

**REPORT FROM THE NATIONAL VICE-PRESIDENT FOR HUMAN
RIGHTS
From January 29 to May 6, 2022**

Hello friends from the union family, I hereby respectfully submit to you my activity report for the period from January 29 to May 6, 2022.

Here is my report as National Vice-President for Human Rights for UNE-PSAC.

COVID-19 Pandemic:

The Omicron variant is hitting hard. It is very contagious, even for those who have received their third dose, and I can confirm this myself, as even though I had three vaccine doses, I got Covid-19 from March 24 to April 5 and I can tell you that my condition worsened rapidly. I was lucky because my sweetheart—who is a physician—was by my side. On this topic, take care of yourselves and the ones you love.

Mental Health:

Mental health problems are on the rise among our members: insecurity, isolation, solitude, dealing with the unknown of seemingly endless variants of the Covid-19 virus, delaying going back to work in government offices, the fear of getting the virus and contaminating our loved ones, and others. All these different factors have had an impact on our mental health since the start of this pandemic. It will be important to look out for each other to try and pick up on any changes in the behaviours of our friends in the union family, our own families and even our community. Please, let's remain vigilant in order to try and identify as well as persuade those who are suffering to consult and let's help those in need.

Subcommittee on racism, harassment and discrimination:

As I mentioned in my last report, UNE's Human Rights Committee will have a lot on its plate, with racism in all its forms being unacceptable in our society, and education being the best tool to fight against this scourge.

For our agenda, we will have to establish concrete strategies to arrive at positive solutions. On March 22, the subcommittee against racism, harassment and discrimination met for the first time under the leadership of our Assistant National Vice-President for Human Rights, Hayley Millington. Here is a summary of what she said: "There is a problem with the Human Rights Tribunal of Ontario. During this meeting, we discussed the fact that, in some cases, grievances of this nature could be submitted to the Human Rights Tribunal of Ontario as a human resources complaint.

During a meeting of the Workers of Colour Committee of the Ontario Federation of Labour (OFL), it was mentioned that the Human Rights Tribunal of Ontario is trying to remove this possibility for unionized workers, which will, in the end, have repercussions on members who are trying to obtain equity. In other words, if this revision is accepted and adopted, then unionized members will be unable to use the Tribunal. Currently, the Coalition of Black Trade Unionists (CBTU) is leading the charge in this fight."

Subcommittee on Indigenous Realities:

Last February 24, this subcommittee met for the first time and this meeting, which was highly emotional, went off without a hitch! Several good discussions were had and five important topics were established in order to work as quickly as possible and to take actions to be shared with members, these topics are:

- The Final report of the Truth and Reconciliation Commission of Canada
- Remains of Indigenous children found at former residential schools across Canada
- Recognizing the territory in the language of each community visited by our union.
- Potable water for our communities across Canada
- The price of groceries in Northern Canada

There was also a discussion about the *Indian Act*, which is totally outdated.

PSAC's National Human Rights Committee:

I will be having a meeting with the National Committee on April 19, 2022. I will brief you on this meeting in my next report.

UNE National Human Rights Conference:

We had a very good meeting and I can confirm to you that with the support of UNE's National Executive, it was decided to add another day to our conference to provide to our members what our mandate specifies: i.e. the promotion, education and transfer of knowledge regarding Human Rights. The meeting held on March 4 and 5 with UNE's Human Rights Committee and the members of the staff were beneficial, as we have almost finished the agenda of the Conference that will be held from November 16 to the 20 of this year at the Hilton Lac-Leamy in Gatineau.

National Executive by Teleconference:

I take part in all the virtual meetings of UNE's National Executive. It's a pleasure to be able to continue meeting with each other by using the available technology but it's never easy because of interpretation, as I cannot hear the voices of the people that I miss.

Parks Canada Bargaining:

On February 1 and March 13, we had virtual meetings where we prepared the documents for our first in-person meeting planned for April 19 to 23, 2022 in Ottawa. We lost a good ally in the person of Nathalie Leblanc, who was the negotiator for Parks Canada, as she was in favour of our return to the National Joint Council and of us joining the Joint Learning Program.

Creating PSAC’s Francophone Committee:

You all know how passionate I am for the French language, my mother tongue—as such, following the promises made in 2018 in Toronto by Chris Aylward to set up a National Francophone Committee for PSAC, and the fact that it still hasn’t been done!!! —jointly with PSAC-Quebec, we have created an “Ad Hoc” Committee for the protection of the French language and have unanimously made a recommendation to PSAC’s National President to create the committee before PSAC’s Triennial Convention is held in May 2022.

Please find a list of my activities below:

February 2022:		
February 1	-	Virtual caucus of Parks Canada’s Bargaining Team
February 1	-	Virtual meeting of UNE’s National Executive
February 3	-	Virtual meeting with the Director of the Mauricie-West Quebec Management Unit of Parks Canada: member file
February 7	-	Virtual meeting of PSAC-Quebec’s Ad Hoc Committee to Protect French
February 8	-	Virtual meeting with UNE’s Labour Relations Officers: pay equity
February 9	-	Virtual meeting of UNE’s National Executive
February 10	-	Virtual meeting of UNE’s Standing Honours & Awards Committee
February 15	-	Virtual meeting of UNE’s Ad Hoc Committee for Pay Equity
February 16	-	Virtual meeting with a member for the recovery of union dues

February 17-18	-	Virtual meeting with the Management of the Mauricie-West Quebec Management Unit of Parks Canada: file concerning members with mental health problems.
February 21	-	Virtual meeting of UNE's Ad Hoc Committee for Pay Equity
February 24	-	Meeting of UNE's Subcommittee on Indigenous Realities
February 25	-	Black History Month 2022: The Struggle to Serve During the First World War
March 2022:		
March 2	-	Virtual meeting of PSAC-Quebec's Ad Hoc Committee to Protect French
March 3	-	Virtual meeting of UNE's National Executive
06 mars	-	Telephone call with UNE National President: UNE's Bargaining Committee
March 13	-	Annual General Meeting of Local 20140 from British Columbia and Yukon
March 14	-	Virtual meeting with the Mauricie-West Quebec Management Unit of Parks Canada: compensation problems with Phoenix
March 16	-	Virtual meeting of UNE's National Executive
March 18	-	Telephone call with Quentin Condo, Indigenous rapper, for UNE'S National Human Rights Conference
March 28	-	Virtual meeting with Line Lamothe and Nathalie Leblanc and Parks Canada's national compensation team

<u>April 2022:</u>		
April 5	-	Meeting of UNE'S Standing Francophone Committee
April 11-12	-	In-person meeting in Toronto of UNE's 2023 Convention Host Committee
April 13	-	Virtual caucus of Parks Canada's Bargaining Team
April 19 to 23	-	First in-person meeting to negotiate Parks Canada's Collective Agreement
April 19	-	Virtual meeting of PSAC's National Human Rights Committee
April 20	-	Virtual meeting of UNE's National Executive
<u>May 2022:</u>		
May 2 to 5	-	Virtual meeting of UNE's National Executive

Please note that I manage a great deal of confidential communications (phone calls, emails, texts, etc.) that are not recorded.

Yours in union,

Daniel Toutant
National Vice-President for Human Rights
The Union of National Employees, PSAC