



CEIU ONTARIO

GREATER TORONTO DISTRICT

GREATER TORONTO DISTRICT REPRESENTATIVES REPORT 2025

We are Wickna Selvaratnam and Raymond Motee, your GTA District Representatives on Ontario Regional Council and we are pleased to present our report for 2024-2025.

This past year has been a year of change. Just prior to last year's President's Conference, Raymond was elevated to the position of GTA District Representative, after the previous rep Mofizul Islam was elevated to the position of National HRRR Representative.

Raymond and Wickna have since developed a close working relationship to better serve our members in the GTA.

We represent our members concerns at the local and regional levels. We assist members in drafting, filing and if necessary, representing members in level 1 grievances. We assist members in their DTA requests and working with local executives and stewards, we also try to informally resolve members issues with management, before it gets to the level of filing a grievance.

One notable success in this area was being able to work with management to resolve an issue of excessive noise due to construction at the Lawrence Square Service Canada Centre.

One of the most powerful success stories from our work this year has been the fight to protect members' right to use their hub office.

The majority of IRCC members rely on their hub office for their in-office days. Under the new mandate, effective September 9, 2025, IRCC members were required to attend the office three days per week. Initially, the employer attempted to impose a model where members would be required to report to their home office for two days and only allowed one day at the hub office.

This created unnecessary hardship for many members, particularly those who had long commutes or who had organized their lives around access to the hub office.

Working together with the IRCC Departmental Representative and our National Office, we challenged this directive and successfully overturned the employer's decision. As a result, members now have the right to complete all three of their in-office days at their **hub office**.

This victory is a clear example of how solidarity, persistence, and coordinated action deliver real results for our members. It also demonstrates the importance of our union's role in protecting flexibility, fairness, and the well-being of our workforce.

This past year, IRCC went through a Workforce Adjustment (WFA) process that caused significant disruption and uncertainty for our members. The process was not only stressful for those directly affected, but also for the colleagues and workplaces left to carry the additional burdens.

As a District Representative, working alongside the IRCC Departmental Representative, Wickna devoted significant time and energy to supporting members throughout this difficult period.

We work closely with locals to ensure that their financial statements are up to date. We attend site visits to locals to meet with and potentially recruit members for executive positions, and we assist with the planning and execution of Annual General Meetings. Wickna and Raymond will be continuing to do this important work in 2025-2026.

In addition to our local work, Wickna and Raymond have regional responsibilities as well. We attend all ORC meetings along with the various subcommittees that we serve on like Finance, By-Laws, Structure and Education. Raymond and Wickna are active participants at ESDC RUMCC, raising issues like Passport Time and Motion Studies, Front End Participation in JLP and other events, seeking statistics on Family Status DTA's, and the recent cuts to Front End Terms. Additionally, Raymond stepped in as the Union Side Co-Chair alongside Assistant Deputy Minister Mary Ann Triggs at the June RUMCC when the normal Co-Chair and alternate could not attend.

Wickna is the ORC Advisor for the Team Leader/Supervisor's Standing Committee and has been assisting them with reactivating this committee. Raymond is the ORC Advisor for the Front End Outreach Committee and assisted them with planning and organizing the first Front End Outreach Conference.

Wickna and Raymond attended the National Health and Safety Conference as delegates and at the Ontario Human Rights/Race Relations Conference as observers. Both experiences were valuable, and we learned so much. As representatives of one of the most largest and diverse districts in Ontario, it is incumbent on us to be aware of emerging issues in health and safety and faced by our equity deserving members.

Wickna and Raymond, alongside the Northern District Representative Lisa Flaherty hosted the successful GTA/Northern District Conference in October, 2024. Among the speakers were NUR Sean McNiell speaking about resolution writing, Stephen Flaherty discussing human rights law in the labour context, CAPE Nation President Nathan Prier speaking about principles of labour organization and James Infantino from PSAC speaking about our Pensions. Honoured guests included CEIU National President Rubina Boucher, PSAC REVP Craig Reynolds and Nicholas Marcus Thompson, the Secretariat for the Black Class Action Lawsuit.

Raymond, Wickna and Lisa Flaherty will again be hosting a joint GTA/Northern District Conference this November 13-16 at the Markham Suites. Details will come soon, and we hope this will be as successful as last year's Conference.

Wickna and Raymond would like to thank our GTA/Regional and National members, local executives and stewards, regional and national leaders and the NUR's/Admins for their support in assisting us in our roles as your GTA District Representatives.

