

## REPORT OF THE NATIONAL PRESIDENT January 29 to May 6, 2022

Members of the union family,

This report covers the period between January 29, 2022, to the first week of May 2022.

Below is an updated list of the **Employer** groups I have in my National Portfolios. Please note the additions highlighted in yellow. 3 of my employer groups were re-assigned to the National Executive Vice-President and 5 of his were re-assigned to National President:

- Administrative Tribunals Support Services of Canada
- Atlantic Canada Opportunities Agency (ACOA)
- Best Theratronics
- BWX Technologies Inc.
- Canada Council for the Arts
- Canada Economic Development for Quebec Regions (CED)
- Canada Industrial Relations Board
- Canadian Centre for Occupational Health & Safety (CCOHS)
- Canadian Northern Economic Development Agency (CanNor)
- Canadian Radio and Telecommunication Commission (CRTC)
- Copyright Board of Canada
- Crown Indigenous Relations and Northern Affairs Canada (CIRNAC)
- Elections Canada
- Federal Economic Development Agency for Northern Ontario (FedNor)
- Federal Economic Development Agency for Southern Ontario (FedDev Ontario)
- Global Affairs Canada
- Hard Rock Casino Ottawa
- House of Commons
- Immigration Refugee and Citizenship Canada (IRCC)
- Indigenous Services Canada (ISC)
- International Joint Commission
- Kids Help Phone – Texting Supervisors
- Library of Parliament
- Mohawk Council of Akwesasne
- NAFTA Secretariat

- National Arts Centre
- National Battlefield Commission (NBC)
- National Capital Commission (NCC)
- Nordion Inc. Kanata
- Office of the Auditor General (OAG)
- Office of the Public Secretary Integrity Commissioner of Canada
- Office of the Secretary of the Governor General
- Office of the Superintendent of Financial Institutions
- Parks Canada
- Privy Council of Canada
- Seed Change Canada
- Senate of Canada
- Social Sciences and Humanities Research Council of Canada (SSHRC)
- Statistical Survey Operations (SSO)
- Statistics Canada

Aside from my responsibilities at UNE, I will also list my portfolios within the PSAC, as a member of the PSAC National Board of Directors:

- PSAC Honours and Awards Committee (Chairperson)
- PSAC Membership Allocation Committee
- PSAC Roles Responsibilities and Structure Committee
- PSAC Strike Fund Committee

Political Appointee by PSAC within the National Joint Council:

- Foreign Service Directives
- Isolated Posts and Government Housing Directive

The bulleted matters listed above, describe activities I normally take on, monthly on average, and I extend appreciation to Jaison Van Tine to pick up the other responsibilities within UNE, along with Johanne MacAndrew for making the attempt to maintain cohesion in my scheduling.

I will be emphasizing a few matters during this period.

## **The waves of the pandemic, and the variants of the Covid-19 contagions:**

There are many anxieties about our membership wanting the end of the waves of the current pandemic. Anxieties also exist regarding returning to a workplace and attestations ensuring safe workplaces.

There is also hope of members continuing working from home, either permanently, or in a hybrid model of a home and office environment. Extensive consultation with employers, and a full return to whatever workplace condition will require continuing and extensive consultation with employers.

This will be a critical period in our membership history to manage expectations of our membership.

Additionally, there is a belief that the variants of this contagion are not over, and people continue to worry about compromised immune systems, and this concern must also be considered.

There is a possibility that this contagion and its variants will not be eliminated in the foreseeable future, and that our global society will have to adapt to living with a contagion that knows no borders or social economic barriers.

There will be more to discuss in future reports, but many careful conversations will be needed to be had with locals and local membership regarding all facets regarding reporting for work, and the future of work.

## **UNE Membership Concerns – Union Cards:**

The pandemic has been terribly unkind to national and local leadership to connect with member locals, and to ensure orientation and signing of new members.

Additionally, there are still gaps in communication with respect to which bargaining units have the capability to sign electronic cards, which could, in theory, be easier, but a lot have not had an online tutorial with respect to signing a card electronically.

Half of our component still has a card check system, because certain labour boards do not allow electronic cards, which means that if the groundwork is not done, numbers of rand deductees will continue to decline, from 20 percent in 2008, and now approaching 36 percent in 2022.

With respect to unallotted membership, those who are not currently assigned in our component, number more than 1100 members with PSAC Membership Branch as of March 2022.

This will be the challenge of the remainder of this cycle, and in the next UNE Convention cycle of 2024-2026, to have a committed goal to get our membership signings up to a value of 85% of our membership signed, regardless of which bargaining unit they belong to. Yes, this will take real work, and something that can't be "just mailed in".

### **PSAC Convention Committee matters:**

I wish to express appreciation to Jaison, Hayley and Ellen, for participation in the four PSAC pre-Convention committees (Finance, Collective Bargaining, General, and Constitution).

The business week was extended by a couple of days, including committee priorities, and in a virtual environment, I found the work more cumbersome than previously experienced.

It is extremely difficult to get resolutions through a convention committee, and very difficult to move progressive ideas forward, or as a big ship with an awfully small propeller and an even smaller rudder.

### **PSAC Convention 2022:**

UNE has its smallest number of convention delegates that I can recall. Our membership has increased by three thousand, and yet, our membership status, as PSAC Convention delegation has diminished by 7, or 15%. Our component will have severe challenges maintaining our delegate count to our parent convention, if signed members retire and membership engagement does not connect with newly or currently unionized members.

## **This mandate:**

This convention cycle has a completely differing dynamic than the previous cycle, because of how fast time seems to be going by...Months seem to go by in weeks, and it is hard to keep up and keep obligations made at the previous convention.

We had to postpone a youth conference to this next cycle and set aside the women's conference until the next cycle, two less opportunities to connect face to face with our activists.

There is hope, anxiety, and some excitement with respect people getting together again. Our membership hopes for a normal return to our business, in all its forms, as compared to managing day to day operations; managing contingencies, as compared as talking on screen, diminished interactions, and making and keeping good connections with membership.

As mentioned previously, it is most unusual conducting business in a pandemic, and it is not natural to be speaking on screen as compared to being present and in the moment. It is easy for some to be on screen, and for others, it provides a challenge that are very difficult to overcome. I thank our staff, our leadership, our locals, for making themselves available to assist membership in the difficult posture, where assisting by platform or by phone, seems counter intuitive to assisting in person.

Thank you to all UNE staff, and to our nationally and regionally elected leadership for assistance during this period. My interactions are appended.

A detailed chronology of my activities follows:

<b>January 2022:</b>		
January 31	-	1 <sup>st</sup> Bargaining Demands Videoconference meeting for House of Commons
January 31	-	Component Presidents Videoconference meeting
January 31	-	Social Sciences and Humanities Research Council Union Management Consultation Committee Videoconference meeting
<b>February 2022:</b>		
February 1	-	Global Affairs Canada Ad hoc consultation - vaccination plan abroad Videoconference meeting
February 1	-	National Arts Centre Town Hall Videoconference meeting
February 2	-	Statistical Survey Operations Hearing regarding 2017 Unfair Labour Practice Complaint against Statistical Survey Operations Videoconference meeting
February 2	-	Videoconference meeting with PSAC Finance Section
February 3	-	PSAC National Board of Directors Standing National Joint Council Foreign Service Directives Committee Videoconference meeting
February 3	-	PSAC Parks Joint Learning Program Pilot Videoconference meeting
February 3	-	Canadian Immigration & Citizenship Diversity & Inclusion discussion Videoconference meeting
February 3	-	2nd Bargaining Demands Videoconference meeting for Canada Council for the Arts
February 3	-	National Arts Centre Town Hall Videoconference meeting

February 4	-	PSAC National Board of Directors Standing National Joint Council Isolated Posts & Government Housing Committee Videoconference meeting
February 4	-	National Arts Centre Regional Strike/Strategy Consultation Committee Videoconference meeting
February 8	-	UNE National Labour Relations Officers Videoconference meeting
February 8	-	Canadian Immigration & Citizenship COVID Update Videoconference meeting
February 8	-	2nd Bargaining Demands Videoconference for Social Sciences and Humanities Research Council (Admin Support Group & Admin. & Foreign Service Group)
February 8	-	Employment, Skills Development Canada COVID-19 Vaccination: The Policy Videoconference meeting
February 9	-	Meeting with UNE National Labour Relations Officer regarding Labour Affairs Officers
February 9	-	Videoconference meeting with UNE National Executive Vice-President regarding Support for Regional Members Facing High Volume of Vaccination Policy Enquiries
February 9	-	Immigration, Refugees, Citizenship Canada Inclusion, Diversity and Employment Equity Sub-Committee Videoconference meeting
February 9	-	2nd Bargaining Demands Videoconference meeting for House of Commons
February 9	-	Meeting with PSAC Representation Section
February 10	-	Atlantic Canada Opportunities Agency Labour Management Consultation Committee Videoconference meeting

February 10	-	Statistical Survey Operations Labour Management Consultation Committee Videoconference meeting
February 10	-	National Arts Centre Regional Strike/Strategy Consultation Committee Videoconference meeting
February 10	-	UNE Standing Honours & Awards Committee Videoconference meeting
February 11	-	Parks Canada Covid-19 Monthly Update with Bargaining Agents Videoconference meeting
February 11	-	PSAC Town hall on Mandatory Vaccination and COVID-19 testing (DCLs and separate employers) Videoconference meeting
February 12	-	Solidarity Rally Lansdowne
February 13	-	Component Presidents Videoconference meeting
February 15-18	-	PSAC National Board of Directors Videoconference meeting
February 15	-	UNE Pay Equity Ad Hoc Committee Videoconference meeting
February 16	-	Global Affairs Canada teleconference
February 17	-	Statistical Survey Operations National Strike/Strategy Consultation Committee Videoconference meeting
February 18	-	Office of the Auditor General Regional Strike/Strategy Consultation Committee Videoconference meeting
February 21	-	UNE Pay Equity Ad Hoc Committee Videoconference meeting
February 22	-	UNE National Labour Relations Officers Videoconference meeting
February 22	-	Canada Council for the Arts Special Meeting – Bargaining Team Election by Videoconference



February 22	-	PSAC-National Board of Directors Standing National Joint Council Isolated Posts & Government Housing Committee Videoconference meeting
February 23	-	Office of the Auditor General Strike meeting
February 23	-	Hard Rock Cafe Recall Rights Videoconference meeting
February 24	-	Office of the Auditor General Local Videoconference meeting
February 24	-	Global Affairs Canada Human Resources Labour-Management Consultation Committee Videoconference meeting
February 24	-	Employment, Skills Development Canada COVID-19 Vaccination: The Policy Videoconference meeting
February 24	-	Telephone call with member
February 24	-	Indigenous realities Videoconference meeting
February 24	-	UNE Standing Occupational Health and Safety Committee Videoconference meeting
February 25	-	Parks Canada UNE-UCTE-Labour Relations Videoconference meeting
February 28	-	UNE Bylaws Videoconference meeting
February 28	-	Component Presidents Videoconference meeting
<b>March 2022:</b>		
March 1	-	PSAC Constitution Convention Committee Resolutions Review Videoconference meeting
March 1	-	UNE National Labour Relations Officers Videoconference meeting
March 1	-	Employment, Skills Development Canada Informal Discussion Videoconference meeting
March 2	-	Passport Canada Videoconference meeting with UNE National Labour Relations Officers

March 2	-	Videoconference meeting UNE Labour Relations Officer regarding National Joint Council
March 2	-	UNE Standing Education Committee Videoconference meeting
March 3	-	Telephone call with Chairperson of UNE Standing Education Committee
March 3	-	Office of the Auditor General Regional Strike/Strategy Consultation Committee Videoconference meeting
March 3	-	PSAC National Board of Directors Videoconference meeting
March 3	-	Telephone call with UNE Director of Finance & Administration
March 3	-	Local 20723 Annual General Virtual meeting
March 3	-	UNE Special National Executive Videoconference meeting
March 4-5	-	UNE Human Rights Committee Videoconference meeting
March 4	-	Statistical Survey Operations National Strike/Strategy Consultation Committee Videoconference meeting
March 7-11	-	PSAC Constitution Convention Committee Videoconference meeting
March 7	-	Videoconference meeting with UNE Director, Finance & Administration regarding agenda for upcoming National Presidents Conference
March 8	-	Local 50262 Virtual Annual General meeting
March 8	-	National Arts Centre Regional Strike/Strategy Consultation Committee Videoconference meeting
March 8	-	PSAC Constitution Convention Committee Videoconference meeting
March 8	-	UNE National Local Presidents Conference Steering Committee Videoconference meeting
March 9	-	PSAC Constitution Convention Committee Videoconference meeting

March 9	-	Local 70390 Virtual Annual General meeting
March 10	-	Statistical Survey Operations Classification Question Videoconference meeting
March 10	-	UNE Standing Honours & Awards Committee Videoconference meeting
March 11	-	Hard Rock Cafe recall rights and collective agreement extension Videoconference meeting
March 11	-	Parks Canada Monthly Covid-19 Update with Bargaining Agents Videoconference meeting
March 13	-	Local 20140 Virtual Annual General meeting
March 14	-	Pre-PSAC Convention Constitution Committee Videoconference meeting
March 14	-	Employment, Skills Development Canada PA Conversion Monthly Videoconference Meeting with CEIU and UNE
March 15	-	Videoconference meeting with UNE Executive Assistant
March 15	-	Videoconference meeting with UNE Executive Assistant to the National Executive
March 15	-	UNE National Labour Relations Officers Videoconference meeting
March 16	-	3rd Bargaining Demands Videoconference for Canada Council for the Arts
March 16	-	Videoconference meeting with UNE Director, Finance & Administration
March 16	-	National Executive Videoconference meeting
March 17	-	Videoconference meeting with Executive Assistant to the National Executive
March 17	-	Component Presidents Videoconference meeting
March 17-18	-	Local 70153 Picket

March 21-24	-	Annual Leave
March 24	-	Special PSAC National Board of Directors Videoconference meeting
March 25	-	Crown-Indigenous Relations Northern Affairs Canada National Union Management Consultation Committee Terms of Reference Discussion Videoconference meeting with National Labour Relations Officer
March 28	-	Videoconference meeting with UNE National Executive Vice-President
March 28	-	Component Presidents Videoconference meeting
March 28	-	3rd Bargaining Demands Videoconference for SSHRC (Admin Support Group & Admin. & Foreign Service Group)
March 28	-	Videoconference meeting with Chairperson of the UNE Standing Bylaws & Policy Committee
March 29	-	UNE National Labour Relations Officers Videoconference meeting
March 29	-	Office of the Auditor General Picket
March 29	-	UNE Standing Occupational Health & Safety Committee Videoconference meeting
March 30	-	Crown-Indigenous Relations Northern Affairs Canada Ad hoc Videoconference meeting on the Telework Agreement Platform
March 30	-	Ontario Lottery & Gaming – Hard Rock Casino Next Steps Videoconference meeting
March 30	-	Office of the Auditor General bargaining Videoconference meeting with PSAC Negotiations Section
March 30	-	Special UNE National Executive Videoconference meeting

March 31	-	Videoconference meeting with UNE personnel regarding UNE Local Presidents Conference Steering Committee upcoming meeting
March 31	-	Meeting with NCR-TB (Gatineau) regional team members
March 31	-	Immigration, Refugees, Citizenship Canada National Labour Management Consultation Committee Videoconference meeting
March 31	-	UNE Local Presidents Steering Committee Videoconference meeting
<b>April 2022:</b>		
April 2	-	Office of the Auditor General Ratification Vote
April 4	-	Videoconference meeting with UNE Executive Assistant to the National Executive and Human Rights Committee
April 4	-	Statistical Survey Operations Pre-National Union Management Consultation Committee Videoconference meeting
April 5	-	Meet & Greet with President of Social Sciences & Humanities Research Council
April 5	-	UNE National Labour Relations Officers Videoconference meeting
April 5	-	UNE Senior Management Videoconference meeting
April 5	-	Meet & Greet with Grand Chief of Mohawk Council of Akwesasne
April 5	-	UNE Standing Francophone Committee Videoconference meeting
April 6	-	Meeting with UNE Auditor, UNE Standing Committee Chairperson and UNE Director, Finance & Administration to review Audited Financial Statements

April 6	-	Office of the Commissioner of Lobbying Labour Management Consultation Committee Videoconference meeting
April 6	-	UNE Standing Education Committee Videoconference meeting
April 7	-	Meeting with UNE Directors and National Executive Vice-President
April 7	-	Employment, Skills Development Canada COVID-19 Vaccination: The Policy Videoconference meeting
April 7	-	National Arts Centre Regional Strike/Strategy Consultation Committee Videoconference meeting
April 7	-	UNE Standing Locals Governance & Membership Committee Videoconference meeting
April 8	-	Videoconference meeting with PSAC Negotiator regarding Parks Canada - Appendix N
April 11	-	Component President Videoconference meeting
April 11	-	Travel from Ottawa, ON to Toronto, ON
April 12	-	UNE 2023 Convention Host Committee Videoconference meeting
April 12	-	UNE National Labour Relations Officers Videoconference meeting
April 12	-	Travel from Toronto, ON to Ottawa, ON
April 13	-	Global Affairs Canada Consultation Ad-hoc: Foreign Service Directive 50 Videoconference meeting
April 13	-	UNE Standing Member Engagement Committee Videoconference meeting
April 14	-	Statistics Canada National Union Management Consultation Committee Videoconference meeting
April 19	-	UNE Standing Finance & Human Resources Committee Videoconference meeting
April 19	-	UNE National Labour Relations Officers Videoconference meeting

April 19	-	Statistics Canada COVID-19 Union Update - Vaccination Videoconference meeting
April 20	-	Videoconference meeting with Executive Assistant to the National Executive regarding upcoming National Executive meeting agenda
April 20	-	Special National Executive Videoconference meeting
April 22	-	Videoconference meeting with Parks Canada Director of Human Resources
April 25	-	Component Presidents Videoconference meeting
April 25	-	Parks Canada Videoconference Meeting to discuss items to be suggested by UNE for the National Labour Management Consultation Committee agenda
April 26	-	UNE National Labour Relations Officers Videoconference meeting
April 26	-	PSAC National Board of Directors Standing National Joint Council Isolated Posts & Government Housing Committee Videoconference meeting
April 27	-	Canada Council for the Arts Labour Management Relations Committee Videoconference meeting
April 28	-	2022 National Day of Mourning Ceremony
April 28	-	Parks Canada Informal UNE-UCTE-LR Videoconference meeting
April 29	-	Parks Canada Monthly Covid-19 Update with Bargaining Agents Videoconference meeting

<b>May 2022:</b>		
May 2-5	-	UNE National Executive Videoconference meeting
May 3	-	Crown-Indigenous Relations Northern Affairs Canada National Union Management Consultation Committee Videoconference meeting
May 5	-	PSAC National Board of Directors National Joint Council Foreign Service Directives Committee Videoconference meeting

Respectfully submitted in solidarity,



Kevin A. King  
National President  
Union of National Employees, PSAC