

NATIONAL PRESIDENT'S REPORT

To the Members of the National Council

For the period January to August 2009



Submitted: January 20th. 2010

Prelude

Brothers and sisters,

I submit my president's report on behalf of and to the members of the National Health Union and the National Council.

The last 5 months have consisted of many meetings with management surrounding several important issues, most of which have not been finalized or come to its full fruition. While there has not been actual job loss to date there has been some reassignment, however many of our members in the Workplace Health Assessment area remain waiting for a successful conclusion to their personal situation.

Tripartite

Many of our members within FNIB had expressed concerns of the manner in which they had been left out of this process by the department. Especially in the BC area where these types of agreements have progressed further than any other region. While HC is a partner in these negotiations and will remain a "financier" once the process is finalized, there has as of this date been no final agreement signed on behalf of the Federal Government. Likewise the union which has no legal place at this table has not yet been advised as to the impact it will have on our members once the partnership has been put into place. All our members will be accorded the opportunity to review the options and choices available to them, including work force adjustment when and if this partnership receives final federal approval. I had complained to the Deputy Minister at the November 10th NUMCC as to the lack of consultation on this process within the region and it was agreed that the department would hold a town hall meeting in which they would advise all staff as to the current status of talks.

While it remains the overall intention of the federal government to ensure that all First Nations peoples in Canada eventually gain stewardship over all Health related matters, it must first verify that full capacity exists before transfer of authorities are finalized. In many of the others regions in Canada the parties concerned are at various stages of the process and it will be some time before the overall goal is reached. NHU will continue to be advised as to the progress in each region.

Work Place Health

While health Canada has divested itself of the responsibility for Ergonomic and Workplace assessments for other government entities it nonetheless has the responsibility to insure that Health Canada employees still have access to this service. We have been assured that the necessary services will be provided as the need arises. I ask members to inform the national office should they encounter difficulties in accessing service.

SDA Campaign

As stated in my last report the authority for this issue has now passed to the PSAC, however NHU will have to assist in the presentation to Treasury Board as when filed we were the component of record. NHU has obtained the actual committee report that had been will held by the department for several years and it clearly identifies the SDA 2 positions in questions as... PM 2's.

No surprise in that, the fight continues. Please pay attention to the CEIU website as to what further action will be taken on your behalf.

Local Structures

We are continuing to assist our locals in their development training and to date most have received the initial sessions delivered by our service officers. This has been well received and was critical in assisting some of our newly instituted locals in getting their operations up and running.

Very shortly we may see a new local formed in the Quebec region as the department has opened a new pay and benefits operation consisting of 20 members.

Harassment

This remains a serious ongoing issue in several regions we are awaiting decisions in several cases pending. The union remains committed to the premise that harassment cases are dealt with fairly and expediently, and that the process is transparent and equitable. To date I have been unimpressed with the delays in the commencement of the process once a violation has occurred, and have tried to seek clarification as to senior management's responsibility and obligation.

Emergency Preparedness

We have been advised by both departments that the possibility exists that emergency staffing procedures may be invoked by each should an incident occur at events such as the Olympics. NHU has made it clear on behalf of the bargaining agent that such declarations of emergencies do not supersede the provisions of our collective agreements, and that the departments must abide with the provisions surrounding overtime and leave etc. The collective agreement is a contract between the Union (PSAC) and the Employer (Treasury Board) and is not open to renegotiation by either HC or PHAC. Should you be forced to work outside the provisions of your agreement, or should you be asked to sign a document in possible contradiction of the CA, please notify your union representative immediately.

Summary

While this report covers a relatively shorter period than my previous report for 2009, it nonetheless has been a busy and hectic time for the national office and selected locals across the country. There have been a number of our newer members who have had to deal with issues related to their probationary status and in many cases the department has been unduly harsh in the treatment of these members. Likewise the issue of program reductions and staff placement has contributed to the workload of our local rep's across all regions.

As well there has been a noticeable rise in the use of **"Letters of Instruction"** by managers across the regions. We consider this to be a disciplinary tactic... Should you receive such a letter please contact you union steward for advice.

There is the issue of office closures or relocation of offices in the Atlantic and Saskatchewan regions. There are also several harassment complaints filed with the department that remain unresolved. The National office is also tracking the process of administrative reviews, as well requests for audits and financial review made by NHU members that are in various stages of completion.

Consultation and communication, which is a priority for our component has increased in all levels of the labour management process, yet we have a way to go before I would be willing to say we have achieved success in all regions of the country. I would like to acknowledge the management of the Atlantic region, who in correspondence to all HC and PHAC employees in the region, acknowledged the work of the union in the Atlantic as well as giving their encouragement and support to individuals who would be willing to get involved in the union movement.

A good union member is also a good employee, the work of our locals exec's across the country has been well received by our members and some of the more enlightened HR personnel. I continued to be amazed at the personal time most of our union rep's put into trying to make their offices and workplaces better! Our job at the National office is to assist whenever we can and to coordinate activities on a national level.

With the dubious outcome in the federal political forum we must remain alert yet hopeful as to what 2010 will bring for our members and the department as a whole. Both our website and that of the PSAC will try to be as current as we can in getting the information out as quickly as we receive it

Once again I wish to thank the many volunteers who remain the backbone of our union. We remain hopeful that this year brings a renewed commitment to work together on the behalf of all.

I wish also to thank the National Office staff for their efforts over the past year, as

well as the National Vice and Regional Vice President's who have worked so hard on the member's behalf.

Thank you.

Anthony Tilley
President
National Health Union

Monthly Activities

September

01 Meeting with ADM Regarding Alberta harassment complaint

02 Tele Conference with Alberta RDG – harassment complaint
03 Meeting with Union Partners – Fort Qu’ appelle move
04 Meeting with PSAC Legal – OHA’s discontinuation
08 Rally for Museum workers strike
11 PHAC meeting HR grievance situation 3rd level
15 DI Management board meeting AM.
15 Deloitte Touche – administration restructure meeting
16 Health Canada HR – UMCC Meeting
17 NHU Website coordination meeting
17 Regina Update – ADM’s Office
21-25 Regional Council meetings
23 Tele conference DG HC Finance Pay and Benefits Audit review
28 Meeting with OSH DG – Work Place Health program reductions
29 Tele conference HR Atlantic

October

1 Library Services closure announcement meeting - Tunney’s
1 Component President’s meeting
2 Meeting president local 70008 – member discipline
4-9 PSAC NBOD Meetings – Montebello and Ottawa
14 Conference Call RDG Atlantic region
20 HC Union/management Co-development meeting
22 Meeting DG Wilson – H C Scientific Integrity Policy and Procedures
23 ADM – Tripartite update - BC region
27 DI Management Board
27 Fly to Nova Scotia
28 Meeting with RDG – Office Closure Goose Bay
28 Meeting with PSAC Regional NVP – Goose Bay Office Closure
29 Meeting with Goose Bay staff – Office closure
29 Meeting with Director – Goose Bay office
30 Meeting with Minister of Labrador affairs John Hickey

November

03 Travel to Sask - Meeting with Asst Director General – Sask region
04 Regina AGM
05 Prince Albert AGM
06 Fort Qu’appelle AGM
09 PHAC HR-Jocelyn McDonald
10 NUMCC –Health Canada
12 Meeting with ADM Programs-Giliberti
13 HR meeting – Cathy Peters Staffing

16 AGM Calgary
17 AGM Edmonton
26 Conference call SDA 2's complaint
27 Meeting with PSAC legal SDA complaint

December

1-2 Sask Regional Conference
03 Training session - regional officers
04 Ottawa 70008 AGM
08 Meeting with NCR executive
10 DOHS – Policy Meeting
11 Meeting C. Giliberti – Harassment complaint Regina
14 DI Management Board
21 Health Canada Audit briefing
23 Staff Dinner
25-30 Christmas Break

January

06 Meeting with PSAC Legal
08 meeting with member human rights complaint
12 PHAC emergency measures – staffing for Olympics etc
13 Enterprise Collective Staffing – HC - Cathy Peters
14 ADM Regions and Programs NUMCC
15 NCR Regional Conference
18 PSAC Component President's Meeting
19 HR Gerard Etienne – RVP leave Requests
20 DI Management Board
21 Meeting DG HRDC HR – SDA Complaint
21 Meeting Union Rights Complaint
25 National Council Finance committee meeting
26 -29 NHU National Council Meetings