

Report of the National Vice-President Equity, Kelly Bush

January – March 2022

The first quarter of the calendar year flew by and it's nice to be writing this report in the Spring where we can hope the snow fall is mostly behind us. The pandemic is still upon us, but each day is moving us more to Covid being Endemic. I remain aware of my privilege to represent you. However, I would like to ask that you reach out to me to discuss your interests and ideas. I will reach out to you but want you to know that you can call or text, almost any time of the day or evening.

I have decided to not reoffer for the Chair of the Indigenous Circle of Employees (ICE); However, I will remain in many of those meetings and will have only my union hat on. At times, it was a lot to be able to manage and I think this is a good decision for the network, the union, and my family.

The work covered under this report is primarily related to Consultation work and the PSPC Diversity and Inclusion Action Plan (DIAP) finalization.

Pay Administration Branch: This is a huge file and there is a lot going on in this branch. The good news is that Stephanie Kirkland was also new in the consultation role, and she seems very open to having meaningful discussions. However, we must have conversations with the membership to ensure it's meaningful, we need to understand what is happening at the local and national levels. If we don't have this, then we only have part of the story. There was a Town Hall in February where I learned that automation has caused some issues that seemed to have been left out of the employer narrative. There was also mention of issues with the Bots, another topic I am very interested in learning about. We need to be able to bring forward these issues in order to resolve them. Look for meeting invitations soon and potentially a visit to discuss this in person.

We also learned about the Service Deliver Model, One Pay-Processing Workforce, HR Strategic Plan and Accelerator Update. With the Departmental role out of the DIAP we will be ensuring there is progress at these tables on the diversity staffing.

The National Labour Management Consultation Committee (NLMCC) also took place where we met the new Deputy Minister Paul Thompson. I had the good fortune to meet him before in my role as Chair of ICE. He seems to be very engaged in the equity file. These meetings occur twice a year and the topics were: RPS: Gradual evolution to a hybrid workplace; HRB: DIAP update; PAB Federal Internship for Newcomers; DOB Insider threats.

The National Health and Safety Policy Committee: Evolution of Work comes up in these spaces a lot, Employee Hazard Profile, Bill C65, Vaccination and rapid testing as well as the assurances of voluntary compliance for which there were none as we are not in the workplace. The work previously done on the C65 committee has been helpful in ensuring the employer is following the rules.

Covid consultation: There have been many meetings on Covid from RPS and HRB. This has seen a maturity in the relationships between the department and the unions.

National Human Rights Committee meetings: Just this week we had the component meetings, but I missed the regular meeting for plenary due to travel to Ottawa. The work we are doing in the department and the union is recognized by PSAC.

GSU Equity Committee: We had our introductory meeting on April 21, we will set up monthly meetings going through to the end of the term. I am excited about the committee and look forward to sharing our work in future reports.

As always, please feel free to reach out to me at any time if you want to discuss any items in my report or within the department or unions. My plate is full, but I need to communicate with you to be relevant at the consultation tables.