



MINUTES / COMPTE RENDU

SP Executive Meeting/ Rencontre de l'exécutif SP

September 29, 2022 / 29 septembre 2022



Presence / Absence --- Présences / Absences

Leslie Nasmith (ATL)	P	Joanne Papineau (NCR – RCN)	A
Tanya Evans (BC - CB)	P	Sarah Marcil (QC)	P
Enzo Barresi (ONT)	P	Sushil S. Dixit (NCR – RCN)	P
Ira Hill (PRA/NWT – PRA/TNO)	P	Michael Elliott (QC)	P
Marcel C. Beaudoin (NCR – RCN)	P	Kevin Jacobs (PRA/NWT – PRA/TNO)	P
Nadia Roufaiel (NCR – RCN)	P	Nicolas Daignault (PIPSC – IPFPC)	A
Bryan Van Wilgenburg (NCR – RCN)	P	David Griffin (PIPSC – IPFPC)	P
Morgan Cranny (BC-CB)	P	Eva Henshaw (Guest, pm)	P

Ouverture de la réunion - Opening of the meeting

The meeting was called to order. Bryan congratulated Kevin on winning Steward of the Year for Prairie Region.

MOTION: Approve agenda (Michael, Enzo). **CARRIED.**

MOTION: Approve minutes from August 3 2022 (Kevin, Sarah). **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 & Strategic Bargaining Committee - Comité stratégique de négociation

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Enzo provided a bargaining update. The first meeting with TBS happened on September 3-4. The two sides went through all the proposals and answered the first round of questions and requested more information for some proposals. It was a hybrid meeting, with the SP bargaining team fully in person and the TBS team predominantly online. The next meeting with TBS is October 4-6. The BT has met recently to discuss pay proposals, but that has not been tabled yet.

Strategic Bargaining Committee (SBC) met Sept 16. There will be a Central Table this round of bargaining for a number of issues. GEI will not be a central table issue. David is the negotiator for the Central Table, and he wants to get the work done as fast as possible to not hold up the Group tables. Central Table is currently looking at setting dates with TBS.

Some bargaining items will be coordinated, with some Groups taking the lead. The SP Group will lead on allowances and premiums for nonstandard work duties, and co-lead on scientific integrity with the RE Group.

Wider bargaining update on recent settlements in other unions. Via rail got 5.5% for 2022, with additional money for skilled trades. BCGEU got 3.24%, and also they have a quasi-cost of living adjustment (COLA) with a floor and ceiling for each year with the range changing for each year. Ontario provincial government has been bargaining with educational support staff (educational assistants, admin staff; CPUE) and they were offered 1% for all years, 2% if you make less than \$40,000/year. CUPE will likely strike, and likely be legislated back to work. PSAC has four Groups that have filed for conciliation. The four public interest commissions are scheduled for November & December. PSAC proposed 4.5% for 2021, 4.5% for 2022, 4.5% for 2023, before inflation started to rise. TBS was offering 1.5% for 2021, 2.75% for 2022, 2.0% for 2023, and 1.75% 2024. TBS did increase that to: 1.5%, 3%, 2%, 1.75%.

- Advisory Council Meeting - Conseil consultatif

One AC meeting since the SP Group last met. It was a joint meeting with the BOD on Aug 11-12. First day was a workshop on the topic of members as owners with training and discussion about a strategic plan. Having the BOD attend is good for communication of what the Board is and does. Members are both customers (demand good service, product) and owners (receive a direct benefit). Owners talk about the future, customers talk about the past. PIPSC wants to encourage members to think of themselves as owners of the union. Day 2 was mental health training, and regular AC business including resolutions for the upcoming AGM.

- Executive Travel - Voyage exécutif

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- Morgan is looking for a guest speaker for the Victoria Branch AGM. Interest was for someone who can speak to bargaining generally or consultation. Enzo might be available virtually, if Morgan can arrange the technology.
 - Kevin is attending the BC Yukon Region Steward Council
 - Bryan is attending the Atlantic Region Steward Council and Mainland NS SP Sub-group AGM.
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- Sous-groupes - Subgroups

Michael had a virtual meeting in June to update the SG Presidents. Morgan is now the SG Coordinator. Next task is to work on the business plans for the 3 zonal Sub-group Presidents meetings: 1 or 2 in Spring, 1 or 2 in the fall. Two in spring would be helpful for bargaining mobilization. Michael suggests Morgan continue with the post-executive meeting SG Presidents Zoom calls.

- Membership - adhésion

Michael has met with Tanya to do portfolio handover.

- Delegate - délégué

Ira reported that choosing and communication of PIPSC AGM delegates is done. Three people were unable to make it, Ira provided alternates based on Region. Ira has created a How-to in the Delegate Coordinator folder on the shared drive for future coordinators. Marcel would like to improve how PIPSC HQ communicates to members that they've moved from alternate to delegate status. It has caused confusion for some members who were moved from alternate to delegate status.

- Délégués syndicaux - Stewards

Kevin reported that there are 122 SP stewards at the moment, and 20 stewards-in-waiting. Kevin attended the Ontario Regional Steward council in September. He finds attending steward councils to be a good forum to connect with stewards. His own council had an SP breakout to connect directly with the stewards. Bryan asked if Kevin is getting feedback from the sessions. Kevin says stewards are happy to get updates. In terms of steward recruitment, PIPSC has bylaws and policies to make it a family friendly union, that could be communicated better.

With respect to the process of steward application review, Kevin is fine with no replies if people are okay with the application. However, do reach out to him if you have any concerns.

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- Communications

Tanya is still getting onto social media sites. David provided content for the newsletter. It's on the shared drive for viewing, and has been sent to translation.

- Visibility Items - Éléments de visibilité

Sushil has ordered the AGM shirts.

- Scientific Integrity - Intégrité scientifique

Marcel raised an issue about open access submissions; the cost of open access can be prohibitive. A number of federal departments have entered into an open access agreement to cover open access fees for publication submissions.

- Mobilisation - Mobilisation

Nadia reported that they are still having ongoing meetings with the bargaining team. Next mobilization training will be in November.

- Recognition - Reconnaissance

Marcel suggested recognizing the work Donald Lefebvre did on the SP Executive Workplan.

ACTION: Marcel will coordinate with Joanne on an award for Donald.

- Rapport financier - Financial report

Sushil reported that there is \$117,00 in account, with no recent large expenses and the finances are in a good position. He will be looking for internet receipts early in November.

No update:

- TI-IT
- Regional reps - représentants régionaux - no update
- Rapport du parlementaire - Parliamentarian's Report - no update
- Plan de travail - Workplan - no update

Bargaining Proposals - Demandes de Négó

David walked the Executive through the Employer and Group Bargaining Proposals. These were recently published on the website, and a notice will go out to all members soon with the link.

2023 SP AGM Planning - Planification de l'AGA SP 2023

Marcel shared an updated timeline for the SP 2023 AGM. The deadline for reports to get translated is January 20th. The save the date email will go out on December 9th, that was deemed sufficient warning for shift work members that might need to get the day off. The call for delegates will go out later.

The Group discussed the letters for union leave with cost recovery and some issues with different Departments and refusals some members are getting. It was suggested that the times of the meeting be removed from the authorization letter. It's not required under the MOU.

ACTION: David to discuss with Annie if we can remove the times for the meetings from the union leave with cost recovery authorization letters.

Steward Framework Présentation - Présentation du cadre d'intendance

Eva Henshaw, VP, joined the meeting to present on the Steward Framework. PIPSC wanted a new framework to support stewards. They wanted to be able to have measurable metrics to gauge success and make improvements. The elements of the framework are:

1. Online portal

This will be a database of information where members can access information about stewards. It will be up to the steward to update the database and provide as much information as possible (e.g., experience, languages, training, positions in past/present). Members will be able to search for what they want in a steward. This will help members connect easier with stewards. The database will also allow PIPSC to collect information on stewards. They can look at the number of stewards with a specific experience, they can look at equity and diversity among stewards.

2. Nation Steward Officer

They created a position for the National Steward Officer (NSO) for PIPSC. It will be a liberated steward who works for the President. This role will keep Framework on schedule, will also help stewards, connect them with EROs. They would also do exit surveys with stewards, and provide support/point of connection for stewards-in-waiting. Can provide lunch and learn training for stewards (goal for 1-2/month), they will also keep track of the stats from the portal, and log questions they are asked to help guide future training.

3. Training

PIPSC wants to create learning streams for stewards, different learning paths for them. Stewards can choose their paths and see what that training will prepare them for. They want to ensure training outside of PIPSC courses is available, e.g., mentoring, observing a grievance, observing consultation. This will be a lot of work for the Training committee.

4. Mentorship

Want to make sure that mentors are available at events and can approach people who are new at events, give them someone to sit with and ask questions. Want the mentors to be visible, and active.

5. Recruitment Drive

A lot of stewards will be retiring in the next few years. The environment of being a steward has changed with the proliferation of the hybrid work environment. Some stewards don't know how to be active in this work environment.

Q: What kind of timelines?

A: IT has been consulted, at the last BOD it was made a priority. By the end of October, they will meet with IT and they will start working on the database. The NSO will start Jan 1 2023, that will be the first thing they do. The database could be up for testing, early in the year and live for April 2023. Work on the training program will start after the portal is active. There is BoD commitment behind this framework and they are willing to put resources there. Eva is hoping to have it in a good place in 2 years.

Q: Database of stewards and their expertise - will there be a database of grievances with language, remedies, to guide stewards, provide generic templates?.

A: PIPSC has already purchased a program for casework. They will have that data, they are talking about allowing stewards into that program to get info. The NSO would be able to help stewards with it, train them on it. It will also provide statistics on success of grievances. This will be beneficial especially as the workplaces become increasingly virtual with people in different Regions reporting to supervisors in another Region.

Kevin thanked Eva and supported the framework. Eva is planning to meet with Regional office managers to talk about this framework. It is hoped that the NSO as a resource will lessen ERO workload and be beneficial for them. Bryan raised the issue of WFA, and how few stewards know that process at all/well. He suggested that the NSO come up to speed on that.

Science Advisory Committee application - Candidature au comité consultatif scientifique

Regional Directors decide who gets on the SAC. It would be nice to have SP Executive members apply. If they get accepted, that's great. If not, it's support for the motion at the AGM. Kevin already applied for 2023. Morgan and Tanya will also apply.

Rand Email - Courriel des Rands

Michael sent an email, forwarded from Kim Keats (NL Region), she has written a letter to Rands. Bryan suggested we get a list of SP Rands in each Region.

ACTION: Michael to get a list of Rands by Region.

ACTION: Michael update the letter for the Group

ACTION: Regional Reps to send out the letter.

Stick up for Science Stickers - Defendre la Science Stickers

Bryan updated the group on costs for stickers. The group discussed sizes and agreed on 3 inch, and initial order of 3000 items at \$0.52 each.

New Business & Roundtable - Nouveaux affaires et table ronde

Kevin asked about SG pop-up banners. His SG was asking about how to get a pop up banner. A few years ago, those were purchased by the Group for most/all subgroups. The Group could pay for ones for new sub-groups.

ACTION: Kevin to contact Donald about the purchasing process for those banners.

Round table - tour de table

Michael asked about the plan for the PIPSC AGM in terms of hospitality and meeting rooms.

ACTION: Bryan to update Exec on PIPSC AGM locations (meeting, hospitality)

Nadia asked for clarification about an email from PIPSC about hotel rooms for the AGM.

Tanya reminded everyone to send her items for the newsletter.

Bryan thanked the executive committee for their ongoing work in support of the SP Group.

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End of meeting - fin de la réunion

Meeting adjourned at 5:09 pm.

Member/ Membre	Topic / Item	Action Item/ Suivi des actions	Status/ Statut
Sarah	Work Plan	Revise Workplan and send to Executive for feedback.	ONGOING
Sarah	By Laws	Send updates By-Laws to Annie to post Sent to Annie waiting to hear back from Bylaw committee.	ONGOING
Sarah, Marcel	By Laws	Look at improvements to by-law wording for the AGM save the date and call for motions.	
Kevin	Subgroups	Contact Donald about the purchasing process for the SG pop-up banners.	
Marcel	SP AGM 2021/2022	Get SP AGM feedback report from PIPSC and share with Exec.	ONGOING
Kevin	Stewards	Reach out to the Branches, members in the North to explore options. Has met with Prairie NWT Director,	ONGOING
Kevin	Stewards	Gather information and cost-out options (tshirts, notepad) for steward recognition and bring back to the Exec.	ONGOING
Bryan	Mobilization	Plan a series of town hall meetings. First one planned - introduce the bargaining team; needs to be bilingual;	ONGOING
All	Newsletter	Send newsletter ideas to Tanya.	ONGOING
Michael	Rands	Michael to get a list of Rands by Region.	DONE
Michael	Rands	Michael update the letter for the Group	DONE

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Marcel/Sushil Leslie Morgan Enzo Ira Sarah	Rands	Regional Reps to send out the letter: NCR Atlantic BC Yukon Ontario Prairie and NWT Quebec	
Joanne	Recognition	Look at allowing green products and the cost increases inherent in that. <i>Drafted a memo for the Exec Committee; Joanne seeking suggestions, edits; has not done a price comparison.</i>	ONGOING
Joanne	Recognition	Develop a form for steward recognition nominations.	
Joanne	Recognition	Nominate Rob via PIPSC's recognition process.	
Joanne	Recognition	Follow up on recognition of two stewards via SP group process; inform the members that they are being recognized.	
Marcel	Recognition	Coordinate with Joanne on an award for Donald.	
Bryan	PIPSC AGM	Update Exec on PIPSC AGM locations for the meeting room and hospitality.	
Ira	PIPSC AGM	Email the delegates before the AGM to inform them of where and when the hospitality suite is.	ONGOING
Marcel	PIPSC AGM	Send email to delegates about motion review meetings.	DONE
Bryan	PIPSC AGM Motions	Bryan to reach out to other science Group Presidents re: SAC Motion after motions are published.	ONGOING
Affected Exec Members	Exec. Elections	New portfolio holders to reach out to previous portfolio holders to facilitate the transition.	ONGOING

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David	Travel	David discuss with Annie if we can remove the times for the meetings from the union leave with cost recovery authorization letters.	
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