

MINUTES / COMPTE RENDU
SP Executive Meeting / Rencontre de l'exécutif SP
November 7 2024 / 7 novembre 2024



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Presence / Absence --- Présences / Absences

Kim Keats (ATL)	P	Helen MacDonald (NCR - RCN)	P
Daniel Jubainville (ATL)	P	Gurusankar Saravanabhavan (NCR-RCN)	P
Leslie Nasmith (ATL)	P	Bryan Van Wilgenburg (NCR – RCN)	P
Tanya Evans (BC - CB)	P	Sushil S. Dixit (NCR – RCN)	P
Enzo Barresi (ONT)	P	Kevin Jacobs (PRA/NWT – PRA/TNO)	P
Ira Hill (PRA/NWT – PRA/TNO)	P	Sarah Marcil (QC)	P
Marcel C. Beaudoin (NCR – RCN)	P	Yvonne James (PIPSC – IPFPC)	P

[Jason Manchester](#) is present.

Ouverture de la réunion - Opening of the meeting

The meeting was called to order. Bryan Chaired the meeting at the start.

Bryan read the Rules of Engagement.

MOTION: Approve agenda (Ira, Helen). **CARRIED.**

MOTION: Approve minutes from September 20, 2024 (Leslie , Kevin). **CARRIED**

Mesures de suivi - Action Items Review

Action items from the last meeting were reviewed.

Action Items from September 20th - Points d'action du 20 Septembre

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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

The call to form the bargaining team was sent on November 4th. It will close on December 6th. Enzo got a couple questions from members about it mostly about time involvement. Enzo and Yvonne will meet in January to form the team and submit it to the executive for a vote.

- Strategic Bargaining Committee - Comité stratégique de négociation

The committee met on October 3rd at Lac Leamy.

Jen Carr was there and made a speech on the importance of AI, introduced new negotiators and talked about RTO.

Next pay system and pay simplification: The employer wants to talk about pay simplification and PIPSC is anticipating this will become a central table issue for bargaining.

We nominated Bryan for the Central Table to address pay simplification.

Our position now is if we go for pay simplification, we need to gain something out of it.

Examples of pay simplification: acting pay is very different among groups (some is minimum 1 day, other 4 days or 7 days)

The employer is looking at industry standards for pay simplification. They want to use an external matrix to manage that. PIPSC is not so keen about it, we have to understand the benefit from it.

Ana Johnson talked on AI.

Updates from other groups bargaining:

CFIA: look for a vote on the deal

CP has obtained arbitration on the previous monday. They got a deal, same as us but for 3 years only; but did not get any perks that we got.

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Comment on arbitration: On Reddit, Comments were made by members about how they could not vote on the deal. It showed members do not understand how arbitration works.

Enzo specifies that in some groups, the executive will decide for their members what will be the resolution mechanism instead of asking their members for it as we do.

Communication with members about the resolution route is very important especially if you want to go for a strike mandate. At one point, even if you have a strike resolution route, you will need to ask your members to vote on the strike mandate when it becomes real and the worst thing is if members vote no at that point. Then you have to go back to the table with less power than before because TB see members do not want to strike. In general, all other groups do the same thing as us.

In terms of bargaining procedure, probably in the next years, we will have more virtual meeting for bargaining

If we are ready in advance, nothing stops us from asking TB to start negotiation before (they have to agree).

Later in the meeting, they had to do a scenario activity about strike similar to what we did at the president meeting.

Likely, the central table will start bargaining before SP will start.

- Advisory Council Meeting - Conseil consultatif

Last meeting on October 4th.

A presentation on governance was done by Sean O'Reilly.

Also, a presentation on the Operation section was done.

There was a call for nominations for the AC director. Chris Roach is the chair of the AC.

- Travel on behalf of the Executive - Déplacements au nom de l'Exécutif

Kevin went to the Prairies steward council, The BC-Yukon, the Atlantic and held an SP caucus in each place. He also had a consultation team meeting in Victoria. He participated in a virtual SP meeting at Scarborough and a Lunch and Learn for the Winnipeg SP Subgroup.

Bryan did a presentation 'Trick or Treat' at his local subgroup.

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- Sous-groupes - Subgroups

Kim mentions that the Feedback form for the last president meeting was sent last friday. She is starting to get some of that feedback: overall positive, downside is not long enough (maybe a day and a half next time). People really like the activity (more than the presentations). She also sent an email to all presidents who don't have a PIPSC email address.

Kim emailed the inactive subgroups and included all the subgroup executive members in the hope to reach someone. Still no answer from the St-Hyacinthe subgroup; South Saskatchewan responded the president retired and the person didn't know who can take over); Qc City responded with the new subgroup, they have now 204 new members added in correspondence with Caroline Levasseur; Iqaluit no response yet - we know they are DFO and ECCC.

Enzo mentioned we will have to take a hard decision before the end of 2025 about what to do with inactive subgroups. Marcel suggests leaving it there since it doesn't cost anything and it will be easier to restart if ever because a lot of complications come from creating bank accounts and bylaws.

Someone asks how subgroups are formed. It is by building or by cities. We don't want too many building specifics because it leaves other people in the city left out but it occurs in NCR.

ACTION ITEM: Kim: check out what is going on in Toronto since it's the last big city where we don't have news/ haven't heard from.

A brainstorm started about the zonal meetings for 2025

East: proposition of Québec City

Western: In the Prairies - Winnipeg? Edmonton?

Central: Muskoka? Blue Mountain? In spring it's not expensive

It would be nice to have them all in the spring

Do we want to join a full executive to one of them? Not this time, just for national meeting

- Membership - adhésion

Guru sent a draft for the RAND member and he's asking to get comments on the letter form the executive before friday. Last time, Regional Reps were in charge to reach out to RAND members.

1100 RAND members (10% of SP group)

Reach out only to RAND - Y

Measurement Canada are all PC - Sushil will help to look into it

- Delegate - délégué

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For the 2024 PIPSC AGM, Ira says we are 52 delegates and we did not receive any last minute cancellations. 5 persons from the executive goes with other mean (consultation or region). This gives more space to our members.

For SP AGM, the call was sent for translation. It is expected to go out at the beginning of December

- Délégués syndicaux - Stewards

Kevin says there was excellent trainings this year. He also received a lot of applications. Find that 1 on 1 or presentation in workplace works very well to get people in. 123 stewards last year, now 133.

Marcel will organise a lunch and learn specifically for stewards in january.

- Communications

Tanya is preparing the next newsletter. Subjects are Emergency preparedness, Search and rescue, Political landscape, pipscc calendar, ask_sp email, and the recognition form.

- Plan de travail - Workplan

Nothing to add.

- Visibility Items - Éléments de visibilité

Sushil has the bucket hats. Every delegate will get one.

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

Ira says she has not had a meeting since Septembre. Next one is in November but Ira can't attend because it is the same date as a consultation meeting.

Bryan asked Norma to see the minutes of the last SAC meetings. We received it and looked at it.

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- Mobilisation - Mobilization

Helen started to put stuff in the shared drive. She also looked at other unions' mobilization documents (promotional material). Helen is creating a folder to know where members work.

Looking for the mobilization team to meet soon.

- Recognition - Reconnaissance:

See later during the meeting

- Rapport du parlementaire - Parliamentarian's Report

Daniel is ready to present the 3 motions tomorrow at the AGM in the name of SP group. Adam Fenwick would like to do an amendment to make sure the 3 years mandate is staggered. The SAC motion was split into two because it touches bylaw and policy.

- Regional reps - représentants régionaux

Nothing special to add

- Career Progression Working Group - Groupe de travail sur la progression de carrière

Ira got news from Ann in spring but nothing since. Members want to see that but the executive doesn't have time for it and it is not in its mandate. It has to come from someone else aka working group.

- Mobilization Committee - Comité de mobilisation

A doodle to come to plan the next meeting. Kim would like to be part of it. The answer is yes.

- Content Creation - Création de Contenu

Leslie talks about a general update. She started to organise the folders. There is an excel sheet for the subjects. If anyone has any ideas, you can share interesting presentations.

Recognition

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Joanne Papineau is here to talk about the recognition form she created. It was sent to all members.

She received 11 responses but not all relevant or at the same level of recognition. How do we want to proceed with recognition considering all levels?

Marcel specifies that the SP recognition award is for someone who did something for the group as a whole (ex. Donald Lefebvre, Judith Leblanc, etc)

Lifetime membership award: Judith Leblanc should be nominated (DFO consultation team, SP executive, Chief Steward,) and Thomas Landry

Joanne is still working on Ann Thériault recognition.

Kevin suggests having different levels of reward.

Even a shout out during the SP AGM is good, suggests Guru.

Bryan proposes two different ways of doing it; either by criteria or by a number per year. If you say 3 recognitions per year then we pick the 3 best applications every year.

Marcel adds when thinking about criteria (# of years involved, etc), people may not know all the work people do around them and might not be able to put their name.

Bryan proposes we recognize people who are nominated and then choose someone (like an Academy award). We could invite everyone at a specific time at the AGM.

1 nominee for 2000 members = 5 nominees

Regional Rep and Subgroup coordinator could remind people there is a form for nomination.

Science and Labour Under Federal Governments - 30 years of History

Payton Tenebaum - Labour relation at PIPSC presents the topic.

Since the last presentation, she changed the timeline format (chronological) for a comparison format. Other than that, it is the same presentation as shown at the presidents meeting but with some modifications. The chronological version still exists, it could be good for bargaining reasons.

The presentation is about comparison of different governments' approaches in terms of anti-union legislation, pension plan, contracting out, sick leave, deficit reduction plan, scientist (cuts and funding), back-to-work legislation, etc.

Some examples are in the footnotes to get it more concrete. A lot of information is in the footnotes and links to different sources.

Next work could be on Work force Adjustment.

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PIPSC AGM

Marcel briefs us on the AGM. Tomorrow morning is the SP caucus meeting. He is gonna go through resolutions. It is also the SP delegate breakfast .

Marcel sent an amendment on the due increase and also on the fossil oil report motion.

He is planning to put a motion on the floor at the end to refer left over motions to the board.

He encourages us to go to the mic and speak about the motions. Also, remind our delegates that they are supposed to remain until the end.

The hospitality event for delegate is on Friday night.

Proposal on conflict of interest (follow-up from the last meeting)

Helen hasn't done more work since last time. She is wondering what to do with it. Should she move it to another folder?

We will put it as an **AGENDA ITEM for the next meeting** to discuss more about it. Tomorrow, we will listen to the debate about the resolution on retired members on the bargaining team and see how it is received.

Dashboard Membership

Guru presents the interactive dashboard he worked on. It's a one-pager based on membership data from September 2024. The executive liked the idea.

Guru will look at how to share it with us so we can consult it.

What purpose? For instance, now we have 132 stewards, with the dashboard, we can click on it and we see right away where they are. Now, we should look at the large building where there is no steward and push for them.

Leslie suggests only putting the classification without the level for better clarity.

Mobilization

Nothing new from earlier. Helen will plan the committee meeting.

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RE Group Presentation on Canadian Public Science & Conference Attendance in 2024

Leslie shows to the executive a presentation created by someone at her office from the RE group (Nancy Shackell). The presentation is in the content creation folder.

The presentation focuses a lot on federal fundings. We look at the decline of funding in R&D for Science in the last few years. Data show money is leaving public science and going to Business.

Guru: Under Harper, they closed a full lab of R&D, it's like losing 10 years worth of work. It's not just the staff that is being cut, it's the knowledge. The chart with all the pies from 1963 to 2023 sends a very strong message with a decrease of 72% to 47%. He would like to give the presentation for Health Canada.

Bryan adds repercussions go even further. When universities reach out for data from the government to do their research, if we don't have them, they cannot work with it. In the end, no one can do research.

Finance and IT asset

Sushil mentions he gave a laptop to Daniel since he was the only one without one.

Checks were given out for internet reimbursement and others.

Now, the bank account is at 105 000\$. Everything is good.

The National Day of Remembrance and Action on Violence Against Women

December 6th is a Remembrance day for the Polytechnique de Montréal event.

Leslie organises a minute of silence gathering event at her office for it. It will be the 35th anniversary this year. PIPSC also organises a webinar on the subject.

Leslie is asking if it's okay to post a message on the active chat to encourage members to participate in local events, organise one or wear a white ribbon. The answer from the group is yes.

SP AGM

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Marcel speaks about the next SP AGM on April 5th in Montreal. Ira has put the call for delegates and it will be sent mid-december. A reminder will also be sent after the holidays break.

The save the date and call for motion is sent to Annie. January 10th is the deadline for resolution. Executive Reports are due by January 24th. If you do a presentation, 3-4 slides max. Marcel warns us every presentation should be bilingual otherwise it cannot go up.

Send guest speaker ideas to me before next meetings, it would be nice to have someone bilingual. (maybe Yvonne or Payton - or other -)

We remind Daniel, we might need a motion on the bargaining team mandate length and gender neutral Bylaw.

ACTION ITEM: Daniel to work on motions.

Sarah mentions she started the document for gender neutral Bylaw french version. It won't be ready for the next AGM but the work has started.

Leslie sent us the minutes of the last AGM minutes

Kevin is asking if the place is secure for Montreal. Marcel says it hasn't been approved yet by AC.

Leslie put the virtual attendance policy in workplan folder.

Website

Graham Irvine is here to present us the new website he is working on. It's a platform with SP group information, calendars, etc. It could be used by the executive or even subgroups and stewards.

The pricing is now 7\$US a month. You can start at that tier and if there is too much traffic, we'll have to move up. We will also need to get a domain .com or .ca. They are usually around 10\$US a year. You could have it for free but it has to be static.

Marcel: Is it possible to block spam? Yes

For the calendar, could you add if events are virtual or in person? Yes

How can we block bots from stealing our emails? Unfortunately, you can't stop that.

Let us know how much time you spend on this? Maybe a week working on it.

Sarah asks who's gonna monitor it? Yes, someone will need to monitor it to make sure it does not crash. Graham can start but someone else will have to take care of it eventually.

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What about the French version? Yes, it's possible and pretty easy to make it in french/bilingual but will need help with translation because i am not bilingual.

Bryan:

Will this be blocked from the workplace? Not sure

Is it possible to have different levels of admin? Yes it's possible

How to go forward? We still need to use the PIPSC website for all official things. Before we go with it, we have to make sure it's sustainable. Maybe we could start to use it internally before going public and see if there are some bugs.

Daniel: We need to have someone in the executive responsible for it. We have to attach it with a position and not a person because we don't want a website where people become dependent on it and then the person who knows everything leaves and we don't know how to maintain it. It could be a portfolio.

Bryan: Maybe the Institute can help us with that

Who wants to play with it? Marcel, Bryan

Helen: Is there a legal issue about posting things on a website that is not under the Institute?

Bryan: Yes, we cannot post protected B information. But everything that is already on the PIPSC website, we could share. Picture for instance, that is sensitive.

Conclusion: We are gonna play with it internally and then see.

Thank you very much for your work Graham.

Regional representative elections

Kevin updated the call for nominations for the 2025 election. In the wording, he will add a note about Nunavut because it is not mentioned anywhere it is linked with Quebec.

Information session: Kevin is asking if a francophone can help with the session in french. Daniel agrees and he is now part of the team.

Marcel suggests we should make sure at least someone from the election committee should be bilingual in the future (add in the workplan)

The chat has started for discussion about the election.

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NEW business - Nouvelle affaire

Follow up on the contest winners

ACTION ITEM: Sarah is in charge to keep track of tuque distribution

Next meeting: Virtual in mid-January (Doodle sent) and then, on April 4th in person (with AGM).

Extra person on the bargaining team: Bryan talks about the next bargaining team. The president has to be released from the team from time to time, especially if we go with the strike route for mobilisation purposes. It's hard to have a president fully present on the bargaining team and being with members during a strike. Bryan is suggesting to have an understudy (an 8th person) on the team. That 8th person won't vote but will be there with the team and that person is expected to be there full time. Are you comfortable with that approach?

Leslie: What about our Bylaws, is there something that prevents it? No

The executive supports the idea.

Round Table - Table ronde

Tanya: working on outreach. She is planning to bring hot beverages to the office soon.

Ira: held a lunch and learn for the first time in Suffield and 20 persons attended. It was a hybrid format. She talked about the due increase and QandA sessions.

Enzo: nothing to add

Daniel: Now that I am on the exec, can I still invite another executive member at a subgroup AGM in Gander or it has to be me? Members like meeting other members from elsewhere and get the information from others. Yes you still can do it.

Leslie: Great meeting, we are using our time productively!

Kevin: nothing to add

Graham: Organized a Lunch and Learn about the AGM process.

Kim: Organized a Lunch and Learn about PIPSC. She enjoyed this meeting. The group is very supportive and I appreciate it. And thanks Marcel for the presentation about AGM motions.

Sushil: excellent meeting!

Marcel: great meeting! About the presentation, for next year, I could try to do it earlier and maybe other members from the exec can use it and present it in their subgroup.

Bryan: Love working with you!

Guru: I notice the group is careful about the money we spend. Thank you for doing extra efforts to save money.

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Sarah: Participating in a Lunch and Learn next week

Helen: Great meeting, fabulous to work with you all! Very happy to work with mobilisation. I notice a lot of things happen in other subgroups and I would like to work on this at HealthCanada.

End of meeting - fin de la réunion

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

Meeting adjourned at 17:03 pm EST.

Action Items from November 7th - Points d'action du 7 novembre

Member/ Membre	Topic / Item	Action Item/ Suivi des actions	Status/ Statut
Jason or Yvonne	Bargaining Report	Reach out to TB to find out the process for correction of implementation issues.	Ongoing
Guru	Membership	Find out where members from Measurement Canada are so we can hold an event. Innovation Science - PIPSC cannot give a list of the members <i>27 members; need to find de department code with PIPSC</i>	Ongoing DONE now for Marcel
Sarah	SP AGM	Reach out to candidates of the 2024 election to invite them to submit their names for the SP AGM in order to invite them as delegate or observer for the next AGM.	Ongoing
All	Newsletter	Send newsletter ideas or feedback to Tanya.	ONGOING
Tanya/ Joanne	Recognition	Develop a form for steward recognition nominations. Annie will put into the template, translate and post.	ONGOING DONE

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Kevin	Union Leave with Cost Recovery	Re: getting meeting code for using union leave with cost recovery for days off taken under the Policy on Balancing Union Activity and Family Life. Kevin placed on AC agenda for May. Kevin or Bryan will speak to it at that meeting. It hasn't come up yet , will ask the steering committee.	ONGOING
All	Mobilization : Active Members	Verify the list of Active Members, update with new stewards, or others if not on the list.	Ongoing
All	Workplan	All portfolio holders to: 1. Review their section of the work plan and update it based on what they do 2. Review other sections where their portfolio is implicated. Please review your item and report if do not agree	ONGOING
Bryan	Science Group Working Group	Approach the RE and RO/RCO Groups on a Science Group WG. <i>They Reply: good idea, will discuss that among them</i> Notes: We should go for a subcommittee of SAC, a Science bargaining committee. I will write a proposal to form a subcommittee and bring it to the board. Science groups have a similar science agenda for bargaining. SAC should do that but it does not. We want to start another way to be more bargaining focused; having a campaign around science	ONGOING (email sent, waiting on reply)

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		and having common swag among different groups.	
All	Executive meeting	Think about the idea of inviting members to ask questions during our executive meeting and how to do it Notes: Tanya suggests having a question period on Zoom open to members. Marcel suggests waiting until the invitation of the winner's contest ends. Leslie suggests they have to give the question in advance. Maybe create a poll in the active_chat Vote for questions; the secretary will put time on the agenda.	Ongoing DONE
Bryan	Activist Chat	Bryan will write in the activist chat about how to get a t-shirt (RTO).	DONE
All	Content Creation	In plain language, what SP members (by classification) in your workplace do. Send it to Leslie.	ONGOING
Kevin	SP Steward chat	Reach out to the Director of EROs and see if someone could be available to answer questions on that chat. Notes: Bryan and Kevin reached out, the answer was no. Move action to Bryan whos gonna do the follow-up	ongoing
Kim	SP chat	Set-up a group chat for subgroup president and vice-president	DONE

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Sushil	SP chat	Set-up a group chat for subgroup treasurer	DONE
Kevin	Sp chat / Steward	Look with Linda Thompson if all SP stewards are having a PIPSC email address.	ongoing
All	SP AGM	Brings idea about guest speakers (ideally bilingual) Notes: Helen sent names. action item for all and put time on agenda for next meeting (put 15 minutes on agenda to discuss guest speaker for AGM)	Ongoing
Ira	PIPSC AGM	Send an email to delegates to invite them to join the AGM chat.	Done
Bryan	Union solidarity	Ask at the AC meeting if there exists a policy about supporting other unions.	Ongoing

Extra notes on actions:

- Yvonne will reach out to TB to find out the process for correction of implementation issues. Will meet in the afternoon, still ongoing.
- Measurement Canada: PIPSC cannot give us the list, they just have a department list but not location. If we ask for a specific individual , they can give it to us. We will need to search by address then for all 27 members to know where Measurement Canada members work.

For next meeting:

- ACTION ITEM: MARCEL: Reach Out to Donald Lefebvre to know more about Measurement Canada
- ACTION ITEM: Bryan; send to the executive the form to add active member
- ACTION ITEM: Leslie: Write a section of the new portfolio; description
- ACTION ITEM: Helen: To send a doodle for the mobilization team.
- ACTION ITEM : Helen: how much would it cost to have a flag with SP group on one side and "Public Science" on the other; get some prices.

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- ACTION ITEM: PIPSC regional office for all group should order poster now (for Bryan to reach out President Office to see if strike placards are in regional offices, what kind of strike stuff is there in regional office)