



MINUTES / COMPTE RENDU

SP Executive Meeting/ Rencontre de l'exécutif SP

June 28 2023 / 28 juin 2023



(Original submitted in English)

Presence / Absence --- Présences / Absences

Leslie Nasmith (ATL)	P	Joanne Papineau (NCR – RCN)	P
Tanya Evans (BC - CB)	P	Sarah Marcil (QC)	A
Enzo Barresi (ONT)	P	Sushil S. Dixit (NCR – RCN)	A
Ira Hill (PRA/NWT – PRA/TNO)	P	Michael Elliott (QC)	A
Marcel C. Beaudoin (NCR – RCN)	P	Kevin Jacobs (PRA/NWT – PRA/TNO)	P
Nadia Roufaiel (NCR – RCN)	P	Katherine Kenny (PIPSC – IPFPC)	P
Bryan Van Wilgenburg (NCR – RCN)	P	David Griffin (PIPSC – IPFPC)	P (am)
Vacant (BC-CB)			

Ouverture de la réunion - Opening of the meeting

MOTION: Approve agenda (Kevin, Marcel). **CARRIED.**

Bryan will be leaving at 4 pm, Marcel will Chair meeting after that time.

MOTION: Approve minutes from May 8, 2023 (Leslie, Tanya). **CARRIED.**

Mesures de suivi - Action Items Review

Action items from the last meeting were reviewed. New and ongoing action items are summarized at the end of this document.

Articles permanents - Standing Items

- Rapport de négociation - Bargaining Report

Enzo gave an update on bargaining. The bargaining team met with TBS last week (June 20-22) and pay was tabled by both sides. The bargaining team is meeting with TBS again next week (July 4-6). There is no bargaining update email planned until after the July

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session. The BT is working on a draft communication in case a deal is reached so that they can reach members quickly.

The central table reached a tentative deal May 25th. David presented the central table tentative agreement to the Executive. This deal is embargoed until a PIPSC group reaches a settlement. At that time it will form a part of that Group's tentative deal and be made public. David presented the central table tentative agreement to the Executive. In the event of the SP Group going to arbitration, central table items will be part of the list of agreed-upon items.

- Strategic Bargaining Committee - Comité stratégique de négociation

Bryan gave an SBC update. They last met June 4, following the PSAC tentative settlements. They talked about pay proposals and preferred contract durations.

- Executive Travel - Voyage exécutif

Bryan went to Saskatoon to promote the creation of a sub-group (SG) there. The event was successful. Then he went to Winnipeg to give a presentation to members at the virology lab. Soon he's going to BC for events in Nanaimo and Vancouver. Enzo went to the Mainland Nova Scotia SG AGM to present on bargaining. Kevin went to Moncton in his role as DFO Consultation President, while there he did a coffee break and a steward recruitment event with the local SG. He also recently attended a BBQ at the virology lab.

- Sous-groupes - Subgroups

Central Zonal SG President's meeting was Sept 17th. Feedback has been positive, people like the smaller, less formal setting. The guest speakers were well received. The next SG Presidents meeting is in September, it will likely follow a similar agenda. Next year there will be a national SG presidents meeting. Date and location of that is not decided.

- Delegate - délégué

For the PIPSC AGM, 158 people applied to be SP delegates. Delegates were chosen and the names sent to PIPSC, and some alternates have already been promoted to delegates. The group discussed the process for alternates and what happens when SP members apply to go for both the Group and their Region.

Bryan suggested that in the future the SP Group use their own timelines to solicit applications, to allow more time for delegate selection.

ACTION: Bryan to ask PIPSC about consultation team presidents being delegates.

- Délégués syndicaux - Stewards

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New steward applications are out-numbering steward resignations. Recent engagement work has been paying dividends in new steward applications.

- Communications

The third newsletter was submitted to PIPSC two months ago but has not been posted yet. Tanya is taking suggestions for the next newsletter.

ACTION: Katherine to check on the status of the newsletter.

- Regional reps - représentants régionaux

NCR (Marcel): The 4 NCR sub-groups are trying to coordinate for a social event in the fall. Prairie/NWT: Regional Council for that Region was early June, Ira is on the Regional Executive.

Bryan thanked Tanya for taking on some BC/Yukon regional representative work while that position is vacant.

Other Regional Representatives had no updates.

- Visibility Items - Éléments de visibilité

More 'Stick Up for Science' Stickers are needed. It was suggested that the Executive re-order the Stick up for Science stickers, 2000 of the original size 'stick up for science' and 2000 of a smaller size with just the SP logo. Bryan to follow up on cost.

ACTION: Bryan to follow up via email on cost of sticker reorder.

At the last Executive meeting, the group planned to talk about other slogans for visibility items. "Science not silence" is popular but should be deployed when there are issues with scientists being silenced as part of a campaign. Marcel suggested we create an inventory of existing swag with slogans so we can maintain a list of what already exists.

ACTION: All to take pictures of SP slogans/swag.

ACTION: All to take pictures of SP stickers in the wild, pictures can be sent to Tanya.

Joanne has a list of PIPSC swag being stored at PIPSC HQ. Some of it is old. Joanne is volunteering to go in person and check what's there.

ACTION: Joanne to check on what is in the inventory at PIPSC HQ.

- Science Advisory Committee / Scientific Integrity - Intégrité scientifique / Comité consultatif des sciences

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The SAC has been less active as of late, meeting less often. The most recent meeting was in April.

The Office of Chief Science Advisor sent an email on selecting members for a Science Integrity Breach Committee. Discussion is ongoing, but people pushed back on a requirement that people have to be actively involved in research to be a committee member. Some scientists do lab work or otherwise don't do active research. A lot of our members are scientists that don't do research. There is also push back on limiting membership to people who have had experience investigating scientific integrity breaches. These people don't exist yet, this is a new policy.

Bryan would like to see the SAC plan for what PIPSC will do, and be prepared, if the employer ignores Scientific Integrity in the future or defunds science or Science departments.

- Mobilisation - Mobilisation

The mobilization coordinator is planning a lunch and learn for after the next round with TB.

Marcel is working on an application for SGs to apply for a Bargaining Team or Executive member to give a bargaining lunch and learn/presentations. They want SGs geographically close to each other to coordinate with each other to help reduce travel for presenters.

Bryan asked Nadia to identify significant NCR worksites and if there are any SP representatives at those sites.

ACTION: Nadia to identify significant NCR worksites and if there are any SP reps at those sites.

No updates:

- Advisory Council Meeting - Conseil consultatif
- Rapport du parlementaire - Parliamentarian's Report
- Delegate - délégué
- Plan de travail - Workplan
- Membership - adhésion
- Recognition - Reconnaissance

Fall Strategic Planning Meeting - Réunion de planification d'automne

The fall strategic planning meeting is November 17-18th (Friday and Saturday). The intention of the meeting is to review feedback from the zonal SG Presidents meetings and plan as a Group for future bargaining. This includes identifying resources that might be

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needed as a Group to achieve those goals, and what support would be needed from the Institute.

Environmental Policy - Politique environnementale

Marcel has taken feedback and comments into account in the Travel Policy. This policy covers local travel, non-local travel, and remote participation at meetings. Marcel is ready to send this off for translation and posting. Any final comments should be sent to him ASAP.

Marcel has put together a standard blurb that will be attached to future in-person meeting invitations. The group discussed who would be the point of contact for exceptions to the travel policy, the suggestion of the Group VP being the contact was accepted.

PIPSC AGM motions - Motions à l'AGA de l'IPFPC

The Executive reviewed some motions being put forward to the PIPSC AGM. The SP Group is the 3rd largest group in PIPSC, and 2nd largest in the Core Public Service. SP Group AGM delegates need to speak up more at the AGM. There is still time for the SP Group to draft motions for the AGM, but so far no one has come forward with any.

The Executive discussed the role of retired members in the union, the benefits they can bring with their experience and ability to mentor, and the income and costs of the Retired Members Guild relative to the Groups.

SP AGM 2023 debrief - Compte rendu de l'AG SP

The survey results from the SP 2023 AGM are in. Feedback is generally positive. The Executive will discuss in more detail at the next Executive meeting.

SP AGM 2024 - AGA SP 2024

For the next SP AGM, the theme is likely to be bargaining again. The meeting will be hybrid again, hosted from Ottawa. Proposed dates are April 5 & 6th. April 5th will be the Executive meeting, April 6th will be the AGM.

Bryan suggested a location rotation for the Group AGM where we are in the NCR every second year and then Toronto or Montreal the other years. Since 2023 was in Toronto, 2024 would be NCR, 2025 Montreal, 2026 NCR, etc.

BC/Yukon Regional Rep - Représentant régional C.-B./Yukon

The notice for election nominations was put up on the website and emailed out in the BC Yukon Region. The deadline for nominations is July 19th. The plan is to have someone in

place for the September meeting. There is a minimum period for the election, and that will likely fall in August.

CLC Report - Rapport CTC

Bryan will follow up his comments today with a written report. The CLC is essentially an AGM of Unions. Many different unions were present, they can choose to be CLC members and they contribute money and agree to certain rules. There have been questions in the past about the benefit of membership, but it does let PIPSC participate in the larger labour movement.

It was a 5 day meeting. There were about 1300 people in attendance. There were speakers, panel discussions, presentations, and motions. One of the themes was the climate crisis. There are a lot of resolutions, but none of them were contentious. Attendance at the CLC is an engagement and mobilization activity, it's not a strategic opportunity, it would be beneficial to always be changing the CLC delegation instead of always having the same PIPSC representation.

ACTION: Bryan to send written report on CLC to the Executive.

Tactical Texting Session - séance tactique sur les messages textes

Texting has the benefit of being a fast way to reach members, but not if messages have to go through the same level of approvals/review as email messages.

One method to use is broadcast texts: send out a blanket text and engage with the people who respond. It could be useful to test on a subset of the membership, like just one classification that we know is engaged. The other method is to text back and forth with individual members. It is estimated that 3 or 4 people would be needed to respond to a text sent to ~500 members, based on the usual response ratios. This uses an online platform, not personal cell phone numbers.

Some concerns raised are that people won't be able to explicitly opt-in for texts. PIPSC assumes implied consent from members who gave their cell phone number when registering, but members were not told they would be texted. It would be good for PIPSC to update the members' ability to opt-in to text communication.

Consideration needs to go into the texts being sent. Sending out text messages with no corresponding email or website content makes it look like a scam. We have to consider whether we want to spend our goodwill with members on invading their phones.

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Texting is a good tool for mobilization. That is capacity that needs to be built within our Group. Starting with a small subset, where there is less chance for members to interpret as a scam, is a good strategy. Bryan is proposing a live texting session with the MTs. Bryan will coordinate.

ACTION: Bryan to communicate with Catherine Gagnon our preference that members be given the chance to opt-in, before proceeding with the pilot.

Career Progression Committee - Comité de progression de carrière

At the 2023 SP AGM there were a lot of questions about lack of career progression in the AG-BI-CH-PC and FO classifications. There is a "lifer syndrome" issue where people are hired and retire at the 2 level and do not have opportunities to advance during their career. Ann Therriault volunteered to lead a working group on this topic.

Ann already has some members in mind but is looking for representation from the Atlantic Region and Western Regions. The plan is for primarily virtual meetings, 90 minutes to 2 hours at a time. Meetings would start in October and then be monthly until February. The working group will produce a report identifying the main issues around career progression for AG-BI-CH-FO-PC, start identifying possible solutions, and who are the main actors to get those solutions going and/or established, so that next steps can be identified and actioned. This report could be made available to Consultation Team Presidents.

Ira will be the liaison from the Executive on the WG.

MOTION: SP Group Executive set aside \$5000 for this group for travel (if necessary) but primarily for salary replacement (Bryan, Marcel). **CARRIED.**

ACTION: Leslie (Atlantic) and Ira, Tanya (Western Regional Reps) to send Ann suggestions for the WG.

ACTION: Bryan to let Annie know about this initiative and that support to set up CVENT and Zoom meetings will be needed.

National Pool Executive attendance at Zonal SG meetings

The SP Group Executive has Regional and National pool members. National pool members are not included in the Zonal SG Presidents meeting for the Zone in which they live, while Regional Pool members are. It was felt that this policy limits some Executive members' ability to meet with SG presidents and makes them feel excluded. An argument was made that if there are National pool members who get to attend these meetings under other roles, there should be more opportunities for the national pool members to attend these meetings.

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In the case of the recent Central Zonal meeting, a change to the current process would have increased the attendance by two people, based on the current make-up of the Executive and the roles that other Executive members play in SGs.

The Zonal meetings are a forum for SG Presidents. The meeting Chair gives preference for speaking in this order: SG Presidents, then relevant Executive and Regional representatives. In the case of the upcoming Quebec & Atlantic Zonal meeting, National pool members and Regional representatives from other Regions will be considered observers at that meeting. SG presidents like the smaller meetings and the ability to be heard among a smaller group. Meetings are so often dominated by SP executive members, it's good to have a forum in which members are comfortable speaking up.

Regional Representatives have additional roles that they play on the Executive. They coordinate the delegates for their Regions, they choose alterations as well. They are the point of contact for the SGs in their Regions, often traveling to present at AGMs and lunch and learns. Their role at the SG presidents meeting is to observe. They are not actively presenting to the SG presidents.

An argument was made for inclusivity at these meetings. There are a number of portfolios on the Executive that could make an argument for attendance. We are a representation-based organization. Attendance should be based on representation, presenting work, or leading something in the meeting. The broader discussion in this case could be around why the Executive is going to Halifax at all in September. This is inconsistent with the pattern already set for other Zonal meetings. It makes sense that we have an Executive meeting attached to a National SG Presidents meeting. Although adding an Executive meeting onto one of the zonal SG Presidents meetings is a practice that's been done for awhile, eliminating that practice would help eliminate some of this conflict.

The next round of zonal meetings is in 2025. This policy could be changed before that time if the Executive wants to. It was suggested that a working group look at the work plan and consider the intent for the SG Presidents meetings, and bring suggestions back to the Executive. Marcel, Ira, and Bryan volunteered for the WG.

ACTION: Zonal SG Presidents Meeting WG (Marcel, Ira, Bryan) to report back to the Executive.

Financial Report and IT Assets - Rapport financier et actifs informatiques

Deferred.

Article 28.04- Confidential environment or meeting space - Environnement confidentiel ou espace de réunion

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Article 28.04 in the collective agreement (CA) states: "The Employer will provide a readily available confidential environment or meeting space for employees to meet with a PIPSC steward or staff representative in each work location."

The employer believes this CA requirement is met by stewards being able to book meeting space as needed. Meeting space is becoming harder to book. People are back in the office having in-person meetings, as well as using meeting rooms to take Teams or Zoom meetings so as not to disturb colleagues around their cubicles.

A Deputy Minister at DFO said it was reasonable to have dedicated space, but that was overruled in the Region. At ECCC, a space was requested and ultimately denied. The response was that the ability to book rooms met the requirement of the article. The intent of the article was confidential and readily available. Bryan suggested a policy grievance would be the best way forward.

Large PIPSC/SP Flag - Grande Drapeau IPFPC/SP

Bryan wants to buy a big SP flag. He'll start to look into it.

Round table - table ronde

Enzo - Happy to work with a functional Executive.

Joanne - Q: Asking when the September meeting will be in concur and people can book flights?

A: PIPSC staff is extremely busy, this invite won't arrive soon.

Kevin - There's a consultation symposium in September for consultation teams. Kevin is still getting a lot of input on the RTO directive. One DFO program, in one Region, is telling employees to not take partial sick days and work the rest of the day from home.

Tanya - NPSW, her subgroup put ice cream in the freezers at work and they put some key messages and links on the fridge. It was a popular initiative. They are planning something for Labour Day as well. She suggested a website for ordering promotional items.

Ira - nil

Leslie - nil

Marcel- nil

End of meeting - fin de la réunion

Marcel, on behalf of himself and Bryan, thanked everyone for their attendance and participation today.

MOTION to adjourn (Ira, Kevin): **CARRIED.**

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Meeting adjourned at 4:13 pm EST.

Member/ Membre	Topic / Item	Action Item/ Suivi des actions	Status/ Statut
Katherine	Newsletter	Check on the status of the April newsletter.	
All	Newsletter	Send newsletter ideas or feedback to Tanya.	ONGOING
Kevin	Newsletter	Write a piece on the new steward experience for the newsletter.	ONGOING
Sushil Nadia Bryan	Rands	Regional Reps to send out the letter: NCR: divided by Subgroup due to large volume of people: Bryan - ONGOING Nadia - Executive is helping out contacting members. Doing it in person. Sushil - needs an updated list of members now that the new subgroup has been formed, his list is out of date. Marcel - done Atlantic - done BC Yukon - done Ontario - done Prairie and NWT - Ira working with Branch Executive; Kevin been working on it locally Québec - done	ONGOING
Joanne	Recognition	Develop a form for steward recognition nominations. Sent to Annie for translation and posting to the website.	ONGOING
Marcel	Environmental Policy	Translation, then posting somewhere (accessible) online, of the travel plan. Will also add workplan to that link.	ONGOING
Sarah	Environmental Policy	Look at language around "sub-committees" or "committees" of the Executive.	ONGOING

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Bryan	Union Leave with Cost Recovery	Bryan to raise issue with using union leave with cost recovery for PIPSC union-life balance leave directly to BoD; Still work to be done on the PIPSC side to address this (creating a generic meeting ID) .	ONGOING
Bryan	Assigning Delegates to Regions/SGs	Bryan to raise to the AC, clarity is needed on how these people get assigned to SGs and Branches and guidelines around travel in cases when they are delegates for events.	ONGOING
Nadia	Mobilization	Contact PIPSC about blank PIPSC posters.	ONGOING
Nadia	Mobilization	Identify significant NCR worksites and if there are any SP reps at those sites.	
Bryan	Mobilization	Communicate with Catherine Gagnon our preference that members be given the chance to opt-in, before proceeding with the texting pilot.	
Bryan	Visibility	Follow up via email on cost of sticker reorder.	
All	Visibility	Take pictures of SP slogans/swag for inventory creation.	
All	Visibility	Take pictures of SP stickers in the wild, pictures can be sent to Tanya.	
Joanne	Visibility	Check on what is in the inventory at PIPSC HQ.	
Sushil	Finance	Find out how sub-groups can get meeting numbers to claim lunches in Concur.	
Sushil	IT	Check if the laptops are under warranty.	
Bryan	PIPSC AGM	Ask PIPSC about consultation team presidents being delegates.	
Bryan	CLC	Send written report on CLC to the Executive.	

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Leslie, Tanya, Ira	Career Progression Working Group	Atlantic and Western Regional Representative to send Ann suggestions for the career progression WG.	
Bryan	Career Progression Working Group	Let Annie know about this initiative and that support to set up CVENT and Zoom meetings will be needed.	
Marcel, Ira, Bryan	SG Presidents Meetings WG	Report back to the Executive.	