

From: [Dana \[REDACTED\]](#)
To: [VP Western Region](#)
Cc: President@2182.ca; [REDACTED]; [REDACTED]
Subject: RE: Checking In
Date: June 14, 2021 1:25:00 PM

Morning Jen,

Thanks for checking in but you are a couple of months late. I quit the organization on March 16, 2021. However, I do want to leave you with some feedback as I feel like this won't be the last time you will hear complaints similar to mine. I am extremely frustrated as you said that you read my letter that I wrote to the Officer-in-Charge (OIC) ([REDACTED]) but you are still asking me what the issues are? I feel like that letter was pretty self-explanatory. Here is a recap of my employment experience with Fisheries and Oceans Canada (DFO):

- I want to preface this by telling you that my previous employer was Employment and Social Development Canada (ESDC). I had a great job as an Investigator there. My work environment was wonderful, my co-workers were awesome, I was being treated very well and was excelling in this position. I left this position to work at MCTS because I thought it would be a dream position, living by the ocean, helping people, 12 hour work days.
- I don't want to minimize the issues that I experienced at VAJ MCTS by telling you that I started having a negative experience while at the Canadian Coast Guard College (CCGC). Something wasn't right there either. While I was there, a long time Instructor got suspended for harassing some students. Out of 12 students, only 7 of us passed. I feel like some that failed should have made it and there were some that made it, that shouldn't have. Not to mention, the CCGC kept scheduling time for us to provide feedback for the six month session but then they never collected any feedback. I have heard that this is the same for groups that came after us. Why are they not collecting feedback when there are many issues with that training program and the people that operate it? I am bringing this up because I am wondering if this is a nation-wide

experience and not just locally at VAJ?

- I don't understand why I was not taken seriously when I told management and the union that I was experiencing bullying and harassment? I do not have any sort of history of complaining about my past employers/employment as I have had great opportunities. I have been a supervisor in previous positions and I know that I would take someone seriously when they tell me that they are not being treated fairly. I complained locally to our union rep with no response, then contacted [REDACTED] and he told me he couldn't help unless I had a 'smoking gun', some evidence that would bring management down. I did provide lots of examples of what was happening here and again I was ignored. Since you have read my concerns yourself, and you are still asking how you can help, this tells me that all of you are completely unprepared to handle the biggest issue that is affecting your organization right now. I believe that both the Union and Management are aware of these issues and that they have been occurring long before I came along as they have been documented in the several union/management meeting minutes. If people keep ignoring these complaints, I believe this will become the 'dirty little secret' of the Canadian Coast Guard.
- As a disgruntled employee, I was left with only two options: 1. To stay in a position in a terribly negative work environment which caused me to be sick, 2. To leave the organization completely. I tried to work with management to gain other options as I was offered a term position with my previous employer and management would not release me. I asked management for help in finding another position and was denied, she told me that I was welcomed to apply for other positions on my own. Local management was unsympathetic and she seemed happy when I finally resigned, never offering me any support, any empathy, only offering mediation, I was so frustrated! To be clear, I did not want to leave my employment with the Federal Government. I worked very hard for years to get a position with the Feds and was so proud when it finally happened. I feel like my career was harmed through this whole process and I am left unemployed in a small town with very little options to start a new career.

Just as an FYI, my spouse has been employed with the Department of Justice for over 25 years. She has had a great experience with them and this was my inspiration for joining the Federal Government in the first place. My dream finally came to fruition when I got hired with ESDC but then came to a dead end, a screaming stop, with irreparable consequences when I got hired on with DFO. ***Not one person had my back in this organization in relation to the issues I raised!***

- The bungled Phoenix Pay System needs more attention. During my 2 years employment with ESDC, I did not experience any of the pay issues that I did with DFO. I find this ironic as my previous employer did not have a central pay centre as a resource like DFO does. As an example, first I was overpaid during my time in training. Then, I was being paid my salary from my previous position instead of being paid as RO-01 from DFO. To sum it up, my pay was never right during my whole tenure at DFO and even though I kept meticulous records, I would have to be a human computer to figure out the accounting ledger of Phoenix and all of its mistakes and foibles. I knew this was happening and though I tried to keep track, I vastly underestimated the mistakes that were made. I have recently been presented with a bill for \$25,000 for pay problems that were completely out of my hands. How infuriating and just another way to kick a person when they are down! I know that the Union has spent countless hours and time fighting the employer about these issues but in my opinion, it is not enough. This is ridiculous and should be top priority as this activity under any other employer would be considered criminal!

I will end this letter as I don't have much more to say. I feel like the union needs to follow through with having a 3rd party audit the work environments at the MCTS centres. Mediation sessions don't work in terms of addressing a toxic work environment. I could not see "mediating" my way out of this situation. In my view, and I will express this for a final time, third party expertise and senior management intervention is needed to develop a plan to remediate the work environment. With morale being at it's all time lowest and I already know of a new person at VAJ MCTS experiencing the same issues that I had, and there will be more to come. I feel that there should be no more time wasted, the time is

now to address these issues so future employees won't waste their time like I did!

Sincerely,

Dana [REDACTED]

From: VP Western Region [REDACTED]

Sent: June 5, 2021 10:44 AM

To: Dana [REDACTED]

Subject: Checking In

Good morning Dana,

I haven't heard from you in a while and I just wanted to check in with you to see how you were doing.

I have some time off this week if you would like to have a phone call. You are also welcome to text me - [REDACTED] - or write it out in email too, whatever is easier or more comfortable for you.

Thanks,

[REDACTED]

Regards,

[REDACTED]

Vice President Western Region

Unifor Local 2182 - Coast Guard Marine Communications Officers