

Report of the National Vice-President, Equity, Kelly Bush

July 2022

Wishing you all health and safety as you read this report. The time since my last report has seen a mix of returning to “normal” and remaining safe. The variants are still coming and there is a need to try to balance caution with safety.

I hope that you are able to find time to relax and recharge, whether it's a staycation, a local vacation or a travelling vacation, use the time our collective agreements have ensured we get.

I think it's important to inform you that I left the role of Indigenous Chair of the employee network, to another position with an equity lens. I advise of this as many believe that involvement in the union is a career killer, the new position was a promotional opportunity and partly from the jobs I have held and the union activities I have been involved have led to this position.

We saw the first PSAC virtual National Convention, some resolutions were passed with respect to equity. PSAC will offer Unionism on Turtle Island once per cycle and there will be an increase in the number of women going to the conventions. I would say that the themes have been equity and accountability through the convention cycle.

The following are the meetings and the committees I am involved in and a highlight of the activities and discussions. I encourage you to call or email me if you have any information to add or thoughts on any of these topics. I often write that we can't represent your concerns if you don't share them, we can and will ensure your privacy is respected.

National Consultation:

Covid Meetings: This was biweekly and now has reduced to every 3 weeks; a meeting where the department shares what is going on with the Covid return to the office, change in OCHRO guidance and the mandatory vaccination roll out, audits and changes. We have pressed for answers on the audits and had input into the return to the workplace. The relationship is becoming more mature all the time and GSU is always respectful.

National Health and Safety Policy Committee: This is the only legislated consultation and is reasonably well attended. The Evolution of Work has been a recurring theme at each meeting as well as the Bill C-65 harassment and violence process. We have yet to have the working group meet to discuss the criteria for evaluation of the investigators. Please, we urge you, if you or your local has a harassment case, consult with the GSU National Office. We also want to encourage taking the mandatory training on Bill C-65 as education is key and will help everyone. If you have a toxic workplace or reports of, we can help with that as well. The assurance of voluntary compliance is very low in numbers

likely due to the limited office staff. The Employee Hazard Profile is really well done, and we encourage you to complete the profile if you have not.

National Labour Management Consultation Committee: The last meeting was April 13, these occur biannually. The format for these meetings are usually presentations followed by questions. We can reach out to the employer at any point and don't have to wait for these meetings. If there is an issue that comes up, please reach out to one of us. The presentations were on the Gradual Evolution to a Hybrid Workplace, Diversity and Inclusion Action Plan update, PAB-Newcomers Federal Internship Program and DOB-Insider Threat.

Pay Administration Branch LMCC: I am still relatively new at this table; Stephanie Kirkland and I joined this table around the same time. This is a cordial relationship that is forming, and I have posed some difficult questions for the June 29 meeting. They were unable to respond but committed to add those items to the next agenda. We want to ensure that we are bringing something to the table each time, it could be questions, issues/concerns or success stories. So, I would ask these members to reach out to me or any one of the consultation team members to work on this if you wish.

Joint Committee on Employment Equity & Diversity: I have not been to one of these meetings in a long time (December 2021 and June 2022 as I was on vacation), I will ensure next time this is attended by one of the GSU committee members. I can report that the DIAP has been approved (also known as the employment equity plan) at EXCO and we can look at rolling it out. There is an equity calendar from the Anti-Racism task force, a departmental accessibility plan coming out as a draft was presented, The Listening Ear program was also presented, as well as the Q4 Diversity Dashboard.

Bill C-65 Working group: Unfortunately, meetings have not been called. At the NHSPC we are asking for this group to be brought together again. Hopefully, I will have an update in the next report.

GSU Equity Committee: We have begun monthly meetings and will have our first in-person meeting at the end of August.

I remain ready and willing to talk with you, provide advice and guidance as required. I can't do my job really well without your input.

Looking forward to seeing everyone.

Wela'liok – Maarsii – Nia:wen – Merci – Miigwetch – Thank you