

**REPORT OF THE
NATIONAL VICE-PRESIDENT,
REGIONAL VICE-PRESIDENT
ATLANTIC (RCMP-JUSTICE-PPSC)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Lynette Robinson

I am pleased to submit my NVP/RVP report to the 2026 USJE Triennial Convention.

This term has been filled with activism and advocacy for our members from the very beginning. The first year of the term began in the immediate aftermath of a strike, the first that many of our members had experienced in nearly 20 years.

During the last round of bargaining, telework was widely seen as one of the important outcomes of those negotiations. While we recognize that telework is not possible for all positions within our membership, the principle at stake affects everyone. When the employer begins to erode commitments that were achieved through collective bargaining, it raises concerns for all members about the integrity of that process. Unfortunately, we have seen Treasury Board gradually move away from the spirit of what was negotiated.

There are many reasons for members to be frustrated with Treasury Board. One particularly troubling example is that they have taken billions of dollars out of our pension fund, giving themselves a break in payments. I remind everyone that the money in the pension fund is not simply government money, it is half composed of the contributions made by each and every one of us throughout our careers.

Another example is Treasury Board's creation of an additional step intended to pre-empt the benefits already provided in the Collective Agreement during Workforce Adjustment (WFA). While some members may believe that being able to retire without penalty is a benefit, that option already exists under WFA. In addition, WFA provides important financial protections including the Transitional Support Measure, which can be up to 52 weeks of salary, as well as educational allowances.

Throughout these challenges, USJE has been front and centre, rallying across the country against government actions including the proposed Comprehensive Expenditure Review (CER) cuts.

While the work required to counter anti-worker Treasury Board initiatives is ongoing, I am also very proud of the work that has been done internally within USJE. Our communications efforts to keep members informed about the work their union is doing on their behalf have been nothing short of outstanding. If you want to see the breadth of what the union has accomplished, I strongly encourage members to sign up for our newsletters, visit the website, and follow our social media channels. Our communications team has created a direct connection with the membership so they can see firsthand the work being done on their behalf including rallies, conferences, site visits, member achievements, donations, high-level meetings, and more. USJE has made a real effort to give members a front-row seat to the work being done for them.

Workforce Adjustment has been especially prominent in recent months. USJE has committed to a national campaign aimed at ensuring the public understands what these cuts could mean for public safety. A dedicated website has been created and resources allocated to ensure that we are actively working to protect public services, public safety, and our members' jobs. We have also committed to reaching out directly to the Minister's office to ensure they fully understand the real impact of these cuts. We remain hopeful that through our efforts, job losses can be minimized. Too often, job losses do not actually eliminate the work, rather, the workload is

simply redistributed to members who are already overburdened. USJE will continue our efforts in this regard.

As your National Vice President, I am pleased to report that I have achieved commitments that I made during my 2023 campaign. These include the creation of a new member welcome letter, advocating for mental health training for new employees working on operational files, and working with employers to restart employee orientation sessions.

The new member welcome letter is now available on the USJE website for local representatives to share with new members. It includes a direct link for members to sign up as full members, as well as information on PSAC training opportunities, including encouragement to attend the Talking Union Basics course.

During the development of this project, we discovered that many new members were having difficulty finding their employer in the drop-down list when signing their union card online. As a result, USJE worked with PSAC to adjust the online signup process to make it easier for members to complete their cards. Since those improvements were made, I have received far fewer messages from confused members trying to sign up. It may seem like a small change, but it was an important step to ensure members can easily become engaged in their union.

USJE has also been working with employers to develop stronger mental health support systems for employees working on operational files. The Public Prosecution Service of Canada, the Department of Justice, and the RCMP have begun implementing measures to ensure that new employees receive mental health training during their onboarding. I am particularly pleased to report that the RCMP will be implementing the full Road to Mental Readiness program for new employees before they begin working on operational files. We continue to work with the Correctional Service of Canada (CSC) and their mental health committees in the hope of achieving similar commitments.

USJE has also successfully advocated for the revival of employee orientation sessions in several departments. Under the Collective Agreements, union representatives have the opportunity to be introduced to new employees where orientation sessions exist. Many departments had discontinued these sessions, but through our advocacy they have resumed. Local and national representatives are now once again invited to meet with new employees.

USJE has also worked with the RCMP and CSC to create welcome videos featuring USJE President David Neufeld and myself, which are part of orientation sessions. As I stated during my campaign, we do not want the first time members hear from their union to be when we are asking them to support us on a picket line. Initiatives like this help ensure the union is visible from the very beginning of a member's career.

Within the RCMP, Justice, and PPSC, I have made it a priority to increase visibility and engagement with members. I have hosted virtual lunch sessions inviting specific groups, including new members and civilian members. These sessions have been very successful and I intend to continue them. I have also hosted lunch sessions featuring members of the bargaining team speaking directly to members across the Atlantic region, as well as sessions on programs such as the Workers' Chancellor Advocacy Program and Workplace Health and Safety. These

sessions have been well attended and are valuable opportunities for information sharing and engagement.

Representation cases have increased significantly, particularly in the area of workplace accommodations within the RCMP. Independent medical examination requests have become increasingly common, especially for members seeking accommodation to work from home. While the employer often speaks about collaboration and case-by-case solutions, we are seeing a rise in grievances related to accommodation processes.

This trend is concerning, especially given the RCMP's own statements at the National Health and Safety Policy Committee in March 2023, which emphasized simplifying the accommodation process and implementing solutions without unnecessary restrictions. Despite these commitments, members are now facing increased requests for documentation even for relatively simple accommodations.

The National RCMP Health and Safety Committee has also presented challenges. The RCMP has changed its approach to appointing representatives to the committee. Where Regional Vice Presidents once represented members, the employer now wishes to transition to "active employees" only appointed to the committee. The messaging from the RCMP suggests a desire to control the committee and its discussions. Topics have been denied for discussion, and the employer has attempted to shape the narrative.

From a union perspective, this committee had previously been a productive forum. For example, we were able to raise the topic of menopause in the workplace, which resulted in the RCMP committing to national education on the issue. However, even simple proposals, such as increasing visibility of local health and safety committee members through stickers or placards, have recently been rejected as discussion topics. USJE has filed a complaint with Employment and Social Development Canada regarding the appointment of RVPs to the committee.

With respect to workplace harassment, the RCMP had previously agreed to allow each union to maintain its own list of investigators. The employer has now indicated that it wants to create a single joint list for all unions. While the Canada Labour Code does allow for a joint list, the RCMP operates with two policy committees, which means each committee should retain the autonomy to develop its own list in collaboration with the employer.

This issue is especially important to USJE because the National Police Federation has agreed to include retired RCMP members as investigators. USJE has been very clear that we cannot support the use of former RCMP employees as investigators in harassment cases. The Bastarache Report made it clear that true independence is essential in the harassment investigation process.

The RCMP continues to provide regular reports on harassment complaints. While the overall number of founded complaints may appear low, we have observed that complaints involving Public Service Employees and Civilian Members are founded more frequently than those involving Regular Members.

At the regional level, I have been working closely with the Health and Safety Officer to ensure that USJE members are properly recommended to employers for appointment to local health and safety committees. Too often, employees are "voluntold" to serve as representatives. To address

this, I have reached out to divisional and local representatives individually to ensure they understand their responsibilities and know that USJE is available to support them with any health and safety concerns.

I have also encouraged all representatives to formally register as Health and Safety representatives so USJE can maintain a tracking system. While this initiative has required significant time and effort, it has been very successful. I believe that taking the time to work with each representative individually will strengthen the committees and ultimately help create safer workplaces.

I also serve on several committees representing USJE members with the employer. One of these is the RCMP Pay Equity Committee, which includes Treasury Board representatives and unions representing both Regular and Civilian Members. This work is extremely important, though progress has been slow. We have required extensions in order to complete the work properly.

Treasury Board hired a consultant whose involvement has unfortunately contributed to delays, but we must continue working within that structure to achieve the final outcome. We are still working on the job evaluation tool, which is a critical component of the process. I am grateful for the contributions of RVP Sonia Colterman O'Brien and PSAC employee Jess Wallis on this committee.

At the same time, the pay equity plan for the rest of our USJE membership is being addressed at the Core Public Administration table with PSAC. From the beginning, I have expressed serious concerns about having two separate tables examining pay equity where Public Service Employees and Civilian Members are performing identical work side-by-side. There is a real risk that the outcomes could differ, which would be extremely problematic.

Speaking of Civilian Members, they officially became part of their respective PSAC collective agreements on November 27, 2025. While not all provisions apply to them, this represents a major step forward. It provides access to the Federal Public Sector Labour Relations and Employment Board for adjudication of grievances and complaints, something they did not previously have.

Civilian Members also gained additional benefits through this transition, including additional leave provisions and a 37.5-hour work week, while retaining certain benefits such as unlimited sick leave. Congratulations to the members who served on the bargaining team and worked tirelessly to achieve this outcome.

To further engage Civilian Members, I have hosted lunch-and-learn sessions and organized a dedicated Civilian Member training session in Halifax, Nova Scotia. Thank you to all the Civilian Members who participated.

I am also incredibly pleased with the level of local involvement across the region. All locals are active, have held their Annual General Meetings, and have functioning executives. Thank you to every volunteer who has stepped forward to serve. It is because of you that USJE remains strong at the grassroots level.

Congratulations to:

- Local 90053 for winning the PSAC Beach Cleanup initiative
- Local 80116 for participating in the PSAC Joint Program for Local Development
- Local 60001 for rebuilding stability and now maintaining a full executive
- Local 60001 again for having 17 members on their executive and regularly organizing plant gate events and fundraising for local charities
- Locals 60148, 90007, 90051, and 80115 for having no RAND members

A special thank you as well to my alternate representatives, who stepped in while I took time off for medical needs and vacation.

Reports like this are not easy to write. An RVP's work happens in countless ways throughout each day, providing guidance, intervening in workplace issues, meeting with Members of Parliament, consulting on policies, supporting grievances, and attending endless meetings with management.

I hope the membership understands that union representatives, both at the local and national levels, are working tirelessly for the greater good of our members. Being a union representative is truly a labour of dedication and determination. There are long hours, occasional setbacks, and victories that sometimes feel slow to arrive. But every success matters. Every member we help makes the effort worthwhile.

I am deeply grateful for the opportunity to serve as your Regional Vice President and National Vice President. Thank you, from the bottom of my heart, for placing your trust in me to hold our employers accountable and to work toward safer and better workplaces for all of you.

Finally, thank you to our incredible USJE staff and my fellow Regional Vice Presidents for the dedication you show every day on behalf of the membership. It is through all of us working together that we continue to make a difference for USJE members, through the work that is both seen and unseen.

Thank you for everything you do.

In solidarity,

Always,

Lynette

**REPORT OF THE
REGIONAL VICE-PRESIDENT
QUEBEC (RCMP–JUSTICE–PPSC–CSC COMMUNITY–PBC)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Annie Blanchette



RVP Triennial Report 2024-2025 – Québec

Region/community

Annie Blanchette

RVP Report 2024

JANUARY 2024 – took office

March 2024 – National leadership annual meeting (@Hôtel intercontinental de Mtl). We participated in various short training sessions, all very interesting, as well as in presentations on the education plan, the union leadership program, insurance programs and benefits. We also reviewed the letter of agreement on remote work and the Joint Learning Program (JLP), and discussed issues with the Phoenix payroll system and possible options to keep the subject front and centre in the media.

PSAC-Qc also took the opportunity to celebrate 20 years of unionization in the university sector with an anniversary supper.



April 8-12, 2024 - National executive meeting

On April 9, we participated in the second annual national public safety awards ceremony to mark exceptional work by seven USJE members, as well as their community involvement. This event was held in Ottawa and was an opportunity to discuss various USJE issues with the MPs who attended the ceremony.

April 16, 2024 – I went to the Laurentides Parole Office to introduce myself as the new RVP and meet members along with Andréanne Samson, who presented the Fonds de solidarité (RRSP - FTQ). We discussed concerns with the Solusguard security system and asked members to note difficulties with using the device. Several members reported a system that isn't reliable and therefore doesn't protect staff meeting with offenders outside the office. We also briefly discussed the research project on the workload of Parole Officers (PO) by Professor Angelo Soares for FARALCC, in particular to explain the efforts supported by USJE to help POs in the community to reach a better work-life balance. Despite USJE's sustained efforts to notify members of our actions and involve them, we see that most of our members weren't aware of the study and of the presentation made at the Wine & Cheese party in 2023. We also advised them that the subject of remote work is still on our radar and that USJE is continuing actively to debate it, even though members aren't hearing it talked about as much.

April 28, 2024 - FTQ National Day of Mourning for victims of workplace accidents. We walked from Montréal City Hall to the Ferris wheel in the Old Port of Montréal to mark the workplace death of a young, 22-year-old employee in 2021. This day is officially recognized by the federal and provincial governments and serves to renew our commitment to protecting public servants and spurs our efforts to improve our workers' working conditions.

May 6, 2024 – We participated in an event supporting the directly chartered local at the Douglas Mental Health University Institute of Montréal Research Centre, where negotiations have been ongoing for a year and a half. We demonstrated in front of the residence of a Director who fired a union member before proceeding to the Research Centre buildings. Around thirty persons came to support their cause. We were received negatively and insulted by members of management and security.



May 9, 2024 – I participated in the charity evening for the Fondation Docteur Benoit Deshaies in Montréal, with other PSAC members. This foundation helps the victims of workplace injuries resulting from a workplace accident or a work-related illness, which are not always recognized by the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST). A number of members of various unions were present.

<https://www.fondationdrdeshaies.org/>

May 14, 2024

Demonstrations at various sites around the country to protest the lack of respect for the letter of agreement on working from home.

We chose two sites in Québec that seemed the most affected by the Treasury Board Secretariat (TBS) return to the office announcement, the La Macaza and Cowansville Establishments. RVP Patrick Ménard and I respectively visited the two establishments. With the president of the USJE local at the Cowansville Establishment, Nathalie Bernier, we gave informational pamphlets to employees as they arrived at the workplace. We explained that USJE was in disagreement with the latest TBS announcement concerning return to the office, which does not take into consideration individual cases. The vast majority of employees with whom we spoke appreciated the information picket, and many of them supported our actions against TBS' lack of respect of this letter of agreement.

May 15, 2024 – Visited the Parole Office in Québec City. Presented the new EWD DD Dominique Dulac and the members there. Discussion of various matters with a few members and the President of Local 10077, Marie-Pier Tremblay.

May 15 to 17, 2024 – Participated in the final meeting on the workload study with employees involved in the union carried out by UQAM and led by PSAC-Qc. The project was to be presented to PSAC in 2025.

May 26 to 31, 2024 – National PSAC Triennial Convention 2024

With several delegates from our component, I participated in the PSAC Convention in Ottawa and was able to vote on several motions that I believed were important to our members. We also had the pleasure of attending an interesting presentation by NDP leader Jagmeet Singh.



July 8, 2024 – Staff of the Ville-Marie Parole Office gathered in front of their building to show their discontent with CSC’s tightening of measures governing remote work, measures that contravene those imposed by TBS. Employees are fed up with not being taken into consideration and listened to in CSC decisions, and they feel the consequences on their mental health and their personal lives at a time when their workload is constantly increasing.

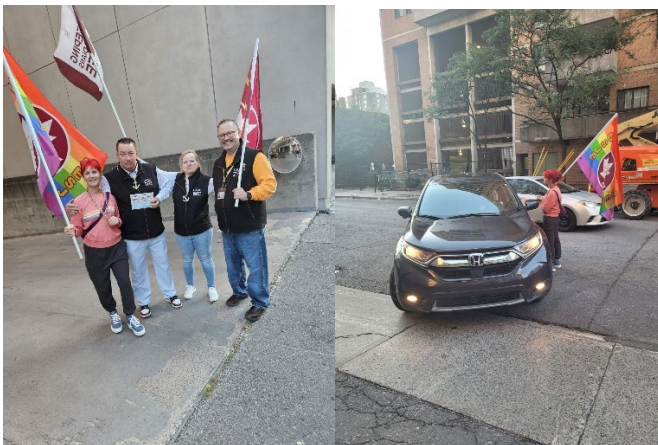
August 6, 2024, at an executive AGM we voted in Sandy Berthelotte as alternate RVP.

On August 16, 2024, with the USJE National President and communications team, we visited the RCMP offices in Valleyfield, where we were able to learn more about real life in an office that spends a lot of time patrolling the US border. We were also able to speak to USJE members and we invited them to contact the Communications Department to share the details of their duties and the specific aspects of their job.

On September 4, 2024, we participated in a PSAC-QC event at the Guy-Favreau Complex in downtown Montréal with the Montréal District Council to protest the more restrictive measures governing remote work that were to begin that month. Members from several components gathered to manifest their discontent during their lunch break. PSAC-QC provided the meal.



From September 23 to 29, 2024, we participated in the executive gathering in Ottawa dealing with various union issues. The week started with a meeting with the Correctional Service of Canada executive, where the union clearly called out management about the new conditions for remote work, which we feel are unreasonable, as well as anchor days. Faced with our dissatisfaction with their vague replies, CSC management then asked for a meeting with a few CSC representatives in order to better understand members' unhappiness. It was mentioned that the new directives had serious consequences on our members' mental health and work/personal life balance. We also mentioned that our members feel abandoned, as if they are no longer taken into consideration and respected at CSC. Despite this conversation and several subsequent ones, CSC seemed to disregard the union's recommendations on employee well-being and mental health. Therefore, we demonstrated in front to CSC HQ and handed out information pamphlets to employees arriving for their shift.



On September 28, we also participated in the evening commemorating peace officers, which was partly funded by USJE. Several honorable mentions were presented during the evening. The next day, we attended the official ceremony and parade in memory of peace officers on Parliament Hill.

On October 2 and 3, we went to the Parole Office in Yellowknife with the Advisory Committee on Community Safety and Operations (CCSOC-ACCSO) to commemorate the 20th anniversary of the death of

Louise Pargeter, a PO tragically killed in the line of duty in Yellowknife, NT. Ms. Pargeter's death transformed community correctional services and the CCSOC-ACCSO's current role is to protect the safety of staff supervising offenders in the community. A bench in her honor was restored to remember her life, her love for her community and her service.



October 2024 – Following a PSAC directive, many members filed grievances about TBS' new remote work directive, which violates the letter of agreement on remote work. From October 2024 until now, we've received and heard over 60 grievances contesting the directive about returning to the office in person. Employee frustration is felt, as shown by each member during the grievance hearings. These schedule changes had a serious effect on balancing their private and professional lives, as well as their mental health and dedication, because they feel betrayed. Members clearly expressed their discontent and even distress to their employer at the grievance hearings.

On November 11, 2024, as part of the PSAC Leadership Program in which East-West District (EWD) local president Marie-Pier Tremblay was participating, I made a presentation as a female veteran and unionist. The event was held in Québec City and a number of panelists were invited to discuss issues of union activity involving women.



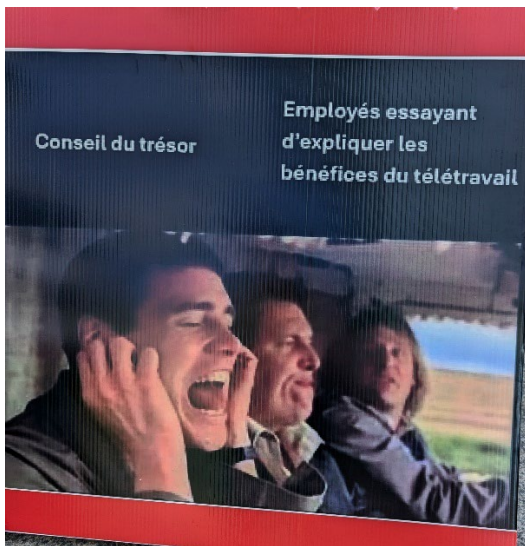
On November 20 and 21, we participated in the training conference on bargaining for the Québec Region. It took place in Montréal and included discussions on the various demands submitted by USJE members. The training, which was given by USJE labour relations director Melanie Crescenzi, first explained the bargaining process. Patrick LeBlanc, PSAC regional representative, also took the time to explain the

secrets of drafting essential demands and the process to put them in priority order after they are examined and justified., We held an election and selected delegates and alternates to represent the PA and SV tables who will participate in the PSAC National Bargaining Conference.

During this training, we took time during a dinner to show our support for striking Canada Post employees, who seemed to appreciate the support from USJE and our National President, David Neufeld.



At the same time as these events were going on, we participated regularly in labour-management discussions with the RCMP, CSC, PBC and Justice and PPSC and tried to establish better connections with employers so as to better share our members' concerns. We also participated in various committee meetings to find solutions for various issues and support our members.



RVP Report 2025

The year 2025 started out with grievances about remote work, following the PSAC directive. Several departments submitted a great number of these grievances: Justice Canada, PBC and Justice Canada. These grievances took up a lot of time for locals and for RVPs with second-level hearings. Members were outraged by this TBS decision that forced them to go back to work in the office when they had shown that they were able to do their work at least as efficiently, if not more so, from home. With remote work, our members had achieved a good personal and work-family balance, and some had even been hired with the promise of a certain number of days of remote work, a promise that the employer broke. This new directive shows little flexibility and consideration and saw anxiety levels rise in our members.

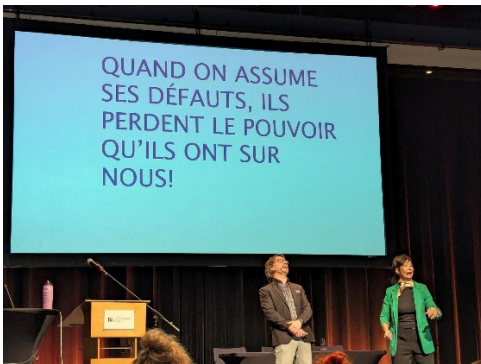
On February 4 and 5, 2025, we took Grievance 101 training with all our delegates who are involved with grievances in the various locals in the Québec Region. Our labour relations team took the time to carefully explain the grievance processes to us, giving relevant examples and providing us with appropriate tools that allowed us to better work with our members.

From February 19 to 23, 2025, we participated in the national conference on negotiations in Montréal. This very important conference was a chance to examine members' demands and set the priorities that will best serve the interests of 120,000 federal public servants. We were also able to elect the teams that will be negotiating with TBS to improve our sisters' and brothers' wages and working conditions. This meeting was also a chance to establish new ties to PSAC members that we don't always see outside of PSAC conventions.

On March 27, 2025, we demonstrated outside the Correctional Service of Canada (CSC) Federal Training Centre (FTC) as part of a national USJE event aimed at informing our members of cuts envisaged by the new government, considering upcoming elections and providing details on future actions by USJE.



In April 2025, we attended the Regional Women's Conference in the Charlevoix region. The theme was *La militance, c'est féminin* (militancy is a female thing). We had very interesting speakers, personal testimonials and workshops. These included presentations on CNESST claims and the main OHS issues among women. We also had a presentation on the rights of women in 2025, allowing us to analyze the menace represented by the rise in the extreme right in Canadian politics with respect to women's rights. We were better able to understand how unity and intersectionality can contribute to advancing the rights of women. We also had a presentation on the inclusion of trans persons in militancy and on the myth of the Black woman.



As we do each April, the Regional Vice-Presidents met in Ottawa at the national executives' meeting. Our agenda included a report on the PSAC national conference on negotiations. We also continued planning the USJE Triennial Convention coming up in July 2026 in Québec City and voted on the slogan for the 2026 edition. The winner who created the slogan "Building bridges, breaking barriers" was awarded a prize of \$200 and will participate in the convention as an observer, paid by USJE. We also started planning the 2029 USJE Triennial Convention and took part in a workshop on the fight against harassment.



We also discussed the CR-03 and CR-04 campaign and the new job description for administrative assistants and concluded that the USJE website deserves some clarifications on the subject. Grievances are expected about this very generic new job description.

On May 7 and 8, 2025, we attended the Canadian Institute for Public Safety Research and Treatment (ICRTSP – PSPNet) Conference in Regina, SK. As a member of the National Research Consortium, CIPSRT serves as a virtual knowledge exchange centre for the synthesis, application and exchange of knowledge based on the best contemporary research data. Its overarching mission is to help current and past members, public safety personnel, their leaders and their families, to maintain and improve their mental health and wellness. Thus we participated in various presentations by specialists from different mental health resources, such as the importance of sleep, peer support and recreation. PSP members face a higher risk of presenting with mental health symptoms than the general population, symptoms that may be linked to a post-traumatic stress injury (PTSI). We received information teaching about the causes, and symptoms, as well as evidence-based treatments that may allow people to accept their experience, face up to it better and be encouraged to obtain effective care.

Then, on May 22 and 23, we also participated in the PSAC-QC national leadership meeting. The purpose of the meeting included presenting updates on union news and the negotiations in process. We also heard a very pertinent presentation on artificial intelligence (AI) related to ethical, professional and union issues.

From May 27 to 30, we participated in the USJE Equity Conference in Halifax, NS. We saw various presentations such as the African Canadian and diaspora heritage collection by Lynn Jones. We also had a presentation by Jude Gerrard, an inclusion, diversity, equity and accessibility (IDEA) advisor, and one by our PSAC National President Sharon De Sousa, who recounted her experiences as a woman belonging to a visible minority. Tammy Bernasky, assistant professor of Political Science at Cape Breton University, also made a presentation to us. We had a chance to visit the Black Cultural Centre for Nova Scotia and learned a great deal about our Canadian history. We had an opportunity to attend an extremely enjoyable supper hosted by several drag queens. Then Chelazon Leroux came to talk to us about her personal history the next day. This conference on equity, organized by RVPs Shauna Ward and Kirk McIntosh, was a blend of humour, respect, levity, discovery, confidences and open-mindedness that should be the norm in our society and from our employers.



On June 12, 2025, USJE organized an event targeting the issues of budget cuts on a national scale. In Québec, we chose the Parole Office in Québec City (CSC) to inform members about issues concerning the job eliminations that we are expecting and the consequences on increasing workloads. This will undoubtedly represent risks to the safety of both the public and staff. Information pamphlets were given to the members present.



On June 19, 2025, the RVP for penitentiaries, Patrick Ménard, and I organized a Townhall for CSC Parole Officers to respond to the most recent questions on workload, which keeps increasing, situations in the field and the ongoing negotiations. We devised an action plan to lessen this burden and the resulting psychological injuries.

On September 18, 2025, we organized an information session at the Cowansville Penitentiary to make all the job classifications aware that the expected budget cuts from the Canadian government were going to have an impact on everyone's workload.



The USJE fall national leadership meeting took place September 22-26, 2025, in Ottawa. On September 22, we met with the upper management of CSC to discuss several worrisome issues at CSC. These included the comprehensive expenditure review, downgrading of correctional Programs Officers, workload thresholds for Parole Officers, wellness and culture within CSC and a progress report on the letter of agreement by the National Joint Committee on Workload.

During subsequent meetings, a motion was made and passed unanimously to vote in Sandy Berthelotte as an honorary member. Sandy was a USJE sister, president of her PBC local 1A088 for many years, who unfortunately died in August 2025. Sandy was devoted not only to her family but also to her members and was involved at several levels to help them obtain better working conditions. She had participated in multiple presentations to Parliament on a parliamentary initiative to amend the *Government Employees Compensation Act*. This Act would offer federal public servants in the field of public safety better access to compensation for workplace accidents, wherever they reside in Canada, allowing them the benefit of the mental health care and support that they need. I had the honour and pleasure to have Sandy as a union colleague, but she also became a close friend, a confidante and an unmatched ally. THANK YOU, SANDY.



That same week, we participated in the parade commemorating peace officers on Parliament Hill. This annual event honors the memory of officers who have died in the line of duty, including reading out their names and laying wreaths. The ceremony highlights the courage and dedication of peace officers who have lost their lives and ensures that their sacrifice will never be forgotten.



On September 29, 2025, we were also able to meet Bryan Larkin, Senior Deputy Commissioner of the RCMP, to notify him of various issues noted in several detachments, such as the workplace climate. He assured us that he would raise our concerns from his side and encouraged the RVPs to discuss the challenges encountered at the regional level.

October 2 – The final version of the project on the workload study for employees involved with the union, completed by UQAM and sponsored by PSAC-QC, was presented to us at the PSAC offices. The desire is to present this video to a number of authorities to highlight the work and the mental load faced by our union delegates.

On the evening of October 2, we participated in the annual RCMP Regimental Ball to strengthen our bonds with RCMP management, RCMP union representatives and other partners invited to the Ball. Thanks to our presence, we met several key stakeholders, had informal conversations and consolidated professional relationships that are essential to maintaining a constructive dialogue.

This type of event is also a perfect opportunity to make the union's role and priorities better known and encourage closer collaboration with the various stakeholders. Participating in these meetings helps to

develop a climate of trust and to open communications channels that may be beneficial for representation and defence of our members' interests.



The Regional Conference for the Québec Region took place on November 18 and 19, 2025, in Québec City. Among other subjects, we discussed the organization's overall approach to the federal government's comprehensive expenditure review, obliging numerous Departments to reduce their budgets over the next three years. Members of USJE national leadership then updated attendees on the various services, presenting the achievements, challenges and projects of the USJE national office with respect to finances and administration, labour relations and communications.

The members of the delegation then participated in a short workshop on taking photos and videos, and on a session on how to send their images to the USJE national office.

Erin Sirett, who is responsible for workshop adjustments at PSAC, made a detailed presentation on the Workforce Adjustment Appendix, a mechanism that is part of the collective agreements governing many federal public servants.

We also had a chance to take training on wage equity for federal employees from France Filion, PSAC classification and wage equity officer. She presented the fundamental principles of wage equity for federal public servants and invited the members of the delegation to examine these questions closely.

We also had a presentation on health and safety and the *Canadian Labour Code* from Pascal Lauzon, PSAC union advisor. Michaëlle Antoine and Andrée Damphousse then presented the mandate of the Joint Learning Program (JLP) in order to encourage locals to organize sessions and so improve relations between employers and the union and their respective roles. Members seemed to be very appreciative of these presentations.

After the Regional Conference, we took the time to visit the Marcel-Caron Community Correctional Centre (CCC) to meet USJE members and better grasp their situation. During one meeting with staff, it was mentioned that the present workload isn't sustainable and risk management is compromised because of an insufficient number of employees and lack of resources, endangering our members' physical and psychological safety.

Then we visited the Donnacona Penitentiary and met with the new Director. The fact that the toxic working climate at the penitentiary has to be addressed as a priority in order to preserve the integrity of USJE members and re-establish a healthy working climate was brought up.



On November 25-26, we participated in the CSC Advisory Committee on Community Safety and Operations (CCSOC-ACCSO) held in Kingston, Ontario, the cradle of Canada's federal correctional system and location of the new CSC memorial. The memorial pays homage to employees fallen in the line of duty, recalling the sacrifices of our colleagues and underlining the importance of safety. During our discussions with the employer representatives on the committee, it was established that the proposed improvements to situation reports are currently in the hands of the Incident Investigation Branch and the improvements and recommendations will become part of DC 041.

The **Gaudreault c. R. (2025 QCCA 958)** ruling, which confirms that a parole officer has the right to inspect a cellphone during a monitoring visit to an offender, was also discussed. The Court concluded that the offender's expectation of privacy is reduced and his consent to the visit and the inspection prevents the conclusion that an unreasonable search within the meaning of section 8 of the *Charter* took place. Management presented the judicial framework behind this decision and confirmed that POs can carry out certain checks without a warrant.

We also raised issues around the vehicle fleet in several Parole Offices, because obsolete vehicles endanger the safety of POs, and of several other employees who use these vehicles in the line of duty. It was confirmed that a quarter of all vehicles are being replaced nationally.

The question of increased armed violence and the presence of firearms in CRCs was also raised. A narrow mandate means that canine searches are not possible and the discussion highlighted the improvement of protocols, assessment of situational risks, harmonization of PCPs with CRC partners and exploration of other solutions. The security measures process in Parole Offices was also discussed, as was the possibility of adding other levels of security to prevent or document incidents. More data is needed to verify whether financial resources are justified.

Following a bomb threat to the national monitoring centre (NMC) in all Parole Offices in the country, it was concluded that lessons were learned from this event. A draft national protocol for coordination and intervention in cases of threats was presented, and it includes a detailed checklist for use in such cases.

Again, the excessive workload of POs was brought up because USJE considers this as an issue affecting our members' health and safety. We also mentioned the workload of Indigenous Community Liaison Officers (ICLO). It was noted that ICLOs have no new recruits and it seems very difficult to hire new ICLO personnel or retain those in place. Adding to the difficulties of ICLOs is the overrepresentation of Indigenous offenders. To respond to the workload, CSC has established partnerships with 19 community organizations since the 2017 budget, but these still need time to develop. Management is committed to reviewing the processes of assigning caseloads and a reminder of the expected duties of ICLOs.

A presentation was given on improving wellness initiatives. USJE has concerns with operational stress injuries and the difficulty of returning to work employees who have limitations. This often leads to departures and to a perception of insufficient support. While recognizing financial constraints, USJE insisted on the fact that employees don't enter the system "broken" and shed light on the increase in claims and the alarming statistics on mental health. The discussion ended with emphasis on the need for concrete strategies to accommodate employees who return with reduced capacities.

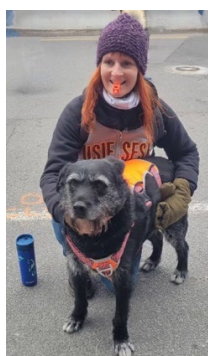
As for the new community alert system (CAS), a pilot project is underway (December 2025 to March 2026) to test the devices in various scenarios and geographical zones.

Throughout 2025, we also participated on several committees and had several meetings to establish a smoother process for CCC committees within CSC. We also continued to participate on a national committee with CSC to improve duty to accommodate and return to work procedures and set a framework for management and the union to follow.

This was all in addition to several Annual General Meetings (AGM) held in the last year to notify our members about recent news and changes both already in place and upcoming. At these AGMs we held elections for union representatives (new and renewals), as well as for the Regional Conference in November 2025 and for the USJE Triennial Convention to be held in July 2026 in Québec City.

Labour-management advisory committees (LMAC) also exist with the RCMP, CSC, PBC and Justice-PPSC. At these meetings we share and gather information, as well as expressing the concerns of USJE and our members and trying to find solutions and compromises with management with the aim of improving our members' working conditions and the difficulties they encounter.

As Regional Vice-President (RVP) terms will finish at the next Triennial Convention in July 2026, I remain committed to continuing the work that has been accomplished for you and to ensure your representation, to defend your rights to your employers and to emphasize your health and your work/life balance.



**REPORT OF THE
REGIONAL VICE-PRESIDENT
ONTARIO & NATIONAL CAPITAL REGION
(RCMP-PPSC-CSIS-JUSTICE)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Bella Skalin

UNION OF SAFETY AND JUSTICE EMPLOYEES

REPORT TO CONVENTION
BELLA SKALIN
REGIONAL VICE-PRESIDENT
FOR ONTARIO AND NCR: RCMP/CSIS/PPSC/JUSTICE/LCC

March 13th, 2026

I am pleased to provide my Report as Regional Vice-President, Ontario and NCR which covers the period from July 2023 to the present. I am responsible for members at the following locals:

- RCMP “O” Division Headquarters (and detachments)
- CSIS
- Justice/PPSC Toronto
- Justice/PPSC Ottawa and
- Law Commission of Canada

My members work in very different departments and have different issues to resolve.

It has been my pleasure to represent my members as RVP since 2017. My hope is that I can continue to fight for my members’ rights and find solutions to their workplace issues.

Since my re-election to RVP at the 2023 USJE Triennial Convention held at Whistler B.C., I have dedicated my time to represent and support my members at National Committee meetings, grievance hearings, mediation sessions, investigations, USJE Internal Committees and at the bargaining table.

I attend the USJE National Executive Meetings twice a year in Ottawa – in Spring and Fall.

I sit on the following USJE Committees:

- (IGH) Internal Grievance Handling Committee– Chair
- (OGS) Occupational Group Structure Committee (re PA Conversions)-Chair (in abeyance)
- (CBC) Collective Bargaining Committee

I sit on the following National Committees:

- Justice NLMCC (National Labour Management Consultation Committee)
- Justice NHSPC (National Health and Safety Policy Committee)
- Justice Workforce Adjustment Committee
- PPSC NLMCC (National Labour Management Consultation Committee)
- PPSC MHWSC (Mental Health and Wellness Steering Committee)
- CSIS Bargaining Team

I work with local executives to uphold our members’ rights and to help resolve:

Phoenix, salary and retro-pay issues	Performance Review concerns
leave entitlement and service date issues	harassment and discrimination in the workplace
acting pay issues	job description and classification issues
duty to accommodate concerns	lack of communication in the workplace
health and safety issues	employment equity concerns

USJE Strategy Planning Meeting held in October 2023 in Quebec

The 2023 - 2026 Strategy Plan includes the following 6 priorities:

- address the considerable grievance backlog

- promote the presumptive Injury campaign
- advocate for RCMP public service employees whose jobs may be at risk
- advocate for better compensation for members of the CR group
- prepare for future rounds of collective bargaining
- enlarge membership engagement

USJE Updates:

USJE Campaigns were created to move forward with these priorities:

- Keep the RCMP Campaign
- CR03/CR04 Campaign
- major campaign to protect the jobs of federal public safety personnel

WFA began in 2025:

Treasury Board announced the implementation of a Comprehensive Expenditure Review. Budget cuts were deemed necessary. The result is that our members' jobs are being cut. These jobs are necessary for the public safety and welfare of the country.

I work to help members affected by WFA to navigate the Serlo process, understand their WFA status, and to stay informed when making decisions regarding option choices, the alternation process, transition support funds and more.

USJE has been successful in working with the employer to provide:

- PPSC Orientation Sessions May 2024
- Justice Vicarious Trauma Sessions – 4 held virtually in 2024
- Both departments continue to offer these sessions.

PA Conversions: The USJE Occupational Group Structure Committee has been placed in abeyance. Treasury Board has postponed the completion of the PA Conversions.

Grievance Backlog and Grievance Handling Updates: The USJE Internal Grievance Handling Committee continues to work on lowering the backlog of grievances and making recommendations to improve USJE grievance processes.

Bargaining for a New Collective Agreement: Bargaining Teams were elected at the PSAC National Bargaining Conference in February 2025. We were fortunate to have USJE members on the four bargaining teams – PA, SV, EC and TC. Bargaining progressed slowly throughout 2025. Unfortunately, in early 2026, bargaining came to an impasse.

I have attended the following conventions/events:

- 2023 PSAC National Leadership Conference held in Ottawa in December
- 2023 PSAC Training on Advocacy and Representation on Workplace Racism in December
- 2023 USJE Strategic Planning Meeting held in Montebello, Quebec in October
- 2024 PSAC National Convention held in Ottawa in May
- 2024 PSAC Health and Safety Policy Conference held in Ottawa in May
- 2024 USJE National Local Presidents Meeting held in Ottawa in June
- 2024 PSAC Regional Bargaining Conference in Ottawa in October
- 2024 CSIS Bargaining Sessions in Ottawa in October and November
- 2025 PSAC Bargaining Conference in Montreal in February
- 2025 CIPSRT Conference held in Regina in May
- 2025 USJE Equity Conference held in Halifax in May
- 2025 USJE Mobilization Events through the year re job cuts
- 2025 CSIS Mediation re Bargaining in Ottawa in July
- 2025 USJE Ontario Regional Training Conference in Kingston in October

- 2026 PSAC National Board of Directors Meeting in March

Thank You:

In closing, I want to thank the dedicated members of our local executives who run these four locals. Their commitment is to be applauded. I want to thank David Neufeld, our USJE President, Lynette Robinson, our USJE Vice-President, the RVPs and the staff at the USJE National Office for your help and support.

Respectfully,
Bella Skalin

**REPORT OF THE
REGIONAL VICE-PRESIDENT
ONTARIO (CSC)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Bill Bailey

Introduction

It is with pleasure (yet a heavy heart as this will be the final RVP report) between March 2025 and March 2026.

Communications

As part of USJE's ongoing commitment to communications the National President and the National Executive continued to hold monthly meetings to review activities as well as ongoing and developing issues both within our respective regions.

A communications Committee, struck by USJE national President David Neufeld continued its great work to ensure consistent and meaning communication within USJE and the USJE profile in our communities.

The Communications team at USJE established and maintained a number of websites in addition to the main USJE site, including Keeping Canadians Safe.ca and Serving Together.ca. USJE continued to maintain a current and relevant presence on social media, along with the award winning podcast, Union Safety Net which regularly produced new episodes covering a variety of safety and justice issues with numerous high profile, interesting guests and experts. A USJE newsletter has been sent to the membership regularly keeping them informed of issues both developing and ongoing. The communications team also played a significant role in producing materials for mobilization events and repeatedly demonstrated flexibility and the ability to pivot quickly as we addressed major issues that developed over the past year.

Emerging Issue

Probably the most significant issue has been and will continue to be over the coming three years is the Comprehensive Expenditure Review (CER) mandated by Prime Minister Mark Carney's Liberal government. The CER aims to reduce the Federal Public Service by 30,000 employees by 2028. This initiative saw thousands of "affected" letters provided to employees across the federal public service including our members in numerous public safety departments. This trend of Workforce Adjustment continued into the new year. In January 2026, members working for the Correctional Service Canada (CSC) received "affected" letters and we were told that CSC would be seeking to realize efficiencies in a number of areas including education and employment, offender programming and "Interventions" although no real detail about how this would be achieved. Additional "waves" of WFA notifications are anticipated over the coming years covered by the CER.

Mobilization and Member Engagement

Following the federal election campaign federal Liberal Party leader Mark Carney said that he would reduce the size of the federal public service should his party form government. He opined that the size of the federal public service was too large having grown by tens of thousands of employees during the COVID-19 pandemic. Following the election of the Liberal Party, the USJE Member Mobilization and Engagement Committee immediately arranged a series of nationwide mobilization events to engage and educate members of the impending cuts and challenges. In Ontario, we held three events in March, June and September 2025. These events were attended by most of the Regional Vice Presidents (RVPs) for Ontario including Bella Skalin, JP Surette, Sonia O'Brien-Colterman and myself. The March 27 event was at the offices of Public Safety and Emergency Preparedness in Ottawa, Ontario and was also attended by USJE national President, David Neufeld as well as local USJE and PSAC members. The June event was at CSC Ontario Headquarters in Kingston and finally in September we mobilized at the Royal Canadian Mounted Police (RCMP) National Headquarters in Ottawa. In addition to the RVP and other local USJE and PSAC members, we were joined by several PSAC staff, the PSAC national Vice President Alex Silas and the aforementioned participants, we were joined by some members of various PSAC collective bargaining teams.

Grievances

Regarding the ongoing grievance backlog at the third level of the process, the number of grievances in the backlog have continued to decrease and will very likely continue to do so now that all full-time staff in the Labour relations department have returned from various types of leave.

Bargaining

In my 2024 report, I stated that one of the biggest challenges we faced was the PSAC General Strike. It is with much incredulity, bordering on disbelief, that I note those Collective Agreements that were hard won during that strike have all now expired. Given this, the PSAC solicited the submission of bargaining demands from its components in the fall of 2024 followed by a national bargaining conference in April 2025. Following the 2023 USJE Triennial Convention, national President David established the USJE Bargaining Committee. One of the many accomplishments of this committee was to help elect several USJE members to the various PSAC bargaining teams. Specifically, two (2) USJE members were elected to both the PA and SV bargaining teams and one (1) member to each of the EB and TC bargaining teams. This was achieved through the hard work of all RVP's, who were present at the national bargaining conference along with the advance planning and strategic work of the USJE Bargaining Committee and USJE staff.

Committees

Following the 2023 USJE Triennial Convention and continuing through 2026, I was reappointed to the Standing Education Committee as the chair and assigned to the following USJE committees: Occupational Group Structure Committee; USJE Scholarship and Awards Committee, and the Collective Bargaining Strategy Committee.

Briefly, the Occupational Group Structure committee was stood down following Treasury Board's announcement that the PA Conversion would not meet timelines set by the employer and was paused indefinitely. However, the committee had already done significant work reviewing several work descriptions, (primarily submitted by the Correctional Service Canada), and providing feedback from both the committee and from an organization USJE had retained to assist with this process. At the time of this report the PA Conversion initiative remained on pause with the focus of the Treasury Board and PSAC/USJE being the CER and potential job losses,

The Standing Education Committee continued to review and along with stakeholders within the USJE national office, ensure member education and training in a reasonable and sustainable manner.

In terms of employer committees, I continue to be involved in the following CSC committees at the regional level: Regional Health and Safety Policy Committee; Regional Labour Management; Regional Office Informal Conflict Resolution Advisory Committee and other ad hoc committees as required.

Return to Work/Accommodation

Return to work and accommodation continue to be very significant issues faced by our members in the Ontario region. In addition, most of the return to work/accommodations in the region proceed without the courtesy of a meeting with our members and without the knowledge of USJE representatives unless contacted and included by a member. Members continue to receive emails stating that they cannot return to the workplace because their need(s) cannot be accommodated. As a result members are forced to utilize their leave and/or be placed on authorized sick leave without pay until they are able to return without restrictions or (the less likely outcome) the employer is able to find a position the member can be accommodated in. Our members are encouraged to enroll in the Internal Priority Assessment System (IPAS) and to monitor the GC Jobs listings for employment opportunities in other federal department that meet their limitations and restrictions. The IPAS process has been inconsistently described and implemented. Despite repeated discussions at the regional and national levels these issues of concern remain, and the use of IPAS appears to be increasing.

Remote Work

On February 5, 2026 the Treasury Board announced changes to the guidance on "Presence in the Office" effective July 1, 2026. Front Line employees will be expected to

be working in the office four (4) days a week, up from three (3). Remote work for most member in institutions in Ontario ended in January 2025. However, this change will affect our member who work at the Regional Headquarters, many of whom have continued to work remote two (2) days a week. An oft stated reason for the reduction of remote work has been the in-person contact between employees, but in an ironic twist CSC has eliminated most opportunities for in person trainings and meetings outside their work site. The PSAC has filed an unfair labour practice complaint on the basis that the Treasury Board's latest change to the Presence in the Workplace directive changes the terms and condition of employment of member during ongoing collective bargaining

Presumptive Injury

During the time since my last report USJE continued to work toward the legislative changes that would guarantee our members the same presumptive protection that other public safety personnel already have. The RVPs and the National President with the assistance of USJE staff continue to lobby Members of Parliament from all political parties to take this bill forward and effect the necessary changes to the Government Employees Compensation Act.

Phoenix

A running theme included all of my RVP reports; has been the Phoenix pay system. Unfortunately, it continues to negatively affect many of our members. Pay issues resulting from the Phoenix pay system shows no signs of abating, although the PSAC and USJE's ability to assist members with those pay problems has been significantly curtailed by the Treasury Board by allowing essentially only "zero" pay situations to be escalated. During the past year the preponderance of cases continues to be overpayment recoveries. Many of the overpayments brought to my attention have involved trying to recover monies paid over six years ago and not flagged as overpayments until recently. Many are legislatively "statue barred" from being recovered. But this has not appeared to deter the Treasury Board.

Conclusion

As always, I am honoured and proud to work with our members and I look forward to both the rewards and numerous challenges that the CER and Workforce Adjustment will certainly bring during the remainder of my term.

Finally, I would like to take this opportunity to thank Kyle Grace as the first alternate Regional Vice-President and to express my gratitude to our members and the Local Executives, who work tirelessly as volunteers to assist their fellow members and the RVP, for their continued support and collaboration.

In closing, I would like to acknowledge and express my deep and sincere gratitude to the USJE national office staff for their hard work and dedication who facilitate and support all the great work that USJE has and continues to provide. Finally, I have benefitted greatly from the staff and my elected colleagues through the years who supported my actions, provided guidance when requested or needed and were professional and forgiving when my ignorance created additional work or inconvenience for them. I owe each a debt of gratitude I will never be able to repay.

If there are any questions regarding my report, please do not hesitate to contact me.

In Solidarity,

Bill Bailey

**REPORT OF THE
REGIONAL VICE-PRESIDENT
CSC COMMUNITY – PBC EAST
TO THE
20th TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Carol Osborne

At the 19th USJE Triennial Convention in Whistler, BC in July 2023, I had the honour of being re-elected Regional Vice-President of CSC Community & the Parole Board of Canada (East) for the Union of Safety and Justice Employees. It is a privilege to serve in this role. Our caucus elected two Alternates; JR Legault and Michelle Martin.



We also re-elected National President; David Neufeld and National Vice-President; Lynette Robinson.

With the last Convention being on the heels of a National Strike, an emergency resolution was submitted by the National Executive. The Convention floor passed the resolution to establish a National Strike Fund.

Since Convention, the USJE National Executive established a three-year strategic plan which has equipped and empowered us to advance our key priorities. These priorities were built upon the feedback and information obtained through USJE member surveys conducted during the previous term of office and what members shared as priorities/concerns at the last Convention.

USJE is determined to address the considerable grievance backlog that has accumulated over several years. Job description grievances coupled with Phoenix-related pay issues have hit our members particularly hard. In addition, ongoing Harassment and Workplace Violence grievances persist across our Departments. USJE has hired additional staff in the Labour Relations department, in order to increase our capacity to respond to grievances.

In addition, we identified the ongoing Presumptive Injury campaign as a key priority. This campaign proposes important changes to the Federal Government Employees Compensation Act, in order to expand access to Worker's Compensation coverage for more public safety and justice employees. Political action on multiple fronts, particularly at the Federal level, is required in order to make these changes a reality as we educate Members of Parliament about the invaluable work our 18,000 members do.

We also recognized the need to advocate for the thousands of RCMP public service employees whose jobs may be at risk as the RCMP negotiates new Federal policing contracts across the country in the coming years. Our members' contributions to public safety are severely underestimated and we are highlighting the varied roles they play.

Over the past several years, the work of USJE's Equity Committee has resulted in progressive changes in our union and the establishment of a USJE National Equity Conference in our by-laws. As part of the Strategic Plan, the Equity Committee is examining how USJE can more effectively advocate for better compensation for members of the CR group. These members' day-to-day realities of the job are frequently out of step with poor compensation and lack of recognition for their work. I am also proud to report that RVP Sonia O'Brien-Colterman and I were guests on the USJE podcast; the Union SafetyNet to speak on this exact issue. Since then, townhalls with the CR group were held in November 2025.

Equity remains a central focus of our work. It is important in strengthening inclusion and representation within our union.

The 2nd USJE Equity Conference was held on May 27-30, 2025, in Halifax, NS. Our Caucus had 3 members in attendance; Joe Brathwaite, Janelle Bucci and Jason Zambo. Joe is also a member of the USJE Equity Committee. The Committee continues to advocate for members issues where they face systematic discrimination and harassment.

*USJE 2nd Equity Conference, Halifax, NS
May 27-30, 2025*



USJE has identified membership engagement as key priority. A focus has been on those members who are not currently engaged or unfamiliar with their union, especially those members who are new to the federal public service or new to USJE.

I am proud of the work our National Executive and the National Office staff put into these priorities and look forward to continuing our work together to advance the concerns of our members.

USJE recognizes the challenges our members have with the Occupational Responsibilities and Operational Stress Injuries. We once again commissioned a study with Dr. Rose Ricciardelli of Memorial University to complete research on the impacts. With this review we are focusing on the Correctional Program Officers within CSC and Legal Assistants, Clerks and Support staff within Justice, PPSC and RCMP. I look forward to receiving these reports and sharing them with you.

On April 9, 2024, we held our 2nd annual celebration to recognize the outstanding work undertaken by our members through USJE's National Public Safety Awards. Sean Hickey from the CSC Community Local 90098 was a 2024 recipient.

The 3rd Annual celebration had to be delayed to the Federal Election.

On June 11, 2024, USJE welcomed Local Presidents from across Canada to Ottawa for the 2024 National Local Presidents' Meeting. During this meeting, USJE provided an update on our key strategic priorities and ongoing initiatives.

We reported on our continued advocacy regarding presumptive injury, including developments related to Bill C-357 and the introduction of the new PTSI at Work campaign pin. Updates were also shared on the RCMP campaign, along with a recap of campaign site visits conducted in Alberta, Saskatchewan, and the National Capital Region, which provided valuable opportunities to engage directly with members.

The meeting also included an update from the Collective Bargaining Strategy Committee, highlighting preparations for the next round of bargaining, the launch of the bargaining survey, and the projected bargaining timeline. In addition, we discussed ongoing efforts to enhance member engagement and mobilization, provided an update on the FOS campaign, and addressed progress being made to reduce the grievance backlog.

On May 1, 2024, the then Treasury Board Minister Anand released the Direction on prescribed presence in the workplace. This restricted the amount of telework that can be approved for Federal Public Service Employees across all Treasury

Board Departments. The Treasury Board did not consult the unions with this new directive and simply imposed it.

The USJE (and PSAC) adamantly oppose the Return to Office mandate, and we deployed with a national campaign to “Scrap the mandate!”.



Our first rally in the Atlantic Region was at 1045 Main Street in Moncton, which is the site of multiple Federal Departments, including USJE members working at CSC District, Regional Headquarters, and the Parole Board of Canada. I would again like to thank USJE Local 60146 who had over 2/3 of their membership attend the Information Picket. This was an unprecedented level of engagement.

From the beginning we have demanded a nuanced and flexible approach to hybrid work. For the PBC, it was disappointing we had this prior to the pandemic, even having an internal Telework Policy. With the new TBS Direction, the PBC implemented an exemption process, however, this is not inclusive and there have been a number of concerns with members who require accommodations. This was addressed at the NLMC.

CSC made a severe interpretation of the changes to the Treasury Board's Direction on the Prescribed Presence in the Workplace. The operational and administrative complexity of CSC is such that a singular approach was and is not suitable and has not effectively respond to the needs of employees.

USJE strongly objected to the direction from the CSC which restricted the capacity of many of USJE members to work remotely for any amount of time, regardless of the role or the nature of the work undertaken by members. USJE has been adamant since the beginning of the pandemic that it is crucial for CSC

to take a nuanced and flexible approach to hybrid work. The capacity for USJE employees to do their work efficiently using a hybrid approach was clearly demonstrated during the pandemic, and contributed to overall productivity within CSC, and the mental well-being of employees.

The Regional Collective Bargaining Conferences were held in the fall of 2024. We elected Delegates and Alternates from our caucus to attend the National PSAC Bargaining Conference in February 2025. Those members were:

Michelle Martin – Atlantic PA Delegate – NS Parole
Annie Theriault – Atlantic PA Alternate – NB/PEI Parole
Janelle Bucci – Ontario PA Delegate – PBC Kingston
JR Legault – Ontario PA Delegate – Central Ontario District
Erin Brennan – Ontario Alternate – Central Ontario District

For this Term, I was a member of the following Committees for USJE and/or the employer:

- USJE Organization of the Locals Committee (Chair)
- USJE Internal Grievance Handling Committee
- USJE Personnel Committee
- PBC National Labour Management Committee
- CSC Regional Labour Management Committees
- Advisory Committee on Community Safety and Operations (ACCSO)
- Regional Health and Safety Policy Committees
- Office of Informal Conflict Resolution Committees
- Regional Return to Work Committees
- Employee Assistance Program/Critical Incident Stress Management Committee
- PBC National Policy Occupational Health and Safety Committee
- CSC National Health and Safety Policy Committee
- CSC Values and Ethics Committee
- CSC National Return to Work Committee

The Organization of the Locals Committee completed a national review of all Local By-laws to ensure they were in compliance with the USJE National By-laws and the PSAC Constitution. The recommended amendments will be sent to the Locals to review and make changes where necessary. I would like to thank the past and current Committee members and our Technical advisors for their work on this important project. An additional thanks to member, Caroline Morais-Gregan for her assistance as well.

I continue to mentor and support the Locals and am proud to say that we have active Executives within all of our Locals. This ensures our members rights are protected at all levels. I am proud to report I was able to complete all of my Annual Local visits this term.

PSAC Atlantic Regional Women's Conference, Moncton NB
March 7-9, 2025



USJE Mobilization, Nova Institution for Women, Truro, NS March 27, 2025



Public Safety priorities to protect Canadians

USJE is calling on all parties to support three crucial measures:

- Protect the RCMP
- Update outdated legislation to protect Public Safety Personnel (PSP)
- Fund Public Safety: Invest in Public Safety Personnel

On April 28, the National Day of Mourning for workers killed or injured due to a workplace tragedy, Canadians will also be going to the polls and will decide who will represent them in the 45th Federal Parliament. USJE has compiled information and resources to help members take an active role in our democracy.

Key Federal Election dates

April 16	French federal leaders' debate – 8 p.m. EST
April 17	English federal leaders' debate – 7 p.m. EST
April 18-21	Advance polling stations are open for four days, from 9 a.m. to 9 p.m.
April 22	Electors can vote by special ballot at any local Elections Canada office, until April 22, 6 p.m. This is the deadline to apply to vote by mail.
April 28	Election day

SYNDICAT DES EMPLOYÉS DE LA SÉCURITÉ ET DE LA JUSTICE
USJE SESJ
UNION OF SAFETY AND JUSTICE EMPLOYEES

For more information, visit
www.usje-sesj.com



Job cuts are looming

The Government of Canada has committed to reducing spending by approximately \$14.1 billion over the next five years.

That means job cuts, increased workloads and putting public safety at risk.

USJE is seeking to monitor and challenge departments with respect to their plans and decisions related to all budget cuts.

How can you help? We need you to be vigilant regarding any cuts and undertake the following steps to help protect jobs and our collective well-being.

1. keep a list of your current priorities/duties;
2. monitor for any uptick in such priorities/duties and document the same;
3. proactively seek to meet with your manager/supervisor to outline the evolution of your workload and ask that they (on behalf of the Employer) prioritize your duties in writing;
4. keep a written record of any such discussions with your manager/supervisor;
5. only work hours that are in line with your collective agreement;
6. request overtime to complete priorities/duties that fall outside of your regular hours of work.
7. **report any frontline cuts here:**

<https://bit.ly/202502jobcuts>

USJE SESJ
UNION OF SAFETY AND JUSTICE EMPLOYEES

*Local 00143 Meeting with Executive, Kingston, ON
April 1, 2025*



*USJE Grievance 101 Training, Kingston, ON
April 2-3, 2025*



*Local 00078 AGM, Kingston, ON
April 3, 2025*



*Local 70148 General Meeting, PBC Ottawa, ON
April 8, 2025*



*USJE Mobilization, Ottawa Parole Office, ON
April 9, 2025*



*Local 90098 Site Visit and AGM,
Grand Falls/Windsor and Corner Brook Parole Offices, NL
May 6-7, 2025*



*NB Federation of Labour Convention, Saint John, NB
May 25-27, 2025*





*Local 60074 AGM, Saint John Parole Office/Parrtown CCC, Saint John, NB
May 30, 2025*



*PSAC Atlantic Regional Health and Safety and Environment Conference,
Moncton, NB
June 6-8, 2025*



*Local 60146 AGM, PBC Moncton, NB
June 11, 2025*



*USJE Mobilization, RCMP, Charlottetown, PE
June 12, 2025*



*Local 00056 Visit, Windsor Parole Office, ON
June 25, 2025*



*Local 00079 Visit, Durham Parole Office, Oshawa, ON
June 26, 2025*



*USJE Mobilization, MP Dominic LeBlanc's Office, Shediac, NB
September 18, 2025*



*USJE Mobilization, Department of Justice, Ottawa, ON
September 24, 2025*



*48th Annual Police and Peace Officers' Memorial Service, Ottawa, ON
September 28, 2025*



*USJE Atlantic Regional Conference, Truro, NS
October 7-8, 2025*



For the Atlantic Regional Conference, more than 25 USJE Local representatives came together to deepen their understanding of USJE and to strengthen their knowledge of union activism. President Neufeld outlined crucial issues facing USJE members, such as the upcoming Comprehensive Expenditure Review that will require departments to reduce spending by up to 15% over three years. President Neufeld spoke passionately of USJE's strong response to this and to all challenges facing our members. Members asked for more information about what was being done to fight the cuts. President Neufeld spoke about USJE's National Mobilization Plan which has been in action since the beginning of the year. Members attended local Member of Parliament, Alana Hirtle's office, to voice concerns on the government's Comprehensive Expenditure Review. Participants also enjoyed a wide range of informative and skill-building sessions including reports by each of the USJE Directors and training on Workforce Adjustment, photo/video workshop, Convention preparation, and on understanding Workplace Harassment/Violence. In addition, participants took part in an interactive trivia on Equity. To cap off the Conference, participants were invited to a Couch Talk with their Regional Vice-Presidents.

*USJE Ontario/NCR Regional Conference, Kingston, ON
October 15-16, 2025*



For the NCR and Ontario Regional Conference, there were 61 participants. President Neufeld addressed the members in attendance and spoke of USJE's recent achievements, our ongoing priorities and challenges, and most importantly our path forward. Members of the USJE Communications team followed with a presentation on phone photography and videography workshop. USJE members marched along both entrances of the CSC Regional Headquarters building and stopped cars to bring attention to the planned budget cuts, how they will impact our members' work, and the any implications to public safety. The rally was a huge success and a first for several participants. There was a wide range of informative and skill-building sessions including reports by each of USJE's Directors, training on the Workforce Adjustment Appendix, and Convention preparation. There was a session on staffing complaints and how they differ from grievances. Members then heard from Kingston 4 Paws Service Dogs - an organization that provides trained service dogs to people in need in Southeastern Ontario communities around Kingston. Participants took part in a tour of the Kingston Penitentiary Museum, which then followed with a presentation by the Canadian Institute for Public Safety, Research and Treatment (CIPSRT).



*Local 00078 AGM/Visit, Ottawa Parole Office, ON
October 17, 2025*



*African Canadian Experience Training Workshop, Hammonds Plains, NS
November 3-5, 2025*



RVP, Laurie Ann Wesselby and I had the honour of attending the African Canadian Experience (ACE) Workshop. The RCMP's African Canadian Experience (ACE) Workshop was created in 2018, by five employees of "H" Division. The workshop seeks to "raise awareness about diversity in the workplace and equips individual employees with the knowledge and skills needed to proactively and effectively support a workplace that is inclusive, diverse, free of discrimination and Anti-Black Racism. The workshop also assists those in understanding obstacles and negative circumstances faced by those in the African Canadian Community." The African Canadian Experience is one which is steeped in culture, tradition and discrimination. Participants are immersed in an interactive experience on topics such as The Nova Scotia Home for Colored Children Restorative Inquiry, Africville and a community panel which allows for open dialogue and sharing of experiences. In addition, workshop participants receive training from subject matter experts on the topics of Black Canadian history, Anti-Black Racism, Unconscious Bias, White Privilege, Scenario Based Training, the Canadian Education System and their impacts on the African Canadian Community. We were honoured to attend this workshop and encourage everyone to attend. The workshop is engaging and inspiring. The facilitators have created a workshop that not only provides a history, but they have developed an environment for participants to better understand the

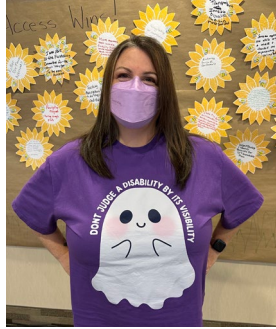
obstacles faced by the African Canadian Community. This will assist us in our RVP role as union representatives and in our own personal development. I cannot thank the ACE Team enough for such a powerful experience. It should be noted that two of the creators/facilitators are also USJE Members, Shelly Braithwaite and Dana Colley-Provo from the RCMP; USJE Local 80002. Over 650 Participants across Canada have taken the in-person workshop. Participants consist of RCMP employees of all categories, as well as Municipal policing agencies, Federal and Provincial Public Safety Employees and African Canadian Stakeholders across Canada.

*Local 80073 Visit, Truro Parole Office, NS
November 7, 2025*



*PSAC Atlantic Access Summit, Halifax, NS
November 14-16, 2025*





I attended the PSAC Atlantic Access Summit in Halifax. There were 20 participants from across the region from PSAC Components and the DCLs. After the opening, participants did an ice breaker activity where they highlighted access wins. Closing the day there was a presentation from Nicole Blanchard on the Sunflower Program. The Sunflower Program is a global initiative where individuals with non-visible disabilities can voluntarily wear a sunflower lanyard to discreetly signal that they may need extra support, help, or more time. This program helps to raise awareness and create a more inclusive environment in public spaces like airports, shops, and workplaces by providing a visual cue to staff and colleagues. Day 2 began with a workshop on Supporting/Promoting Disability Justice, which was facilitated by PSAC Moncton Regional Representative, Tobie Castonguay. In the afternoon, there was a session on Law & Order: The Duty to Accommodate with PSAC Grievance & Adjudication Officer, Leslie Robertson. To end the day, there was a session on Men's Mental Health with PSAC Members, Sarah Bolger, Easson Haskin and David Martin. This session spoke to normalizing conversations about mental health issues and reducing the stigma that can prevent men from getting help. It is important to note that the signs and symptoms of mental health conditions may present themselves differently in men. Day 3 commenced with a workshop on Defending Employment Equity which was facilitated by PSAC Halifax Regional Representative, Sharon Barbour. She also facilitated the final session on Strategic Planning, where participants integrated what they have learned during the summit to utilize in their workplaces in order to highlight the importance of access and address accommodation concerns on behalf of their members. It was an engaging and motivating weekend.

*Advisory Committee on Community Safety and Operations (ACCSO) Meeting,
Kingston, ON - Henry Traill CCC Tour and
visit to the CSC Memorial to Fallen Staff
November 25-26, 2025*



October 6, 2024 marked 20 years since USJE member Louise Pargeter's tragic death in the line of duty as a Community Parole Officer in Yellowknife, NT. On October 2, our National President; CSC Community RVPs and frontline members had the honour of joining the unveiling of a newly restored bench memorializing Louise's life and service.

Louise was a mother, partner, and daughter, and she was loved by numerous friends and colleagues. Her death was a horrible tragedy, and it not only sent shockwaves through the tight knit group of Community Parole Officers, but also deeply impacted the USJE membership.

Originally installed between 2005-06, the construction and installation of the bench was funded by the CSC employees from across the country. The location, overlooking Great Slave Lake, was chosen as it was a place that Louise and her partner frequently visited. The plaque's inscription reads as follows:

"This bench is dedicated in honour and loving memory of Louise Jayne Pargeter mother, daughter, lover, fisher, friend of so many ... larger than life.
Love does not consist in gazing at each other, but in looking outward together in the same direction.
– *Antoine de Saint-Exupery*"



USJE attended the bench unveiling ceremony as members of the Advisory Committee on Community Safety and Operations (ACCSO). ACCSO is an advisory committee involving representatives from USJE and the CSC, which was established following Louise's death, and exists to ensure safe working conditions within CSCs community operations. From our caucus, we have frontline USJE members Sean Hickey, JR Legault and Joe Brathwaite as representatives.

In this Term, I have attended the following trainings:

2023:

- Governance Training
- Domestic Violence Session; It is never not our business
- CSC Human Rights Day; Expert Panel Discussion
- PSAC Leadership Training
- PSAC Advocacy & Representation on Workplace Racism Course

2024:

- Official Languages Act Presentation
- HOIR Investigation Presentation

- RVP Training – WE Transfer, Shared Drive, One Drive & Self Care First Aid
- EEDC Webinar on Neurodiversity
- PSAC National Health & Safety Policy Committees Forum
- WCB NS Information Session
- Government of Canada Update on HR and Pay Broadcast
- NEM Training – Time Management Workshop
- Atlantic Regional Training
- Ontario/NCR Regional Training

2025:

- WFA Training
- Grievance 101 Training with members
- NEM – Anti Harassment Training
- Informal Conflict Management for Supervisors; Modules 1, 2, 3
- African Canadian Experience (ACE) Training Workshop
- IPAS Presentation & Priority Entitlements Information Session
- PSAC Access Summit
- JLP DTA Session
- The Invisible Hazards in Your Workplace Webinar

From the last Convention until the end of 2025, I provided representation at 59 grievance hearings and 19 disciplinary hearings.

I would like to thank our National Office Staff who provide support and assistance to myself and our Locals; including Executive Assistant, Chantal Prud'Homme, our current and former Labour Relations Officers; D'Arcy Gauthier, Renée Savoie, Jean-Yves Lebel, Catherine Bergeron, Sharon Aspirot and Guido Miguel Delgadillo, along with our Director, Melanie Crescenzi. Thank you to Information Management who assist with membership concerns; Danielle Fawcett, Lina Cheaitani and Joanne Labadie. Thank you to the Communications Team; Nancy Peckford, Kim vanderHelm, Bethany Sutton, Jean-François Tessier, Megan Yeadon and Director, Sébastien Bezeau. Thank you to the Finance and Administration Team; Melanie McCormick, Jonathan Savard, Tawfiqul Haque and Director, Christina Hatchard.

Thank you to our National President and my fellow RVPs for your leadership, encouragement, advocacy and solidarity.

I would like to thank my caucus for your support and representation of our members. Thank you to my Alternates, JR Legault and Michelle Martin for assisting our members when called upon and in my absence.

In conclusion, I want to again express my gratitude to the membership and all Local Executive members. Your confidence, support and collaboration are the reason I continue to be your RVP. I look forward to our continued collaboration.

In solidarity,

Carol Osborne

**REPORT OF THE
REGIONAL VICE-PRESIDENT
SASKATCHEWAN & MANITOBA (RCMP-JUSTICE-PPSC)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Heather McKinnon

USJE RVP Convention Report (2023–2026)

Manitoba & Saskatchewan — RCMP • Justice • PPSC

Prepared by: **Heather McKinnon, Regional Vice-President (RVP)**

Introduction

Over the 2023–2026 triennial term, I served USJE members across Manitoba and Saskatchewan with a focus on member representation, labour–management engagement, mobilization, and strategic advocacy with the Department of Justice, the Public Prosecution Service of Canada, the RCMP, and federal partners.

This region has a large geographic footprint from Churchill and Fon du Lac in the north, down to Sprague and Maple Creek in the south; it currently includes **10 Locals and 1 Section**. During the term, one Local dissolved and its members were integrated elsewhere within the region.

Key areas of focus included grievance representation at first and second levels, workplace safety and mental health advocacy, the RCMP campaign, member engagement, Local Executive support, and workforce adjustment issues related to federal spending reductions.

Despite significant regional disruptions—including wildfire evacuations across Northern Manitoba and Saskatchewan—the region remained active through virtual meetings, mobilization efforts, and continued collaboration with USJE leadership, staff, Local Executives, and PSAC partners.

Key Issues Impacting the Term

From July 2023 through early 2026, much of USJE’s work has been shaped by workplace safety concerns and the impacts of federal government spending reductions.

A major focus has been **mental health and operational stress injuries**. USJE continues advocating for reforms to the **Government Employees Compensation Act (GECA)** to ensure federal public safety personnel—many of whom are exposed to traumatic incidents and violent materials—have fair and timely access to workers’ compensation for PTSD and other psychological injuries.

Staffing pressures and budget reductions resulting from the federal government’s **“Refocusing Government Spending” initiative** have also affected many members.

Increasing workload demands, contracting out, and workforce adjustment measures—particularly within the Department of Justice—have contributed to a growing “do more with less” environment, and Workforce Adjustment.

Concerns also persist regarding **RCMP workplace culture**, where some members fear reprisal when raising concerns or filing grievances. These realities highlight the importance of strong union advocacy and member support.

USJE continues to advocate for the **RCMP as the police force of choice** as municipal policing contracts approach renewal in **2032**. Protecting these contracts is critical for both public safety capacity and the public service employees who support RCMP operations.

Emerging workplace issues, including the potential impacts of **Artificial Intelligence**, are also being monitored by USJE.

USJE National Executive Priorities

At the beginning of this term, the USJE National Executive established several strategic priorities, including:

- **Grievance backlog:** Allocating funds from unrestricted reserves to hire additional Labour Relations Officers on term, which has significantly reduced the backlog.
- **Presumptive Injury Campaign:** Supporting legislation to amend the Government Employees Compensation Act. While the previous bill is now defunct, USJE remains committed to advocating for its reintroduction.
- **RCMP Campaign:** Highlighting the contributions of USJE members to public safety amid upcoming policing contract discussions.
- **Equity for CR-03/CR-04 compensation:** Continued advocacy.
- **Collective Bargaining Committee:** Strengthening USJE’s readiness and strategic approach.
- **Member Engagement:** Increasing awareness of and connection to the union.

Committee & Governance Participation

I currently serve on the noted USJE National Executive Committees, including:

- **Finance**

- **Personnel** (Co-Chair and Acting Chair; participated on a hiring board)
- **Communications** (Co-Chair)
- **Political Action**

Activity within the **RCMP Employment Equity & Human Rights Committee** was intermittent during the term and eventually ceased, with responsibilities integrated into another structure.

This term saw the establishment of **USJE Equity** and **USJE Health & Safety** committees comprised of members-at-large.

The USJE National Executive meets **twice annually in person**, with monthly RVP calls held during non-summer months.

Key Activities by Year (Highlights)

2023 (Convention to Year-End)

- **PSAC Prairie Regional Convention** (June 2023)
- **USJE Convention, Whistler** (July 2023) – Re-elected as Regional Vice-President

Alternates elected:

- **1st Alternate:** Kristy McDougall (North Saskatchewan RCMP Local)
- **2nd Alternate:** Tyler Monteith (Regina RCMP Local)

Additional activities included **USJE Strategic Planning meetings** (September 2023) and **PSAC National Officer Training** (December 2023).

2024 (January–December)

Participated in several national union events including the **PSAC National Triennial Convention, National Local Presidents' Meeting, Public Safety Awards**, and the **National Peace Officers' Memorial**.

Other activities included:

- **Regional Training & Bargaining Conference**, Edmonton
- **Saskatchewan Public Safety Forum** (virtual)

- **USJE Town Hall** with the National President

RCMP Campaign

- Saskatchewan campaign activities (April 2024)
- Preparations for a Manitoba campaign tour, later postponed due to wildfire threats and evacuations.

Advocacy & Engagement

- Meeting with **MP Niki Ashton** regarding member priorities
- Engagement with **RCMP leadership**
- Community investment initiative with **Turning Leaf**, Winnipeg

Training & Member Engagement

Presented at **DSA District workshops** in Manitoba East (Oak Hammock Marsh) and Manitoba North (Thompson), and provided **New Employee Orientation presentations for RCMP F Division**.

Mobilization & Labour Relations

Participated in plant gates, rallies, Local AGMs, and **LLMC/PRLLMC meetings**, both virtually and in person.

2025 (January–December)

Key activities included:

- **PSAC National Bargaining Conference**, Montreal
- Mobilization activities and plant gates across Ottawa and the Prairie Region
- **National Executive Meeting**, Ottawa
- **CIPSRT Conference**, Regina

At the **Saskatchewan National Federation of Police Regimental Dinner**, leadership awards were presented to USJE members **Kristy McDougall** and **Jamie Sorestad**.

Participated in an **RCMP Depot Tour** alongside PSAC National President **Sharon DeSousa**, USJE National President **David Neufeld**, and fellow RVPs.

Additional engagement included meetings with **RCMP Saskatchewan Commanding Officer Rhonda Blackmore** and **Chief Superintendent Teddy Munro**, participation in the **National Peace Officers' Memorial**, and attendance at the **USJE Prairie Regional Conference**, which focused on mobilization and included a rally outside the Department of Justice.

Ongoing regional engagement included Local meetings, caucuses, AGMs, **LMC/LLMC participation**, and regular check-ins with Local Presidents.

Other meetings included a **bilateral with Senior Deputy Commissioner Bryan Larkin** and a meeting with **MP Rebecca Chartrand's Chief of Staff**.

2026 (January–March)

Planned activities include:

- **Mobilization in Saskatoon**
- **RCMP Campaign – Manitoba Tour**
- **Canadian Labour Congress Convention**, Winnipeg
- **USJE Convention Committee meetings**

Monthly virtual RVP meetings continue to support coordination across regions.

Acknowledgements

I would like to thank **USJE staff** for their exceptional behind-the-scenes support throughout this term, as well as our **Local Executives, activists, and volunteers** whose dedication continues to strengthen our union.

Special thanks to:

- **1st Alternate Kristy McDougall**
- **2nd Alternate Tyler Monteith**

for their ongoing support and assistance throughout the term. r National President

To our National President, David Neufeld, thank you for your dedication and leadership. And to our National Executive Team, it is good that we spark debate and make each other think; this is what brings about the betterment for all.

Closing

This really has been a demanding and rewarding term.

With continued collaboration among our Locals, the USJE National Executive, PSAC partners, and community allies, I believe we are well positioned to meet the challenges ahead as government expenditures continue to be reviewed.

I am deeply grateful for the trust members placed in me to serve as your Regional Vice-President over the past three years. It has been a privilege to represent members across Manitoba and Saskatchewan and to work alongside our dedicated Local Executives, activists, and partners.

I look forward to continuing to work with you in the years ahead.

Stay safe!

**REPORT OF THE
REGIONAL VICE-PRESIDENT
CSC COMMUNITY – PBC (WEST)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Jeff Sandelli

I will start off by saying, it has and continues to be an absolute honour to serve as the Union of Safety & Justice Employees (USJE) Regional Vice President (RVP) for the Correctional Service of Canada (CSC) Community and Parole Board of Canada (PBC) West.

Upon reflection, it's hard to believe how quickly time has passed since our 2023 Triennial Convention in Whistler, BC., however as I write this report, we are now closing in on the 2026 Triennial Convention in Quebec City. This report will serve to reflect on the past three years, documenting our endeavors, challenges and progress, which have set the stage for advancement into the future.

In crafting this report, I wanted to start by reflecting on a quote that I shared in my first RVP report of this term; "I want to see myself in my Union". I found this quote in the comments section of our broad membership survey, and it continues to give me pause. This statement highlights many potential and likely intersecting interests and expectations for our collective, which some may view as daunting. However, I believe it is necessary that we take up this challenge and rather view it as an opportunity to help our members find themselves in their Union, ensuring that we afford space, opportunity, and support. This is how we can find the common ground where we can move forward together.

In my second report of the term, I provided a question for the reader to ponder; "What are you willing to do for your Union?". Stemming from the above noted comment about wanting to see themselves, comes the necessity to consider how they might participate. During the past term I have often utilized this question during membership meetings as a motivational tool to help encourage the members to consider what they might have to offer and the related benefits to both themselves and fellow members.

We all lead busy lives outside the workplace, which could include multiple areas that require the bulk of our available energy. Common examples include childcare, elder care, or even volunteering in other capacities. In this vein, I have consistently suggested that members reflect on what is important to them and what skills and abilities they might have to offer to support their local and the Union more broadly.

The key is assisting members with reflecting on elements and/or topics that they enjoy or find interesting. This is a great starting place for focusing contributions of their skills, knowledge, energy and time to the Union. Opportunities could include organizing social events, creating charitable fundraising opportunities, contributing a skill like financial record keeping, taking minutes at meetings, enrolling in activities, such as educational courses – the door is open.

I have witnessed that incremental steps to assist members in gaining knowledge, trust and access to their Union will foster greater interest, participation and the development of

leadership. It is through this intentional dialogue that our members can think about what is important to them and what/how they are prepared to contribute moving forward.

Further to this goal is working to assist with local development. Throughout this term I have engaged our western leadership group in broad forum as well as individually to discuss their vision for their home locals and to help them develop strategies and goals to continue building where they believe there is opportunity. In relation to this effort, I have developed a document to help leaders engage, plan and coordinate with the underlying goals of building capacity and enhancing the Union experience.

The next piece of the puzzle is to connect the local and their leadership with the National level of USJE. This critical connection ensures that the front-line needs are gathered and understood from the perspective of those in the positions and conversely that the efforts of the National office can be supported because of legitimacy.

Through my work at the National level, I am constantly advocating for and seeking to create opportunities to build synergy between our members and the layers of leadership.

Tactically this has been done by seeking consultation, increasing communication and developing committee opportunities for front-line representatives. Further, I have helped design creative opportunities for fostering greater connections with examples such as our presumptive injury logo or the recent branded USJE sock initiative.

It remains my vision and motivation that through these ongoing efforts, which take into consideration the need for engagement and communication through all levels of our Union, we will continue to inspire members to participate, so that when they look at their Union, they see themselves.



<< Rewind & Review

As this particular report is set to capture information from the entirety of the term, I will provide some selected highlights from the previous two reporting periods as well as updates from the current term, up until March, when this report was submitted.



Melanie Shepard's Celebration of Life April 2023

By way of background, 2023 was a memorable year for the Union, as many will reflect on the National Strike that took place in April 2023. However, for our caucus it was a particular sad time for many, as it was on March 27th, that Edmonton Area Parole Local President, Melanie Shepard, passed away following a valiant fight against cancer. Mel's celebration of life took place on April 15th. I felt honoured to be able to attend the celebration and further to share words of memory and gratitude on behalf of our Union.

As it relates to the strike, which commenced on April 19th, the USJE in general, but certainly our western group specifically, was deeply committed and took on leadership roles, both formal and informal at the lines. Routinely, it was USJE members walking at the front of the picket-

lines, waving our highly visible flags, showing the others that they didn't have to be afraid and that they could follow and find strength in the solidarity.

USJE members were prepared from years of practice at info-pickets and rallies at our Regional and National conferences and events. There was one particular engagement that cemented this notion for me. In the latter days of the strike, upon arriving at the National Microbiology Laboratory in Winnipeg, where a group of us had been called in to "shut it down", I was greeted by a group of individuals that I had never met. The nervous energy was palpable, but when they saw the USJE flag I was carrying they commented with relief, "USJE? Oh my god are we happy you're here!"

The strike impacted many and there was certainly a significant psychological and physical toll. After a strike there will always be mixed feelings on the outcome, however from a USJE perspective, we exhibited leadership, supported our members, including financially and made gains that future generation will both benefit and build upon moving forward.



'Strike' a pose in front of Union Mural - Winnipeg April 2023

While there were and are many elements that need to be corrected to prepare for such action in the future, USJE committed to making changes where we had control and advocating to the higher levels to promote change.

Subsequent to the strike, USJE distributed a survey to capture immediate feedback as part of a mechanism to prepare for the future. One element that was evidenced in the survey was a potential opportunity to provide greater financial security for our members on the line. As such, I researched and helped lead a nationally developed Strike Fund resolution that went to the 2023 USJE Triennial Convention. The floor unanimously passed the resolution which means that in the event of future strikes, we will have money available for distribution, in addition to PSAC strike pay, effective from the first day of the strike.

Further, subsequent to the 2023 convention, USJE struck a Collective Bargaining Strategy/Strike Committee which has continued to evaluate and strategically prepare USJE for both Bargaining and Strikes in the future.

The USJE Triennial Convention took place in Whistler British Columbia, from July 18-21, 2023 with the theme, "Keeping Canadians Safe from the Mountains to the Sea". It is to be noted that the theme was a winning entry from Michael Reeves, who is the Secretary/Treasurer from our BC local.

Our caucus, was composed of the following delegates in addition to myself: Morgan Haupt (CSC-BC), Ken Byl (CSC-BC), Una Gair (CSC-BC), Cari Rose (PBC-BC), Nicole Akhenak (CSC -AB), Alex Creamer (CSC-AB), Stephen Armstrong (PBC-AB/SK), Doug Kopko (CSC - SK), and, Conrad Zalevich (CSC-MB/NWO).

It was at this event that David Neufeld was elected as our National President while Lynette Robinson was elected as our National Vice president. Within our caucus, I was elected as RVP with Alex Creamer as the 1st Alternate and Morgan Haupt as the 2nd Alternate.

As with past conventions, the debate on the floor was spirited and our caucus was fully active in contributing to the dialogue, ensuring that our members were represented and helping shape the future of USJE.

On the note of setting direction for future, the newly elected USJE National Executive came together in October 2023 to develop the USJE Strategic plan. The following 6 priorities were set to provide guidance to the subsequent 3 years:

- **Grievances;** Addressing both historical and current issues for better service delivery.
- **Mental Health;** Presumptive Injury campaign & commitment to ongoing investment in research
- **Saving Jobs;** National Campaign to highlight important public safety contributions by USJE RCMP members, in response to the ongoing examination of the current national model of contract policing.
- **Equity;** Support & exploration of opportunities for change, ex: advocate for better recognition/compensation for members of the CR group
- **Collective Bargaining/Strike;** Build plans/strategies to prepare for future rounds of collective bargaining and strikes based on past experiences.
- **Engagement/Mobilisation;** Implement dynamic strategies to connect with and mobilize the membership.

The noted focal points will be weaved into the subsequent updates in this report, however you will also be able to attain additional information by way of the various committee reports.

During the first reporting period, RVP, Patrick Menard and myself represented USJE on November 22nd, as subject matter experts during a meeting of the House of Commons Standing Committee on Public Safety and National Security. Patrick and I were beamed in via Zoom to a room full of MPs, to provide insight to their questions with respect to the inmate transfer process and USJE member roles in CSC. The engagement provided an opportunity to introduce those in attendance to the critical public safety work undertaken by USJE and further the considerations that needed to be taken with respect to their mental health. You can read more and gather a link to the video here: <https://usje-sesj.com/en/usje-testifies-at-house-of-commons-public-safety-committee/>



Representing USJE at the House of Commons Standing Committee on Public Safety and National Security

During the second portion of this term's reporting period, at the end of March 2024, the Canadian Institute for Public Safety Research & Treatment (CIPSRT) hosted its first ever symposium. USJE currently sits on the Public Safety Steering committee for CIPSRT, something that will be further explored in the below "committee" section of this report. This event saw presentations from Public Safety Personnel (PSP), Researchers and Academics, geared towards a front-line PSP audience. The two-day symposium was well received, which created a pivotal opportunity for CIPSRT to set forward with plans to host a larger conference, which took place in May 2025.



2024 USJE Public Safety Award Winner, Thomas Eischen (Local 50081)

The second edition of the USJE Public Safety Awards took place in April 2024. For those that are not aware, the awards represent an opportunity for member to nominate their colleagues for recognition with respect to their roles contributing to public safety. The selected winners are provided with full financial coverage by USJE to travel to Ottawa where they are provided with proper recognition. The winners are provided with a lunch on Parliament Hill, including an engagement with a hosting MP. In the evening, a full award ceremony takes place on Parliament Hill where numerous MPs from across parties attend. This edition

also included opening remarks from the Commissioner of the RCMP.

The ceremony grants opportunity to honour the member by talking about their contributions and providing them with a physical award. This further serves to educate the decision makers in the room with respect to the important, often behind the scenes work, undertaken by our members. For the 2024 version of the Public Safety Awards, we had 2 of the 7 winners come from our area of representation: Indigenous Community Development Officer (ICDO) Thomas Eischen (Prairies) and Correctional Program Officer (CPO) Una Gair (Pacific). To read more about the award winners, please visit <https://www.keepingcanadianssafe.ca/publicsafetyawards>

USJE has continued to employ a political strategy to engage with all Federal parties as a means of sharing our story, something we have witnessed as having consistently produced opportunities to educate around the important work our members undertake to protect public safety. We know that as it relates to our multiple campaigns and goals, it is very important that the MPs understand that our members form the operational & administrative backbone of Federal public safety.



Tour of Osborne CCC with Conservative MPs, Michelle Ferreri and James Bezan

When opportunities arise, we have continued our practice of taking MPs on site tours, which affords them interactions with our members and gives them a sense of the working environments. An example of this took place in early May, when myself along with our National President hosted Conservative MPs, Michelle Ferreri and James Bezan on a tour of the Osborne Community Correctional Centre (CCC) in Winnipeg.

During the tour, both MPs were able to draw on their prior experience and what they were hearing and seeing to understand the challenges faced by the offenders and by extension impacting upon our members both in their ability to undertake their duties, but also the vulnerability they faced with respect to their physical and psychological safety. Such interactions continue to bare fruit as we have seen numerous MPs continue to attend USJE events and voice support for our campaigns. We continue to encourage our members to engage with their MPs and can support the same with information and/or preparatory advice.

At the end of May was the PSAC National Convention in Ottawa, a grand event that takes place every three years, providing opportunity for elections as well as the adoptions of resolutions that serve to focus PSAC actions into the future. A strong USJE contingent was in attendance and utilized opportunity to make their voices heard on a range of topics, including a coordinated approach to the microphone by all of our delegates, supported by many dozens of other PSAC members, as our National President spoke to the topic of elected Union positions requiring job security.

This topic came the forefront of importance as the departments have refused to sign any memorandum of understanding (MOU) with USJE and we have seen two of our previously elected officials not being provided with jobs upon their return to the workforce. The is tantamount to Union busting as the employer fully knows that such tactics would harm our members and disincentivize participation in the future. As many of the other components recognized their own vulnerabilities, there was a groundswell of support to have protections added to our collective agreement. The convention ended with the election of our new National President, Sharon DeSousa and National Vice President, Alex Silas.

In June the National Local Presidents Meeting took place in Ottawa, although it was touch and go as to whether it was going to happen because of pending labour action with Canada Border Services. There were many jokes about a western caravan to get our caucus to the event, however in the end everyone made it and enjoyed two days filled with education, presentations and an info-picket event at the Treasury Board. This event continues to be a fantastic opportunity for our leadership to (re)connect, plan and move forward with ideas and inspiration.

At the end of September, the USJE National Executive continued the well-established tradition of attending the Peace Officer Memorial ceremony in Ottawa, where our National President and Vice President marched as part of the procession with the CSC Honour guard. This ceremony is a solemn event as each and every year there are unfortunately names added to the memorial, bringing about collective grief and sadness to the peace officer community as well as to the families of those impacted.

2024 was also the 20-year anniversary of the death of one of our members who was killed in the line of duty, Parole Officer, Louise Pargeter. As part of memorializing that tragic event, the Advisory Committee on Community Safety and Operations (ACCSO) meeting was held in Yellowknife in October. A special ceremony was organized where USJE along with CSC contributed to the refurbishing of a bench/memorial overlooking Great



Slave Lake. A gathering took place at the site which allowed for the sharing of words of memory & hope along with time for reflection and commitment to efforts to improve safety and avoid such tragedy in the future. You can read more about the events here: <https://usje-sesj.com/en/louise-pargeters-life-and-service-memorialized-in-yellowknife>

As many of you are aware, and related to our Strategic Plan, USJE continues to work diligently to bring attention not only to the critical work our members undertake, but also to the necessity for proper worker's compensation coverage if/when our members experience psychological injuries given the research supports PSP are 4-5x more likely to sustain a stress injury than members of the general public. In the last parliament, a private members Bill (357) was introduced by NDP MP Peter Julien, that set out to change the Government Employees Compensation Act (GECA) in a manner that would ensure that our members,

regardless of the province of residence, would receive presumptive coverage for such injuries. This would mean that they would not have to face the prospect of compensation denial and the related uphill battle that follows, including navigating convoluted appeal processes. While a later election effectively ended this Bills existence, the work that was completed has continued forward and will be discussed in subsequent portions of this document.



2024 World Mental Health Day Event on Parliament Hill

As a mechanism to continue the momentum, the USJE Health and Safety Committee also designed a logo with the help of our Communication Department, that was subsequently turned into a pin and other promotional items. The logo and pin were officially unveiled on World Mental Health Day (Oct 10th) in Ottawa. The

committee hosted an all parties event on Parliament Hill, the eve of the noted date, which included many allied MPs along with new faces seeking to understand and support our campaign. The following day in the House of Commons, many MPs wore our new campaign pin and the Liberals and NDP gave speeches to the House about our members and the necessity for support. To view footage and photos of the events, please visit this link: <https://usje-sesj.com/en/usje-marks-world-mental-health-day-on-parliament-hill/>

With respect to bargaining which became a focus as we moved into the later fall, having attended the last in-person Bargaining conference as a delegate in 2018, I personally understood there was much work that needed to be undertaken to avoid the pitfalls and disappointment of that event. As a result, by way of my participation in the USJE Collective Bargaining Strategy Committee, I assisted in the design of a plan that would put USJE in a more advantageous position. In a nutshell, the plan involved USJE implementing a democratic internal process that would allow us to be collectively prepared beyond the other components in attendance at the event itself.

Through the fall, USJE Regional Bargaining conferences were held where members debated and ultimately identified their top demands in addition to voting for their representatives to the National PSAC Bargaining conference. Subsequently, the delegates were brought

together on a virtual call, by bargaining table, where they elected “lead” candidates. Having this done in advance allowed us to focus our efforts by preparing platforms, including space on our website, signs, t-shirts, stickers and a social engagement evening for the event. With the support of the National Office, Executive and delegates, USJE attended the National Bargaining Conference in Montreal as a team and executed on the plan that was successful in getting all of our “leads” elected to their respective bargaining teams. It is to be noted that from our caucus, Alex Creamer was elected to the PA bargaining team.

Shifting to the third term, the first week of March marked the return of USJE led member training sessions. USJE training sessions, facilitated by the USJE Labour Relations (LR) Department, had been on a short-term strategic hiatus while the Labour Relations Officer’s focused their efforts on reducing the grievance backlog. As a result of the tremendous progress, the LR department was able to recommence training in the Pacific Region during the first week of March, followed by training in the Prairies Region during the first week of April. Members were able to engage in sessions that helped them understand the grievance process. USJE training opportunities will continue to become available in the coming months, across the country.

At the end of March, it was announced that a Federal election would take place at the end of April. By way of the USJE Political Action Committee (PAC), we continued in our efforts to engage with members about getting out to vote, focusing on the value of talking with all parties leading up to the event. Information cheat sheets were distributed to members to assist in considering questions that could be asked when candidates came to their door. In addition, a promotional video was created showing RVPs in their home provinces encouraging voter participation.

On May 7th & 8th, the CIPSRT Conference took place in Regina, SK. with the theme, “Thriving in Public Safety: Research to Action”. The conference brought together PSP from across the country and numerous PSP sectors to learn and share in what is a relative burgeoning area of research and treatment. I participated in the event as part of a panel on violence. While more will be covered in the



2025 - "Get out and vote!"

below “committee” section, it was a tremendous event that was well attended by USJE representatives.



Supporting Flight Attendant Strike line with MP Leah Gazan

In early September I reconnected with MP, Leah Gazan (NDP), at her constituency office in Winnipeg, MB. Interestingly, just a few weeks prior to our meeting, we had been marching on the Air Canada Flight attendant strike line together. Ms. Gazan has been a strong and consistent supporter of USJE campaigns, having attended numerous events in Ottawa over the years. Her ongoing commitment has been greatly appreciated. You can read more here: <https://usje-sesj.com/en/rvp-sandelli-meets-with-member-of-parliament-leah-gazan/>

The same week, I had the chance to meet with MP, Ben Carr (Liberal). This was the first formal meeting with MP Carr, however I had previously had the opportunity to speak with him at a number of community events and by way of chance meetings at the airport. The opportunity was utilized as a means of introducing MP Carr to our Presumptive Injury Campaign, as well as sharing concerns related to projected cuts by way of his parties planned comprehensive expenditure review (CER). You can read more here: <https://usje-sesj.com/en/rvp-sandelli-meets-with-liberal-mp-ben-carr/>

At the end of September, I attended the PSAC National Health and Safety Conference. This event brought forward training and education as well as the opportunity to listen experts in the field while connecting with other Union advocates with experience and interest in the area. The USJE Health and Safety Committee members were in attendance along with many other USJE members who actively participate and/or were developing their knowledge around workplace health and safety.



RVP Sandelli, MP Ginette Lavack, President Neufeld, Keynote Speaker - Conrad Zalevich

On October 8th & 9th, the USJE Health and Safety Committee was in Ottawa for their regularly scheduled meeting, which was set to coincide with, what is becoming an annual event on Parliament Hill to highlight both, World Mental Health Day as well as the USJE Presumptive Injury Campaign. On the evening of the 8th, the Committee along with our National President, hosted MPs from across all parties. Those in attendance heard from keynote Speaker, Conrad Zalevich, about the

failure of the Manitoba Workers Compensation Board (WCB) in assessing and providing support in relation to his workplace, psychological injury. The room was clearly moved by his very personal testimony, with many MPs committing to support the USJE campaign. The following day allowed for the group to attend Question Period on Parliament Hill, followed by meetings with key decision making MPs from across parties. You can read more about the event here: <https://usje-sesj.com/en/usje-recognizes-world-mental-health-day-on-parliament-hill-on-october-8th-and-9th-in-ottawa/>

On October 17th, David Neufeld and myself had the opportunity to meet virtually with federal Minister of Jobs and Families, Patty Hajdu. I was able to arrange the meeting by way of Minister Hajdu's constituency office in Thunder Bay, ON., a riding that contains the Thunder Bay Community Parole Office. This meeting was of particular importance as the Minister of Jobs and Families, also oversees the Federal Labour file, which contains oversight of the Government Employees Compensation Act (GECA). The GECA is the piece of legislation that would need to be modified in order to properly capture our workers equally under presumptive injury legislation. The meeting provided an opportunity to introduce the Minister to USJE as well as the work we had already undertaken. Minister Hajdu was receptive and committed to further research and follow-up. You can read more here: <https://usje-sesj.com/en/usje-meets-with-federal-minister-of-jobs-and-families-patty-hajdu-regarding-the-urgent-need-to-increase-access-to-presumptive-injury-coverage/>

The last week of October brought on the USJE Pacific Conference, with the following week being dedicated to the USJE Prairies Conference. The conferences continue to be a tremendous opportunity to bring together USJE leaders from across the Region to provide them with updates and training. Across both conferences, National updates were provided by Labour Relations, Finance and Communications Directors, followed by training on Workforce Adjustment (WFA).

Both conferences also featured presentations by Dr. Colleen Dell & Dr. Darlene Chalmers (Including many dogs!), which highlighted the various roles of dogs in supporting humans and was followed by an in-depth workshop from the CIPSRT on their services and support. As is tradition at USJE events, there was space saved

for a rally outside Justice Department Offices, in both regions, where attendee's voices loudly echoed through the streets in support of their colleagues impacted by the governmental cuts.

During the last week of November, the Advisory Committee on Community Safety and Operations (ACCSO) met in Kingston, ON. for the annual in-person meeting and site visit. The meeting provided for valuable discussions across a number of topics and included a visit to both the new CSC monument to fallen Officers and Henry Traill Community Correctional Centre (CCC). You can read more here: <https://usje-sesj.com/en/advisory-committee-on-community-safety-and-operations-meeting-in-kingston/>

As we forayed into the year 2026, we knew the CER was going to quickly come into focus for all of the departments we represent. As I completed this section of the report, we were firmly into a number of our members having been served "affected" notices, placing them in the untenable situation of not know what their future might look like. USJE had already prepared itself for the moment, having passed a Budget Cuts resolution that would seek to challenge the cuts as they came to be known. At the time of completing this report, one of the community groups that received notice was the Community Employment Coordinator (CEC). Given the unique and critical job taken on by this group, USJE had reached out to a



Stars of the 2025 USJE Prairie Regional Conference accompanied by RVP Sandelli

number of the affected staff and gathered feedback and perspective to be utilized as part of an effort to fight the cut.

In addition to the budget cuts, the government also announced an update to their Return to Office (RTO) mandate which would have member attending the office a minimum of 4 days per week as of July 2026. USJE has always maintained and fought for a nuanced approach as opposed to the one size fits all approach, which is unfair and not based in the reality of many of the jobs we represent. PSAC has subsequently filed a policy grievance and an unfair labour practice complaint against the federal government's mandate arguing that the directive violates bargaining rights, ignores existing telework agreements, and fails to consider individual employee needs or human rights.

In addition to the budget cuts and the RTO debacle, the government has also failed with respect to bargaining in good faith, which has resulted in the majority of our bargaining tables declaring impasse. The road ahead will not be easy, but there is always a path forward, which I will touch on at the conclusion of this report.

Local Visits & Meetings:

Attending local meetings continues to be one of my favourite opportunities for engagement as the people I meet and the information they share is invaluable crucial to the work I undertake on their behalf. Further, looking back at the opening I provided in this report, these interactions are critical for helping people find themselves in their Union and then in determining what they are prepared to do to advance our mutual cause.

During this term, I have had the opportunity to attend and meet with members at the following sites, many on multiple occasions: Vancouver Parole Office, Victoria Parole Office, Maple Ridge Parole Office, New Westminster Parole Office, Surrey Parole Office, CSC Pacific Regional Headquarters, Abbotsford PBC Office, Belkin Community Residential Facility (CRF), Edmonton PBC Office, Edmonton Parole Office, Grierson Institution, Calgary Parole Office, Red Deer Parole Office, Saskatoon PBC Office, Saskatoon Parole Office, Regina Parole Office, Oskana CCC, Winnipeg Parole Office and Osborne CCC.

It is also in this section that I would like to acknowledge Saskatoon Parole Office Local 40009 member, Doug Kopko. Doug has provided service to his membership and our broader Union commencing in 2014, having served in the capacity of local Shop Steward, local Vice President and also local President.



Doug Kopko (left) along with RVP & Oskana CCC members (Local 40009)

Doug has exemplified grassroots activism and Solidarity through both big and small contributions. He consistently supports striking workers across all Unions by bringing them food & drinks and spending time walking the line with them. I would be remiss if I did not mention Doug's well-known ability to use his booming voice to bring a shout of "SHAME" at events and rallies to magnify the poor decisions of those that we work to make gains against.

In the workplace, he has a strong reputation for being a kind and caring member of the executive, always watching out for his fellow Union members as it relates to their rights, including health & safety. He has not shied away from being "the tallest nail" at the consultation table, calling out management responsibility and holding them accountable for their indiscretions.

Despite having retired on 2026-02-27, there is no doubt that Doug will continue to lend his passion and voice to the Union movement for years to come.

Committee Work:

At the outset of this term, I was assigned to the following committees, which are both internal and with the departments: USJE: Political Action (Co-chair), Health & Safety (Co-chair), Mobilisation & Engagement, Collective Bargaining Strategy, CSC: Advisory Committee on Community Safety and Operations (ACCSO), Joint National Workload Review Committee (JNWRC), & Learning and Development (L&D). I also continue to represent USJE on the Canadian Institute for Public Safety Research & Treatment (CIPSRT) Public Safety Steering Committee (PSSC).

In the below section, I will touch on information that has not already been referenced in the above body of this report. Further information on any of the mentioned USJE committees can be obtained in the standalone committee reports.

Political Action Committee (PAC)

This committee was chaired by RVP Zef Ordman, with myself as the co-chair. The committee, as set out by the National President, seeks to support elements of the Strategic Plan and USJE pursuits by way of contributing to direction, planning, recommendations, and implementation related to political strategy.

Historically, the PAC has endeavored to assist our front-line members with political engagement as well as the National Office with respect to developing tools and strategies to impact at a higher level. The underlying approach has been to engage all parties, which remains our focus and mechanism for promoting positive change for our members.



Meeting with Minister of Jobs and Families - Patty Hajdu (Liberal)

The PAC continues to support the Public Safety Awards, with the most recent having occurred in 2024 as the 2025 version unfortunately had to be cancelled because of the Federal Election, which interfered with both the timing and function of the event. The awards are set to resume in April 2026. To see past winners, visit the following site: <https://keepingcanadianssafe.ca/national-public-safety-awards/>

As noted at the outset of this report, our committee helped support member engagement during the most recent Federal election by providing information and encouragement as it related to engaging with candidates and encouraging members to get out and vote.

Most recently I produced a strategy that was presented to and approved by the committee with respect to targeting interactions with members of the Standing Committee on Public Safety and National Security. The standing committee is composed of MPs from across parties and as a result the plan includes contact and then effort to afford tours at USJE sites in the provinces where the MPs reside/represent.

As a final example of some of the work undertaken by the PAC, in a proactive fashion we also worked with the Mobilization and Member Engagement (MME) committee to help define and ultimately approve the USJE Budget Cuts campaign. This action plan will serve to push back against the cuts, to defend our member's work and ensure where possible

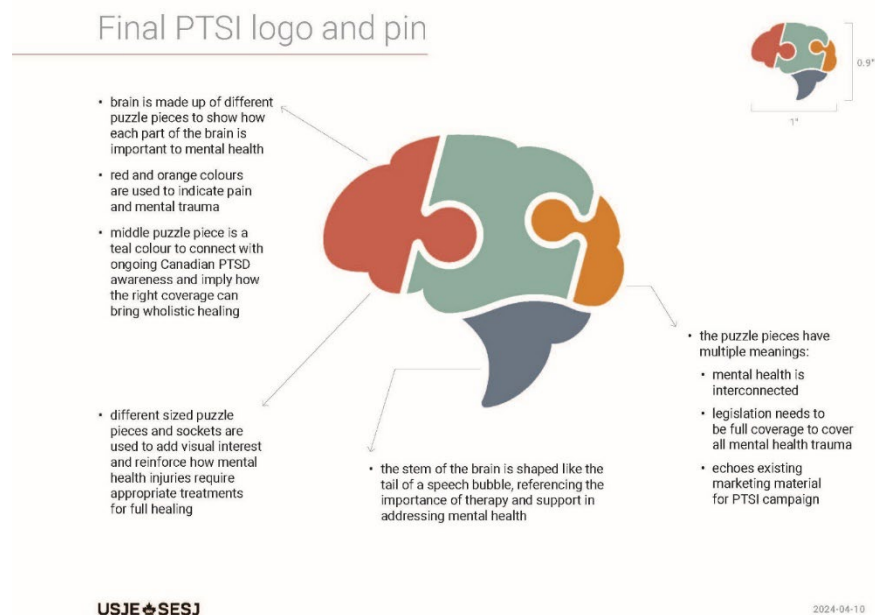
that the Public has their opportunity to understand and support our members. You can read more about the campaign and ongoing efforts here: <https://usje-sesj.com/en/category/budget-cuts/>

Health & Safety Advisory Committee

The USJE Health and Safety Advisory Committee is committed to promoting Health and Safety awareness within the union. The committee is chaired by RVP Kirsty Havard, with myself as the co-chair. The committee is also comprised of USJE front-line members from across departments/regions, which are appointed by the National President. While the committee works across a number of considerations, the primary work in recent years has been dedicated to education and advocacy as it relates to our members mental health.

In recent years, significant energy has been focused on our Presumptive Injury Campaign, effectively to have the GECA amended so that it would provide our members with immediate and equitable support around work related psychological injuries. I would encourage you to review our dedicated campaign website at the following link: <https://www.ptsiatwork.ca/>

During this term I helped develop an opportunity for the committee to work on the design of a logo to support our campaign. This was undertaken as a means to connect our front-line members with the campaign. By creating a logo, it produced a mechanism for members to wear a pin that came with attached information, or visit a website to learn more and then download a Teams/Zoom background to illustrate their support.



World Mental Health Day continues to provide our greatest opportunity for engagement with MPs on this topic. There has been tremendous support over the past 3 years with MPs standing in Questions Period to talk about our campaign as well as many wearing the Presumptive campaign Pins.

We have continued to build on our campaign by most recently having a legal team review and update our proposal based on changes that have taken place both legally and legislatively since the submission during the last parliament (Bill 357).

Mobilisation and Engagement Committee

While USJE previously had a Mobilisation committee, the newest iteration includes a component of member engagement. This committee was struck with the intention to develop strategies, initiatives and activities that promote & enhance the involvement and participation of USJE members.

During this term the committee was able to finalize a related plan that has been approved by the National Executive and is being put into action. New tools, such as the event planning checklist have been finalized and placed on the website and additionally a strategy has been actioned for mobilizations efforts that will occur throughout the year.

Through my participation in this committee, I was able to put forward a business case, which was approved, in relation to the launch of a pilot initiative to provide locals and members with subsidized promotional items. The items selected was USJE branded socks as they ranked highest on the member survey. The limited offering created an exclusivity



and immediate opportunity for those that are interested and further reduces the need for our National Office to invest in stock that may or may not sell in the future.

The underlying engagement strategy was related to the following well known quote, “Give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime”. By way of giving the locals an opportunity to invest, it was hoped that it would help them engage at their level in a way that is meaningful for their site(s) and will not result in any discarded/wasted product. Further it provided an opportunity for members to become connected with USJE, both the brand and at a National level. Locals were encouraged to consider using them for draw prizes at local AGMs & gatherings, distribution to new members as part of onboarding, or rewarding response to their local communications.

I am happy to report that the initiative was a resounding success with 1000 pairs of socks having been ordered. Reaching this threshold resulted in some additional bonuses for those that made purchases and potentially the communities where they reside.

First, selling as many socks as we did, resulted in a reduction in the cost per pair that was originally estimated for this endeavor. We were able to pass on the realized savings to the members and locals that made the advance purchases. Whereas the initial offering was at \$10/pair, the cost was reduced to \$6/pair (including shipping), which allowed for reimbursement of funds.

The second bonus is that the company we worked with provides 3 bonus pairs of socks for donation, per regular purchase. As a result, we attained 3000 pairs of generic socks, not the branded socks, for donation. As a mechanism for continued engagement and providing donations to communities, we set up to reach out to each local and individual member purchaser to request that they provide the name of a charity in their community that would benefit from a sock donation. Once the names are collected, a randomized draw will be made where three charities will be selected. Each of the 3 selected charities will be the beneficiary of 1000 pairs of socks.

As the pilot was successful, it is hopeful that similar opportunities will be approved moving forward – Let me know if you have any ideas!

Collective Bargaining Strategy

This committee was initiated after the last USJE Convention, in line with the Strategic Plan and set out to explore a dynamic approach to the Collective Bargaining process, which would include both supporting the development of bargaining demands and targeted efforts to try and get USJE members on the Bargaining teams.

The noted plan was developed and implemented by USJE, first as it related to using Regional Bargaining conferences to gather Bargaining Demands and holding elections to gather regional representatives to the Conference itself. Strategically those individuals were gathered virtually to democratically elect lead candidates for each table. This allowed for USJE to produce support by way of online platforms as well as print and handout material for the conference itself. Once at the conference, the group worked together to promote both our demands as well as the lead candidates, hosting large scale events where the candidates could meet and greet as well as using all opportunities to distribute information and encourage support.

Ultimately the strategy bore fruit as we were able to elect all of our identified USJE candidates to the bargaining teams. The committee will now review our process and make refinements for the future as we continue to learn and grow through the experience.

Further, the committee worked with surveys and other forms of engagement and information, ultimately making recommendation to the National President that a USJE Strike Contingency Plan is developed

to ensure that from a National perspective that USJE is prepared to support Strike actions that take place in the future.



Montreal - Elected to PA Bargaining Team - Shannon Boudreau (Alternate), Alex Creamer & Julie Nelson (left to right)

Canadian Institute for Public Safety Research & Treatment (CIPSRT)

In the 2018 Federal budget, as part of the National Action Plan on Post-traumatic Stress Injuries (PTSI), and the Federal Framework on Post-traumatic Stress Disorder (PTSD), the Government of Canada recognized the need for federal support to assist Public Safety Personnel (PSP) suffering from mental health challenges. It announced five years of funding, from 2018-2023, for a research consortium headquartered at the University of Regina, which became known as CIPSRT. This funding has since been extended, in part, by way of USJE's political advocacy.

I would encourage everyone to visit the CIPSRT website to review the research, treatment, training and knowledge resource available for PSP. CIPSRT is known as a centre for “knowledge exchange” in supporting the mental health and well-being of PSP, their leaders, and their families. It provides a space for a collection of academic researchers to meet with PSP representatives to coordinate, discuss and plan with respect to evidence-based research; creation of tools; guides; and the advancement of treatment and training for frontline PSP. CIPSRT prides itself on communication that bridges the gap between the academic and frontline experience, to ensure complimentary guidance and outcomes. For more information, you can also listen to Season 2 – Episode 7 of the USJE Podcast, “Union Safety Net”, where CIPRST representatives and myself discuss the Institute.

As a founding member of CIPSRT, USJE holds a voting member position on the Public Safety Steering Committee (PSSC). Our National President and I represent USJE members on the steering committee, both at the Annual meeting as well as at events that take place with stakeholders both internally and externally. Our participation through this membership has allowed us to continue advancing the realities of the PSP that USJE represent.

During this term I volunteered to be part of the committee developing the first inaugural CIPSRT conference, which took place in May 2025. Additionally, I took on sub-committee work by joining the associated Promotions & Media sub-committee. This work provided USJE with a voice in the development of the event that ultimately served to provide information, resources and opportunities to PSP across each and every sector – not a small undertaking.

The 2025 Conference was attended by many hundreds of PSP, including our USJE National President, numerous RVPs and also front-line members. I was asked by CIPSRT to sit on a panel discussion about the violence experienced in our PSP roles. As I was accompanied by representatives from the Fire, Police and Paramedic sectors, I was able to reflect on the unique experiences of USJE members, often experiencing violence from the psychological realm, using my own personal experiences as a Parole Officer to substantiate the critical roles we play coupled with the inherent issues that can lead to injury.

The presentations, knowledge sharing and interactions with other PSP was remarkably successful, which was substantiated by the overwhelmingly positive feedback forms submitted. As a result, building on the success of the first conference, CIPSRT will be hosting another conference, this time in Calgary, AB on May 5th and 6th. You can learn more about the 2026 addition by visiting the conference website:

<https://event.fourwaves.com/2026cipsrtconference/pages>



USJE Attendees at the 2025 CIPSRT Conference

USJE/CSC Joint Committees

I continue sit on the ACCSO, along with our National President, RVPs Carol Osborne, Annie Blanchette and other USJE front-line members. This committee deals with staff safety issues as it relates to work in the CSC Community.

The committee meets throughout the year both virtually and in-person, with numerous issues discussed, including community incidents, staff training, and the implementation of SolusGuard as examples.

I am also a member of an ACCSO sub-committee which has been focusing primarily on technological safety solutions and trying to make improvements for the future. The sub-committee works has resulted in CSC inputting better communication channels, starting to address outstanding issues with the Solusguard system, reviewing the response protocol, as well as exploring other IT solutions that could provided layered safety support to our

members in the field.

If you have community staff safety related issues that you feel should be explored, I would encourage our CSC members in the West to reach out to our regional representatives, Morgan Haupt (Pacific), Audra Andrews (Prairies) and/or myself.



Kingston - ACCSO at CSC memorial to fallen staff

I also participate in the CSC Learning and Development Committee, which provides a point of consultation with CSC in regard to models of engagement in relation to training. This meeting has allowed us the opportunity to share the concerns we hear from our members, allowing us to provide suggests and challenge the employer to undertake improvements, impressing upon them how their actions impact the work of the front-line members.

As a result of the interactions, we have seen some incremental improvements to the Parole Officer Continuous Development (POCD) training, however we have had to push back on CSC's current plans around Parole Officer Induction Training (POIT). USJE has also challenged L&D to consider setting up training sessions for the Parole Officer Supervisor/Manager of Assessment and Intervention and the Indigenous Initiative groups who are often lumped into other trainings but do not necessarily receive consistent training related to the jobs they undertake.

Lastly, the Joint National Workload Review Committee was struck as a result of the Memorandum of Agreement between CSC and USJE during the last round of bargaining. This committee's purpose is set out to explore a new model of workload distribution for Parole Officers in the Community Correctional Centres (CCC), Institutions and Community Parole Offices.

While the work of this committee has been relatively slow, there has been recent momentum with the implementation of a sub-committee that contains USJE members to assist with the process of developing methodology for the development of the tool. It should be noted that Alex Creamer from our caucus currently sits as one of the two USJE members of the sub-committee.

Departmental Meetings & Grievances

With the Correctional Service of Canada (CSC), I have continued attending District Labour Management Committees (LMC) as requested and further attend both the Pacific and Prairie Regional LMCs. As the identified issues move through the levels, I continue to advocate for change both at the formal tables, but also utilize the relationships that have been developed as a means to try and find resolution. When the issues cannot be resolved, they are moved to the National Table, where they are represented by our National President.

That being said, twice per year the CSC RVPs travel to Ottawa for Senior Executive Meetings (SEM) to meet face to face with the Commissioner and her direct reports in order to gather updates and reinforce the need for change. Additionally, as part of the ongoing meetings with CSC, a bi-monthly Case Management meeting was generated soon after the commencement of this term of office. This avenue has served as a lower-level point of contact/dialogue with the CSC National Office.

A similar process is undertaken with the PBC as I assist with respect to meetings with the Regional Deputy Generals (RDG) and help to try and resolve issues at the site level. When this is not possible, we move the issue to the National table, where RVP Carol Osborne, RVP Annie Blanchette) and myself along with the National President, meet with the PBC Chairperson as well as their direct reports.

As it relates to grievances, I continue to support our executive and members at all levels with consultation, attempts at informal resolution and when all else fails, the formal grievance process. As USJE training has been on hold for a number of years, I have made efforts to provide mentorship to those that are taking on the processes.

FORWARD >>

First, I want to thank all of the local Presidents that I have worked with over the past term. Your selfless commitment to your locals and willingness to work across very difficult files and circumstances is more than admirable. I will also extend a thank you to all of the executive members and shop stewards that find space and energy to devote to the Union. As a collective, you are all truly and without a doubt, the glue that holds our Union together.

We know that the coming years are going to be particularly challenging as the current government leadership has clearly identified a concentrated focus on cutting public services. Further, early in the Mark Carney leadership tenure, we have not been witness to an olive branch, but rather a swinging stick in the form of increasing the number of days required to be in office, failing to negotiate in good faith with our bargaining teams and moving forward without meaningful or in some cases, any consultation (ex; Early Retirement Incentive).

Taken together with everything that is happening, it would appear that the government is attempting to “flood the zone” on the Union, strategically hoping to create confusion and potentially conflict that would make it difficult to maintain the Solidarity required to effectively fight back. I’m afraid they have underestimated their opponent as we most certainly will not back down, in fact we will double down on our efforts!

Remember, keeping Canadians safe is what USJE members do, behind the scenes, without the recognition and support that they deserve. This reality underpins our unity and by sharing our story with others, we will continue to move forward!



FORWARD!

**REPORT OF THE
REGIONAL VICE-PRESIDENT
NATIONAL CAPITAL REGION
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

JP Surette

It's been a busy three years since the last triennial convention in July 2023.

I must begin by thanking all the National Capital Region local union volunteers that I work with on a regular basis; we've gone through a lot together and collectively held the employer to account on a wide range of issues, from accommodation needs, to combatting harassment in the workplace, to the misguided blanket mandate to return to the office three days a week. I appreciate all the work you've put in to support your workplace colleagues in the region.

I would also like to thank my USJE RVP colleagues across the country for their activism and collaboration; there's a lot of work and responsibility beyond grievances that we all partner on, and I appreciate your insights and your dedication to the cause.

Last but not least, a heartfelt thank you to our USJE staff members who keep us organized with our initiatives, and are just as dedicated to the union cause as any of us. What we've all accomplished together during these three years has been noteworthy.

When it comes to 2024-26, the National Capital Region has experienced intensifying workplace pressures, significant labour-relations challenges, and expanded union activism, particularly around union job security, equity issues, return-to-office mandates, and government austerity. We progressed from pandemic-related union advocacy, to a drawn-out fight with both Corrections and the RCMP so that full-time union activists still have jobs when their elected terms are over. And now we're trying to protect public safety as the government institutes a large-scale workforce adjustment and federal budget cuts.

As RVP for the National Capital Region, I have worked with local union representatives on the day-to-day concerns of their workplaces, and represented their interests on different committees. I'm an active member of 23 separate committees, either with USJE, PSAC, or employer-led departmental committees. This takes up a substantial amount of my time and focus, as many of these committees seek union input on large reports, policies, or over-arching strategic plans.

The following are the federal departments that employ members I represent:

- Administrative Tribunals Support Services of Canada
- Canadian Human Rights Commission
- Civilian Review and Complaints Commission for the RCMP
- Correctional Service of Canada
- Courts Administration Service
- Federal Judicial Affairs
- Office of the Information Commissioner
- Office of the Privacy Commissioner
- Public Safety
- Supreme Court of Canada

During the past three years I've also been on several PSAC investigation committees, investigating serious conduct complaints within the union family, and I've represented USJE members on staffing complaints against the employer in front of the Federal Public Service Labour Relations and Employment Board. Each investigation and staffing complaint can be a very labour-intensive exercise, and I hope I've represented USJE well.

During this term, USJE took the opportunity at PSAC events like the National Leadership Conference, the PSAC National Triennial Convention, and the National Bargaining Conference to advocate for issues that are important to USJE. Two examples would be our Presumptive Injury Campaign, and job security for those who take leave without pay from their government jobs when elected by you to be full-time union activists. Our efforts had an impact, and union job security became a top priority bargaining issue at the National Bargaining Conference in February of 2025.

It's worth noting that because two of the locals in my region are national in scope (Public Safety and the Courts Administration Service) I have the honour of having NCR members who reside from coast-to-coast. When possible, it's important to visit those members at their regional offices, who often feel overlooked. In 2024, I visited the regional offices of Public Safety and the Courts in Vancouver, Edmonton, Winnipeg, and Toronto. And while visiting our members at these locations, I also took the opportunity to visit some community projects that USJE has funded as part of its Community Investments Initiative. The visits were well received, and it also allows me to hear first-hand the issues that regional employees face, which are often distinct from those residing in the National Capital Region. I take those insights and then present them to management at both departments as part of our labour-management meetings, to try and inform management's approach going forward.

In May of 2025, I attended a conference organized by the Canadian Institute for Public Safety Research and Treatment (CIPSRT). USJE is a founding member of CIPSRT, and the conference was very well organized with some great workshops – taking the public safety research CIPSRT has compiled since its inception and translating it into actionable steps for attendees.

It's never been busier for us as union reps, since I began this role in 2017. The challenges ahead of us with Workforce Adjustment loom large, with multiple departments impacted. The government has also changed the terms and conditions of work once more, announcing a 4-day Return to Office mandate. This announcement was made while we were in collective bargaining negotiations, which at best is a bad-faith negotiation tactic. It's going to take strong leadership and a renewed focus to combat these challenges. I am honoured to have been RVP for the NCR for this term, and I thank you for your support and commitment to better and safer workplaces for all of us.

NCR Union Activism in Pictures



(USJE InfoPicket at CSC HQ, Ottawa – May 2024)



(PSAC Rally, Gatineau, QC – Aug 2024)



(USJE InfoPicket at CSC HQ, Ottawa – Sept 2024)



(PSAC Rally at Treasury Board HQ, Ottawa – Dec 2024)



(USJE Rally at RCMP HQ, Ottawa – Sept 2025)

**REPORT OF THE
REGIONAL VICE-PRESIDENT
MANITOBA (CSC)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Kirk McIntosh

RVP Triennial Report: 2026

Hello Sisters and Brothers. It is with great pleasure and honor that I present my first triennial report as your USJE Regional Vice-President for Manitoba CSC. My first term has been very busy. As it comes to an end, I am just now, hitting my groove. The National President and the other RVP's have always been great resources but in this, my third year, I have needed to reach out to them less and less. I want to make sure that I give credit to the stellar support team we have in the National Office. Our Labour Relations, Finance and Media Relations departments do an extraordinary job to keep everything running smoothly. They are the engine that keeps the USJE going. Thank you, team.

2023 USJE Triennial Convention: Where it All Began



National Executive Meetings:

Over the past two and a half years, I have participated in multiple NEM's (National Executive Meetings), which typically take place in April and September. During these meetings, we discuss, debate and vote on many issues. Everyone is very passionate but remain respectful and professional, no matter the subject matter. We also participate in a variety of training, such as Stress Management, Organizational Skills and Sensitivity training.

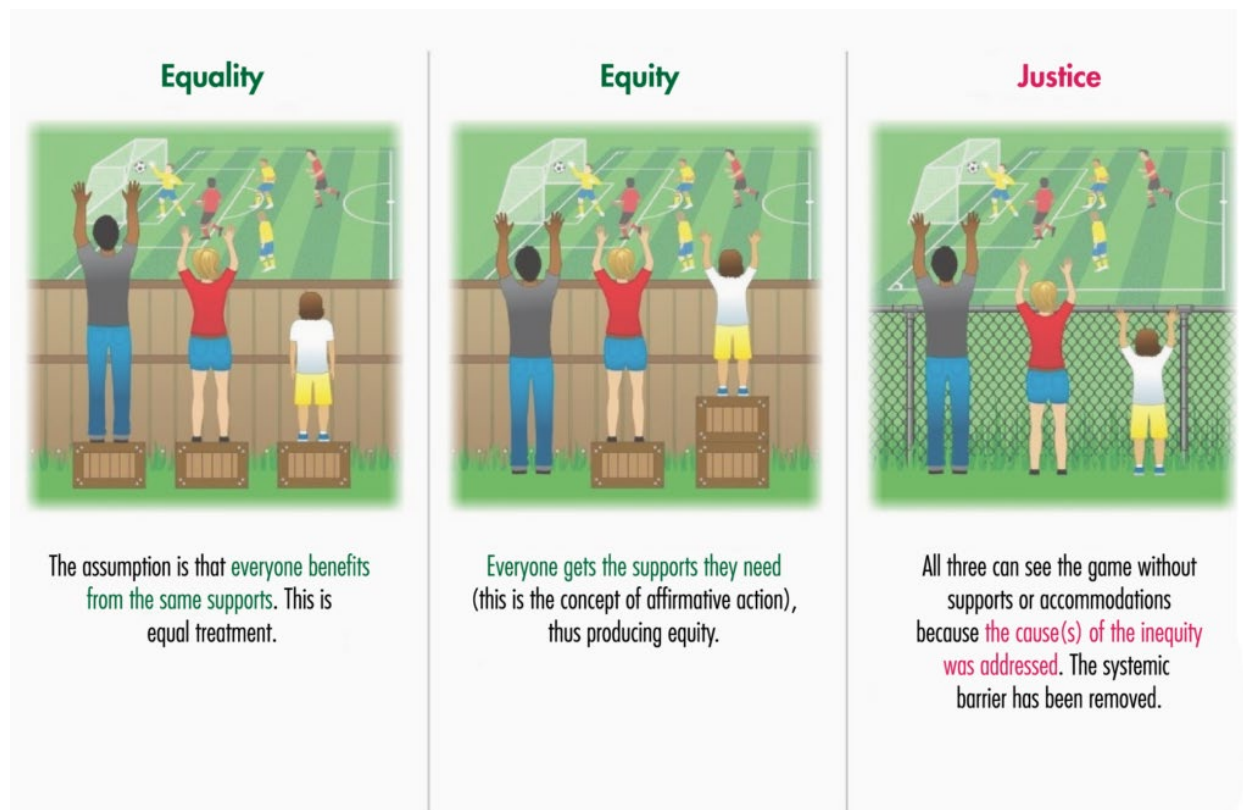
RVP monthly calls:

RVP monthly calls continue to be very important. They allow me to have real time dialog with my peers and ask any questions I may have. These video calls allow the executive to stay and feel connected. The National President prioritizes communication amongst the National Executive. If one RVP encounters an issue, she or he disseminates the information across the board so we all can use the information to benefit our members. No one executive knows everything, but when we stay connected, we have decades of experience to draw from.

Committees:

I am now a member of eleven committees: The Equity Committee, The Food Services Officer (FOS) Committee, Occupational Group Structure Committee, Organization of the Locals Committee, The Scholarships and Awards Committee, The PSAC Prairies Regional Occupational Health and Safety Committee, National Advisory Committee on Ethics (NACE), The Ethical Risk Action Committee (ERAC), Parole Officer Continuous Development Committee (POCD), The Prairies National Officers Committee, and most recently the Population Management Committee. I am also an Alternate for the National Human Rights Committee. Luckily, most of these committees only meet on a quarterly or bi-annually basis.

The Equity Committee



The Equity Committee is a very important committee for the USJE and our members. I am the Co-Chair of this committee, with RVP Shauna Ward being the Chair. Along with the committee members, we are very excited about the work we have done. The committee's mandate is to improve inclusivity for All equity seeking people and groups. Under the leadership of Shauna Ward, we organized and completed the second Equity Conference. It took place in May, 2025 and was a great success. In 2025, the equity committee embarked on our CR Campaign, to address the poor



conditions that our CR members are subject to on a daily basis. Many of our members are forced to work two or three jobs, in order to put food on their tables and support their families. SHAME! That is unacceptable. Especially given the fact that most CR's are routinely "voluntold" to perform additional duties that are in others' job descriptions. The USJE and the Equity committee are focussing efforts to help these members. There are committee updates and general information in the USJE newsletters and on the USJE website.

<https://usje-sesj.com/en/national-equity-committee/>



2025 Equal Voice Gala in Ottawa



2025 Equity Conference in Halifax

The FOS Committee was created as a result of a brutal assault on a Food Services Officer at Stony Mountain Medium Institution. This committee is chaired by RVP Laurie Ann Wesselby and co-chaired by yours truly. The objective of the FOS Committee is to improve working conditions for All Food Services Officers across the country. To date, we have successfully lobbied the CSC to conduct a staffing model review. Now, the USJE will follow up with the CSC, to ensure all institutional kitchens are properly staffing the departments so staff are not overworked. We have also successfully seen to it that the equipment in all kitchens across the country have been updated and/or repaired. We are still using our considerable influences to persuade the employer to having CX presence in the kitchens again so staff can be and feel safe while performing their duties. <https://usje-sesj.com/en/campaigns/>



The Occupational Group Structure (OGS) Committee is the committee that is consistently having communications with the CSC to discuss job description issues and timelines. This committee has been placed “on hold” by the CSC. I will report back when this changes.

The Organization of the Locals Committee provides assistance and guidance to the Locals. During this term, the committee has completed the review of all the local by-laws. This herculean task was led by and almost solely accomplished by the committee chair, Carol Osborne. This committee is also responsible for reviewing local by-laws and proposed amendments to by-laws. This includes proposals dealing with creating, merging, and unfortunately, dissolution of locals.

The Scholarship and Awards Committee. The USJE offers many awards and scholarships. As a committee, we carefully create the question(s) that are used to award the members or their children who are still in school and take the time to participate and answer said questions. Once the tenders have been received (100 this year) the committee reads through all the essays and selects the successful candidates. There has been a large increase in the use of artificial intelligence when completing the essays. That in itself, is a topic of discussion and debate for the committee members.



The PSAC Prairies Regional Occupational Health and Safety Committee is one of my most important committees. There are so many of our members that are dealing with issues, both professional and personal and are in dire need of accommodations. The environment in which we work is very stressful, whether we know it or not. I’m not just referring to the individuals we work with but the ones we work for as well. Years of feeling abused and marginalized takes its toll. On all of us. We need to take care of ourselves, both physically and mentally.

The National Advisory Committee on Ethics (NACE) is a CSC formed committee that facilitates studies and surveys for the purpose of improving the ethical practices of the CSC. The Union members of the committee have a large amount of input and are an essential part of this committee. We consistently give feedback and ask questions to the senior managers on the committee.

The Ethical Risk Action Committee (ERAC) is very similar to NACE. The major distinction is ERAC puts the suggestions and findings into action, in order to ensure that the intent or the spirit of the policy or guideline implemented is actually adhered to at all levels. Things such as Employee Mental Health and Well Being, Workplace Wellness and Work/Life balance. These topics appear very important at the regional and national CSC level but less so at the local level. ERAC is also a CSC formed committee.

The Parole Officer Continuous Development (POCD) Committee was formed by myself and the other RVP's representing CSC members in the prairies. This committee's sole purpose is to ensure that the Parole Officers receive training that they want and that is relative to the specific work they do. To date, I have received a lot of positive feedback in relation to this committee and the work we have done.

The Prairies National Officers Committee serves as a channel between the PSAC and the USJE. This committee, chaired by the PSAC prairie Regional Executive Vice President (REVP), covers a broad range of topics that impact our members in many ways. Meetings normally occur on a quarterly basis, but special meetings can be added if a need were to arise. These meetings take place via zoom calls. Any important news or information is shared at these meeting and they are very useful for staying connected with what is happening with the PSAC locally and across the country.

I was appointed to the Population Management Committee. Due to the initiation of CSC's workforce adjustment process, this committee has had little movement. Therefore, I have nothing to report.

I have also recently been asked to take on the role of USJE's coordinator for staffing complaints. This is a role that is close to my heart. We work in an environment that is rich in favoritism, nepotism and abuse of power. Staffing complaints can be a very effective way to hold management accountable for their decisions. There are currently fifty (50) active complaints and four (4) trained, qualified representatives. Although the USJE is not obligated to provide representation on staffing complaints, our National President and the executive feel that supporting our members during such a stressful time is very important. To that end, we are actively looking for new representatives to assist our members during this complaint process.

Regional Labour Management Committee Meetings:

These meetings take place on a quarterly basis. At these meetings, I continue to take advantage of the opportunities to shine light on the things occurring at the site level. I am happy to say that I have had a positive influence in that regard. If local management is not dealing with the local Union in good faith, I have the ability and the obligation to take the issues to the next level. It is alarming how direction from the regional level is misinterpreted or manipulated at the site level. It is my job to clarify these "miscommunications" when they occur.

Local Labour Management Committee Meetings:

If I am able, I make every attempt to attend the local Labour Management Committee (LMC) meetings. Any member may attend a local LMC as an observer. If you are curious, or wish to have a topic discussed, let the local president know and they will make it happen. These meetings are a great way to stay connected to the happenings at the site level and to show full support for and solidarity with the local executive and our members. At the local LMC, I am mostly a spectator. I

take notes and listen to the discussions. If there is any follow up needed, I will do so at the regional or national level.

Annual General Meetings:

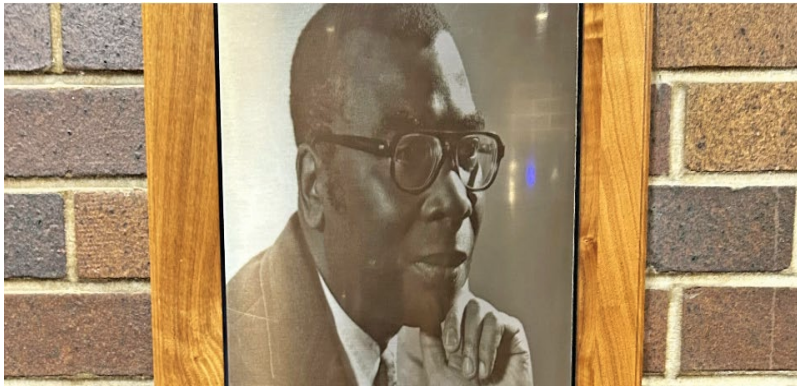
I have attended most of the AGM's for both locals and will always attend if I am able. I am proud to say the percentage of members in attendance continues to be well above the national average. Our members are well informed and in touch with their Union. I have always believed that members should attend meetings so that their voices can be heard. The members of 50026 and 50027 embody that. As well, if a member wishes to take part in conferences and/or conventions, they must attend seventy-five percent of their local's general meetings. Before and after the meetings, I encourage members to approach me with any comments, questions and concerns they may have. I am there for you.

Education/Training:

Having our local executives and members trained as extensively as possible, is very important to me. Knowledge is power. To that end, the USJE has and will continue to conduct a series of training sessions across the country. The PSAC regularly holds training sessions on a range of topics. The training schedules can be found on the PSAC website. The more members are educated, the stronger we are as a Union.

<https://prairies.psac.com/wp-content/uploads/2026/03/1MB-SPRING-2026-SCHEDULE-FINAL.pdf>

James Calbert Best: One of the Founders of the PSAC.



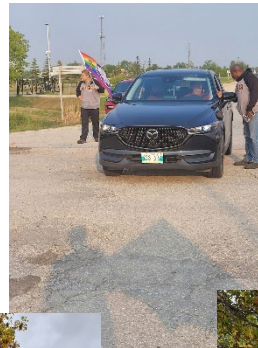
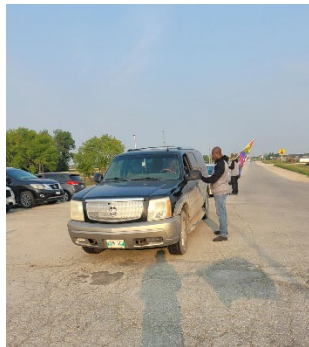
Representing Members:

As I have stated during General Meetings, I am more than willing to attend second level grievance hearings or disciplinary hearings/interviews, if any of my members wish. In fact, I have indeed attended a number of these meetings with my members, both at the site level and regionally. Whether it is with me or another activist, it is recommended that you always have a representative with you when meeting with management.



Days of Action:

Throughout the years, USJE and PSAC have performed multiple rallies, across the country. Almost every time I attend an event, such as a conference, we make time to march to a government building and demonstrate in front of it. As of late, the demonstrations have geared around the governments Comprehensive Expenditure Review(CER) and Workforce Adjustments(WFA).



Acknowledgements:

Once again and for always, I would like to acknowledge the hard work that is done by the local executives. In particular, the local Presidents. Carlos Portillo has been elected for a third time and I could not be happier. Nestor Galarnyk has been elected for his first term and I know he is up to the challenge. To the members of 50026 and 50027, you are in good hands. The work that these members do that is above, beyond and in addition to their daily professional duties, should not and does not go unnoticed or unappreciated. To the local executives, thank you.

**Conclusion:**

This has been a very busy and informative three years. The learning curve has been substantial but manageable. As a Union, we have made great strides. The USJE continues to lead the charge in multiple areas, such as our Presumptive Injury, FOS and CR campaigns. We were successful in placing more USJE member on the bargaining team than ever before. That's huge and was no easy task. Through such means as the Union Safety Net, (<https://usje-sesj.com/en/podcast/>) USJE's award winning podcast dedicated to informing our members, we have strived to and succeeded in keeping our members informed with what your Union is doing and what the employer is doing.

As an Individual, I have learned so much. I have also used what I have learned to help and benefit my members. When I became RVP, my first, self imposed mandate was to serve my members to the best of my abilities. I have done that. I will continue to do that. Thank you.

In solidarity,



Kirk McIntosh

Regional Vice President for Manitoba (CSC),

Vice-président régional du Manitoba (SCC)

1-204-403-4536

mcintok@psac-afpc.com

www.usje-sesj.com www.keepingcanadianssafe.ca



Union of
Safety and Justice
Employees

Syndicat des
employé-e-s de la
Sécurité et de la Justice

**REPORT OF THE
REGIONAL VICE-PRESIDENT
BRITISH COLUMBIA (CSC)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Kirsty Havard

Regional Vice-President Kirsty Havard

Report to Convention 2026

Pacific Region – Correctional Service of Canada Institutions

My tenure as Regional Vice-President for the Pacific Region, representing Correctional Service of Canada (CSC) institutions, continues to be both demanding and deeply rewarding. It remains an honour to serve alongside the dedicated Locals throughout our region who consistently demonstrate commitment to supporting one another and advocating for the rights and well-being of our members. Their collective knowledge, resilience, and willingness to step forward in times of challenge continue to strengthen our union and reinforce the important work that USJE members perform every day to keep Canadians safe.

Since the last convention, our members have faced a number of significant challenges. These have included operational pressures including increasing workloads, continued complications with the Phoenix pay system, Return to Office mandates, and most recently the uncertainty surrounding Workforce Adjustment measures. At the same time, our union has continued to make meaningful progress in advocating for improved health and safety protections, stronger legislative support for public safety personnel, and greater engagement with elected officials.



RLMC September 9, 2024 - RTO Local Presidents Anchor Chains made by Laura Wildly

Throughout this reporting period, one of my priorities has been fostering stronger communication and collaboration among our Local Executives. Our regular bi-weekly virtual meetings have provided a space for Local Presidents to exchange ideas, seek advice, and support one another while navigating complex workplace issues. These discussions have proven invaluable in strengthening our collective capacity to represent members effectively.

In addition to my responsibilities within USJE, I continue to serve as the First Alternate Regional Executive Vice-President for PSAC BC. This role has allowed me to participate in broader

labour movement initiatives and represent the concerns of USJE members within the British Columbia Federation of Labour and the PSAC BC Regional Council.

With the continued support of our Locals, USJE leadership, and the dedicated staff at our national office, we remain focused on improving working conditions, strengthening health and safety protections, and ensuring our members' voices are heard at every level.

Representation and Consultation with Management

A significant portion of my responsibilities as Regional Vice-President involves engaging with management through consultation meetings at both the local and regional and national levels. These meetings are typically held in hybrid formats that allow participation both virtually and in person, enabling broader engagement from Local Presidents and members across the Pacific Region.

During these meetings I continue to advocate on behalf of our members on a range of workplace issues. Among the most pressing concerns raised over the past several years have been the increasing workload pressures experienced by Institutional Parole Officers, the safety concerns faced by Food Service Officers working within correctional institutions, and the restructuring of Technical Services operations. Budget reductions impacting the Pacific Region have also generated significant concern among our members, particularly regarding the potential impact on service delivery and staffing levels.

Whenever possible, I ensure that Local Presidents and interested members participate directly in discussions with management. Their workplace expertise provides valuable insight into operational realities, and their involvement helps develop the next generation of union leaders.

As Regional Vice-President, I also participate in a number of important consultation bodies within CSC. These include the Regional Labour Management Consultation meetings with the Regional Deputy Commissioner, which occur quarterly, as well as the National Mental Health Steering Committee. I also continue to sit as a voting member on the National Health and Safety Policy Committee alongside RVP Carol Osborne. In some instances, issues raised at the regional level have not received adequate responses from the employer. When this occurs, I have escalated concerns to the National Labour Management Consultation Committee to ensure that our members' issues receive proper attention and resolution.

Another important initiative during this reporting period involved my annual participation in the development of the Regional Parole Officer Continuous Development (POCD) training. Together with RVP Jeff Sandelli, I was invited to provide union input into the training design to ensure that the program reflected the realities faced by our members. The final training model adopted a hybrid approach in 2024-2025 combining in-person and virtual sessions and included trauma resiliency training delivered by Wounded Warriors Canada, recognizing the importance of addressing operational stress injuries within our workforce. The 2025-2026 POCD regional training sessions are being offered in a virtual format, despite USJE's objection to CSC not offering in person training.

I continue to educate and assist our members to utilize the Canadian Occupational Health and Safety Workplace Violence (WPV) process under the Canada Labour Code. I believe that having an unbiased and competent person investigating the violence and bullying in the workplace holds the employer accountable, making our workplaces healthier and safer for our members. We currently have multiple WPV processes running in our region offering our members a more fair and transparent process through the Occupational Health and Safety Committees. CSC has a long way to go towards changing the workplace culture, especially when it comes to restoration of the workplace. I will continue to advocate for processes that support a healthier environment for our members.

USJE Committees and National Union Work

Following the USJE Triennial Convention held in July 2023, National President David Neufeld reassigned several committee responsibilities. I was appointed to the newly established Collective Bargaining Strategy Committee, chaired by RVP Patrick Menard. This committee was tasked with preparing for the PSAC National Bargaining Conference and developing strategies to strengthen USJE's role in the bargaining process.

The committee played an important role in gathering and prioritizing bargaining demands submitted through regional conferences across the country. These demands were then consolidated into the top priorities presented at the PSAC National Bargaining Conference held in Montreal from February 19 to 23, 2025. Thanks to the efforts of our committee members and the engagement of delegates and RVPs from across the country, USJE members were successfully elected to bargaining tables representing several groups.

I also continue to serve as Chair of the USJE Health and Safety Advisory Committee. This committee includes members from across Canada who bring valuable expertise and experience in workplace health and safety. Following the 2023 Convention, RVP Jeff Sandelli joined the committee as Co-Chair, and his knowledge and commitment have greatly strengthened our work.

Our committee meets regularly through teleconferences and up to two in-person meetings each year. In February 2024, we gathered in Ottawa for an in-person meeting held in conjunction with a Member of Parliament panel discussion organized by USJE. During this time, we welcomed two new members to the committee: Tyler Monteith from the RCMP Post Garage in the Prairie Region and Ian Reodica from the RCMP representing the National Capital Region. In 2025, we welcomed Brigitte Willman from the RCMP in British Columbia and Fadia Sakha from RCMP in Quebec.

I would also like to recognize the continued contributions of Nancy Peckford and Dr. Rose Ricciardelli, whose research and advocacy work have been instrumental in advancing the discussion around operational stress injuries among public safety personnel. Our Communications Officer Jean-François Tessier has moved on from his role, and Sebastien Bezeau joined us on the committee. Thank you, Jean-François, for sharing your knowledge and the inner workings of Parliament. Your expertise was invaluable! We wish you success in your future endeavours!

I want to thank former committee members Una Gair and Sandy Berthelotte for their long-term dedication to this committee. We would not have achieved our current success without their invaluable contributions. Una, for creating the definition of Public Safety Personnel for GECA and Sandy for sharing her personal experience working at the Parole Board of Canada and educating Members of Parliament (MP) on the work our members do to keep Canadians safe every day!

Legislative Advocacy and the GECA Campaign

One of the most significant milestones during this reporting period occurred on September 20, 2023, when Member of Parliament Peter Julian introduced Bill C-357 in the House of Commons. This legislation proposed amendments to the Government Employees Compensation Act (GECA) with the goal of improving access to workers compensation benefits for federal public safety personnel suffering from operational stress injuries.

The introduction of Bill C-357 was the result of discussions that began during the USJE Triennial Convention in July 2023, where Nancy Peckford and I had the opportunity to speak directly with Mr. Julian following his presentation to delegates. He committed to assisting USJE in developing legislative proposals and worked with the Parliamentary Library to prepare the bill.

Throughout the summer of 2023, we worked extensively to finalize the legislative language in time for the fall parliamentary session. Our efforts culminated in the successful first reading of the bill in September 2023.

Since that time, USJE has continued to advocate for reforms to GECA through meetings with Members of Parliament from all major political parties. These meetings have included discussions with MPs serving on the House of Commons Standing Committee on Public Safety and National Security, as well as other parliamentarians with an interest in public safety and mental health issues.

In October 2024, USJE hosted a major lobbying event on Parliament Hill in advance of World Mental Health Day. Members of Parliament from several parties participated in the event, including Jennifer O'Connell, Todd Doherty, Kristina Michaud, and Peter Julian. During the event, several USJE members courageously shared their personal experiences with operational stress injuries to highlight the urgent need for legislative reform. We held our second World Mental Health Day event on October 8, 2025 that had 17 MPs in attendance including MPs from each of the major political parties speak at the event including Maggie Chi, Todd Doherty, Claude DeBellefeuille and Gord Johns. Thank you to USJE member Conrad Zalevich from Winnipeg, Manitoba for sharing his difficult journey where he was denied WCB despite two appeals.



October 9, 2024 World Mental Health Day event held on the Hill

While the recent transition to a new Liberal government temporarily paused parliamentary proceedings, it has also created renewed opportunities to advance this work. USJE has continued engaging decision-makers and strengthening relationships with parliamentarians, ensuring that the proposed reforms to GECA remain firmly on the political agenda. Our union remains committed to working with Members of Parliament to secure meaningful legislative change so that federal public safety personnel can access the mental health supports they need when they need them.

Many thanks to Sebastien Bezeau and the communications team that help amplify our campaigns and keep members informed. The updated information pamphlets for the MPs and maintaining our websites, including PTSLatwork.ca and KeepingCanadiansSafe.ca and the recently added SafetyInJeopardy.ca. The MPs continue to comment on how organized and professional we are during our meetings! I am committed to continuing to engage the major political parties to educate our MPs on the great work of our USJE members. I would like to encourage our members to visit with their MPs, especially when it concerns increasing supports for Mental Health injuries. I am willing to attend and support anyone who would like to present our proposed changes to GECA to their MP. Together we can make a difference!

Engagement with the Labour Movement

Beyond my work within USJE, I remain actively involved in the broader labour movement through my role as the First Alternate Regional Executive Vice-President for PSAC BC. This position allows me to participate in meetings of the PSAC BC Regional Council and to represent our members within the BC Federation of Labour.

The PSAC Triennial Convention was held in Ottawa May 26-31, 2024. As I was a member of the Constitution Committee, I presented our top priorities for both USJE and the PSAC BC Regional caucuses. It was nice and early for all of us attending from BC! Pippa Mann, Local President Mission Institution, really enjoyed her first PSAC national convention experience and we

participated in a Rally outside the Department of National Defense to show solidarity with striking Non-Public Funds workers. This was an exciting convention where nearly 600 delegates attended, and we elected PSAC's first racialized National President Sharon DeSousa!

On October 5, 2024, I participated in the PSAC Women supporting Women door canvass with former PSAC member, and current Member of the Legislative Assembly (MLA), Janet Rutledge. Also, in attendance for this event was our National President Sharon DeSousa who was showing our support for women in the Labour Movement. I am happy to report Janet was re-elected the MLA for Burnaby North!

In November 2024 I attended the BC Federation of Labour Convention, where I spoke in support of resolutions advocating for presumptive injury coverage for workers suffering from psychological injuries. Drawing on my experience working with the USJE Health and Safety Advisory Committee, I highlighted the importance of ensuring that workers receive timely support while awaiting approval of workers' compensation claims. I also spoke at the mic to the government's contribution holiday to pause its payments into the Public Service Pension Plan.

In April 2025, I had the honour of serving as a panel speaker at the PSAC BC Regional Women's Conference, titled "Women's Rights in 2025: Flourishing, Flatlining or Floundering," alongside PSAC National President Sharon DeSousa, BC Federation of Labour President Sussanne Skidmore, and retired PSAC National Executive Vice-President Patty Ducharme. The conference brought together union activists from across the region to examine the current state of women's rights and to advance discussions on intersectional advocacy and collective action moving forward.



PSAC BC Regional Women's Conference April 2025: Sussanne Skidmore, Sharon DeSousa and Patty Ducharme

I continue to regularly attend meetings of the PSAC East Fraser Valley Area Council. These meetings provide valuable opportunities to collaborate with labour activists from other unions and to participate in community-based initiatives. Events organized through the council have included participation in the annual Chilliwack Pride celebration, the annual Labour Day Picnic at Mill Lake in Abbotsford and community education events focusing on reconciliation and Indigenous history such as an organized tour of St. Mary's, a former Residential School in

Mission, BC and participating in community events on June 21st National Indigenous Peoples Day and September 30th National Day for Truth and Reconciliation. Participation in these activities strengthens relationships between unions and the communities we serve while reinforcing the importance of solidarity across the labour movement.

Grievances, Workplace Violence Complaints, and Member Representation

Representing members in grievance procedures and workplace disputes continues to be a major component of my role as Regional Vice-President. Over the course of this reporting period I have handled approximately 95 grievances, several of which have been resolved at the second level and a few resolved at first level. I regularly represent second level grievances, harassment and violence complaints and disciplinary investigations and assist with Staffing Complaints and the Filing of Canadian Human Rights Complaints that accompany multiple discrimination grievances in relation to duty to accommodate.

When concerns raised at the local and regional levels are met with a non-response from the employer, I have escalated these issues to the National Labour Management Consultation Committee, where they have been addressed and often resolved. This advocacy ensures that our members' voices are heard, and their concerns are acted upon at all levels.

Phoenix pay issues remain one of the most persistent challenges facing our members. Many grievances involve overpayment recovery, missing allowances, incorrect pension contributions, leave with income averaging or delays in processing maternity and parental leave benefits. In numerous cases I have successfully negotiated emergency salary advances or priority payments to ensure that members receive the compensation they are owed without unnecessary delays. I would like to thank the staff at the PSAC Phoenix pay for their support in this 5 billion dollar (and counting!) debacle that has continued for over 10 years!

I also continue to assist members in navigating the Workplace Violence Prevention process under the Canada Labour Code. This process provides an independent mechanism for investigating workplace harassment and violence complaints. While progress has been made in implementing these procedures, it is clear that CSC still has significant work to do in improving workplace culture and supporting the restoration of healthy work environments following incidents of harassment or bullying. I am happy to report that CSC has recently hired an outside agency to facilitate a workplace restoration for one of our work units.

To strengthen my ability to support members in these complex matters, I completed the Labour Relations Certificate program through Toronto Metropolitan University and Lancaster House between October and December 2024. The knowledge gained through this program is something I continue to share with my locals to strengthen representation and support for our members.

Mobilization, Training, and Member Engagement

Member mobilization and engagement have been central to our union's work over the past several years. The historic PSAC strike in 2023 demonstrated the collective strength of public

service workers across the country, and the participation of Pacific Region members was particularly inspiring.

Since that time, our Locals have continued organizing a range of activities to engage members and share information about workplace issues. These have included lunch-and-learn sessions at institutions such as Fraser Valley Institution on March 11, 2025, as well as information pickets and multiple Day of Action events across the region. A special thank you to Laurie Ann Wesselby for your continued support to make the Day of Action events a success!

On June 11-12, 2024, USJE held our National Local Presidents Meeting (NLPM) in Ottawa. It was an action packed event where most of my Local Presidents were able to meet with other USJE activists from across Canada. I, along with RVP Jeff Sandelli, presented information on Bill C-357 and the new PTSI at work campaign brain pin. We also participated in a lively rally outside Treasury Board to protest the directive on prescribed presence in the workplace. We were joined by newly elected PSAC National President Sharon DeSousa and National Executive Vice President Alex Silas.

On September 18, 2025, RVP Zoe Johnston and I helped organize a USJE Day of Action at Mission Institution, where we hosted a member appreciation pizza lunch on the employer's premises. The event was well attended, with over 65 members joining us during the lunch hour, providing a valuable opportunity to connect directly with the membership and hear their concerns. Later that same day, we joined the picket line in support of our fellow union members from the BCGEU and the Professional Employees Association, demonstrating our solidarity and shared commitment to advancing workers' rights.



Remote Works Rally at Department of Justice with two Mrs. Ropers!

I attend the Canadian Labour Congress Winter School PSAC course “Bargaining Level One” January 21-26, 2024. It was very educational, and I was able to connect with other union activists from BC. I used this educational opportunity to support our USJE Bargaining Strategy Committee.

In March 2025, the Pacific Region hosted its first USJE Grievance 101 training session in Abbotsford. The training was well attended by Local Executives and Shop Stewards who appreciated the opportunity to strengthen their knowledge of the grievance process and build connections with fellow activists. Thank you to Melanie Crescenzi and Robert Strang for delivering the training sessions in our region. We look forward to more training sessions later this year!

Additional member outreach activities have included workplace information events, community engagement initiatives, and union education workshops. These events help ensure that members remain informed about bargaining developments, legislative advocacy efforts, and workplace issues affecting our sector.

Acknowledgements and Looking Forward

The work accomplished during this reporting period would not have been possible without the dedication and commitment of many individuals, including the invaluable support and expertise of the USJE staff.

I would like to thank my Local Executives and Shop Stewards who continue to support members through complex workplace challenges. Their leadership at the local level is essential to the strength of our union.

I would also like to acknowledge the contributions of former Local Presidents who provided leadership during some of our most challenging times, including the pandemic and the national strike. Thank you to former Local Presidents Stacey Gauthier, Krista Tebbutt, Tony O'Hara, Rose Tustian, Angela Striker, Kurt Seedhouse, Barb Turmann and Anita Fortune. Their commitment to supporting members will not be forgotten. A special note of appreciation goes to my alternates, Laura Wildly and Krista Tebbutt, whose support and readiness to step in when needed have been valuable when supporting our members.

Finally, I wish to honour the memory of our colleague Sandy Berthelotte. Sandy served on the USJE Health and Safety Advisory Committee and was a passionate advocate for improved protections for workers experiencing operational stress injuries. Sandy's courage, compassion, and dedication to helping others will always be remembered.

As we look ahead, our union continues to face significant challenges, including workforce adjustment measures, return to office mandates, ongoing bargaining disputes, and the broader economic pressures affecting workers across Canada. Despite these challenges, I remain confident that through solidarity, engagement, and strong leadership we will continue to advocate effectively for our members and strengthen our union.

Together we will continue to ensure that the contributions of USJE members are recognized and that their voices remain heard at every level. Together we make our union strong!

In solidarity,

Kirsty Havard (She/Her/Elle)
Regional Vice-President/ Vice-présidente régionale
Union of Safety & Justice Employees/
Syndicat des employé-e-s de la Sécurité et de la Justice

**REPORT OF THE
REGIONAL VICE-PRESIDENT
ATLANTIC (CSC)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Laurie Ann Wesselby

I am please to submit my Regional Vice President report, CSC Atlantic, which covers the period from July 2023 to December 2025I represent 6 locals within the Atlantic Region.

- Atlantic Institution Local 60019
- RHQ Local 60142
- Dorchester Medium Institution Local 60020
- Westmorland Institution (Dorchester Minimum) Local 60128
- Springhill Institution Local 80025
- Nova Institution Local 80110

The last few years have seen a shift in the local executive at most of the sites I represent. I have all new local Presidents and a lot of new union reps within all locals. I am so proud of all they have accomplished and the engagement they have done within the locals. There have been a lot of disciplinary investigations at all sites, workplace violence and harassment complaints, grievances, RTW and DTA situations and many other challenges that have been presented to these amazing local representatives. I continue to provide support on grievances at the 1st level and I represent at 2nd and file to 3rd level. I attend any LMC meetings when locals request my attendance. We continue to collaborate on when memebtrs receive pay issues in the form of over payments, missing allowances, claw backs etc....

I want to thank each one of these union representatives for all they do. They work from the side of their desks and are dedicated to their membership and deserve to be recognized for the work they do.

I want to thank Heather Reid and Nathalie Mintsa (1st and 2nd alternates) for their support and collaboration.

I continue to look forward to our continued representation and working together.

July 2023 to December 2023

July 17-21, 2023, USJE held its 19th National Triennial Convention in Whistler BC. There were 5 delegates and 3 observers in attendance.

I had the honor to be re-elected as Regional Vice President for a second term. Heather Reid was elected 1st Alternate and Nathalie Mintsas was elected as 2nd alternate.

I want to thank Heather and Nathalie for their support and collaboration. I continue to look forward to our continued representation and working together.

David Neufeld was elected by acclamation as USJE National President and Lynette Robinson was elected National Vice President.

Carol Osborne and I had the honor of presenting Jeannette Manual-Alain, her honorary membership at the convention. Her dedication and mentorship throughout the years helped so many members build the confidence to become union leaders.

USJE has passed a resolution to create a National Strike fund which will see dues increase of \$5.00 per member per month. This will assist in topping up all locals in the event another strike happens.

September 20, 2023, in the House of Commons, USJE was in attendance to witness Member of Parliament, Peter Julian introduce a Private Member's Bill in support of the Union of Safety and Justice Employees longstanding call to ensure more federal public safety employees have access to Worker's Compensation for mental health related injuries.

Bill C-357 is an Act to amend the Government Employees Compensation Act which has not changed in 50 years. It leaves behind tens of thousands of federal public safety personnel who suffer from psychological injuries. USJE has been engaging all political parties to highlight why these changes are so urgently needed.

During the week of October 23, USJE's National Executive met to establish a three-year strategic plan which will equip and empower the Union to advance its key priorities:

- address the considerable grievance backlog.
- Presumptive Injury campaign

- advocate for RCMP public service employees whose jobs may be at risk.
- advocate for better compensation for members of the CR group.
- prepare for future rounds of collective bargaining.
- membership engagement.
- These priorities were built upon the feedback and information obtained through several USJE member surveys conducted during the past term of office and what our members shared as priorities/concerns at the recent USJE Triennial Convention.

In September I also attended the Peace Officers Memorial on Parliament Hill. The last Sunday of September every year is a National Memorial Day and gives Canadians the opportunity to express their appreciation for the dedication of police and peace officers, who made the ultimate tragic sacrifice to keep our communities safe. The service honors those who have fallen each year and prior to the service the names of the fallen from past years are called out one by one.

The USJE National President, David Neufeld, came to the Atlantic region for site visits. We visited Springhill local 80025 where we toured the Institution with Local President, Brett Wood. We met with the CPO and PO group, Food services department, CMA and CR group and several of the trades members that fall under the SV Collective agreement. to discuss issues with caseloads and staffing. The members from different departments presented us with a detailed list of issues, which we raised later that afternoon when we met with the Warden.

On December 14-19,2023 I was in Ottawa for the PSAC Leadership training and a 2-day training from PSAC on Diversity. It was a eye opening learning experience and many personal stories were shared.

I have attended all AGM's for the locals where many new executive members were elected to leadership roles.

January 2024 to December 2024

I have attended all the AGMs for each local and sites visits in 2024. There are many new union representatives, and I have seen an increase in union activism. The level of passion and dedication each of these activist shows is inspiring. I want to thank all the local activists and all the members for their time and dedication. They participated in events, training, rallies and many virtual calls. The locals continue to work with the members and address issues with management at the LMCs and bilats at the site level. Many of the locals had a change in leadership and new locals Presidents and executives were elected. I continue to work with each local and address the issues at the RLMC meetings and forward to USJE National when no resolve at the local or regional level.

In 2025 USJE will be conducting some grievance handling training for locals. I have reached out and will be organizing this for next year for my locals. I continue to work with each local to assist in grievances, disciplinary hearings, DTA and RTW files and any other assistance they need. I encourage all members to take union training, even if you are not interested in being part of the local executive. Understanding your collective agreement is very important.

The FOS working group met on January 23 and May 7, 2024. The members of this working group are all Food Services Officers employed by Correctional Service of Canada who are members of USJE. The working Group was established after an assault on a FOS member at Stoney Mountain Institution in Winnipeg. The investigation shed light on the health and safety issues and lack of security and training within the department. The members of this working group provide updates from each region and discuss common issues and develop a strategy moving forward. The common themes from these 2 meetings were training, broken equipment, Phoenix pay issues, ITD (Inmate training allowance), changes to the religious diets of the offenders and health and safety of the members working in the food service department.

USJE has a Podcast called "Union Safety Net" and you can hear all about the FOS working group, conditions at the sites and more as I was a guest on the podcast and spoke to the issues we face as members working in a federal prison every day.

USJE created a website for this campaign... <https://www.fosunsafeatwork.ca>

We have been meeting with NHQ managers to bring the issues to their attention and have made some changes with more training being offered to all FOS members before their first day of work. The food services equipment is being replaced in many Regions and the issues of these members, and their safety concerns are being addressed at the local, regional and National level.

September 18, 2024 USJE President, David Neufeld, RVP Kirk McIntosh, RVP Shauna Ward and representatives from CSC NHQ, Stephane Charron, senior manager food services, technical services and Patrick Larose, senior Human resources consultant, Food Services. met at the Stoney Mountain Institution regarding the Food Services Officers staffing model review. I also attended this meeting virtually. The visit began in the food services department where FOS working the afternoon shift spoke to the representatives. More changes are needed in the Food services department including more FOS staff and a correctional officer stationed in the kitchen. The meeting lasted for 90 minutes, and we shared the importance of the FOS Campaign. The NHQ representatives have visited many institutions across the country and understood the challenges the FOS are facing.

I am very proud of the work we have done on this working group and campaign and want to thank my co-chair, Kirk McIntosh, for support with this campaign and working group.

On April 8-10, 2024 I attended the SEM and NEM meetings in Ottawa. On April 9, seven USJE members were awarded the USJE National Public Safety Award. This is the 2nd year this awards ceremony was held.

The names of the recipients are:

Jodi Trolley RCMP

Sean Hickey Community Parole CSC

Stephane Dawe RCMP

Wayne Hirlehey Public Safety Canada

Thomas Eischen Community Parole CSC

Una Gair CPO CSC

Pierre-Luc Gilbert CSC

May 1st

the Treasury Board of Canada mandated all federal public service employees must be on site a minimum of 3 days per week starting in September 2024. This is a one size that fits all mandate, in this region the employer's directive is 4 days for a few groups but 5 days for most. At the RLMC meetings it is always raised about the 3,4 or 5 days a week onsite mandate and I am assured this is not the direction that is being given. The RDC states she is allowing each manager of the departments to have the flexibility to have a hybrid work arrangement, however the sites are not following this, and I have continued to push back at every local and regional meeting.

At RHQ, the local membership is still supported to work a hybrid work arrangement in a lot of the departments. The locals and I will continue to advocate for flexibility at all the sites.

On May 14, 2024 I participated in an early morning information handout at 1045 Main Street Moncton at the CSC RHQ building. RVP Carol Osborne along with many of our local members from the site came out in support. We passed out handouts in both official languages regarding the 3 days return to office mandate. Thanks to Local 60142, Carol Fortin and Kim McNeil for their assistance and participation.

After 8 years the Phoenix pay system continues to have hundreds of thousands of backlogged pay issue cases. I continue to assist in filing of grievances for pay issues and work with members on resolving overpayment letters that continue to be sent. I continue to work with the locals, members and management to ensure the members are paid correctly. In most cases it was the manager that filled out the paperwork that was at fault, however it creates undue hardship for the members who did not receive a pay cheque. Members deserve to be paid in full for the hours they work.

May 26-31

I attended the PSAC National Triennial Convention. In attendance was Heather Reid as a delegate who was elected at the USJE National Convention in Whistler BC in 2023, Amy Smart, who was elected as an observer from local 60020 and Melissa Sauve who was elected as a observer from local 60142. This was Melissa and Amy's first Convention. USJE held a caucus on May 26. Resolutions that were tabled by USJE were discussed and strategies around moving them forward. USJE RVPs Osborne, O'Brien-Colterman, Havard and Johnston sat on each of the PSAC

committees and provided updates on the resolutions that would be discussed and debated on the convention floor. Candidates that were running for PSAC National President, National Vice President and alternates addressed the caucus to share their platform and vision if successful in their campaigns.

May 28

the USJE delegation took part in a lunch-hour rally in support of UNDE's non-public fund members in Quebec who have been on strike for over 135 days. USJE has voiced concern over "Job Security" for RVP's and elected union representatives. David Neufeld went to the mike for a point of privilege, along with the USJE delegation and many other components who stood behind him in support. Many union representatives do not have a guaranteed job once their elected mandate comes to an end. The USJE RVP program is currently one of these components that we are fighting to ensure the employer continues to hold our positions in the event we return to the site. This is a union busting tactic the employer is using to discourage members from holding union elected positions. It is shameful.

May 31

the PSAC delegation elected a new PSAC National President. Chris Aylward retired after 2 terms as PSAC National President, and Sharon DeSousa was election PSAC National President and Alex Silas was elected PSAC National Vice President.

The delegation also took part in a lunchtime rally to defend Canada's Public Health Care System.

The Federal Government is committed to reducing spending by 14.1 billion dollars over the next 5 years, starting in the 2023-2024 fiscal year and by 4.1 billion annually after that. This will affect nearly every department and agency. At the RLMC meetings I am told that WFA will not happen, and the cuts will be made without loss of positions. The sites are already feeling the effects of these cuts as positions are not being backfilled when members are on vacation or off on sick leave. Funding for BUS 04 positions has been given to the Atlantic region, however most of those positions have not been filled indeterminately. I have continued to work with the local executives to raise concerns about workloads, burnout and lack of backfill when members are off. These cuts are falling on the back of USJE members and yet the employer continues to ignore the concerns

being raised. The employer continues to raise the importance of mental health and wellness, and they support our members, however they are not listening when we raise the statistics of how many members are out on burnout and sick leave or leaving the organization completely. Members are being asked to do more with less resources and CSC is not backfilling true vacancies within departments. This is adding a workload overburn and all departments.

The next few years will be challenging, and we will continue to raise concerns and raise concerns over cuts to USJE members' jobs.

June 11-13

I attended the National Locals President meeting along with my Local Presidents from the Atlantic. In early 2024 I was acting chair of the MME committee and presented the plan and what we have accomplished so far in 2024. The week the meetings were scheduled was also Public Service Week and we decided to show the employer that a hot dog or hamburger was not enough to replace the shameful return to office mandate they were set to start in September. My local Presidents came to the rally and showed the employer that we in the Atlantic stand in Solidarity with the members.

August 7

I along with Local President Brett Wood and Local Vice President Randy Gordon were up and about at 6am at Springhill Institution in Nova Scotia handing out USJE material about the return-to-work mandate scheduled to start in September. Our union opposes this one size fits all directive and is reaching out to the entire membership to raise concerns over this. We need to think outside of the box for hybrid work. There have been concerns around certain departments not being able to work from home, however when there is mandatory training required for members, we can request they be allowed to do this off site at home. Laptops are available and any member can do online training from their home. I encourage all members in all tables (SV, TC, EB and PA) to request this from their manager in writing. Reach out to the local union if denied. They can be flexible as stated by the RDC.

September

23 to 27

I attended the USJE SEM and NEM meetings in Ottawa. At the senior executive meeting all USJE RVPs and the National President attended wearing anchor necklaces. This was to send a message regarding the employers “anchor day policy” and that we were not in support of it.

I also attended a rally in the early morning at NHQ with our flags and anchor ‘bling’ to protest the return to office mandate and anchor days.

Sunday September 29

I attended the Peace Officers Memorial on Parliament hill. This National Memorial Day honors the dedication of all police and peace officers who have made the ultimate sacrifice to protect our communities. USJE also sponsored the honor guard meet and greet event the night before where we enjoyed music from the honor guard bagpipers and lots of stories, tributes and songs. USJE National President, David Neufeld and NVP Lynette Robinson were asked to be part of the CSC Honor Guard procession.

October 8-9

I attended the Atlantic Regional bargaining training conference in Moncton NB. As a member of the Collective Bargaining Committee, I co-facilitated training on how the bargaining process works, including training on strategy and collective bargaining. Participants learned about prioritizing bargaining demands, how to write a demand and each table prioritized their top 25 demands that went to USJE National and would be reviewed after all the Regions had their conferences to decide the top 25 USJE demands to be submitted to the PSAC National Bargaining conference.

The locals elected 2 executive members to attend from the SV group, Lorna Thorburn and Brett Wood. There were no members from PA, TC or EB that attended from my locals. They were elected to attend the PSAC Bargaining Conference in February 2025 at this conference.

The delegates also participated in a lunch time rally at MP Ginette Petitpas Taylors office. The minister was not there, however her assistant invited us to come inside to have a discussion and committed to a call back to make an appointment to meet later when the minister was in office. We discussed the return to office mandate and the blanket approach the employer was taking with no meaningful consultation with the union prior.

December 2-3

USJE National President, David Neufeld and I had tours of several sites. We began the visit at the medium-security unit, where we met with Amber Lyman, President of the Local 60020. We were comprehensive tour of the facility and had the opportunity to speak with various members of the case management team (parole officer, correctional program officer, social program officer, and administrative assistants). The discussions provided a better understanding of some of the institution's current challenges related to workload (especially among parole officers), inmate population management, and health and safety.

We also visited the Food Services (FOS) workers in the finishing kitchen to provide an update on the USJE campaign to defend their interests. They assured them that the union continues to advocate for the formation of the FOS subgroup, the need for resourcing (staffing), solutions to health and safety issues (kitchen safety), and the proper maintenance of kitchen equipment.

During the lunch period, we went to the Minimum side of the Complex and attended the Annual General Meeting for Local 60128. Local President Lorna Thorburn led the meeting with approximately 20 members in attendance. I ran elections for the vacant Chief Shop Steward position.

President Neufeld was given an opportunity to speak to the group and provided updates on many ongoing USJE Campaigns, collective bargaining and the union's focus on budget cuts within the department. Members were reminded to follow the provisions in their Collective Agreement and to ensure they work with their supervisors to prioritize tasks when workloads become unmanageable. The members then engaged in a question-and-answer session with President Neufeld and I and focused on issues around Duty to Accommodate, Return to Work and the removal of the Inmate Training Differential from FOS members.

The day ended with a stop at the Regional Food Production Center. President Neufeld and I spoke to a few USJE members and the FOS 09 manager about USJE's FOS Campaign.

On December 3, President Neufeld and I visited CORCAN Community Industries in Moncton, NB. This was the first time we had have visited a CORCAN Community Industries site.

President Neufeld and I were greeted at the site by Local 60142 President Carol Fortin, and Local Vice-President Melissa Sauve. The group was given an extensive tour of the facilities by Henry Wojcicki, a CORCAN Installer and USJE member.

In 1989, CORCAN opened a woodworking shop in Moncton to provide offenders on conditional release in the community with the opportunity to gain training and work experience in shipping and inventory management. Today, it is a high-performing wood shop and warehouse facility, employing up to 20 offenders on work release or parole who work in the warehouse and produce:

- Solid wood and plywood products such as folding leg tables
- Laminate and veneer office furniture
- Laminate and melamine kitchen cabinets and millwork
- Custom wood furniture and cabinetry

We learned that the site helps offenders transition from the institution to regular employment in the community. It is specifically set up to assist those who find the transition difficult, by providing short-term work experience in a controlled and supportive environment.

The site also has a Community Employment Coordinator. This USJE member helps to connect offenders on release with businesses in the Moncton area for employment opportunities.

We would like to thank all the local union representatives for their hospitality and assistance during these site visits. The visits were very insightful and were a great opportunity to connect with many USJE front line members.

We would also like to thank Warden Chris Lam (Dorchester Complex) and Claude Chavarie (Regional Manager Operation CORCAN) for providing the time to meet with USJE members and for engaging with us during the visit.

On December 6, 2024, CSC held its third annual multi-union meeting. The invitation was usually extended to a limited number of representatives from each of the three union (USJE, UCCO and PIPSC) however the previous year the other unions did not respect the limits to the representatives imposed by the department. USJE requested that all RVPs be in attendance to this meeting and funding would be paid by CSC as they did with PIPSC and UCCO. USJE was expected to bear the full costing of the travel and accommodations for the representatives which shows the inequity that CSC shows to USJE and not the other unions in attendance.

The focus of this meeting was “Workplace culture”.

USJE has a lot to say about the ongoing challenges with CSC's workplace culture, much of which can be summarized by the fact that our members appear to work for a department that fosters a culture whereby USJE's members are treated like second-class citizens.

For years, USJE has been very vocal about the growing workload demands and the cascading impacts it has on our members. When USJE members pushed back against having to take on the responsibility of supervising student interns, CSC chose to ignore the reason why our members were upset. Instead of responding to these concerns, CSC issued threats of discipline if they didn't comply with this time-consuming task.

When USJE pushed for a more equitable and nuanced approach to remote work, CSC responded by suddenly announcing that all employees in the WP category were considered front-line workers and no longer entitled to a hybrid work model.

USJE is also hearing from coast-to-coast-to-coast that members are seeing term positions and unfunded positions being cut, yet CSC is not reducing the demands on our members. USJE members are consistently expected to do more with less.

All of this, and more, lends itself to a toxic culture within the department which is a direct result of actions taken by the employer who continues to turn a blind eye to the reasonable demands and expectations of USJE's members. It is for that reason and that reason alone that, until we are given an equal voice, USJE respectfully declines its seat at the Multi-Union Meeting table.

The following are the Committees I am a member of for USJE and/or the employer:

- USJE Organization of the Locals Committee
- CSC Regional Labour Management Committee (RLMC)
- Atlantic Regional Health and Safety Policy Committee (Co-chair)
- Regional RTW/DTA Committee
- USJE Political Action Committee
- USJE Mobilization & Member Engagement Committee
- USJE Collective Bargaining & Strategy Committee
- Atlantic CSC Offender Accountability Committee and CSC Security sub-Committee

- CSC National Offender Accountability Committee & CSC Disciplinary sub-Committee
- CSC Joint Anti-Harassment Committee
- National RTW Committee (Alternate)
- Office of Internal Conflict Management Committee (OICR)
- Atlantic Regional Equity & Diversity Committee
- USJE FOS Working group (Chair)

January 2025 to December 2025

The year started with several bilats with senior management at RHQ to discuss ongoing concerns around staffing, caseloads, health and safety and many other items that have been raised within the locals I represent.

The major concern has been potential job cuts and what it will look like with the new Liberal government in power. The members that were around when DRAP happened under the Harper government, remember the impacts it had on the workplace, their families and their mental health.

February 19 to 23

I attended the PSAC National Bargaining Conference in Montreal. This is where the delegates from all 4 tables (SV, TC, EB and PA) will elect the members to represent their table on the bargaining team. I am a sitting member on the USJE Strategic Bargaining Committee, and I was honored to be assigned the USJE SV delegates as an observer and to provide guidance and background on the USJE demands that were submitted. I had a member from Springhill Local 80025, Brett Wood, attend as a delegate from the Atlantic Region.

One of the top USJE Bargaining demands is union job security. This will ensure job security for elected union officials to have a job to return to when their terms are completed. This is not just a USJE demand but would be effective to all components and members who take a role as a elected union officer outside of the local representation.

The elections for the bargaining team took place on Saturday and delegates from USJE were elected on the teams.

SV: Rick Sweetman and Carlos Portillo

Satinder Bains was originally elected but had to step down and was replaced by Carlos.

EB: Hatem Hammad
Dennis Holmwood (3rd Alternate)

TC: Nicole Reemeyer

I have and will continue to reach out to the USJE team members for updates at local meetings and encourage my locals to do the same.

February 27

I attended and conducted elections for RHQ Local 60142. The local elected a new President, Melissa Sauve. Carol Fortin accepted an acting position at PSAC in Moncton and stepped down as President. I would like to thank Carol for all the work and dedication to her local and congratulations on the opportunity with PSAC Moncton.

The local continues to hold meetings and update the members on issues within the workplace.

March 7-9

I attended the PSAC Atlantic Women's Conference in Moncton NB at the Delta. The theme of the conference was "Healthy Women, Healthy Union".

On March 8 the delegates marked International Women's Day with a rally organized by the New Brunswick Coalition for pay equity.

My local President from Atlantic Institution local 60019, Elizabeth Burns was in attendance as a delegate. This was an amazing conference, and it was good to see new faces in the union movement.

March 25

USJE LRO, D'Arcy Gauthier came to NB to give grievance handling training to my Atlantic Institution local 60019. The attendance was amazing, and a lot of new local representatives came out of this training. They asked a lot of questions and were very engaged. The training was facilitated at the Rodd Miramichi and the day started out a bit bumpy (literally) as we had a major storm with ice and snow and D'Arcy was delayed getting from Ontario to Moncton, and we were late trying to get from Moncton NB to Miramichi. The participants were willing to extend the

day a bit to ensure full capturing of the training, the feedback was very positive, and many took what they had learned from the course and challenged their manager the very next day.

March 26

D'Arcy and I headed to Springhill Institution local 80025 for a site tour with local President, Brett Wood.

This was D'Arcy's first tour of an Institution and Brett was very detailed about the work locations, union and the concerns the members had. We met with the local members in the departments and was able to have a meeting with the acting Warden to discuss some of the concerns that were raised while we were on the tour.

March 27

In the early hours of the morning the local at Nova and I along with PSAC representative Lori Walton from the PSAC office in Halifax held an information handout at the entrances of Nova Institution. We encouraged the members to get out and vote and handed out information flyers about Public Safety priorities to protect Canadians. The three crucial asks are protecting the RCMP, update outdated legislation to protect Public Safety Personnel and Fund Public Safety: Invest in Public Personnel. The employer tried to bypass the entrance by going to another part of the parking lot that was an exit, so we ensured all 3 entrances to the site was covered to not miss anyone.

Following the information handout at the Institution we had grievance handling training in Truro NS for locals at Springhill, Dorchester Medium and Nova Institution. The members were very engaged and left with more knowledge on how to present a grievance at the levels and what can and cannot be grieved but can be done through other processes.

April 7 to 11

I travelled to Ottawa for the Senior executive meeting with CSC Commissioner, CSC RVP's. USJE National President and NVP.

April 8 was committee day and April 9 was training day for the National executive. Harassment training was the training.

On April 8th David Neufeld, Kirk McIntosh and I attended a virtual meeting after session with Stephane Charron and Patrick Larouse regarding the FOS staffing model discussions.

On April 9th the National executive along with some of the bargaining team members held early morning information handouts at 2 locations. Ottawa Parole Office on 145 Metcalf Street and Courts Admin Services and 90 Sparks Street. We passed of information on cuts and some hats and scarfs supporting remote work within the departments.

April 10 and 11 were NEM days.

May 7

Local 60019, Atlantic Institution membership meeting was conducted off site at the community hall by the institution in Renous NB.

The local provided food and I ran some elections for the local and had a discussion on bargaining and several areas of concerns within the site.

That night I attended the virtual National Presidents town hall.

May 8

I rented the Community Hall for the day to allow members from the site to meet with me in private. The warden and management were supportive of allowing members from the site schedule meetings with me and not have to worry about going over their break time. This allowed members to discuss in private any issues they wanted. There were many members who scheduled appointments to chat and I and the local President, Elizabeth Burns, received very positive feedback about having the off-site location for members to be able to come to.

May 28

Dorchester Minimum Local 60128 conducted elections as several positions were vacant due to acting positions at another local. Discussions around bargaining, phoenix pay issues and upcoming cuts was the focus.

June 12

Mobilization event in Charlottetown PEI took place at the RCMP L division Headquarters. RVP Carol Osborne and RVP/NVP Lynette Robinson were in attendance along with out USJE National President, David Neufeld. The members

of the local had a pizza event outside their office. The event was over the lunch hour, and we engaged in lots of conversations with the members and met some new faces in the union. Megan Yeadon from USJE Communications was there to take lots of pictures of the event which was later posted on the USJE Facebook site.

September 18

I along with the other RVP's, Carol Osborne and Lynette Robinson held a rally in front of MP Dominic Leblanc's office. It was well attended by other components, PSAC directors, Federation of Labour President and a NDP candidates. We did not get into the office however left the information pamphlets and business card to hopefully receive a call back (did not happen BTW)

September 22-29

I attended a Senior Executive meeting in Ottawa on September 22 with all the other CSC RVP's.

September 23 was Committee Day.

September 24 a group of RVPs along with the National President had a early morning rally at the Justice Department building on Wellington street in Ottawa. We handed out information on job cuts and the effects on the members.

September 24 was resolutions day for the upcoming USJE Convention in July.

September 25 & 26 was NEM Meetings.

On Saturday September 27 I attended the Honor Guard dinner which USJE has sponsored for the last few years. There was food and speeches and a lot of laughs, and the bagpipers played with the drums, and it was an amazing event.

On Sunday September 28 I along with the other National Executive officers attended the Peace Officers Memorial on Parliament hill. The significance of this event and the honor to our fallen peace officers is very impactful.

October 6-8

Atlantic Regional Conference was held in Truro NB. Local members from all 6 locals attended. We had training, information regarding the work the RVPs are doing and the campaigns that USJE currently has on the go. Day 2 was a training day and Lori Walton from the PSAC Regional office in Halifax. The topic was introduction to violence and workplace harassment. In the afternoon the RVPs from the Atlantic had a question-and-answer game on equity topics and a couch

talk after break where the participants were able to submit questions for the RVP's to answer.

October 15 & 16

AGM at Atlantic Institution Local 60019. The members attended the AGM, and elections were held for executive positions and for the upcoming PSAC and USJE conventions. Delegates were elected and alternates and the local also passed a motion to send an observer to both at the cost of the local.

On the 16th I was at the community hall and Caroline Breau from OICR was present to have confident discussions for any member who wanted to talk about any issues they had.

October 29

Local 60142 had their AGM for election of executive officers and for the upcoming PSAC and USJE conventions. They elected delegates and alternates and also brought forward a motion to send an observer to each at the cost of the local.

November 3-6

Carol Osborne and I attended the African Canadian Experience Workshop (ACE) in Hammonds Plains NS.

This workshop was created in 2018 by 5 employees of H division.

The workshop seeks to *“raise awareness about diversity in the workplace and equips individual employees with knowledge and skills needed to proactively support a workplace that is inclusive, diverse, free of discrimination and anti-black racism. The workshop also assists those in understanding obstacles and negative circumstances faced by those in the African Canadian Community”*.

We received training from subject matter experts on topics of Black Canadian History, Anti-Black Racism, Unconscious Bias, White Privilege, Scenario Based Training and the Canadian Education system and the impacts on the African Canadian Community.

Shelly Braithwaite and Dana Colley-Provo (2 creators and facilitators of the ACE Workshop) are USJE members from the RCMP Local 80002 in Halifax NS.

This was an amazing workshop and discussions on heavy topics were facilitated. The facilitators were professional and have lived the experience. The workshop was a diverse group of people from difference backgrounds and work experience. I would highly recommend this workshop and for me it was one of the most eye-opening experiences of my life.

November 16-19

PSAC selected many union activists for a National Lobby Day in Ottawa. There was training on how to approach and raise concerns with the MP that you would be meeting with. There were many MP's that did not participate, and the budget was dropped while we were in Ottawa and some of the MP's cancelled the meetings. I met with Liberal MP Bruce Fanjoy from the riding of Carleton in Ottawa. He defeated Pierre Poilievre in the election. He was very open to the discussions that we had. Speaking about work life balance, budget cuts and the impacts it would have on the health and safety of the members and Canadians. He spoke about remote work and expressed he is in support of it. I raised the concerns that USJE members face everyday working in prisons and communities. We asked for a commitment to engage USJE and PSAC components in discussions moving forward as it is the members that are at the front lines of these positions and the cuts are more than pen to paper and balanced books. He committed to meeting with USJE National President and I forwarded his information to David Neufeld to reach out to set up a meeting.

November 20

Local 80110 AGM for Nova Institution. Elections were conducted for executive positions in the local and for the upcoming PSAC and USJE Conventions. They elected delegates and alternates and observers to both at the cost of the local.

November 26

Local 60128 AGM for Dorchester Minimum. Elections were conducted for executive positions in the local and for the upcoming PSAC and USJE Conventions. They elected delegates and alternates and observers to both at the cost of the local.

December 2

I attended the USJE National Presidents town hall virtually.

December 18

Local 60020 AGM for Dorchester Medium. Elections were conducted for executive positions in the local and for the upcoming PSAC and USJE Conventions. They elected delegates and alternates and observers to both at the cost of the local.

LMCs

I continue to meet with the Regional Deputy Commissioner and senior management at RHQ along with my locals Presidents at RLMCs and I have regular bilats with department managers when required. The locals address the issues with the local management at the work sites and if not able to resolve they raise with me to add to the RLMC meetings. The region has been hit with Work force Adjustment letters and several classifications and members have been affected in the phase 1 stage. There are 2 more stages of cuts to be announced, and this has created a very stressful environment for the members, and it is unknown what cuts will happen. Our locals and I continue to raise concerns that these cuts will have on the workplace and safety for Canadians.

USJE Mobilization and Member Engagement Committee

USJE has an MME Committee that I currently sit on as co-chair. We have developed a plan each year of dates to have mobilization events across the country to draw attention to current issues that USJE and the members are facing. Save the RCMP campaign, Cuts Campaign, Food service officer campaign are just a few of the campaigns USJE is working on. We have developed a rally in a box cheat sheet that lists everything a local would need to plan a mobilization event, strike and any other type of action they want. We wanted to ensure to simplify what a local would need to bring to events and compiled the list from those of us who have been planning mobilization events for many years. The check list is available on the USJE Website. The mobilization events are listed throughout my report that I have assisted on or organized both Regionally and Nationally.

We passed a motion for USJE branded socks from a Canadian company called Sock Rocket and the support from the locals and the RVPs was amazing. The company gives 3 pairs of socks for every pair to be used as a donation of choice. We now have 3000 pairs of non-branded socks to donate to communities. The committee will be reaching out to locals and individual purchasers to provide names of a charity in their community that would benefit from a sock donation. A random draw will be done to decide, and 3 charities will be chosen.

I have organized many mobilization events at my locals, MPs offices, while in Ottawa for National Meetings and at any other event that I attend, and assisted any other component or local that was having a rally or was on strike within the region. I have a passion for mobilizing members and want to show it can be fun

and not scary. I have been on many strike lines in my 31 yrs working at CSC and as an RVP. I have been on this committee since I became RVP. Mobilization and member engagement go hand in hand with one another. To Mobilize is to engage and if you have engagement you can mobilize. Knowledge is power and when the employer knows we are outside of a workplace with our posters and handing out information they know we have the support of the members. We are at a crossroads in our union movement where cuts are happening, and workforce adjustment letters are being handed out.

We are in Collective Bargaining and if the employer thinks we do not support the bargaining team and we are not visible in our actions, the chances of a fair contract are low. We need to show up and shout out our support. I am not just the union; we are all the union and together we can make a difference!

FOS Working group

The Food Service Officer working group was started after an assault on a FOS member at Stoney Mountain in 2021. This is a working group made up on FOS memebtrs across the country. The working group has met over the last 3 years and several concerns were raised. I am the chair, and Kirk McIntosh is the co-chair. The discussions are very open and honest and the issues that are raised need to be looked at seriously by the employer.

New Employee Orientation Program (NEOP)—including Anatomy of a Set Up—in person

NEOP, Part II

Dynamic Security

CSPS Security Awareness

Managing Offenders in the Workplace

Communicating about Offenders

Working Mind First Responder (Previously *Road to Mental Readiness*)

First Aid & CPR

Self defense

All FOS working in the kitchen regardless of if they are casual, term or indeterminate need to be trained fully and the employer needs ensure this is standardized across CSC.

In raising these concerns, I am happy to report that across the country more training is being done and USJE will continue to advocate for more in person training, fixing broken equipment and fixing Phoenix pay issues.

USJE National President, David Neufeld, Kirk and I continue to meet with NHQ food services managers to follow up on the above items.

USJE has a podcast called "Union Safety Net" and there is an episode regarding food services that I participated in. it gives a background of what FOS deal with at a federal institution and the challenges they face.

Currently the new Food service model review is on hold due to the budget cuts and WFA. It is my hope that CSC will continue to move forward and make the changes so desperately needed in Food services.

I am very proud of the work we have done with this working group. I want to thank the memebtrs who are on the working group and my co-chair Kirk and National President, David Neufeld for all the support and guidance they have given.

In Solidarity

Laurie Ann Wesselby

**REPORT OF THE
REGIONAL VICE-PRESIDENT
QUÉBEC (CSC)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Patrick Ménard

A) Background of this report:

The objective of this report is to summarize my current term as RVP CSC for the Québec region, as well as to detail the work being done locally and regionally in Québec. It will be presented at the USJE Triennial Convention in Québec City in July 2026.

At the USJE Triennial Convention held in British Columbia in summer 2023, I was re-elected to the position of Regional Vice-President (RVP) USJE CSC Québec.

At the time of writing, I've been in office for nearly three years. New union elections will be held during the next USJE Triennial Convention.

I am responsible for the following USJE Locals:

- Qc Regional Administration
- Staff College / F-32 / Pharmacy Qc / Corcan
- All federal penitentiaries in the Québec region. (Archambault and the Federal Training Centre (FTC) each have two Locals.)

The total number of members for whom the RVP USJE CSC Qc is responsible may vary, but is generally between 1100 and 1200.

B) Acknowledgements:

I want to thank my colleague Annie Blanchette for her collaboration on many national and regional issues. Ms. Blanchette has been RVP for Québec (replacing Andréanne Samson) since January 2024.

My thanks to Brother Bill Bailey, RVP CSC Ontario (penitentiaries) for his wisdom, guidance and experience. Bill was my mentor when I was first elected in 2021.

I also want to thank Brother Jeff Sandelli, RVP CSC community-Canada West for his great help with various national USJE and CSC questions.

I must also thank Alain Chartrand, elected as deputy NO 1 at the 2023 Triennial Conference. Alain is a Local President at Archambault Minimum and deputy RVP, and he has a vast experience with unions. He continues to help me with a number of matters requiring union representation, in particular for Labour-Management Committee meetings in the Québec region. He also offers more significant assistance with managing the “very numerous” grievance cases in the Québec region. He offered his help with a

few matters relating to another Local in order to provide members with service that was both neutral and without any conflict of interest. Without his help, my job would be simply impossible. Thanks again, Alain! It's a pleasure to be on the same team with you. Your help is precious.

Finally, I want to thank the Local Presidents and shop stewards on the teams in the Québec region for their excellent work with members. Without active, dynamic Locals, union representation as we know it now would simply be an impossible task. The volunteer work by the members of Local Executives in Québec is both extraordinary and noteworthy.

Finally, I want to thank Sandy Berthelotte for her journey, her strength, her remarkable work for the union and her inspiration. Sandy recently left us after a long fight with cancer. It was a pleasure and an honor to know her and to work with her in USJE.

C) Priorities:

When I was elected in fall 2023, I explained my priorities as RVP CSC for the Québec region. I hope that this report will show how I've kept my word and gone ahead with my target priorities:

- Education: Foster the union knowledge, skills and experience of union members and shop stewards in Québec;
- Support for Locals: Offer help and support to shop stewards in Québec to lighten their workload;
- Communication: Circulate information to members and shop stewards in Québec;
- Mobilization: Encourage cohesion among union Locals and develop a balance of power with the employer;
- National objectives: Help to reach USJE National's strategic objectives.

D) Regional committees (labour-management in the Québec region):

My deputy Alain Chartrand (also President of the Ste-Anne-des-Plaines Local) and I are on three (3) regional standing committees in the Québec region:

- Regional Workplace Health and Safety Committee;
- USJE-Québec Region Return to Work (RTW) Committee;

- Regional Labour Relations Committee (Labour-management meeting).

Regional Workplace Health and Safety Committee:

This inter-union committee (USJE, UCCO-SACC and PIPSC) obviously includes the employer (CSC). This is where regional health and safety issues are debated, and recommendations are formulated about litigious issues at the local level. Here are some of the matters affecting USJE:

- Risks of infection in establishments;
- Cleanliness of facilities;
- Ambient conditions in various working environments;
- Drones bringing drugs and illicit items into establishments;
- Complaints (s. 127) and refusal to work (s.128) by unionized employees;
- Issues (being resolved) around the conversion of a location at the Regional Reception Centre;
- Forest fires affecting the Côte-Nord region.
- Gaps in safety in kitchens and other departments (new subject);
- Reports (126), complaints (127) and refusals to work (128).

We meet four to six times a year.

USJE RTW Committee – Québec region

The members of this committee are especially concerned with employees on long-term leave. With the support of my deputy Alain Chartrand, I ensure that the employer doesn't try to "automatically" sever the employment connection with employees who have been absent for two years or more. We discuss a number of complex cases. The employer tends to use its own directives to proceed. Brother Alain Chartrand continues to do excellent work on this committee up to now. Recently, Alain proposed a new formula to make committee proceedings less cumbersome and more efficient. The employer followed Brother Chartrand's recommendations.

We meet four to six times a year.

Regional Labour Relations Committee (Labour-management meeting)

At these quarterly committee meetings, I am accompanied by the Presidents of every operational unit in Québec or their deputies, and the RVP for CSC - Community (Sister A. Blanchette). Together, we've initiated a new way of working as a team to push forward the regional issues involving our members. It's an opportunity to make progress

on several CSC issues, both for members in an establishment (including the regional administration, the Pharmacy, the College, etc.) and those in the community.

Here are some examples of questions/issues that the Québec region team are defending for members with the employer:

- Organizational values, ethics and integrity, especially for hiring/staffing of members;
- Organizational budget and spending priorities;
- Workplace climate in the various units: Harassment, discrimination, favoritism, etc.;
- Employer's interference in case management recommendations: Repeated attempts by the employer to use guidelines, pressure and influence to harmonize recommendations and decisions;
- Process of investigations led by the employer: Non-respect for procedural equity;
- Employer not compliant with certain directives (its own directives and/or those of Treasury Board);
- Issues of compensation for various groups in the SV table;
- Issues related to telework (favoritism, lack of flexibility, etc.);
- Harassment investigation / complaint;
- Problems with pay and issues with the Phoenix compensation system;
- Certification for Program Officers;
- Workload of POs and administrative staff;
- Issues with staffing and recruitment, assignments and acting positions;
- Issues with the need for accommodations: In particular, around "doctor's notes";
- Etc.

Regular bilateral labour relations meetings are held with the employer to find possible solutions to the various issues occurring in units in the region. Certain issues not resolved locally and regionally are discussed at the national level.

E) National Committees (labour-management):

National Labour Relations Committee

National CSC leadership and members of the USJE National Executive (President and RVPs) attend this twice-yearly meeting in Ottawa. Here are some examples of subjects discussed with the employer for which USJE is applying pressure on behalf of members:

Issues with telework

Problems with compensation (Phoenix and others)

Question of bonuses for the SV table;
PO workload;
Issues with accommodations;
Staffing;
Protection for elected union officials;
Etc.

Bilateral National Case Management Meetings and National Advisory Committee on Case Management Training

These periodic meetings deal head-on with issues relating to case management:

Workload (excessive);
Changes in Commissioner's Directives (that make the task harder);
PO training (poorly adapted and generally doesn't meet the needs);
Comments from members (discontent is discussed);
Etc.

Brother J. Sandelli sits on the National Advisory Committee on Case Management Training. At his request, I replaced him very recently during consultations on the subjects proposed for the upcoming years. These are essentially our recommendations:

- Prefer in-person training;
- Avoid trainings with no trainer or host ("click to continue" type trainings);
- Avoid trainings where trainers are trained rapidly by national ("train the trainer" type trainings). If Parole Officers are the trainers, they need to be released completely from other duties while taking the training and giving sessions;
- Encourage the presence of subject-matter experts, ideally coming from other organizations or departments;
- Avoid trainings on changes to policies or directives;
- Avoid trainings that pursue administrative or political goals;
- Encourage trainings that increase the level of knowledge and skills for working with offenders;
- Etc.

National Committee to Study/Assess the Workload of Parole Officers in Establishments and in the Community

This committee saw the light after ratification of a memorandum of understanding between Treasury Board and PSAC. The Committee has met several times since fall 2023. The Committee has labour and management representatives. A national

subcommittee including USJE members was created to support this committee. USJE is patiently awaiting the conclusions of the report from Dr. Soares (professor/researcher at UQAM) in order to identify whether the employer's approach to assigning duties is harmful to our members (ex.: LEAN-type approach).

One Parole Officer from Québec currently sits on the subcommittee.

The goal is to formulate shared recommendations for the Commissioner of CSC.

Unfortunately, the work is going extremely slowly, and it is suspected that the employer is deliberately slowing it down. Also, the employer wants to limit the work to factors that may influence how heavy a case is. My opinion is that all aspects of the work that make the workload heavier should be explored and analyzed.

F) USJE National Committees:

I sit on the following national committees:

- *Communications*
- *Continuing Education*
- *Structure / Classification of Professional Groups*
- *National Collective Bargaining Strategy Committee*

Communications

This dynamic committee works alongside USJE's Communications Department.

The committee is focussed on increasing the number of subscribers (members who follow USJE) on the three main social media platforms, Facebook, Instagram and "X" (Twitter), as well as on LinkedIn and TikTok.

USJE wants to reach members, elected officials and the general public and is effective in doing so.

Committee members have also approved the creation of podcasts to educate/inform members. To date, several podcasts have been made, and their quality is outstanding.

The committee has also donated money to support various projects issuing from our different communities in Canada.

I recently submitted the idea of finding a way to consult our members when USJE feels the need to consult them or when the employer holds consultations on modifying various policies or directives. I'd like to have on the USJE web page a "Current Consultations" tab where members could "click, read and comment."

Continuing Education

Union training was seriously disturbed by the COVID-19 pandemic, but everything seems to be back to normal.

A large part of USJE's training program has been examined and revised. Certain modules, particularly those on grievance processing and the reorganization of locals, have been revised and delivered in recent years.

The committee will continue to make comments, suggestions and recommendations about the trainings delivered to shop stewards and RVPs.

Note that the content and implementation of training are determined solely by USJE's labour relations staff.

The committee invites our members, Locals, the USJE National Executive and staff to share their suggestions and comments so that we can make sure that the various needs are satisfied.

Professional Group Structure / Classification Committee

In the past year, this committee was less active because the employer pushed back the timeline. Restructuring of professional groups has been going on for a long time, to the detriment of the members of the PA table. Note that this restructuring may potentially lead to salary increases for members.

The exercise should have been finished a decade ago. Instead, it seems that nothing will be finalized for years. In protest, PSAC has filed a grievance in principle.

In my last report, I said that "The employer wants to reform the structure of professional groups. All the RVPs on this committee are dedicated to making sure that members' job descriptions are consistent and accurately reflect the duties assigned by the employer. Committee members have made the information easily accessible to the members concerned by this exercise, which is rooted in Appendix G of the PA collective agreement. Any member can visit the national website, examine the draft job descriptions and make comments. USJE has hired a team of experts in classification /

job descriptions that is helping our union to ensure that members are properly consulted/represented with respect to their job description.” (End quote.)

Collective Bargaining Strategy Committee – “Comité stratégique sur la négociation collective”

I chair this national USJE committee.

The last collective bargaining period included a historic strike by federal public servants in 2023 and brought to light a number of gaps within our union.

Although anything concerning managing the strike and negotiations is the exclusive purview of PSAC, the USJE National President is of the opinion, and rightly so, that our Component Union can do more to better prepare the union and its members for the next round of collective bargaining and possible strikes.

USJE’s Collective Bargaining Strategy Committee has the mission of examining USJE’s internal collective bargaining practices. Its objectives include formulating recommendations on strategies that USJE can use to improve our internal processes and our successes in the next rounds of collective bargaining.

Up to now, the Committee has prepared:

- Strategies for preparing, tracking and supporting bargaining demands;
- Internal and external communications strategies dealing with collective bargaining and encouraging members to consider questions related to bargaining;
- An internal strategy to select and improve the success of USJE members elected to PSAC bargaining teams.
- Active participation in the PSAC Conference on Bargaining in February 2025. Note that six (6) candidates and several alternates were elected. The strategies developed by the Committee led to two main things during the Conference: 1) Made USJE’s main demands known; 2) Allowed the election of USJE candidates who had been democratically selected (elected) previously. For more information on this Committee, note that an independent and separate report has been prepared.

- A self-reporting TOOL allowing members to report to the union any incidents, situations of risk and injuries occurring in the workplace. The tool is at the draft stage now.
- Recommendations following the 2023 strike. The idea is to explain the lessons learned during the strike. The Committee has produced a draft report, which is at the point of being finalized and will be made available to the National Executive, PSAC and USJE members. In this report, the Committee noted certain strategic issues, identified lessons learned from the 2023 PSAC strike and made recommendations. These center on six (6) main issues: 1) Failures in support and inadequate training. 2) Confusion about roles and responsibilities. 3) Materials provided on the sites of strikes. 4) Failures in coordination and strategic communication. 5) Missing or incomplete protocols and/or procedures. 6) Strikers who cross picket lines and/or work during a strike.

G) Work with Locals:

In the past three years, I've introduced myself, whether in person or virtually, at various Local Executive and membership meetings. I've promoted to the members present (and in general there were a lot of them) the issues brought forward by USJE at the national and regional levels. Naturally, all the questions about the 2023 strike, PSAC and current negotiations were also discussed with members.

I've had to take on the responsibility of representing numerous members who found themselves with no service from a Local. This usually meant analyzing problems / issues, drafting grievance statements, writing letters and emails, representation in disciplinary matters, advice on rights and obligations (various) and representation at first-level grievance hearings (normally looked after by the Local). The pandemic situation was an obstacle to setting up union Locals, but very happily Québec now has its full complement. Thank you to N. Plante, M. Djouad and J. Ménard for your most recent election and excellent job as Presidents of your respective Locals.

In the past three years, two locals (La Macaza and Cowansville) have chosen to pay to release shop stewards to attend workshops to acquire knowledge and skills. These days were a concrete opportunity to become familiar with various forms, websites, collective agreements and current issues. I was pleased to be able to contribute by passing on my knowledge and experience to participants.

My objective is to have active locals at vacant sites, ideally before the end of 2026. Only Archambault Medium is without a local at this time.

On a daily basis, at the request of Locals, I give advice and develop strategies with the Executive. I don't ever want a Local to feel alone with a major problem. I encourage team approaches and consultations. When member has a complex problem, I don't hesitate to work on the case with the member and a shop steward.

H) Social media, Facebook page for Executive members and Messenger groups:

The other RVP for Québec and I have brought together our members and Executives in Québec on various media and information transmission tools so that we can rapidly reach those concerned. Our philosophy is that a well-informed member is a member who will participate more. Our approach allows our Local leaders to interact quickly and efficiently.

In total, we have:

- A regional Facebook page with over 1300 “followers”;
- A Facebook page reserved for Local Executives;
- Messenger groups for rapid, strategic discussions, consultations and information exchanges.

Before 2022, communications with and among Locals in Québec left something to be desired and needed to be improved. Since 2022, communications are almost optimal. Locals are well interconnected, which was not the case earlier.

I) Training for shop stewards:

In fall 2023, training on grievances was held at the Times Hotel in Laval for around twenty people.

In February 2025, advanced training on grievances was held at the Sheraton Hotel in Laval. Around fifteen new shop stewards were trained.

These trainings were thought to be very useful and were highly appreciated.

Another training is planned for 2026. It should take place after the Triennial Convention in July 2026.

Subjects of upcoming trainings:

Grievances - basic level (for new shop stewards)

Grievances – advanced level

Human rights – adaptation – accommodations

It is crucial that Local leadership acquire the skills they need to provide optimum union representation.

Note that PSAC has its own calendar of trainings for show stewards, and those from USJE are free to register for these trainings.

J) Second-level grievance hearings:

Between 2023 and 2026, I attended a colossal number of second-level grievance hearings. As Québec RVP, it's not rare for me to have to prepare, with the members, for two, three or more hearings a week. It's become an imposing task, because members in Québec are encouraged to file grievances when informal processes don't work. Members in Québec aren't shy to fight for their rights by filing grievances. I salute their courage and their confidence in their union when it comes the time to report a violation of the collective agreement.

A second-level grievance hearing generally takes two to four hours of preparation.

Here are some examples of hearing-related tasks:

- Meet with the member (before and after the hearing);
- Become familiar with the documents available;
- Complete the required forms;
- Write a summary and/or written testimony (if needed);
- Research case law;
- Research precedents;
- Hearing on the grievance;
- Feedback on the grievance;
- Pass on the explanatory documents to the member, including the process to be followed and the steps in the grievance.

These are the types of grievance most often filed by members:

- Persistent problems with compensation;
- Lack of accommodations / doctor's note not respected;
- Harassment / violence / discrimination;
- Contesting a disciplinary measure;
- Refusal of leave;
- Non-respect of a directive by the employer, especially including telework;

- Non-respect for procedural equity.

I want to take the opportunity to thank M. Drolet, President in Drummond, for being so available in the management of an unusual and complex grievance. His knowledge as an electrician was very valued.

K) Violence complaints and investigations:

In 2024, a significant number of complaints of workplace violence / harassment were reported to the employer by several members facing intolerable and unacceptable workplace situations. These are among the most serious:

- Harassment among colleagues
- Harassment among managers and union members
- Pressure from colleagues and managers to abandon a complaint or grievance
- Racism and mobbing
- Reprisals after a complaint or grievance

Pressure from local and regional unions triggered investigations in at least three workplaces: Donnacona, the Regional Pharmacy and the Federal Training Centre (technical services).

I salute the courage of Presidents I. Verville and N. Plante in how they managed difficult, complex situations that were morally disturbing.

L) Fight against “LEAN-type” approaches:

“LEAN-type” approaches harm our members. “LEAN-type” approaches have a negative impact on psychological health.

I have chosen to support my former colleague Andréanne Samson in this fight. With her, we initiated steps to get USJE interested in the question. We communicated with Angelo Soares at UQAM. He is a professor in the Department of Organization and Human Resources in the School of Management Sciences at the Université du Québec à Montréal - UQAM. His research is on workplace psychological harassment, emotions and mental health in the workplace, workplace quality of life, burnout, stress and work related to women's health.

We convinced Prof. Soares to study the “LEAN-type” approaches (and their impacts) used by CSC toward its employees. The study is winding down and the conclusions are expected in 2026. I've promoted this exercise as much as possible to the POs. It would

never have happened without the tenacity and initiative of Sister Samson. The credit is all hers.

M) Media / political efforts:

Special participation:

October 2023: Political event and mobilization

In fall 2023, Andréanne Samson (former RVP for USJE Qc) and I, backed by a team of Presidents from the Québec region, created a Wine and Cheese in Laval. Around one hundred members and several elected officials participated in this successful event, which had goals related to mobilization and political action.

It was also a perfect opportunity to remind the public how urgent it is for the House of Commons to pass the modifications to the *Government Employees Compensation Act* (GECA) in order to fill a major gap in eligibility for compensation for presumptive illnesses for federal public safety staff. This is a national priority for the Union.

November 2023: Expert witness

From the USJE website:

“USJE Regional Vice Presidents Jeff Sandelli and Patrick Ménard served as key subject matter experts during an important meeting of the House of Commons Standing Committee on Public Safety and National Security on November 22.

“During the meeting, Members of Parliament who sit on the Committee sought to better understand the rights of victims as well as the process of reclassification and transfers of federal offenders within federal institutions. This inquiry follows the transfer last spring of high-profile offender Paul Bernado from a maximum security to a medium security federal institution.

“During the seven rounds of questions posed over two hours by Members of Parliament to USJE representatives, RVPs Sandelli and Ménard were able to explain at length and with great clarity the work that USJE’s CSC members accomplish, both within institutions and in the community.

“USJE’S expert witnesses were able to provide significant insight with respect to the development of assessments for decisions related to security, transfer and parole that all involve gathering input and data from multiple sources in order to ensure that fulsome recommendations are put forward. These recommendations take into account the balance

of public safety, victim considerations and opportunity for the offender to work towards addressing their needs with the goal of supporting a safe reintegration.

“RVP Ménard was directly questioned twice by Bloc Québécois MP Kristina Michaud on the security assessment process that is overseen by USJE’s CSC members, giving Ménard the chance to fully inform the committee in this regard.” – End quote.

In the weeks and months following our testimony, RVP Sandelli and I received congratulations numerous times. Our final objective was to highlight the professionalism of our members and their deep concern for public safety in Canada.

July 2024: Visit by Minister LeBlanc

From the USJE website: “On Friday, July 26th, the Hon. Dominic LeBlanc, federal Minister for Public Safety, visited Cowansville Institution, and spent considerable time visiting with USJE members at the Institution. USJE Regional Vice President, Patrick Ménard, accompanied USJE members and the Minister for the duration of the trip. Minister LeBlanc was joined by the Hon. Pascale St. Onge, federal Minister of Heritage and MP for the local riding. Minister LeBlanc demonstrated great interest in learning about all aspects of the Institution’s operations, and spoke with USJE’s members in programs and parole, food services, health care and other areas. The primary goal of the successful rehabilitation of federal offenders was discussed at length, and both Minister LeBlanc and Minister St. Onge were exposed to the multi-faceted and complex operations of a federal Correctional Institution. Several of USJE’s members had the opportunity to interact directly with both Ministers who were able to highlight how risk is evaluated, the multiple workload and related pressures of this high stakes work, and why sufficient staffing is so important in these facilities and in the community. USJE is pleased to support the site visits of any Member of Parliament, and has hosted a variety of elected officials across party lines to learn about the federal Correctional system.” End quote.

August 2024: Visit by Minister LeBlanc

From the USJE website: “August 13, 2024 – The Honorable Dominic LeBlanc, Minister of Public Safety, spent an afternoon at the Sainte-Anne-des-Plaines Institution near Montréal in his first visit to the facility as the minister responsible.

“Mélima Nolin, President of USJE Local 10172, met with the Minister and his assistants, along with Commissioner Ann Kelly and her colleague Éric Thibault, Vice-President of the UCCO-SACC Local. The visit was an opportunity for Minister LeBlanc to gauge the importance of infrastructure at the Regional Reception Centre and Special

Handling Unit (RRC/SHU). He visited the SHU, the Structured Intervention Unit (SIU) and the green roof housing some of the inmates evacuated from Port-Cartier because of the forest fires in the Côte Nord region. The Minister was able to see that the facilities at this penitentiary, the nerve centre for maintaining the country's security, are mortgaged and need renovations. Méliissa Nolin explained to Minister LeBlanc that for a while now there has been a significant and constant increase in the number of inmates arriving at the facility, causing a level of stress that is difficult to withstand with the resources available." End quote. Thank you, Méliissa, for your excellent work in August. All the credit is yours.

March 2026: Press conference on Parliament Hill

From the USJE website: "The Union of Safety and Justice Employees launched its groundbreaking, independently commissioned research on the experiences and perspectives of federal Correctional Program Officers on March 25, 2026 (...) In order to widely share the research findings, USJE convened a national press conference on Parliament Hill on Wednesday, March 25th that was aired live on the Canadian Public Affairs Channel and broadcast to all major media outlets covering Parliamentary affairs. It featured:

- USJE National President David Neufeld;
- Regional Vice President Patrick Menard; and
- Dr. Rosemary Ricciardelli, Research Chair in Safety, Security, and Wellness, from Memorial University (...)

"USJE's research report, entitled *Correctional Program Officers: Wellness, Safety, and the Responsibility of Rehabilitation*, is based on interviews with more than one hundred Correctional Program Officers across the country (...) The report provides the first comprehensive assessment of the workplace realities confronted by the professionals responsible for delivering rehabilitation programming in federal institutions and in the community (...) The study was conducted by leading Canadian public safety academic, Dr. Rosemary Ricciardelli (Memorial University of Newfoundland), who collaborated with Dr. Mark Norman (Saint Francis Xavier University), Micheal Taylor (Memorial University of Newfoundland), and Dr. Christine Genest (Université de Montréal) to undertake the study.

"The research highlights several key challenges affecting the experiences and well-being Correctional Program Officers and the effectiveness of rehabilitation programs." (End quote)

After the press conference, I also participated in an interview with a journalist from the *Ottawa Citizen*.

Let me take the opportunity to praise excellent work by Nathalie Bernier (President of Cowansville) and her colleague Sister Susan Snowden in relation to the final report about Correctional Programs Officers. Your expertise was truly appreciated.

N) Mobilization:

There is no doubt in my mind that USJE has a good member mobilization plan.

The USJE National Mobilization Committee guided various regions in Canada via gathering / action plan with set dates. Québec often used to feel alone when it was time to act, but now the USJE website shows clearly that events are held across the country following the set plan.

Here are some examples of places in Québec where events / gatherings have taken place during my term:

- Federal Training Centre: Budget cuts and workforce adjustment
- Federal Training Centre: BBQ/ gathering organized by the Local
- La Macaza (2X): Budget cuts and missing travel allowances
- Cowansville: Budget cuts and workforce adjustment
- Québec City Supervision Office (CSC): Budget cuts and workforce adjustment

Note that every national or regional event usually includes a demonstration on the lunch hour. We demonstrated outside the premises of Justice Canada, Public Safety Canada and Correctional Service of Canada.

O) Complex matters – Other:

Here are a few examples of complex matters requiring time and energy (necessary and essential) for the defence of members:

- Discrimination/harassment: The employer is derelict in its duty to provide adaptations in a number of cases. Representations are made regularly (with uneven results) and grievances are often filed. In other cases, I participate in resolving complex cases with the help of the Local. I note an increase in the number of workplace harassment complaints/situations in 2024, 2025 and 2026.

- Option letters after two years off work: This type of case becomes complex when the employer takes the initiative to send a letter to a member who has been off work for two years or more. The employer bases itself on a directive to “force” a return to work or to put an end to employment through retirement, resignation or firing. This type of situation is relatively frequent and requires a significantly high amount of time for union representation.
- Telework: Following the signing of a memorandum of understanding between PSAC and Treasury Board, members hoped to find a true and authentic hybrid work arrangement. However, CSC as an employer missed a great opportunity to collaborate on creating one. Members are systematically refused requests for a telework arrangement. Grievances have resulted from these refusals. It’s a long fight to the finish.
- PO Workload: It’s a generalized problem and the fight must go on. POs in Québec have mobilized, and I thank them for that. Ongoing and future budget cuts don’t foretell anything good.

Conclusion

I’m nearing the end of my three-year term, and I have the impression that the Québec team has already accomplished a colossal task.

The priorities that I targeted at the start of my term have all been worked on, as have many national projects. Without the teamwork by my colleagues in Québec (leadership and delegates), I wouldn’t have achieved so much.

I still believe that to give our members optimum representation, besides major presence in Local Executives, we need these four (4) ingredients:

- Diplomatic approach
- Balance of power – members mobilized
- Skills of shop stewards related to labour law, health and safety, human rights, etc.
- Political influence.

Note that since the beginning of my term I’ve taken every opportunity to promote regional and national USJE questions. I see that members appreciate hearing about what’s going on at USJE. I sense enthusiasm about the campaign concerning presumptive injuries and the idea of highlighting members’ role in public safety.

With my participation in many committees and meetings with the employer, politicians, obvious mobilization of our members / Locals in Québec and the various past and upcoming trainings for shop stewards, I believe that we're seeing a positive trend in our region. Nothing can be taken for granted with our employer, but we're solving issues. I believe that the employer respects USJE Québec region, and that's a good thing.

I expect the coming years to be eventful, on both the union and the political fronts. The combination of current budget cuts and difficult collective bargaining means that we can expect several mobilization campaigns to be required. I agree to take an active role in them. I promise to keep improving myself and to give my best to USJE members.

It's an honour to represent the members.

Thank you for your trust in me.

Patrick Ménard, RVP CSC USJE Québec (establishments)

**REPORT OF THE
REGIONAL VICE-PRESIDENT
SASKATCHEWAN (CSC)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Shauna Ward

Report of Shauna Ward Union of Safety and Justice Employees Regional Vice President Saskatchewan CSC

Dated March 2026

Submitted for the NEM held in April 2026

This report will cover from July 2023 until March 2026 and will be presented at the RVP National Executive Meeting in April.

I have attended all National Executive Meeting in Ottawa with all the RVPs. These meetings are always very productive and a great time to talk to the other RVPs about the situations at their sites and spend time together as a team.

I was fortunate to be named the Chair of the USJE Equity Committee. We have met in person 6 times having worked on many issues our members belonging to equity groups face. met in April for our first in person meeting. We welcomed 8 new members to the committee and have utilized 2 alternates due to members having to move on from the committee for personal reasons. One of the committees' main focuses has been building a persons who work in CR3/4 positions campaign to work together to assist this group of members with better pay and other allowances to keep them from needing 2nd and 3rd jobs and utilizing food banks. More on the equity committee can be found in the USJE Equity Committee report.

In September 2023 the Commissioner of CSC, Anne Kelly, met with a group of Indigenous employees from across Canada. We had some members attend in person and others were virtual. We spoke of the struggles these members face every day. Although not much was done on the side of CSC, it gave us some key areas to focus on, specifically the Correctional Program Officer report that will be coming soon by Dr. Rose Richardelli.

In October 2023 I attended a Community Initiative event in LaRonge, Saskatchewan where we gave financial support to Children of the North to purchase a passenger van to transport the children to appointments. We were welcomed by the mayor and enjoyed a BBQ with members of the community.

Following the LaRonge event I went on to Montreal to attend the PSAC National Equity Conference. There were training sessions along with workshops for the delegates to brainstorm and work together on issues our equity members face. These conferences take place every three years and are always a great opportunity to network and meet other union activists.

Once every 3 years the RVPS meet and come up with our strategic plan for the following three years. This time we met in Montebello and had the chance to get to know the new RVPS and come up with our plan for the term. Although it was a lot of work and long days it was very nice to connect with the RVPs and see the direction USJE would be taking for the term.

In November 2023 I attended the in person PSAC National Human Rights Committee meeting. This is where representatives from all the components that fall under PSAC meet and discuss the issues and wins related to equity issues. This is always a great opportunity to meet and discuss the issues we are seeing in the workplace and to come up with plans to deal with these issues.

I also was very busy assisting members with overpayment letters that had timed out, the employer knew this but tried to pressure the members into paying back the pay centres errors. It is wild to say we are still dealing with the fallout of the Pheonix Pay System debacle. The public has no idea what our members go through and continue to worry they may not get a paycheck. It is said continuously that something needs to be done, and nothing is done.

In my role I am the Co-chair of the CSC Prairie Region Health and Safety Committee. We meet quarterly and discuss the issues in the region. I attended the PSAC Prairie Health and Safety Meeting in Calgary where we discussed H&S, ways to deal with the employer as well as workshops on sleep tips, report writing and the Canada Labor Code. It is always a great time to connect with others and share the wins and losses on the region.

Every three years PSAC hosts a Leadership Training where the national executive members meet and take part in training and networking events. It is a very strong event where PSAC does an excellent job of ensuring we are all equipped to help with the membership.

April 23rd, 2024, I was fortunate to attend a Community Investment Initiative in Winnipeg where we supported a local group, Turning Leaf, with funds to put toward a large truck that has assisted the group in many ways. We met with some of the people who attend programming and toured the building.

I went to Saskatoon April 28th until May 3rd to do some site visits as well as attend the Regional Labor Management Committee meeting. I went to Prince Albert and held a meet and greet with the members at Saskatchewan Penitentiary with Local President Christa Masko and Vice President Taylor Holliday. We then went to Maple Creek and visited Willow Cree Healing Lodge and met some of the members and chatted with them. Both Christa and Taylor are doing a great job representing the members at Saskatchewan Penitentiary and Willow Cree Healing Lodge.

During the year I have attended all the Regional Vice Presidents calls. I also meet monthly with my local presidents on an evening Zoom call where they share issues that are happening at their sites and just visit. I am so proud of our team in Saskatchewan and how they have become true friends with one another. I would not be successful in this role without them and the constant support that they provide me.

May 7th, I attended the Prairie Regional Psychiatric Centers Annual General Meeting virtually in the evening. They held elections and a new Local President, Pam Walsh, was elected. The past president, Cindy Kotz stepped down due to personal reasons. I would like to thank Cindy for all the work she did and how she stepped up so the local was up and running after 2 years without an executive. Madi Hawkes and Pam Walsh have done a great job in their roles and have assisted the members at RPC very well.

May 25th to the 31st I was afforded the opportunity to attend the Public Service Alliance of Canada's National Convention in Ottawa. RHQ Local President Brenda Schreiner was the delegate voted to attend the convention. We learned a lot and were able to bring some of the things we learned and heard back to our members. It was a learning experience and Brenda, and I had a great time meeting new people.

I sit on the Treasury Board of Canada's Joint Committee on Employment Equity, Diversity, and Inclusion Training and Informal Conflict Management Systems. This committee meets quarterly, and we discuss the training opportunities they have planned. It is an informative group to me a part of and I have learned a great deal as a member of this committee.

The Learning Advisory Committee on Diversity, Equity and Inclusion is another committee I am a member of, we meet quarterly and share some of the deliverables for the upcoming training within CSC.

Another network I am a part of is the Public Safety of Canada Employees with Disabilities Network. We have only met once so far as we are in the beginning stages. We discussed Telework Arrangements for Public Service Employees with disabilities and the difficulty we are having securing telework arrangements. I look forward to our next meeting.

As for Union of Safety and Justice Employee Committees, I am the Chair of the USJE National Equity Committee, member of the Finance Committee, Scholarship Committee, Grievance Committee, Technical Advisor of the Education Committee, Member of the PSAC Human Rights Committee. I am the Co-Chair of the Correctional Service of Canada's Prairie Regional Health and Safety Committee. As you can see, I am very busy with committee work, and on the plus side I really enjoy all the committee's I am a member of.

Once a month I meet with Kathy Neil, Deputy Commissioner of Indigenous Corrections to discuss some of the issues we are having and to update one another on what is happening within our areas. I am very grateful and appreciate Kathy giving us some time every month to meet. I look forward to continuing the work Kathy and I do in the future.

June 11th and 12th the USJE Local Presidents Meeting was held in Ottawa. All the local presidents from my sites attended and enjoyed spending time together and learning from the presenters. The two days went by very fast.

I represented on a Staffing Complaint mediation in Saskatoon from June 18th and 19th. It was a very good learning experience. Currently I am representing 4 members at various stages of Staffing Complaints, it is a lot of hard work. I also attended the Saskatchewan Penitentiary BBQ in June and met with many of the members who were very happy to have lunch provided to them.

July and August were busy with helping members and working with my local executive members with grievances. I represented on a few 2nd level grievances throughout the summer. I

also continued to meet with DCIC Kathy Neil in the summer to keep her updated on the Indigenous survey that USJE was going to launch for our Indigenous members.

In September I attended the RLMC in Saskatoon and had the chance to visit Sask Pen with our USJE National President David Neufeld. We had a pizza lunch and met with about 40 members off site. It was great to see everyone and talk about some of the concerns they have. Remote work and potential job losses were the main topics.

President Neufeld also toured the Prairie Regional Psychiatric Centre and met with Warden Travis Boone. It was a productive meeting and included some of the local executive members.

The following day President Neufeld, RVP Jeff Sandelli and local President Doug Kopko handed out flyers to the staff at RPC early in the morning before the RLMC. I would like to thank David, Jeff and Doug for assisting in this important information line.

We had our National Executive Meeting in Ottawa in September and attended the National Peace Officer Memorial. It is always an honor to attend the Memorial and take some time to remember that we are all a family and when one member falls, we are all there to support in any way we can.

When I returned from Ottawa, I went to a PSAC Leadership Training in Winnipeg for 2 days. We brainstormed many topics, and it was nice to meet new people and create a strong network of members from other components.

I was able to do a site visit to Okimaw Ohci Healing Lodge in Southern Saskatchewan. It was great walking around the site and meeting members and seeing where they do their very important work with the women in custody. I could tell from meeting their Kikawinaw Racheal Parker that the site was very well run, and the members all seem to feel like family. I also must thank Local President Tenielle Thompson for saving me when I was completely lost on a dirt road somewhere in southern Saskatchewan!

November was another busy month; I assisted a couple of members on Duty to Accommodate requests. I have noticed that each DTA is denied for various reasons and management/Duty to Accommodate Advisors have a set answer of no and that's the end of it. Obviously, we are still working through that and hope to come to some type of common ground, so we do not have members getting injured further because they are not being accommodated.

We had our Prairie Regional Training/Bargaining in Edmonton the week of November 12th to 15th. There the members selected who they wanted to represent them on the upcoming bargaining teams. It was a great opportunity for members that hadn't been to a bargaining event to see how things are run and what happens at these meetings.

The USJE Equity Committee members met in Ottawa for our 2nd in person meeting November 26th and 27th. There was a lot of work done on who we wanted for presenters/entertainers at the USJE Equity Conference. The committee members were in groups and came up with what they wanted to see. By the end of the two days all 6 of our Equity groups were represented. It is so nice to see the group work together and be proud of the agenda that we have come up with for

the conference. We also discussed our plan for the CR3/4 campaign and RVPs Bella Skalin and Sonia Colterman attended and assisted with the brainstorming as they represent many CR3/4. Bella joined virtually and Sonia was with us in person. I would like to thank both for their continued support on this, the committee really does appreciate all that you bring to the table.

I spent a lot of time in December 2024 meeting with Nancy Peckford and Jonathan Savard finalizing the Equity Conference Agenda and reaching out to the speakers the committee recommended to ask them if they would be open to speaking at the conference.

All the locals that I represent have held their annual general meetings and we have local executives in all cases which is great. My team is very strong, and they have all bonded which makes my role that much easier.

In February I assisted with a complex Duty to Accommodate with many meetings and repeated no from management, we have filed a grievance and hope this settles things so the member can go to work and be able to complete their duties without further injuring themselves.

I attended the PSAC National Human Rights Committee Meeting February 13th and 14th. We had Islamophobia Training that was very informative. We also spent one day with committee members from all the components sharing ideas and stories of issues that we are seeing with our members.

Although we tend to work in silos, I want to give a shout out to all the RVPs and National Office Staff, without each of you I would not be able to successfully complete my role as RVP. It is wonderful when we can spend time together working on making the working lives of our members stronger.

The PSAC National Bargaining Conference was held in Montreal from February 19th to the 23rd. I was there in my RVP role and assisted in getting our 6, yes 6, members onto the bargaining teams. We have 2 SV, 1EB, 1TC and 2PA members on the teams and we are very proud of all of them. I had one-member attend as a delegate, Brenda Schreiner, and she shared she learned so much and enjoyed the experience. It was a very busy week but, in the end, all the hard work all RVPs and delegates did was worth it in the end. I look forward to supporting our Bargaining Teams!

In March 2025 USJE held training in Saskatoon for members. Our Labor Relations team facilitated grievance handling which was well received and much needed. Now that USJE is offering training we will try to have at least one training session a year. I would like to thank Melanie and Guido for their work with the training.

In May we held our USJE Equity Conference in Halifax. The delegates all had great things to say about the event. Of course, there are areas we can improve on and will do so for the next conference if there is one. Thank you, Jonathan and Nancy, for all the support and many meetings to make sure this is the best conference we can offer our members.

In November we had our USJE Regional Conference in Saskatoon. This was an opportunity for me to spend time with my local executive members and discuss these issues we are dealing with in Saskatchewan.

The PSAC Women's Conference was held in Toronto where we were held in a safe space to share with women from across Canada. It was a very uplifting conference and an eye opener to the difficulties other components are dealing with.

Throughout this term I have taken time to meet with my local presidents monthly to share our thoughts and just take time to chat and plan for our next in person meeting which will be in July in Quebec City where I will be reoffering for RVP.

I am grateful that I was chosen to attend the first PSAC Prairie Pride Summit in Winnipeg, again this was a safe space for members of the community to talk and be open in their feelings. Hopefully this event will continue.

With the upcoming PSAC Prairie Regional Convention I was chosen to be the Co-chair of the Finance Committee. We met in Calgary in February and after a couple of days of hard work we were able to complete the financial plan. I need to thank Finance Chair Krysty Thomas for the guidance as this is my first time chairing a PSAC committee.

Without the support of our team at USJE National office I would not be able to be successful in my role as RVP. From all the directors to staff thank you. I know sometimes the things you do are behind the scenes but please know I appreciate you all so much and I know how lucky I am to work with each and every one of you.

To my RVP counterparts, we do not get to see each other enough but I am confident I could reach out to any of you if I needed anything and you would be there. This is a special group of people I get to work with!

I again want to thank our USJE Equity Committee, your commitment to our group and the hard work you put in does not go unnoticed. Also, thank you to our National President David Neufeld who is also a member of our Equity Committee, with his extremely busy schedule he always makes time to attend our meetings and participates in everything we are doing. The entire committee is grateful for all you do.

I must thank my local executive members for the hard work they put in to assist the members in their locals, attend meetings, attend trainings and conferences. I recognize that you are volunteers and spend a lot of time working to help others and a lot of the time it is without thanks. With my 1st Alternate RVP retiring 2nd Alternate RVP Brenda Schreiner has stepped in and done an amazing job. She is always there when I need her and has never said no., I am so looking forward to spending time with my team in Quebec City where there will be long days and hard work but being with all of you is worth it. Please know I appreciate all of you so much! So, thank you to my team, I really value all that you do!

Respectfully submitted,

Shauna Ward

**REPORT OF THE
REGIONAL VICE-PRESIDENT
ALBERTA, NWT and NUNAVUT, RCMP-JUSTICE-PPSC
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Valda Behrens

Greetings,

I would like to take this opportunity to acknowledge all the members across Alberta, NWT and Nunavut who have worked hard to help build our union and improve our work and communities. You have acted in the workplace in support of our bargaining team, you have signed petitions, participated in online actions, emailed your MP, participated in Area Council or Regional Committees and have served as OH&S Representatives, Stewards and Local Executive members.

So sincerely, **THANK YOU!**

As your RVP, I sit on the following committees:

National Executive:

- Finance – Co-Chair
- Awards & Scholarship - Chair
- Internal Grievance Handling
- Organizing the Locals

Divisional:

- RCMP LMCC
- PPSC LMCC and Justice LMCC
- RCMP K Division OH&S Committee

The National Executive meets in Ottawa twice a year and holds a monthly teleconference call.

The USJE three-year strategic plan was created in the fall of 2023 and a new one will be developed after USJE Convention in July 2026. The current plan included approving resources for the Labour Relations office to deal with the backlog of 3rd level grievances. Once approved,

no time was wasted in tackling this issue. Our file numbers are down due to resolution and timelines are more reasonable and attainable.

Another objective of the strategic plan was the advocacy for better compensation for members of the CR pay group. This was raised because many RVPs were hearing from CRs who were asking about job safety if their financial situations suffered and could that impact security clearances. Many were seeking second jobs or government assistance for food and housing. USJE reached out to these members confidentially and directly to hear the stories and we have taken steps to ensure job descriptions are accurate and correct and that the value of the work they do is known and reflected in pay.

Committees are a big portion of the RVP job. I am proud to participate in all committees as needed, but I truly enjoy the Awards & Scholarship Committee. It is very challenging and requires some creative scheduling. In 2023 there were 19 applications, in 2024, twenty-five and for this current period we will be reviewing approximately 100! It is a huge number but I'm excited to see the ideas and thoughts to the question. It truly is a great feeling to help members and families reach their educational goals.

The Organizing the Locals Committee had a goal over the last 3 years to review each local's bylaws. It was a huge challenge, with about 140 locals, but it is now complete and the reviews are currently in the hands of the locals for membership approval.

The Labour Management Consultation Committees (LMCC) are more important than ever due to the Comprehensive Expenditure Review. We have seen job cuts, workforce adjustments and staffing processes stalled and honestly, just bad behavior from Treasury Board. We have management's ear at the LMCC, and we are making sure they know how members are feeling

and struggling with the “do more with less” attitude and the current fear members have with workforce adjustment and return-to-office mandates.

In continuation of the Union of Safety and Justice Employees (USJE) *Mental Health and Well-Being of Detachment Services Assistants* report that was presented to both the LMCC and the K Division Occupational Safety and Health (OSH) Committee, four Detachment Services District Advisor positions were staffed in 2024. I have met with all four advisors, and I am encouraged by their willingness to collaborate with me to make sure that the information shared about detachment processes—and especially our collective agreement—is clear and consistent.

In February of 2025 it was the un-celebration of Phoenix. Need I say more?

My biggest campaign is in Alberta where the approximately 875 RCMP jobs are threatened!

All the campaigns, all the bargaining, all the actions USJE & PSAC takes on will mean nothing if there are no jobs to protect.

The Alberta government is moving forward with its initiative for a provincial police service. The concern became real in January 2022 when the National Police Federation’s (NPF) community engagement tour started. Immediately, USJE initiated a coordinated RCMP-focused campaign and engaged with the NPF and PSAC. In February 2022 USJE formally briefed K Division leadership on the campaign action plan and by March we had a dedicated campaign website, **AlbertansforRCMP.ca**, We hit the ground running with a communications campaign that included radio ads, newsprint, mailouts, handouts and social media platforms. On April 1, 2022, my op-ed was published in both Edmonton and Calgary newspapers, followed by a series of media interviews and meetings with Members of the Legislative Assembly (MLAs).

In November 2022, after Danielle Smith was elected Premier of Alberta, USJE transitioned into Phase 2 of the campaign. This phase replicated many of the Phase 1 initiatives and included an additional op-ed by RVP Zef Ordman, as well as a successful rally at RCMP Headquarters.

With no real plan from Premier Smith about how this transition would work or what costs would be involved, USJE continued to monitor developments and maintain regular communications with USJE members, PSAC, NPF and the Rural Municipalities of Alberta. We continued to engage with political leaders at various levels. In August 2023, Premier Smith announced plans to establish a new provincial police service operating “under the sheriffs.” USJE made multiple attempts to secure meetings with Premier Smith and Public Safety Minister Mike Ellis; however, our requests were declined.

In May 2024, USJE National President, David Neufeld, members of the communications team, and I met with USJE detachment members across Alberta to identify local “Champions” who could assist in engaging Albertans at the community level.

On March 10, 2025, Trudeau dropped the white paper indicating that the RCMP should exit provincial policing. This gave significant momentum to the Alberta government’s plans. Then in April, Minister Mike Ellis introduced Bill 49. USJE reached out to many of the political leaders ahead of the vote and launched the next phase of the campaign, which would extend through September 2025.

This phase included more site visits with members across Alberta, more meetings with MLAs, and attending political events such as the Equal Voice event in Calgary, where we were able to speak directly with a very defensive Premier Smith; the Alberta Municipalities Trade Show in Calgary and the Rural Municipalities of Alberta Trade Show in Edmonton. These trade shows

were an enormous success as we spoke directly, by my guess, an estimated 500+ political leaders throughout the province.

On December 12, 2025, my second op-ed was published.

Looking ahead in 2026, USJE will again secure booths at both trade shows and reignite the radio, newsprint and digital media ads in advance of these conventions.

In March 2026, the Alberta government released its budget, identifying \$60 million specifically for the Alberta Sheriff Police Service (ASPS). Take action and reach out to your MP!

Currently all locals, except NB100 – RCMP, Justice, PPSC in Nunavut are active. Now that the level 3 grievance numbers are more manageable, USJE Labour Relations officers have been able to reintroduce training to local executives. In fall 2025 and early 2026 sessions were held in Calgary and Yellowknife. Did you see the picture from our rally at the Yellowknife PPSC office in -50 weather? We are currently looking at dates for Edmonton and with the RCMP Civilian Members.

In May 2026, I will be attending the PSAC North Regional Convention in Whitehorse, Yukon.

Our members in these isolated posts, specifically in the far North, have far different challenges than members in more city-accessible areas. These Conventions allow me, as the representative, to raise concerns with the National office who can in turn raise them at PSAC.

In June 2026, I be attending the PSAC Prairie Regional Convention in Calgary, AB. Delegates at this Convention discuss and decide on resolutions that will affect the regions for the next three years.

I am excited to see everyone in July in Quebec City!

In Solidarity,

Valda Behrens

RVP, Alberta, Northwest Territories & Nunavut (RCMP-Justice-PPSC)

**REPORT OF THE
REGIONAL VICE-PRESIDENT
ALBERTA (CSC)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Zef J.H. Ordman

2026 RVP Report to Convention

Zef J.H. Ordman

I have had a great privilege to be elected to the position of RVP Alberta CSC and in that capacity represent USJE members. In addition to my RVP responsibilities, I am the Chair USJE Political Action Committee and Member of the Mobilization Committee and Finance Committee.

I have had the privilege to represent USJE members at Grande Cache, EIFW, EI (PeSAK), Bowden, Drumheller.

Since my last report, the members' priorities remain our primary goal and objective:

1. Pay & Benefits – Advocating for increased members benefits.
2. Workplace Safety – FOS Safety Campaign, EI, EIFW ongoing harassment issues.
3. Workplace Workloads – PO & MAI Workload Issues, SMO Workload Issues, FOS Workload, SIS CR...etc.
4. Union Representation – 75 grievances, 15 harassment complaints, 12 disciplinary investigations. Every RLMC & NEM attended many informal interventions with the RDC and Commissioner. I am very proud to be accessible and available to members 24-7.
5. Lean Method -Taylorism, CSC management goal to introduce stop clock systems. The Union has engaged consultants and developed academic reports and political engagement to fight back against this new management tactic.
6. Procedural fairness during investigations and discipline processes. I have had success in challenging management investigation that has resulted in significant benefits to members. This has resulted in financial awards of \$45,000 in corrective action and allowed members to bring in cell phones as medical devices.

Areas of Risk:

1. Pay and benefits – pay system remains broken indicating management's failure to properly pay members on time and correctly.
2. Hybrid work arrangements – issue of CSC management rolling back hybrid work options.
3. Governments WFA are cutting members' jobs and AI technology to replace members positions. This is a substantial risk to members and the public at large. Sadly, the government and the employer have been evasive and difficult during this process. Nevertheless, I and the Union have continued to challenge the employer and to provide the members with the best possible representation.

Political Action Committee - has had a dynamic role in developing political engagement at both the regional and national levels. This has involved various methods of engagement both internally (Town Halls, Educational Training & Materials, Specialist Reports...etc.) and externally (direct interaction with both Provincial and Federal MPs including Cabinet Ministers). We have also engaged in a variety of media campaigns. A significant amount of time has been spent organizing a PAC Award that will go to USJE members from across Canada. This award is to highlight the importance of Public Safety Services our membership provides Canadians and it is also a way to engage with all political parties on Parliament Hill. This is a very significant opportunity to showcase our membership to the Political Leadership of Canada.

Thanks for the opportunity to represent you,

Zef Ordman RVP USJE CSC AB

**REPORT OF THE
REGIONAL VICE-PRESIDENT
BRITISH COLUMBIA & YUKON (RCMP-JUSTICE-PPSC)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Zoë Johnston

UNION OF SAFETY AND JUSTICE EMPLOYEES

Regional Vice-President / National Executive Member Report

Pacific Region – British Columbia & Yukon

Zoë Johnston

2023–2026 Report



March 2026

UNION OF SAFETY AND JUSTICE EMPLOYEES

Zoë Johnston

Regional Vice President - Pacific Region

**RCMP - PPSC – Justice
NEM Report – July 2023 - March 2026**

I am pleased to present my Regional Vice-President (RVP) and National Executive Member (NEM) report for my term from 2023–2026, representing the Pacific Region with the Union of Safety and Justice Employees (USJE).

Serving in this role has been both an honour and a privilege that I take very seriously and with pride to represent the dedicated Public Service Employees (PSEs) and Civilian Members (CMs) working within the Royal Canadian Mounted Police (RCMP), the Department of Justice (DOJ), and the Public Prosecution Service of Canada (PPSC) throughout British Columbia and the Yukon.

Our members continue to demonstrate professionalism, resilience, and commitment while serving Canadians in complex and demanding environments. As Regional Vice-President, my focus remains on advocating for members' rights, strengthening communication with our locals, resolving workplace concerns, and supporting our union's national priorities.

Members represented in the Pacific Region work within the:

- Royal Canadian Mounted Police
- Department of Justice Canada
- Public Prosecution Service of Canada

All members work across diverse operational environments in E Division (British Columbia) and M Division (Yukon), and each organization operates within complex frameworks including varied collective agreements, federal legislations, workplace policies, and labour-management consultation processes, supporting law enforcement operations, public prosecutions, legal services, and justice administration throughout Canada.

Supporting members across such a geographically large region requires regular communication with local executives, travel, virtual meetings, one-on-one to group discussions, and close collaboration with one another, as well as with our other union partners and components, within the Public Service Alliance of Canada (PSAC), who represent more than 200,000 members who work within the federal public service.

Since being elected at the USJE Triennial Convention in July 2023 and beginning in my role as RVP in August 2023, my leadership priorities have been focused on:

- Strengthening representation for members
- Supporting local union leadership
- Resolving workplace issues through proactive advocacy
- Advancing workplace health and safety initiatives
- Promoting education and training opportunities
- Ensuring the Pacific Region maintains a strong voice at the national level of our union
- Rebuilding of dormant locals to ensure that all area locals are reengaged, rebates go back to Local memberships, union training is being offered and that the membership is informed with up to date information from USJE, as well as PSAC.

My report highlights the progress made during my tenure, along with the collective efforts of our Local Executives, Labour Relations Officers, National Executives, and engaged members do, to continue and strengthen our union.

My leadership approach is grounded in several key principles that guide my work as Regional Vice-President:

Advocacy First - Members deserve strong representation and advocacy when facing workplace challenges. Ensuring employees are supported, informed, and represented fairly is at the core of union leadership.

Local Engagement and Communications - An important focus during my term has been the revitalization of previously dormant locals and the strengthening of communication between local leadership and members.

As part of this effort, I worked with newly elected Local Presidents and Executive members to encourage the use of modern communication tools, including the development of local social media platforms and digital communication channels. Both of these tools have assisted locals in improving their ability to share updates, promote union initiatives, and maintain regular contact with members.

New Local Executives have also been encouraged to maintain up-to-date membership lists and contact information, provided by both USJE (Membership Reports) and PSAC (Memberlink) allowing them to communicate more effectively with employees within their respective locals. Regular communication and engagement also ensures that their members remain informed about workplace developments, union activities, and available resources.

Promoting open communication and responsiveness has been my priority. When members feel informed and supported, this also enhances their confidence to assist with ongoing workplace concerns more effectively. My Local Presidents are encouraged to raise questions or concerns directly which are mostly addressed and discussed within a short turnaround, and pending the complexity.

In addition to strengthening communication, I have also promoted greater participation in union education and leadership development opportunities through both PSAC and USJE, as well, discuss highlights within Area Councils and Community Events. Training resources and educational programs are regularly shared with Local Executives, Shop Stewards, and members who are interested in learning more about their rights and responsibilities within the union benefit from the training and also gain further insight while networking with other Federal Public Service Employees.

Encouraging participation in training programs offers additional union knowledge, support and mentorship, creating stronger local dynamics and development, within the workplace. It is rewarding to see newly elected members within the locals gain support and knowledge through the union foundations and then utilize those skills to support and advocate for their colleagues within their locals and support one another.

Overall efforts have strengthened engagement within the locals and contributes to building a more connected, informed, and active membership across the Pacific Region.



Collaboration and Solidarity - I believe in the philosophy that strong unions rely on collaboration between members, engagement of Local Executives, Shop Stewards, Labour Relations Officers, and National Leadership. Collective action and solidarity are essential to protecting our workers' rights. Education and training are key and can not be done alone.

Training and knowledge allow our members to become effective advocates within their workplaces. Investing in education strengthens our union and builds future advocates and leaders. Recommending members to attend National Health and Safety, Leadership, Equity Conferences and Women's Conventions instills the importance that we stand with one another.

To ensure that my memberships remain confident with their union's directives and decision-making processes, I also encourage all of my Local President's to reach out to me if they have questions they need clarified. If I am not versed on the subject at hand, I will then reach out to our assigned Labour Resource Officers (LROs) for further guidance and clarification, in addition reach out and review policies, bylaws and rendered decisions to clarify questions at hand, and share the question as an example for others to learn; sharing knowledge is a win for everyone.

These principles have guided my work throughout the 2023–2026 term and continue to shape my approach to continue leading and mentoring and my locals' members to advocate together and support one another together.

Overview of the Pacific Region

My portfolio is the Pacific Region, which represents approximately 1,800 Public Service Employees (PSEs) and Civilian Members (CMs) across: E Division (British Columbia) and M Division (Yukon).

Our members within this region, work in diverse operational environments including:

- RCMP detachments and administrative offices
- Department of Justice legal services offices
- Public Prosecution Service of Canada regional offices

Each workplace operates under complex structures including multiple collective agreements, federal legislation, departmental policies, and labour-management consultation processes.

Supporting members across such a geographically large region requires continuous engagement, awareness of time zones and communications through:

- Workplace visits
- Virtual meetings and consultations
- Collaboration with local executives
- Coordination with Labour Relations Officers
- Group discussions
- Collaboration with other union partners and components within PSAC (who represent more than 200,000 members within the federal public service)



Strengthening Local Leadership - Supporting and strengthening local unions has been a major focus throughout my term.

Strong local advocacy and leadership ensures members have direct representation within their workplaces while remaining connected to the broader union structure.

Instrumental Initiatives:

- Supporting both Annual General Meetings and Special General Meetings
- Mentoring Local Presidents and Executive Committees
- Assisting locals with governance and financial matters
- Supporting recruitment of new shop stewards and union representative - strengthening locals
- Encouraging members to participate in union training and conferences

A significant achievement during my term has been the revitalization of five previously dormant locals, resulting in a stronger and more active regional network of locals within the union.

Through mentorship and leadership development, most new shop stewards and local executives have now been trained to represent members effectively within their workplaces.

Improving communication tools and outreach remains essential to maintaining strong participation within our union, and in doing so, RVPs often make suggestions to have additional information and training updates or templates updated for all members on union websites.



Member Representation and Workplace Advocacy

Advocating for members and protecting their workplace rights remains the central responsibility of my role as the Regional Vice-President.

Throughout this reporting period, I have and continue to work closely with USJE Labour Relations Officers and local executives to address a wide range of workplace concerns.

Main issues addressed included:

- Addressing systemic operational and payroll issues, such as Phoenix pay system errors, inaccurate Acting Assignment details and late pay to compensation claims

- Staffing complaints and classification concerns
- Workplace harassment and violence and domestic violence complaints
- Duty-to-accommodate, return-to-work processes and Injury on Duty Leave (WorkSafe/WCB/SunLife/Disability Insurance)
- Disciplinary hearings and administrative investigations, to unit reviews
- Telework and hybrid work policy implementation
- Workforce adjustment and budget reductions to early retirement incentives
- Advancing workplace health, safety and mental health initiatives

Many issues raised were successfully resolved through early intervention and collaborative engagement with management, ensuring fair outcomes while maintaining constructive labour-management relations.

Grievances continue to play an important role in addressing workplace issues when informal resolution is not possible. Mentoring of Local Executives and Shop Stewards to take on grievances within their locals at the first level key to fundamentally understanding the roles of a Shop Steward and Executive member and mentor and advocate for one another. Offering mentorship in being able to assist in training others to take mediation and 1st level grievances is the ideal step that builds knowledge in negotiations, mediation and potentially earlier resolutions.

Civilian Member Representation

Civilian Members within the RCMP face unique representation challenges due to their distinct grievances and appeal processes. Throughout the reporting period, I provided guidance and support to Civilian Members on issues including:

- Grievance presentations
- Workplace disputes
- Classification concerns
- Internal RCMP appeals processes
- Internal mediation

Presently, I have maintained a 98% success rate with CM grievances, and I wish to instill the same training with the assigned CMs who will be coming on as Shop Stewards later this year. It's essential to ensure CMs understand their representation rights and union support structures, which remains an important key as they transition into the new collective bargaining representation process. As of April 1, 2025, CMs became unionized and found themselves represented with CUPE, CAPE, PIPSC or PSAC (USJE). The Treasury Board Collective Agreements were then to be amended as of November 2025 but were not updated until late December 2025. USJE, along with CUPE, CAPE and PIPSC are each developing training procedures more specific to CMs, and rollouts of training is planned this year. In the meantime, CMs are being assisted by RVPs and LROs only from Coast to Coast. To assist with the number of CMs within the Pacific Region, a small group of CMs have volunteered to receive unionized training to support and mentor their fellow CMs in the coming months. In the meantime, proactive Q&A sessions and townhalls have been provided to assist CMs with their transitions.



Labour-Management Collaboration (LMCCs)

Participation in labour-management forums allows union representatives to raise systemic workplace concerns and advocate for improved policies and working conditions.

Throughout the term, I participated in numerous committees including:

- Divisional Labour Management Consultation Committees
- Local Labour Management Consultation Committees
- Workplace Health and Safety Committees – Local, Divisional and National
- Departmental consultation meetings within Justice and Public Prosecution Services Canada
- Mental Health and Wellness Committees – Divisionally and Nationally in conjunction with the National Critical Incident Stress Management Committee

These forums provide opportunities to address ongoing workplace issues collaboratively while ensuring management remains accountable to employees and their collective agreements.

Health and Safety Advocacy

Health and safety advocacy remains a critical priority for our members working in public safety and justice environments.

Many of our employees represented by USJE experience exposure to traumatic events, operational stress, and demanding workplace environments. During this tenure, I support the national initiatives advocating for stronger protections for our employees experiencing workplace trauma. Advocate for Bill C-357 to update the Government Employee Compensation Act (GECA), along with two other RVPs, Kirsty Havard and Jeff Sandelli, who represent CSC, and advise MPs the importance of the proposed Bill, which included supporting efforts to improve federal legislation recognizing psychological injuries experienced by public safety employees.

Promoting workplace mental health awareness and advocating for improved support systems remain essential components of our union advocacy, as it is essential and should remain in the forefront, given recent traumatic events within all Regions. Current updates with body worn cameras to audio resources, only intensifies the exposure of additional employees to trauma.

In addition, I continue to encourage Justice employees to participate with Dr. Rose Ricciardelli's research – Legal Support Staff on Mental Health and Wellbeing, now that she has completed her report with the RCMP Detachment Services Assistants (DSA).

Major Campaigns and Advocacy Initiatives

Throughout the 2023–2026 term, I was also involved in several campaigns which were supported both regionally and nationally.

These initiatives focus on protecting workers' rights, improving workplace conditions, and advocating for stronger protections for public safety employees. The campaigns included:

- **Presumptive Injury Campaign** - Advocating for improvements to the Government Employees Compensation Act to recognize psychological injuries experienced by federal public safety employees exposed to traumatic events.
- **Phoenix Pay System Advocacy** - Supporting members impacted by ongoing pay system errors and advocating for improved payroll processes and compensation mechanisms.
- **Mental Health and Workplace Wellness Campaigns** - Promoting awareness and support for employees experiencing operational stress and vicarious trauma injuries and workplace trauma and that Public Safety Employees must be recognised as priority employees.
- **Workforce Adjustment Advocacy** - Supporting members affected by workforce reductions, early retirement incentives (ERI), and organizational restructuring within the federal public service. In addition, worked with USJEs campaign to bring awareness of federal cuts to public safety personnel impacting 100's of federal public service employees from Coast to Coast.
- **Member Engagement Initiatives** - Promoting outreach to new employees entering the public service to ensure they understand their union representation and available resources.
- **Civilian Member (CM) Initiatives** – Working with the CM Bargaining Team to ensure all CMs take the time to vote on their new Collective Agreement, followed by information sessions, townhalls and proactive drives for CMs to become familiar with the new wording and understanding of each Collective Agreements (SV, EB, TC, and PA), actively supporting initiatives to ensure CMs were informed, engaged and encouraged to participate in their ratification process.

In response to delays by the Treasury Board in distributing updated terms and conditions for CMs within their collective agreement appendices, I worked in conjunction with the National Office to develop and deliver Q&A forums with Pierre-Samuel Proulx (NCR) to show initiative and ensured members had timely access to information and support despite delays in official communication, which was beyond USJEs control.

The additional efforts were of assistance in bridging critical information gaps, improved member awareness, and supported CMs in gaining confidence in their new representation structures and collective agreements.



National Committee Work

As an RVP and a National Executive Member, I have been engaged in participating in several national committees supporting the strategic priorities and frameworks of USJE.

Committee work has included participation in areas such as:

- Member engagement and mobilizations
- Communications and outreach
- Occupational group structure discussions
- Scholarship and awards programs (USJE and PSAC)
- and Workplace health and safety advocacy (USJE and PSAC)

Each committee provides opportunities for regional representatives to contribute to national policy discussions and strategic initiatives affecting members across Canada, from Coast to Coast to Coast, and it is vital that committee participation ensures our Pacific Region remains actively involved in shaping the direction and priorities of our union.

Training, Education and Leadership Development

Training and education remain in the forefront as it is essential to always strengthening union leadership and empower our members.

Members within the Pacific Region are encouraged to participate in training programs offered through:

- Public Service Alliance of Canada
- Union of Safety and Justice Employees
- Joint Learning Program (JLP) initiatives
- Canadian Labour Congress (CLC) training programs
- Health and Safety through (OHS – BC FED)

Some of the more popular Training options offered and recommended to all members including RVPs are:

- Grievance handling and representation – Grievance Handling and Local Representation (PSAC and USJE)
- Occupational Health and Safety – BC Region Union Safety & Health (BRUSH) Committee,
- Canadian Centre for Occupational Health and Safety (CCOHS)
- Union Governance and Leadership – (PSAC)
- Collective agreement interpretation –Understanding Collective Agreements (PSAC and JLP)
- Workplace equity and inclusion (PSAC and USJE)

All promotions of training opportunities strengthen one's representation, knowledge, leadership skills and supports with the daily unionized functions around workplaces.

Communications and Member Engagement

My membership portfolio is one of the largest within the region, making strong and consistent communication with members across all locals has been essential, particularly when rebuilding engagement and reconnecting members.

To support everyone, new social media platforms have been created for several locals, allowing the new members to share information, stay informed, and highlight key communications with their membership and executive partners. Re-engaging locals that had been dormant for several years required additional time and effort, but the progress has been encouraging. Members have responded positively and proactively, as we move forward together.

Highlighting updated training opportunities, rebates, travel opportunities, and renewed collaboration with other components has helped tremendously in strengthening connections. Post-COVID, the ability to reconnect, network, and re-engage with one another has been a breath of fresh air for many members, and the additional training being offered today is also strengthening the locals in preparations of today's forecasts.

My efforts throughout this tenure have focused on improving communication through:

- Digital resources and updates within social media platforms
- Union communications initiatives, community involvement and highlighting events
- Outreach with new employees via orientations, site visits and recognition
- Educational resources for members, through in-class training opportunities, on-line courses, employee orientations, workshops, Q& A sessions, lunch and learns to mobilization events

Following the 2023 National Strike, strengthening communication channels emerged as an urgent priority for our locals, USJE and PSAC. It became evident that many employees, regardless of the component they belonged to, did not always have consistent access to critical information about their rights, available resources, or opportunities to participate in union

activities. Ensuring that members know who to contact, how to connect with their correct local, and how to update outdated membership profiles is essential to building an informed and engaged memberships.

In response, a more systematic review and organization of membership lists has been undertaken. This effort has improved the accuracy of our records, though still has a delay in the processing; strengthened connections between locals and their members, and created new opportunities to engage employees who may not have previously been involved. By improving how we maintain and manage membership information, locals are better equipped to communicate with members, provide support when needed, and encourage greater participation in union initiatives. Strengthening these communication pathways ultimately now reinforces our collective strength and ensures that every member has the opportunity to stay informed, connected, and actively involved.



RVP Achievements 2023–2026

During my 3-year 2023–2026 term, I have achieved several significant accomplishments as the RVP for the Pacific Region:

Represent over 1,800 Federal Public Service Employees (PSEs and CMs) across British Columbia and the Yukon in both the RCMP, Department of Justice and Public Prosecution Services Canada.

I have assisted with well over 200+ employees with Phoenix pay system issues, claw backs and compensation claims.

Supported in the resolution of almost 300 workplace grievances and representation cases with less than 15% of the grievances being escalated to 3rd level or higher.

Revitalized five previously dormant local locals, therefore restoring active representation for their area member and strengthened 10 local unions through mentorship and governance support along with USJE and PSAC.

Delivered multiple training sessions, workshops, AGMs and SGMs for union locals and members. In addition to steer the renewal of Member Orientations and Q&A Sessions.

Participated, Chaired and Co-Chaired numerous Labour Management Consultation Committees meetings with management addressing systemic workplace issues and concerns

Continue to advocate for improved mental health protections for public safety employees.

Support the national advocacy efforts related to presumptive injury legislation and support workplace health and safety initiatives through participation in safety committees, by working with the RCMPs Critical Incident Stress Management Committee to highlight and improve communications and the Department of Justice's enhanced negotiations discussions.

Promote member engagement and outreach initiatives for new and young workers within the public service.

Work with Civilian Members with navigating their new Collective Agreement with grievance concerns and processes along with workplace representation.

Collaborate with National Leadership Committees to ensure the Pacific Region's concerns are heard and represented within union decision-making.

I encouraged leadership development through union education programs and training opportunities for all members and maintain accessibility and support for members and local executives in all my locals and other locals outside of my region by hosting meetings and smaller group sessions.



Strategic Priorities Moving Forward

My 2023–2026 term has reinforced the critical roles of strategic, engaged, and proactive leadership in delivering measurable benefits to members and strengthening union capacity. By fostering collaboration, advocating relentlessly, and advancing member rights, the Pacific Region has seen tangible improvements in workplace safety, engagement, and operational effectiveness.

As Regional Vice-President, my commitment remains unwavering: to represent, protect, and empower members, ensuring their voices are heard at both regional and national levels.

I feel that USJE must continue adapting and pivoting to evolving workplace environments while maintaining strong advocacy for our members. The next three years with budget implementations and job cuts will most certainly be on the forefront and not be easy for anyone, but banding together and supporting one another is key at this time, for all members.

Serving as Regional Vice-President for the Pacific Region has been both a privilege and a significant responsibility. Representing members across British Columbia and the Yukon requires dedication, collaboration, and strong advocacy, for which I still will offer, and I remain committed to supporting our members, strengthening our local organizations, and ensuring the Pacific Region continues to have a strong voice at the national level of our union.

The strength of our union lies in our solidarity, leadership, and shared commitment to protecting the rights and well-being of every member we represent.

Again, in closing, I wish to thank David Neufeld, our USJE President for his dedication and determination, and Lynette Robinson, our USJE Vice-President, Melanie Crescenzi, Director of Labour Relations, Guido Miguel Delgadilo, Robert Strang, along with the Information Management Team, Danielle Fawcett, Lina Cheaitani, Chantal Prudhomme; Communication Team, Nancy Peckford, Bethany Sutton, Megan Yeadon, Director, Sébastien Bezeau; our wonderful Financial Team led by Christina Hatchard, Melanie McCormick, Jonathan Savard and Tawfiqul Haque; as well as all of the Regional Vice Presidents from Coast to Coast to Coast for their continued fortitude, and leadership, support this last year and for your strength and solid mentorship.

On a final note, I truly want to extend my utmost gratitude and appreciation to all our dedicated volunteers, loyal Local Shop Stewards, Executive Members, and Local Presidents, from past to present. Your commitment, resilience, and countless hours of dedication on behalf of our members, both near and far are the true strength of our union. Every conversation you have, every issue you take on, and every member you support helps build a stronger, more united organization.

Lastly, I also want to extend a heartfelt thank you to my father for his unwavering and solid support. His encouragement and belief in the work we do continues to inspire me every day.

In Solidarity!

Zoë Johnston
Regional Vice-President / National Executive Member
Pacific Region – British Columbia & Yukon



**REPORT OF THE
REGIONAL VICE-PRESIDENT
NATIONAL CAPITAL REGION (RCMP)
TO THE
20TH TRIENNIAL NATIONAL CONVENTION
UNION OF SAFETY AND JUSTICE EMPLOYEES**

Sonia O'Brien-Colterman

2025 Report for RVP Sonia O'Brien-Colterman

NCR RCMP

To summarize 2025 I would use the word anticipation.

Not the good anticipation, but the feeling of something not pleasant is going to happen. The talk of the budget cuts brought on by the Liberal Government was paramount in all our minds. At the end of 2025 we felt what was the first wave of sorts of suspending all actings, new hires, and letting go of all terms. This in itself caused issues with understaffing affecting the moral of my members the whole do less with more is starting to creep into all offices.

The return to the office mandate has been initiated and we see what is coming there is a concerted push to get us all into the buildings again. Back to the same work systems of before Covid. Unfortunately, this also included the cleaning and air filtration protocols to pre covid levels. Although we lived with this before we should know better now, have we learned nothing of this traumatic event? We have participated in events in the NCR concerning this issue. Attending rallies and encouraging members to show solidarity by wearing swag in the office to voice our opinion on this matter. Many of my members are able to work from home with the same or more production, alas this is not what is being taken into account.

It was an encouraging time in our education program at USJE. Our in-house courses are being introduced again due to the funding for more Labour relations officers. Our members benefit immensely by having training that addresses our specific needs as reps in the public safety. Our labour relations department has been a tremendous resource for us.

Local 70005 has been very busy. The amount of nervous and scared members who are anticipating bad news with the staffing cuts have been reaching out. As well our numbers for duty to accommodate cases are on the rise. It is becoming more and more apparent the employer is pushing back on doctors notes and recommendations on certain elements of accommodation. It has been challenging and frustrating to say the least and foresee a steady increase in this area.

Local 70005 has brought in new members on the executive which is a good sign of regrowth and renewal. We will continue to endeavor to keep this up for the future health of the local.

The local also hosted a movie night for members our President David Neufeld attended and a good time was had by all it was a family movie Wild Robot and we loved seeing members bring their families. The local was on top of popcorn and drinks as well!! Stephanie

Penwarden came from PSAC to lend a hand as usual. It pays to have a good PSAC rep. The local also served cake for the Public Servant appreciation event. As usual the members are appreciative to receive sweets and a gluten free option as well.

Through out the year there was a main concern cropping up of mental health of our representatives. The cases we are seeing are more complicated and the members are more demanding in the nature of their concerns. We have discussed this a few times at national executive meetings and there is a plan underway. Currently our cases are becoming more complicated due to changing political tides and the federal government changing policies on a whim. The mental health toll on helping members is growing and we as well need to inform and protect ourselves from compassion fatigue.

I myself as an Regional Vice President needed to take some time off for a medical issue and Julie Nelson acted on my behalf. Thank you, Julie.

We also had our regionals where there was great information shared by the regional vice presidents on what is experienced in staffing complaints. This is an issue that USJE does help our members. We do this not because we are mandated but because it does fill a need with our members. The staffing tribunal can be very intimidating and this is a great resource. As well the updates from our President David Neufeld and the executive officers on our deliverables and projects underway.

David Neufeld and the communications team came and visited some of our sites for the upcoming project RCMP project. This is to highlight who we are as public servants and what we do. It is often understated and underappreciated the role we play in keeping Canada safe under the RCMP. Many thanks to the communications team for this wonderful project so looking forward to seeing the completed project.

It was a busy year, but we pushed through. The local has held together through this storm and with the planning put in place will continue to do so in the future.