

ACTIVITY REPORT

April 2021 to March 2022

CAROLE MAILLET

REGIONAL REPRESENTATIVE FOR HUMAN RIGHTS, QUEBEC

Hello Friends from the Big Union Family,

Because of the COVID-19 pandemic, which is still ongoing, 2021 was thrown upside down somewhat. We had to rethink our way of working and do it once again, virtually. This wasn't easy for me or for many other people. The fact of not meeting people in person affected me more than I would have thought. However, if I can point out one positive aspect, we are still standing up for the same cause, i.e. helping and supporting our members. Another positive aspect for me personally is that I feel stronger in front of the employer, and I am less fearful of saying what I really think—while being respectful of course.

Since my re-election as Regional Representative for Human Rights, Quebec during the last virtual Triennial Convention of the Union of National Employees (UNE) in September 2021, I have had the chance of once again working with the new regional team, who are as always devoted and passionate individuals, specifically Yann Boudreau, Regional Vice-President, Yvon Beaudoin, Assistant Regional Vice-President and Étienne Mathieu, Assistant Regional Vice-President.

Regarding Human Rights, I am working with a new Human Rights Committee, including Daniel Toutant and Hayley Millington, who are the National Vice-President for Human Rights and Assistant National Vice-President for Human Rights respectively. There are also several new colleagues who have integrated themselves to the group and this makes up a team with guts, who wants to enact change and who have interesting knowledge to share. We are all devoted to the cause of Human Rights, as I am myself—in short, a team that exudes positive energy.

What is hardest for me it to mobilize members. Not everyone buys into the virtual model, and this is understandable. I try on my end to find a new approach that is the most suitable for them. Finding a solution represent a huge challenge, as we need our members. Let's just say that the mental health of some of them was impacted during this period.

On another note, I also worked on staffing files, which always allows me to learn more. It's surprising what we can learn by working on such files, and this has allowed me to increase my confidence in my abilities.

I met with several people during my first mandate, and this allowed me to question some things, find solutions to some problems and acquire union knowledge— in short only positive things. If I have been able to help some members, I can then say mission accomplished. However, I have not finished all the work that remains to be done regarding human rights (it's a daily struggle).

During my first mandate, my approach consisted more of working in the background, among other things helping UNE members (most of whom are women) with mental health problems, working on accommodation challenges at work, dealing with staffing files (representing members at the Commission), listening to members during the pandemic, and lending my help to a family with dire needs following the call for help from a member from another component (CEIU).

During my first mandate, I accomplished the following objectives:

- Make the rounds of most AGMs (annual general meetings) of the Quebec region
- Be a member of UNE's Francophone Committee
- Participate in one annual meeting of UNE's National Executive for every year of my mandate
- Be a delegate at the Bargaining Conference for the PA Group (2018 and 2021)
- Be a member of the Steering Committee for UNE's Occupational Health and Safety Conference as well as Co-Chair of said conference with Andrew Shaver
- Be a member of the Steering Committee for UNE's first Women's Conference
- Participate in UNE's first Women's Conference
- Carry out representations of members from SSO- Field Statistics Canada
- Fulfill the functions of President of my local
- Be a representative at the Staffing Tribunal for UNE's Francophone members
- Participated in meetings of the Montreal Regional Committee (MRC)
- Take part in meetings of the women's regional council (WRC) of area 7 Montreal
- Participate in many conference calls of UNE-Quebec's Executive
- Take part in the walk for solidarity every 19 of the month
- Be part of some demonstrations against Phoenix problems
- Participate in PSAC's Regional Convention of Quebec (virtual)

For my second mandate, I want to continue the work already begun.

Please find below, in greater detail, the list of my union activities for the period from April 2021 to March 2022.

Last part of the first mandate:

April 2021

National bargaining conference (PA Group) – start
 (Discussed issues to be covered in the next negotiations)
 Virtual AGM – Local 10283 – Parks Canada (Quebec City)
 Virtual AGM – Local 10727 – Translation Bureau Montreal

May 2021

National bargaining conference (PA Group) – continued and end
 Virtual AGM – Local 10247 – Parks Canada Forillon (Gaspé)
 Meeting of the Francophone Committee (virtual)
 Meeting of UNE-Quebec's Regional Executive

June 2021

Virtual Regional Convention of PSAC-Quebec

UNE Caucus – Regional Convention for the Quebec region – Virtual meeting of PSAC’s national leaders
 Virtual AGM – Local 10132 – Indigenous Services Canada

July 2021

Virtual AGM – Local 10206 – The National Battlefields Commission (NBC) (Quebec City)
 Special meeting – Local 10215 – Canada Economic Development for Quebec Regions (CED) (Montreal)
 (Election of a Treasurer)
 Virtual AGM – Statistics Canada (Quebec)

August 2021

Handling of a complaint file at the Federal Public Sector Labour Relations and Employment Board
 (FPSLREB)(virtual)
 AGM – Local 10209 – Innovation, Science and Economic Development Canada (ISED)
 Meeting of the Francophone Committee (virtual)

First part of my second mandate:

September 2021

National LMCC – Translation Bureau for the UNE
 Virtual meeting of UNE’s National Executive
 (Participated as an Observer – various subjects addressed)
 Meeting of UNE-Quebec’s Executive
 (Discussed various files and follow-ups)
 UNE Triennial Convention
 PSAC’s 2021 National Women’s Conference

October 2021

Orientation session on mediation via videoconference

November 2021

Meeting of UNE-Quebec’s Executive
 (Discussed various files and follow-ups)
 Webinar – Bargaining PA Group
 Webinar – Bargaining EB Group
 Preparatory meeting for National LMCC Translation Bureau
 (With Jason Van Tine and Nathalie Michaud)
 National Equity Conference

December 2021

Telephone conference of the Human Rights Committee
 Webinar – Bargaining SV Group
 Conference – Psychological violence with Blandine Soulmana

Multisectorial LMCCs – Translation Bureau
Meeting of the new Human Rights Committee

January 2022

Meeting of the Francophone Committee
Meeting of UNE's Executive

February 2022

Regional council of Montreal
Telephone conference – Regional Executive of UNE-Quebec
Meeting of the subcommittee of indigenous peoples' realities concerning human rights

March 2022

FTQ retirement seminar
Meeting of the Human Rights Committee
Virtual AGM – Local 10021 – SSO Sherbrooke
Virtual AGM – Local 10040 – SSO Field Interviewers East
Virtual AGM – Local 10215 – CED Montreal
Virtual AGM – Local 10240 – SSO Field Interviewers West
Virtual AGM – Local 10380 – Canadian Heritage Montreal

Yours in solidarity,

Carole Maillet
President, Local 10727 – Translation Bureau
Représentante régionale aux droits de la personne, Québec | Regional Representative for Human Rights,
Quebec Syndicat des employées et employés nationaux | Union of National Employees
Carole.Maillet@une-sen.org | 514-895