding (LOU) were negotiated in some cases to help protect our members from layoff. Regulations with respect to air travel during the pandemic,

traveler confidence and the various new platforms available as an alternative to face-to-face meetings has prevented air traffic to return to pre-Covid levels. Nav Canada's announcement regarding assessing the need for towers at some locations in Ontario also proved to be problematic for some air carriers returning to somewhat regular schedules. Many of our employers in the aviation sector will once again face challenges. It was not that long ago when worldwide events such as 9/11 and SARS took place and we saw the devastation it had on air travel. One thing is for sure, the industry will recover. Airports continue to establish new business relationships with airline partners and apply for programs offered by various levels of government to get through this crisis. Recognition must be given to our members employed at airports that continued to work throughout the pandemic.

NAV Canada is experiencing unprecedented times. The Union stood by your side and had worked with the employer to look at alternate means to mitigate workforce adjustment. Early retirement incentives were negotiated to avoid layoffs. We continued to work with the employer to look at other ways to protect our members' jobs.

September 22nd, 2020 was a very dark day for NAV Canada. In excess of 700 employees were affected as a strategy to reduce costs and to help stabilize the company. 33 of them were UCTE members. I took on the national portfolio to continue discussions on how to mitigate the numbers of those declared surplus. All workforce adjusted members were provided with a six-month notice period. Some continued working while others were sent home on a salary continuance with full pay and benefits. Grievances were filed by members when they felt their rights were violated. Our members were not subjected to any further rounds of layoffs. The same could not be said by other bargaining agents.

On a bright note, a pay equity settlement of \$4 million was reached and paid out to those that were CR's and ST's from November 1, 1996 to June 30, 2011. The Human Rights complaint was filed in 2002 and settled in December 2020. This was a very large win for our members at Nav Canada.

Special thanks to Joanne Marion and Sadik Ahmed of Local 70702, Mike McCullough Local 70750 and Katie Leung Local 00025 for all their work and support during difficult circumstances.

The big issue that we are now dealing with is participating in consultative committees and spending countless hours around returning to the workplace. Protocols with respect to new office etiquette, plans in emergency evacuations, occupational health and safety, personal protective equipment and travelling to and from your workplaces has never been so complicated. We continue to look at methods and ideas on how we can do this safely and effectively. As we begin the process of returning through a phased in approach, our members need to be vigilant, cautious and prepared to assist in this transition as transparent, seamless and safe as possible.

The employer is also looking at post pandemic and what the new workplace may look like and how it will operate with making teleworking a permanent arrangement for some.

Our Treasury Board members also faced many challenges in this new way of doing business. Hats off to them for adapting to the new virtual reality and for continuing to provide the services that Canadians rely on. Many of them were forced overnight to look for alternate work arrangements or telework. While most of them adapted to virtual platforms and working from home, others found the changes difficult.

Our members continued to do their important work, day-in and day-out. The Ship's Crew members of the Canadian Coast Guard continued to report to work daily so that the services they provide to Canada and Canadians would continue. From opening channels to maintain commerce during winter months to search and rescue operations year-round, the work performed is greatly appreciated.

Special thanks to the Local 00054 President at CCG Prescott Base Jeff Whitteker for all the support that he has given to help keep members engaged and the assistance provided to UCTE when called upon.

I would also like to give special recognition to Karen Houlahan of Local 00018 for her hard work and dedication during the last round of bargaining as a member of the TC Bargaining Team. She is also a Transport Canada Local President that has members throughout Ontario. Her efforts are appreciated by members, UCTE, PSAC and employer representatives. I would like to also recognize Amanda Daggart for the work that she had provided to UCTE members with respect to staffing complaints.

The efforts of Richard Thibert and Yagusha Bodnar are acknowledged for the assistance they provide the members of Local 70703.

At the delayed opening for the 2020 season of our Trent Severn Waterways, members of Parks Canada Local 00056 filed unsafe work refusals where the Minister of Labour had to intervene before they were given the all clear to return to their respective worksites. The employer did not provide adequate Personal Protective Equipment for our members prior to opening the canal. Nic Angers as a member of the Local Health and Safety committee raised the issue that ultimately led to an investigation.

Special thanks to Daniel Britton for his efforts as a member of the Parks bargaining team. I would also like to recognize the Presidents of the 3 Parks Locals in Ontario, Alisha Rosset Local 00009, Karina Riley-Bell Local 00061 and Nic Angers Local 00056 for the representation and guidance they provided to their members.

I would like to recognise Charles Gagnon and Genevieve Fortin for their part in helping Local 70710 come out of trusteeship and for actively participating in local meetings with members and management.

I have been dedicated to attending regional union-management consultative committees and occupational health and safety meetings. I am an active member of the National Policy Health and Safety Committees for Department of Fisheries and Oceans, Transportation Safety Board, the Canadian Transportation Agency, Nav Canada and Parks Canada.

I am also a member of the national union management consultative committees for the Transportation Safety Board, Co-chair for the Canadian Transportation Agency, Parks Canada and NAV Canada.

Windsor International Airport

A collective agreement was signed after a second ratification vote that took place on 18 April 2018. The collective agreement has since expired. Negotiations have been postponed by mutual consent until the current conditions improve. The bargaining team members are Matt Bedard and Kevin McGuire.

Effects of Pandemic:

On April 1st, 2020, 36 of 38 members were temporarily laid off. Commercial traffic was suspended and the terminal was closed from April to September 2020. 2 full time and 5 part time members have since returned.

North Bay Airport Local 00006

The collective agreement was ratified in June 2018. Special thanks to Ray Desroches and Gil Dionne as members of the bargaining team.

Effects of Pandemic:

Layoff notices were issued in May 2020 to all members. Only one was permanently laid off. Funding to pay our members was provided by the municipality with a commitment to maintain financial support to the end of 2021.

Sault Ste. Marie Airport Local 00009

Collective bargaining lasted 2 days and the agreement was ratified in June 2018. Special thanks to Mike Lethbridge and Chris Newman, members of the bargaining team.

Effects of Pandemic:

Full time members are currently employed. Only 30% of seasonals have been recalled for the winter.

Ottawa International Airport Local 70701

Collective agreement was ratified on 15 December 2020 after the bargaining team realized that it was in the best interest of the membership to ratify a 3-year deal in light of the pandemic. The team looks forward to the next round of bargaining. Special thanks to Neil Ristimaki, Dave Valcourt and Tony Reese for their hard work. It was a difficult round as the employer was looking for concessions but the team stood strong with the support of the membership and no concessions were made.

Effects of Pandemic:

In May 2020, 28 positions were eliminated. 10 were vacant. Net effect, 18 members were permanently laid off. Airport received Wage Subsidy from Federal Government.

Thunder Bay International Airport Local 50505

A collective agreement was ratified on 8 August 2019 after a very challenging round with the employer's team. Concessions and language changes were in the proposal package. Our team worked hard and at the end of the process supported the tentative deal. Congratulations to the bargaining team of Rob Kennedy and Ryan Brady.

Effects of Pandemic:

20% of seasonal members were recalled for the winter. The airport received wage subsidy from the federal government to offset lost revenues.

Timmins International Airport Local 00075

A most difficult round was experienced by the bargaining team consisting of Rick Gattesco, Dan Marenger and Rose Meunier when the employer submitted in excess of 50 concessions in their proposal package. A strike was called for March 4, 2019 only to be averted eight hours prior to the members picking up their signs. The agreement was ratified 1st of April 2019. The contract has since expired and bargaining is to begin the fall of 2021.

Effects of Pandemic:

3 members have left with only 1 replaced.

Great Lakes Pilotage Group Local 00057

Members continued to work throughout the pandemic to ensure that our waterways were open and safe. I would like to acknowledge this Local for the support they had given their bargaining team when their employer gave them no choice but to walk away from their positions and establish a picket line for the first strike in Ontario this term. The strike began on November 21st 2019 and ended on the 28th when the Employer

improved their offer. The deal was ratified and the members were very pleased with the outcome. Special thanks to Marc Lalonde and Ray Dupuis for their hard work and perseverance.

Port of Johnstown

Our members at the Port of Johnstown continue to do their important work without any interruption so that goods are offloaded, safely stored and then moved onto vessels so that they can reach their final destinations. Special thanks to Kevin Brown Local 00066 President for his hard work and dedication in a very challenging environment. The members are truly grateful for the leadership that you have provided.

Special thanks go out to our negotiators David Sauve and Jawara Gairey for assisting with Letters of Understanding during the pandemic and providing guidance and expertise during the negotiation process of collective agreements.

A special thank you to Brother Mike Sargent for stepping in and providing assistance to our region when required.

I have never been so proud to represent such hard working sisters and brothers with the challenges they faced personally and professionally. I would like to thank each and everyone of you for your dedication and commitment.

I look forward to the day when we all can meet once again face to face.

Last but not least, I would like to thank my wife and family for the love and support they give me so that I can continue to do the important work that you the membership have asked me to do.

Stay safe.

In solidarity,

Martin Mika
RVP Ontario

**REPORT OF THE REGIONAL VICE-PRESIDENT,
PRAIRIES AND THE NORTH**

2020 Regional Vice President - Prairies and the North

March 2020

As I begin to write this report, I reflect on the past almost three years and I realize how relatively quickly my term as Regional Vice President (RVP) has passed. Having said that a lot has happened, and I now have the task of summarizing them in these next few pages as my first RVP Convention report. I must begin by expressing my thanks and gratitude to all of you for all your hard work and dedication in representing and advocating on behalf of the members; our Union is stronger and better because of your efforts. I also appreciate the occasional assistance from the individual Locals when I called asking questions or for help on specific issues.

It is that time once again when we gather to chart the course for UCTE for the next three years. We not only deal with the business brought to the convention floor, but we also take time to socialize and renew friendships and create new ones through networking. There will be some new delegates at this convention, so I would like to take this opportunity to welcome you and encourage you to make the most of this experience and hope you go back to your Locals feeling more knowledgeable and replenished to continue your activism.

Winnipeg Airport – Local 50600

At the beginning of my term, our Sisters and Brothers of Local 50600 at the Winnipeg Airport were on strike. The strike began in July 2017 during our convention in St. John, NB and ended in October 2017. One of my first duties as RVP after the strike was to join the Local executive in attending mediation meetings with the employer to try and repair the fractured relationship. Those efforts are on-going with the Local still engaging with the employer in regular Union-Management Consultation meetings.

Currently we are in bargaining with the employer on behalf of the airport firefighters. These negotiations continue to be very challenging as the employer has determined there is no need for an essential services agreement for this group. We obviously disagree. We have applied to the board for a ruling on this while we continue to negotiate with the employer toward a settlement.

Bouygues Energies and Services (ByWA)

At the beginning of 2019, we finally ratified the first collective agreement for the Bouygues Energies and Services group that provide services in the Airport Operations and Baggage Operations Control areas at Winnipeg Airport Authority. They are members of Local 50600, who were previously organized some time ago but negotiating a first agreement was delayed due to a common employer application that was filed with the board. I have been working with the employer and the group in order to get everyone used to working with the new agreement and address any issues that arise.

Port of Churchill – LOCAL 50503

With the flooding in May 2017 that damaged the rail line into the town of Churchill, MB, it disrupted not only the vital cargo supplies to the town but added to an already stressful situation. The damaged line not only contributed to uncertainty for the community in general but more directly for the UCTE members who were already impacted by the prior closure of the port. This situation added more urgency to UCTE's on-going campaign, calling for re-opening of the port and for reinvestment in the community to return it to economic viability.

OmniTRAX, then owners of both the port and the rail line, refused to repair the line and instead decided to sell and leave the community. Finally, in late summer of 2018 the port and rail line were sold to Artic Gateway Group, a public-private consortium of First Nations, local government and corporate investors. There was also a pledge from the Federal Government to support the group to repair the rail line; eventually the line was repaired and reopened to the first rail traffic in Fall 2018.

Since the shutdown of the port in 2016, the employer continued to call back some of our members and operate in a limited capacity. With the sale to the new owners this practice has continued. Artic Gateway Group have indicated that their long-term plans eventually will include operating the port year-round; this is welcome news for UCTE members working there as it would provide job security for them and additional employment opportunities for the community.

The members of the Local have been without a new collective agreement since December 2015. We have worked with the new owners and have finally secured bargaining dates. As of the writing of this report, we have had one very positive meeting with the employer. We resolved a few non-monetary issues and set a date for on-going negotiations. I remain optimistic we will be successful in securing a new agreement soon.

In February 2019, I had the opportunity to take my first trip to Churchill accompanied by Sisters Marianne Hladun, PSAC REVP Prairies and Tracy Thor, the negotiator for the group. During the visit, we met with members of the Local and an employer representative at the port. The members are optimistic for the future as the new owners have indicated their commitment to the community and the port.

The summer of 2019 marked the first season for the new owners and the first time in about 4 years where grain was shipped out of the Port of Churchill. This was a very positive step for UCTE members and the community and one they hope will be the beginning of a new normal. There have already been some marked differences between the new and the previous owners, so as I continue working I hope for a very bright future for our members in this community.

Northern Transportation Company Limited (NTCL) LOCAL X3040

At the beginning of my term as RVP, I continued with the efforts of my predecessor, Sister Teresa Eschuk, to work with the Local and members of the legal team to secure successor rights for affected UCTE members of NTCL in order to secure their pension plan. The

application for successor rights proceeded to the Canadian Industrial Relations Board (CIRB/the board) and in October 2019, their decision denying the application was delivered. The union's legal team reviewed the decision and at a meeting with the stakeholders including UCTE, we discussed their analysis. Based on their review, options for challenging the CIRB's decision were looked at but in the end the consensus was that there would be minimal chance of successfully reversing the board's decision. We are continuing to fight for the pension plan for these members and are currently looking at other possible options to protect and secure the plan for the affected members.

The company continues to operate under the ownership of the Government of the Northwest Territories (GNWT) through a third-party contractor they hired. This contractor, Offshore Recruiting Services Inc. (ORSI) has continued to call back our UCTE members to work every season since the company went bankrupt. In the years since, and in the absence of a current collective agreement, we have successfully negotiated Memoranda of Understanding in order to continue protecting our members rights.

Collective Bargaining

During this term we have successfully bargained and ratified collective agreements for all the major private employers in the region. These include all the airports such as Calgary Airport Authority - General Bargaining Unit (GBU); Edmonton Airport Authority - GBU; Edmonton Airport Firefighters; Edmonton Airport Fire Captains; Regina Airport Authority - GBU which includes the Firefighters; Saskatoon Airport Authority - GBU; Saskatoon Airport Firefighters employed by ProTec Fire Services. As mentioned previously, Winnipeg Airport GBU finally reached agreement with the employer and ended their strike. Also, at the Winnipeg Airport, the Security Resource Group (SRG) bargaining unit ratified in 2018 and Bouygues Energies and Services bargaining unit ratified their first collective agreement in January 2019.

A big thank you to all the negotiating teams and PSAC negotiators who worked hard in helping us secure new collective agreements

Also mentioned above, we have completed our first round of meetings with the new owners of the Port of Churchill and are looking forward to the next one. As well, on the horizon within the next two months, we will be negotiating to renew the MOU with NTCL/ORSI and continuing negotiations for the Winnipeg Airport Firefighters.

On a national level, Nav Canada finally reached and successfully ratified their agreement early in 2019.

Also, the teams representing members at the Treasury Board bargaining units have reached impasse. At the writing of this report, they have either presented at the Public Interest Commission (PIC) or waiting to do so. We can only hope that by the time of Convention they will all have successfully achieved new collective agreements.

Grievances and Representation

As always in every term, there are many grievances filed by UCTE members both in the public and private sectors. There was no exception during this term. In the general grievances, within both sectors, I have witnessed that UCTE members are aware of their rights and are willing to fight when these have been violated by the employer.

On the private employer side, there appears to be more of a willingness to resolve grievances or issues prior to them becoming grievances. For the Treasury Board employers, Transport Canada leads the way with the number of grievances. There is noticeably less willingness on the part of Transport Canada to resolve grievances at either step 1 or 2. We did however manage to resolve two at step 2.

Transport Canada has had problems in scheduling grievances and getting responses back once the hearing has concluded. There were times when we had to transmit to the next level because of lack of step 1 or 2 responses. As you can appreciate, this was a huge source of frustration with all the delays.

In addition to attending grievance hearings and meetings with employers for various member issues, I also attended Union-Management meetings with both private and public sector employers.

National Portfolios

During this term, as in previous, each RVP is assigned to various committees and/or other special projects/assignments by our National President. This term I was assigned to the Honours and Awards committee as well as the Transport Canada Safety Management System (TC SMS) review, the TC Airworthiness Inspector Focus Group and the UCTE Membership Focus Group.

Honours and Awards

During this term we did a refresh of the application booklet for the two annual UCTE post-secondary scholarships. The regulation was also amended to broaden the application eligibility requirements of the scholarships.

A review was also conducted of all our honours and awards to ensure consistency in application.

UCTE Membership Focus Group

In 2017 I was appointed to co-facilitate the membership focus group along with Sister Lira Buschman, UCTE's Communications and Special Projects Officer. The objective of the group was to gather information directly from a random sample of members about their perception of the visibility and effectiveness of their union. We held a day and a half group session in Ottawa with 10 members from our private and public employers with various levels of engagement and participation in the Union.

A report generated from the session was broken down into three areas: our challenges, our achievements and a wish list. I presented the report to the National Executive with some conclusions identified for UCTE to consider in order to improve member engagement and participation now and into the future.

[A Review of Transport Canada's Safety Management System \(SMS\) program](#)

UCTE has committed to updating its SMS Position Paper that was published in 2011. We are wanting to do a review of the SMS program and see what has changed, what has improved for the safety of Canadians and where does the program need to go. One of my first steps was identifying Transport Canada inspectors working with the SMS system from whom we could gather the information and who were willing to share their experiences.

This project is ongoing; we have conducted a survey of the identified inspectors and are analyzing the information provided along with conducting further research about the impact of SMS in all modes of transportation.

[Airworthiness Inspector Focus Group](#)

In the process of gathering information for UCTE's SMS campaign, it came to light that there may be issues with Transport Canada's surveillance program. To that end, I was tasked with facilitating a Transport Canada Airworthiness Inspector focus group. I facilitated a one-day focus group with inspectors in Ottawa in the Fall of 2019 to identify the problem issues with the surveillance program.

The information gathered from this focus group will be analyzed and presented to the National Executive. At the time of writing this report, some of the information gathered has allowed us to question Transport Canada on the conflicting information provided to the union versus the reality of our members. It will also be used to help UCTE in the development of any possible policy papers and further discussions with Transport Canada.

[Miscellaneous Activities](#)

The Phoenix pay system continues to be an issue for some of our Treasury Board members within our region. The government announced a possible replacement system; however, no timelines are specified. PSAC continues to press the government for a fair settlement as a result of the negative impact of the Phoenix pay system for all affected members.

In Spring of 2018, I attended the PSAC Triennial Convention in Toronto where there was a change of leadership; Brother Chris Aylward, the former National Executive Vice-President, was elected as our new national president and Sister Magali Picard, former REVP Quebec, elected as National Executive Vice-President.

With the recreational use of cannabis being legalized in Canada in October of 2018, many employers, including our airport private employers, amended their drug policy to include specific references to cannabis use. While there are no definitive levels of impairment available in any of the current published scientific data, many of the employer policies specify

a range that will indicate a positive result for cannabis in an individual's system when they are tested. Based on these test results, the policies indicate that members could be disciplined up to and including termination.

In the summer of 2019, the Calgary Airport decided to bring their firefighting services in-house. They awarded the contract for the service to ProTec Fire Services, an employer who have employees represented by UCTE at other airports. We have initiated an organizing drive to unionize these employees.

Conclusion

I must conclude my report by recognizing our UCTE staff at the national office. We as a component are truly blessed to have such dedicated and caring individuals. The level of support they provide for the national executive and the members across the regions is truly recognized and appreciated. So, to Gardenia, Leslie, Lira, Marie-Claude, Médérique, Sandi, Shawn and on occasion Ken and Malinda, thank you and know that you are truly the best.

The term had some challenges but also provided some great learning experiences. I enjoyed traveling to the Locals and meeting with members. It has been an honour and a privilege to serve as your RVP for this term and I am truly grateful for the support I have received from our members and Local executives. As the end of the term approaches, I am pleased to announce that I will be re-offering for the RVP position for the coming term.

Hope you all have a great Convention.

In Solidarity

Michael (Mike) Tennant
Regional Vice President, Prairies and the North.

Addendum to 2020 Regional Vice President - Prairies and the North

This addendum captures events that have occurred since the writing of my original report up to the end of 2020.

After I had already completed my original Convention report in March 2020, Canada, along with most of the rest of world, locked itself down to limit the spread of the COVID-19 virus. In reaction to the shutdown, the UCTE convention along with many of the other components and regional conventions were postponed and our National Executive term was extended by one-year. We were restricted from travelling and left to work from home as the sole way of supporting our members. This took the form of telephone calls and video conferencing using various software solutions.

I would like to start off by saying welcome to the newest members of the Union of Canadian Transportation Employees; the firefighter members employed by Pro-Tec Fire Services Local 30302. These members provide airport rescue and firefighting services to the Calgary Airport. Please join me in welcoming them.

Within the first weeks of the shutdown, we began to hear from employers about either how they were looking at ways to reduce costs because of the pandemic's affect upon their revenues or their plans to lay off staff. The employers most affected by the pandemic in the region are airports and the businesses that provide support to the air industry such as Nav Canada.

The layoffs in the region began in Calgary, where close to 100 people were laid off. Next affected was Winnipeg, Regina, Saskatoon and then finally Edmonton in September.

Prior to some of the layoffs we engaged in negotiations with the employers on Memoranda of Agreement (MOA) to try and minimize the impacts of the layoff on our members. These MOAs presented by the employers were asking for concessions from our members: wage reductions and/or forgoing their negotiated economic increase; some offered a "no layoff" clause in return for concessions while others did not. In the end most members did not vote in favour of these MOA's.

In the aftermath of the layoffs, there were several grievances filed due to employers not following their respective collective agreement language on layoff. The grievances ran the gamut from elimination of bargaining unit positions to the improper notification of layoff and the interpretation of the intent of specific layoff articles such as severance calculation and bumping rights.

In the months of dealing with members during the layoffs and after in the process of the grievances, I have witnessed the impact on the members. It is devastating to go from having secure employment to the uncertainty of losing one's job with no real indication of when you might be returning to work or other employment prospects. This is unfortunately a reality of the pandemic, but the Union will continue to support members during their transition back to work.

With being at the one-year mark of the pandemic, the aviation sector has not had the benefit of the government's financial support that they have provided in other areas of the economy. UCTE continues to lobby the government to provide support for the sector including securing meetings with both the Minister of Transport and the Minister of Labour. We hope the efforts will result in help for the sector which in turn will have an effect on getting our members back to work

In addition to dealing with the layoffs and associated grievances, the other work of a Regional Vice-President continues. There is no travelling, however the meetings, grievance hearings, negotiations, and any other situations where we would be interacting face to face, continues. This being the case myself and the other UCTE RVPs, like many others working from home have had to adapt by using technology and various software to communicate and get the business of the Union completed. This has certainly posed some challenges but for the most part we are getting the work done. It is not the same as going out to visit with the Locals and having the one-on-one, face-to-face interactions with members; however, until it is safe to do so it is what we are forced to do.

As mentioned previously, in dealing with employers over the last year, it has become obvious that some were willing to ignore the terms of the collective agreements to achieve their goals.

We will need to remain vigilant as we move beyond the pandemic and eventually transition back to our workplaces. There will be areas where employers will attempt to make changes and/or modify collective agreements during contract renewals.

In addition to all the activity related to the pandemic, some notable highlights in collective bargaining of the past year includes:

- Settlement of the public sector bargaining units agreements.
- Settlement of the Winnipeg Airport Local 50600 Firefighters Agreement.
- Settlement of the Port of Churchill Agreement
- Agreement on another MOU for our members art ORSI. As of beginning 2021, we are now able to engage in negotiations for a longer-term renewal of the Collective Agreement.

Conclusion

As we began 2021 with the pandemic still very much active, we also have much to be optimistic about as the year progresses. With the announcement of vaccines becoming available to help in fighting the pandemic, there is optimism of reopening businesses and the economy. This is good news for our laid off members as there is now hope of them returning to work at some point in the future. Until that time arrives, there are still many challenges that lay ahead for all of our members and, if re-elected, I look forward to assisting you and working on your behalf towards resolutions.

In Solidarity

Mike Tennant

**REPORT OF THE REGIONAL VICE-PRESIDENT,
PACIFIC**

Welcome Brothers and Sisters to the 18th Triennial and the first virtual convention for UCTE.

I had a witty intro written for this report when I originally wrote it back in January 2020 but then life changed for everyone as the COVID pandemic became a reality and it doesn't seem appropriate now. We have come through a lot and the world has changed considerably. We replaced hugs and handshakes with masks and elbow bumps or waves while figuring out how to maintain social distancing and stay safe. Zoom, Skype, MS Teams, Slack, WhatsApp and Webinars became the new norm as we learned various platforms for communicating and video conferencing while experiencing the good, the bad and the ugly of teleworking.

We had to watch too many brothers and sisters face layoff as employers struggled with the reality of the loss of business revenue. Many experienced family struggles with finances and some with loss of family members and friends.

I spent countless hours with fellow UCTE national executive members and staff trying to find ways to support those facing layoff or reduced hours of work. We worked with Locals to find innovative options to avoid member layoffs and reached out to those who did get layoff notices to offer whatever support we could. We continue to work with members to find ways to ensure those who are deemed essential are safe in the worksite and those working from home are properly supported by the employer.

Now as a vaccine is being distributed, we need to look ahead, to regroup and to continue the task of making UCTE the component of choice for our members. We need to pressure our governments to find ways to safely open our lives back up to active worksites and travel as we discover the new normal. We have come a long way in the last 4 years, and it is the membership who have made it possible, so I thank you for your support.

As I reflect on my first term as the RVP for Pacific region, I think of all the members I have met and what we have accomplished as a group. Starting a new position, you prepare the best you can but there are always things you need to experience firsthand. The support I received from you the membership, helped make the transition a lot easier and I wanted to take this opportunity to thank you all for the patience and encouragement you gave me as I got settled into the role.

In conversations with members when I started as RVP, there were lots of ideas on how we should move forward to improve our component. I took that information into my role on the National Executive and worked hard to try to achieve the improvements you suggested. In the following report I will try to cover all we have accomplished and the work still to be done.

On the National Executive

As a member of the National Executive, in addition to my RVP duties, I was assigned to the Education committee and Discipline committee portfolios and asked to co-facilitate the NRCan transition grievance training & UCTE Local Leaders conference. My bargaining portfolio included all private sector locals as well as the National NAV 2021 bargaining table. I was also asked to sit on the UCTE Organizational Policy review as well as Airport Collective Agreement best language working groups. These are groups that work in the background, but they provide important information and guidance for the National Executive to assist them in supporting members. The policy review ensures our UCTE policies align with PSAC and current standards while the Airports Language review tasked us to develop a reference document to assist in gaining continuity of language between airport collective agreements which will make it easier for us when it comes to grievances and bargaining. It was a privilege to be part of these groups to help improve our component. I was also tasked to coordinate a small campaign to highlight the importance of our permanent resident lightkeepers that protect our coastlines and to lead a new campaign for the recognition of a presumptive cancer's registry for Airport Firefighters.

The Discipline portfolio was challenging this term as we continue to adapt to changes to the discipline process in accordance with PSAC Regulation 19. It was identified that we needed some new UCTE internal investigators as many had left the PSAC or region. As a result, in conjunction with the Local Leadership conference we held an Internal Investigator training course which I participated in. In order to further improve the system, we designed some checklists and templates to make the process smoother. There have had been some investigations to date, and we feel they have been handled in a fair and equitable manner.

I spoke a lot at last convention on our need to improve communication and education. The National Executive agreed and made it a priority to improve these areas and I think we accomplished a lot this term.

As a member of the Education committee, our first task was reviewing suggestions from the last focus group and exploring how we delivered education. Two of the predominate comments were that members felt disconnected from each other because we separated public and private education conferences and that the presentation methods were not very interactive and not always topical. We decided to overhaul how we provided UCTE education by joining the public and private sector conferences together to create a Local Leadership conference which we felt would provide more unity within our component. We also looked at ways to provide a greater variety of topics with more member participation. This led to the creation of many new concepts such as table talks, resolution writing and mock convention sessions that debuted at the 2019 Local Leadership conference. The feedback received from this new conference format has been extremely positive and we are working on making it even better for next term.

With the assistance of staff and outside services we created 3 informational training videos on topics you had identified as important which are on our website and other platforms. We hope to continue this into the next cycle.

On the communication side, we hired a Digital Media Coordinator to ensure we were getting news and information to you on all types of social media platforms and that it was updated on a regular basis. The website was revamped, and we are committed to providing you information updates promptly. We are continually updating the platforms with bargaining news, member successes, UCTE news, education opportunities and lots more so I recommend you check them out regularly.

I mentioned earlier some campaigns we have been working on. The lightkeeper campaign was successful in bringing the importance of staffed light stations on our west coast and was influential in generating a ton of media interest in the role of lightkeepers. This generated quite a few applications for lightkeepers according to Canadian Coast Guard.

The Presumptive Cancer Registry for Airport Firefighters campaign is in its early stages of development. The goal is to use it to identify cancerous agents used by airport firefighters and pressure the governments to establish a consistent presumptive list of cancer types that inflict airport firefighters and work towards an airport firefighter cancer registry similar to the asbestos registry.

I would not be able to support you without the assistance of our national staff and their dedication to the members of this component. Thank you to Sandi, Lira, Shawn, Gardenia, Méderique, Malinda, Marie-Claude and Leslie for being there and going above and beyond to support the members. My fellow RVP's along with Dave Clark and Teresa Eschuk need to be mentioned as well. Their contributions are a big part of the successes we have had this term.

In the Region

We negotiated and ratified over 9 collective agreements for airport members this term. Pre-pandemic, we achieved wage increases and benefit improvements in all of them while introducing some new language to further restrict contracting out our members' work. There were also gains in the creation of new union positions at some airports as well as new apprenticeship opportunities. At one airport we achieved 19 of the 21 proposals put forward. During the pandemic we ratified extensions to expiring agreements to give members security and stability in uncertain times.

I worked with the Local 20221 President, Devin Glass, and the BC District Labour Council to establish a Council of Airport Unions group at YVR. This group consists of representatives from all unions with members at YVR and the agenda is to create a support network to discuss strategies regarding common issues at YVR. As an example, some of our PSAC members are from CBSA and have strict uniform codes so could not wear their union strike button or wristband on duty. The other unions on this

council offered to wear these in support of PSAC members who cannot due to uniform restrictions. So far it has been a successful venture.

As there have been many changes to the PSAC constitution and UCTE regulations, I worked with all Locals on Local Bylaw reviews to ensure they are up to date and in compliance with PSAC & UCTE. I also took the time to look at the exclusions certificates and found that some management had not been reporting organizational changes and had created what they perceived as management positions that were not on their certificate of exclusion. To date, we have 3 airports that we have filed against and await hearings with the Labour board to claim these as union positions. The board is not currently sitting in person due to pandemic restrictions so these will be taken in front of the board once they are sitting again.

Counting back over the term, I see I have attended at least 20 conferences to represent our component to keep up with what is happening in our industries. I met many members at these conferences and learned a lot about where organizations are looking in the future and how it will affect our members. As an example, there were Autonomous vehicles presentations at the SWIFT airport conference the last 2 years. These vehicles have gone from concept stage and are now being prototyped and tested at a few of our airports. We need to keep apprised of any time they are being proposed as an option for airport work especially airside work. The multi union Anti-profitization conference I attended was extremely informative as we discussed the trend towards the privatization or the contracting out of public service and large employer jobs to outside sources and the idea of pooling our resources to campaign against this.

There were opportunities to attend conferences on union-management working relationships in which the strategy was to create better dialogues. Time will tell if these were beneficial. In 2020 most conferences were cancelled, downsized, postponed and eventually went virtual which was challenging as the courses and information had to be revamped and the interaction opportunities were limited. I recently attended an advocacy course as part of a Labour Law program and a few media relations courses which I found informative.

Responding to media questions and interviews is part of the RVP role and as such I did numerous media interviews on various topics. A few examples you may have heard were about our Light Station staffing. The goal was to bring to light the precarious work they do and the importance of staffed lighthouses on our coast. I also made sure our lightkeeper members who did an excellent job responding to a plane crash at one of light station islands were properly recognized in the media. A few media outlets also asked me to comment on the new Canadian Coast Guard vessels and issues they may be having as well as some spill responses concerns. There was also a request to work with PSAC media to help coordinate the Vancouver filming for the Phoenix impact videos produced in 2019. During 2020 I also spoke on the devastating affect COVID had on airport staffing and the safety concerns of essential work members still dealing with passengers during a pandemic.

Coast Guard members have had many concerns this term over inaccurate job descriptions and classifications so I have spent considerable time moving these through the grievance system to classification review where we are hopeful that a positive outcome will happen. There has also been staffing issues due to the lack of decision making in the region and I have been applying pressure on both regional and national management to find a way to resolve this concern. We have gained a few tiny steps in improving recruitment strategies but we're not done yet so I will continue to raise your concerns at every opportunity until we get our membership up to where we need it to be.

Transport Canada and NRCan members continue to have staffing issues as well while they were working towards a new work model and now new telework and concerns over what post-pandemic worksites will be like. This has created enormous stressors with our members as they try to cope with changes to office locations, commuting issues, combining of departments, acting assignments and a myriad of other factors that are now exacerbated by COVID and what the post-pandemic worksite will be. I continue to work with the Local Executives to help support our members through multiple grievances regarding job duties and mental health concerns due to the chaotic organizational changes and will continue to pressure the management to offer and improve workplace health.

Our main concerns at airports this term revolved around job duties and classification as managements were reorganizing and moving job duties but not reviewing classifications. I spent time with many airport locals reviewing classifications, job duties and exclusions certificates to ensure our members were properly compensated for the work they do, and that union work stayed in house. Unfortunately, the pandemic has meant airports are doing more reorganizing of members job duties and we realize that we will have to continue this work as passenger levels come back to pre-pandemic levels. The Swissport fuelers unit at YVR were hit hard by the pandemic and layoffs reached 85%. We have been working hard to ensure their recall rights and other collective agreement benefits are protected.

I worked with the NAV Canada Local on grievances and educating members on their collective agreement rights and where we could improve things. I attended the NAV UMC seminar to further understand HR's rollout of Local UMC's. The National Executive, in response to Local executives' concerns, initiated a Local Presidents monthly meeting which I sit on and which has been well received from feedback given. As part of the bargaining team I have identified some language that could use improvement and will work with the Local and the national bargaining team to hopefully achieve them.

In conclusion

I want to again thank all the Pacific region members for their support and patience as I finish my first term as your RVP. We have made great strides in improving our component in the region and I truly believe our accomplishments are due to your dedication and the time you've chosen to volunteer toward supporting our members. It

was my goal to focus on building a stronger relationship with all the Locals in our region to ensure they are supported and well informed. I hope you feel we have accomplished this goal and I commit to keep building this relationship in the future.

I remind myself it is the membership that makes the union strong and that propels me to represent you to the best level possible armed with your assurance in our combined union ideals. We still have some important battles to win and I look forward to taking them all on with your valued input, knowledge, and support.

Have a great convention.

Respectfully submitted in solidarity,

Barry Tchir
UCTE RVP Pacific