



VIA EMAIL

April 15, 2021

Eddy Bourque
National President, Canada Employment and Immigration Union
bourquee@ceiu-seic.ca

Dear Brother Bourque,

I am writing in regards to the jurisdictional matter between CEIU and UNE.

Following the recent CEIU National Executive meeting, you inquired as to the authority of the PSAC National President to allocate members from one Component to another. Brother Bourque, allocation of membership within PSAC is outlined in the PSAC Constitution. A founding principle of membership allocation is contained in Section 8, Sub-Section (3)(a), which confirms that members of Components continue to enjoy the rights of membership in their respective Components, regardless of whatever employer reorganization takes place.

The matter of passport workers has been the subject of extensive discussion between PSAC, CEIU and UNE. My letter of February 27, 2020 summarized that discussion and my position on this matter. Despite the launch of some co-located Service Canada / Passport Canada offices across the country, the two work streams remain distinct. Service Canada and Passport Canada workers continue to perform their unique functions, with different job descriptions, responsibilities, security levels, classifications, and rates of pay. No evidence has been advanced by CEIU of a formalized merger by the employer of these functions, in the form of new job descriptions and other evidentiary support. It is this evidence that is required in order for the AEC to make a determination of next steps. Until documented evidence is provided by CEIU that definitively confirms and details a merger of job functions by the employer, the scope of such a merger, and a clear determination of the members impacted, there is nothing for the AEC to action in this matter.

Members of both Components may be working alongside each other in these co-located offices; however, their roles and responsibilities are distinct and recognized as such by the employer. Service Canada members represented by CEIU do not authenticate and issue passports, whereas Passport Program members represented by UNE do.

PSAC has members represented by multiple Components working within the same department/employer organization. Again, the clear distinction in roles and responsibilities between each employee group is reflected in their Component affiliation. In some cases, this delineation has been defined in protocol agreements between the Components, which also assists the PSAC Membership Administration Section should there be questions as to the correct allocation of a member. I am aware that such agreements have been the subject of discussion at the NBoD Sub-Committee on Unallocated Members, and that significant progress is being made to properly define and allocate members who have been left without a correct Component home due to Phoenix.

In February 2015, National President Robyn Benson addressed a previous application by CEIU to have UNE Passport Program members re-allocated to CEIU. Her ruling determined that there were no grounds to undertake such an action. Following the extensive examination of this issue undertaken by the parties for these past three years, no compelling evidence has been presented which forces a reconsideration of this ruling. I therefore maintain the position articulated by my predecessor in 2015. Until documented evidence is provided which confirms a formal merger by the employer of the jobs functions performed, the scope of such a merger, and a clear determination of the members impacted, status quo shall be maintained by CEIU and UNE regarding the Component affiliation of members working at Service Canada and the Passport Program.

I appreciate that Phoenix has caused havoc in the correct Component allocation of portions of our membership, including some CEIU and UNE members. I know that work remains underway with the NBoD Sub-Committee on Unallocated Members, including discussions between CEIU, UNE and PSAC Membership Administration Section to address issues specific to their unallocated members within ESDC/Service Canada and the Passport Program. I would encourage that these discussions continue, in order to stabilize the allocation of members in this area with their correct Component and ensure that these members are fully and properly represented within PSAC.

In solidarity,



Chris Aylward
National President

c.c. Kevin King, National President, UNE