

# **REPORT OF THE NATIONAL EXECUTIVE VICE-PRESIDENT TO THE NATIONAL EXECUTIVE APRIL 2022**

Comrades and friends,

It is my continued privilege to represent the members of the Canada Employment and Immigration Union (CEIU) as your National Executive Vice-President (NEVP).

My last report to the National Executive (NE) was made on December 10, 2021. We have continued to be in a pandemic, and here in Ontario, another period of home isolation, throughout that time.

Following the last NE, I went to Vancouver to interview candidates for a vacant NUR position. Although we were unsuccessful in finding a candidate during those interviews, we were happily able to find a candidate in subsequent interviews.

I also participated in a PSAC ad-hoc committee regarding contracting out and call centers, where our work on the 1-800-O-Canada campaign continues. The PSAC is exploring other options for advocacy to continue the fight against the contracting out of our bargaining agent work, as CEIU works in solidarity with other components, including UTE.

I also participated in further NUR interviews for the NCR, and Ontario. I am very proud that we at CEIU are now fully staffed in our regional offices, including the additional term NUR positions in the Prairies and Atlantic regions.

I have also carved out time in my schedule to meet individually with staff who have been requesting time to collaborate or connect on a variety of issues. These meetings have been invaluable, and I am committed to continuing this hands-on approach to our staff at CEIU.

I have spoken over the past several months at various regional meetings, locals, as well as women's committees. I was able to meet with the IRB Toronto local in person, and this was a welcomed and necessary shift in engaging and re-engaging our members.

I have also been working with the Ontario NVP's and others in determining the best and most appropriate model for providing representation services to the members of the Ontario region. This included being present on the opening day of the new Ontario space in Mississauga, and subsequent meetings of our working group as we find a way forward for membership services in our largest region.

Having now established telework agreement, vaccination policies, and an employment equity plan with and for our staff at CEIU, I am turning my attention to other pressing priorities for CEIU staff. This includes a revision of the staff harassment policies, as well as a continued focus on our workload committee – co-chaired with members of our staff union. In addition, we are turning our attention to the creation of an onboarding program for new employees, as well as annual reviews for our staff.

I want to again thank the stewards of our staff union, COPE, for their ongoing collaboration as we seek to improve both working conditions for our staff as well as representational services provided to all members of CEIU.

I continue to co-chair the three Joint Employment Equity Committees (JEEC) with our three employers, where CEIU representatives continue to challenge the employer to address systemic issues of discrimination in the workplace. CEIU also filed a policy grievance on this topic against IRCC and is beginning the work to file similar complaints at both ESDC and IRB.

On the engagement front, our Membership Engagement Officer and I continue to innovate on ways we can work to engage our members as we explore this new virtual reality. We have been working with the PSAC to prepare a proposal to the CEIU NE regarding opportunities to collaborate in a joint effort to reach our members. More information will be provided to the NE during the MEO update.

The National Young Worker Committee (NYWC) is planning an in-person meeting in the early summer and prioritize, and plans are underway for the Call Centre Committee as well to organize an in-person meeting.

I was humbled to be asked to speak at the National Women's Committee for March 8<sup>th</sup>. I want to commend these sisters for their ongoing innovation and hard work on behalf of our members at CEIU.

Looking ahead, I am eager to visit our members in our Prairies and Atlantic regions, in Ontario's North, as well as holding an in person Atlantic RUO meeting in June.

I must pause here to acknowledge an upcoming retirement. Guy Boulanger started as a member of CEIU as an employee at IRCC in Montreal. He shared a story with me once, about a refugee family, crossing the border on foot, in the freezing cold, in the middle of the night. Guy couldn't let them walk from the border to Montreal, and he insisted they get in his vehicle and spend the night in his home, before dropping them off in the morning at a center to assist them. That's our Guy. Whether it was as a public sector worker, or a rookie NUR who was mentored by, in his own words, one of the strongest women NURs in CEIU's history, or as the final CEIU senior NUR, before Eddy and I tapped him on the shoulder to become our first Director of Representation and Labour Relations, Guy has always gone above and beyond the call of duty. He authored and developed a course on human rights and has taught two generations of CEIU representational staff the necessity of putting empathy at the heart of our work in advocating for our members. He taught us

the significance of the Financial Administration Act of Canada. He helped counsel us throughout trusteeship. Lead our staff through Phoenix and a pandemic. And he is leaving behind a union that he helped make stronger. I know his calmness has helped me grow my patience, and my own leadership. And on behalf of the nearly 30,000 members of CEIU, I want to thank him for his service to our union.

In closing, I wish to thank the members of the NE, our staff, and our activists for their hard work and dedication. It is my continued privilege to serve as your NEVP.

In solidarity,

A handwritten signature in cursive script, reading "Crystal Warner". The signature is written in a dark ink and is positioned above the printed name and title.

Crystal Warner  
National Executive Vice-President