

2025 IRCC Representative report

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IRCC REPRESENTATIVE
FOR ONTARIO REGIONAL COUNCIL
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INTRODUCTION

As many of you know, I am Dhaval Shah, your Ontario Regional Council (ORC) IRCC Representative. Since being elected on December 28, 2023, I have remained committed to addressing key issues and advancing the interests of our members across a range of initiatives. This past year has brought significant challenges amid departmental changes, but it has also been a year of meaningful progress.

I was officially sworn in during my first ORC meeting at the CEIU office. That same week, I met with the Standing Committees, marking the beginning of my active regional involvement. When I introduced myself via email in February, I shared my goals for this term and I'm proud to report on the work we've accomplished together.

2025: A Year of Emotional and Operational Challenges

The year began with emotional and mentally taxing developments. In February 2025, IRCC was hit with a Workforce Adjustment (WFA) process, the first in over a decade. This deeply affected our members, including term members, indeterminate, and temporary employees. Many lost their jobs, while others continue to face uncertainty through the slow and painful alteration process. Term employees remain unsure of their future at IRCC.

During this time, I stood alongside GTA representatives and local executives to support and educate members about the WFA process. Despite our efforts, many members felt the process lacked transparency and timely communication. Concerns were raised about the employer's handling of the situation and the union's responsiveness.

I worked long hours to support our members across Ontario and also extended assistance to colleagues in Ottawa (NCR) and Montreal. I believe it is my duty to stand with our members, especially in times of crisis and I am proud to say I did just that. I was requested to support members virtually and not to make in person visits to locals. However, some executives and members requested my presence in person and I delivered on that.

National Advocacy and Collaboration

As Alternate NVP for IRCC and Ontario's representative on the National IRCC Committee, I raised these concerns with the National Vice President of IRCC and other National executives.

Together with colleagues from across the country, we acknowledged areas where the union could have responded better. We are committed to working collaboratively to improve our approach moving forward.

The employer has announced a 15% budget cut over the next three years, with further reductions expected. This underscores the importance of strong, united representation.

Additional Initiatives

Beyond the WFA response, I've focused on several key areas:

- Reviving and Bringing IRCC Locals into Compliance
- Establishing Local Labor Management Consultation Committees (LLMCCs)
- Promoting Union Activism and Political Engagement

Looking Ahead

I remain committed to:

- Initiating regular site visits across the region
- Strengthening relationships with local executives
- Inspiring new, young, and passionate individuals to join our union
- Ensuring IRCC representatives have the tools and support they need to stay strong and engaged

I am also working closely with the IRB/IRCC Regional Committee, alongside the IRB representative, to support and guide the committee in strengthening its ability to serve IRCC and IRB members across the region. I'm pleased to announce that the committee is planning a bowling event in the coming months to help engage members. Given the current climate, it's more important than ever to foster unity, collaboration, and awareness. This event will serve as an opportunity to bring members together, promote solidarity, and educate them about the union and their rights.

Closing Remarks

I reaffirm my commitment to working collaboratively with all of you to secure a better future for our members. Together, we will ensure our union remains strong, responsive, and engaged.

Your voices, concerns, and ideas are always welcomed. I encourage my fellow IRCC representatives to reach out, whether it be for assistance, advocacy, or support. I am here for you.

In solidarity,

Dhaval Shah

Ontario Regional Council – IRCC Representative