



MINUTES / COMPTE RENDU

SP Executive Meeting/ Rencontre de l'exécutif SP

November 17, 2022 / 17 novembre 2022



Presence / Absence --- Présences / Absences

Leslie Nasmith (ATL)	P	Joanne Papineau (NCR – RCN)	P(pm)
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	Shelly Melanson (PIPSC; guest)	P
Brittany Smith (PIPSC; guest)	P	Salah Bazina (PIPSC; guest)	P

Ouverture de la réunion - Opening of the meeting

The meeting was called to order. Bryan thanked Enzo, Marcel, and Morgan for the work pulling together the hospitality suite for the AGM.

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

MOTION: Approve minutes from September 29 2022 (Kevin, Morgan). **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.

Writing an effective email - Rédaction d'un email efficace - Brittany Smith

Brittany Smith provided a presentation on email writing and how to engage members during bargaining.

Q: We send a lot of emails, invitations to events, but no crisis and opportunity are obvious.

A: Address why the event is important, what happens if no one shows up? Think about how to articulate that. If you can't answer that question, rethink the event.

Q: For bargaining a lot of our bargaining is confidential, how can we address that?

A: Think about what pieces of information are interesting and that you can say, maybe not issues on the table. Can lean into other elements (e.g., humour), when you can't go into details. Be transparent with the members about what you can and can't say.

Q: People recognize patterns and start to ignore them. Is there any chance this email formula will lose effectiveness over time?

A: This isn't a formula that is super obvious, it's not a template, the art of the writing addresses this and makes it seamless.

Q: PIPSC support for email writing?

A: Can be case-by-case, can provide feedback on the newsletter emails.

Navigar Presentation- Navigar Présentation - Shelley Melanson and Salah Bazina, PIPSC

Navigar is a new service to revolutionize career development for members. Navigar is not the solution to all career development issues. PIPSC has identified interconnected problems: rapid change in technology is changing the workplace and the workforce is not keeping pace. Unions aren't addressing this. The workforce is not replaceable, it's renewable. People need to prepare now for changes in the future.

Skills can be separated into 1. knowledge (tech skills, hard skill, related to the profession), and 2. growth skills (human skills, independent from your job). Growth skills are highly desired. Society has traditionally focused on knowledge skills. Growth skills can include attention management, creativity, critical thinking, self-management, and social intelligence. Can be built upon to develop communication, leadership skills.

70% of members want tangible proactive steps on career advancement. 83% of younger PIPSC members see support for career training and planning, and expect the union to provide that training. New members have low understanding of unions, see union as a service provider at most. Clear value for union dues will lead to engagement and involvement.

Navigar is like a Google maps of online learning maps. An EDI lens was applied through all stages in the Navigar development. It takes a 3-pronged approach to 1. Inform (educate

members about the future of the workplace, job insights and skills assessments), 2. Learn (through training recommendations), and 3. Support (employer-paid training, union-led support (political action) for funding).

Government relations piece with TBS - demonstrate the usefulness of reskilling workers, hope the package shows the manager the value of the training, how the upskilling helps. PIPSC advocates for the employer to pay.

Q: Can we get an elevator pitch of this for the SP Group newsletter?

A: Yes

Articles permanents - Standing Items

- Rapport de négociation - Bargaining Report & Strategic Bargaining Committee - Comité stratégique de négociation

Enzo provided a Group Table bargaining update. SP Group has met twice with TBS, most recently on Oct 4-6. Upcoming dates with TBS are Dec 6-8, Feb 7-9, April 3-4. Enzo talked about the recent AFCO deal, this is the first federal deal with TB. AFCO achieved 11% over 4 years with a one-time 2% cash bonus in the second year of the contract. They signed onto an MOU on pay simplification. TBS is trying to develop an NJC-style table composed of many public service unions to deal with pay simplification.

Bryan provided a Central Table bargaining update. The central table is working on proposals. Meeting with TB Jan 24-26, Feb 28-Mar 2, April 23-25. Central Table has 6 core groups - NR, RE, SP, SH, IT, CP, plus RO-RCO, NuReg, CFIA.

David provided an update on the labour landscape. PSAC PIC is still happening, they won't be in a strike position until that process is complete. Generally the parties go back to the table after the PIC. May be in a position to strike by the Spring. CAPE went into mediation last month and have now filed for arbitration.

- Advisory Council Meeting - Conseil consultatif

AC received a presentation on Navigar, which the group saw today.

- Executive Travel - Voyage exécutif

France has banned short haul air travel. If you can make it there by train in 2 hours, you can't fly there anymore. Marcel is proposing that for travel originating and terminating in the golden triangle (Montreal-Ottawa-Toronto) that flights not be allowed and that trains or driving be the default method of travel. This area has the best train service options, outside

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this area, service isn't as reliable. Sarah agreed with the proposal, good to pilot it here, and in the SP group.

Q: What if there is a via strike?

A: We can use common sense for exceptions.

Bryan suggested that the SP Executive adopt this in principle right away while language is being drafted to table at a future meeting.

ACTION: Marcel to draft the language around the Golden Triangle travel policy.

- Sous-groupes - Subgroups

Morgan is working on the zonal sun-group presidents meetings. The schedule will be Western in Vancouver on April 29, then NCR at the end of June, and Eastern Zonal at the end of September, this will be in conjunction with an exec meeting.

SG Zoom call was a couple weeks ago, Morgan is working on a monthly zoom meeting.

- Membership - adhésion

Reiterated the importance of signing Rands on. Morgan suggested that people review the Rand email with an eye to what they learned in the email presentation this morning.

- Delegate - délégué

Ira learns something new with every delegate event. The work to select the delegates was very smooth this year, but there were lots of cancellations after invitations were sent out. Ira tried to find regionally and sub-group appropriate replacements when possible, but there was a large volume of alternates. Ira requested an updated delegate list from PIPSC HQ and got the list for all delegates that are SP members, and it had no email addresses, so she had to manually match names to emails from previous email lists.

- Délégués syndicaux - Stewards

Kevin attended Ontario steward council, Prairie NWT Region steward council, and BC Yukon steward council. Kevin was asked about a survey on Workplace 2.0 and will look into if our Group did that work. Also heard that some of our members don't think they are scientists, that they do project management or other work that they don't identify as a scientist and they don't see themselves as scientists.

Bryan attended the Atlantic Region Steward Council.

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- Communications

First newsletter is out. Tanya is looking for feedback, the next newsletter is due at the end of January.

- Visibility Items - Éléments de visibilité

PIPSC AGM there are polo shirts for delegates, being given out at hospitality. Bryan thanked Sushil for doing a great job acquiring visibility items for the AGM.

Stick up for Science stickers are here and the SP Exec will distribute them in their workplaces/Regions, and will be handed out at hospitality to delegates.

Ira asked for ideas about visibility in the workplace, not just a zoom background, but something for in-person in the office as well.

- Scientific Integrity - Intégrité scientifique

SI will have a booth at the AGM. There will be an effort to communicate to members that people who use science are scientists and fall under the SI policies. This has been referred to consultation teams to push within their departments. In ISAID it has been assigned to communications to develop the SI policy, with no input from SP members. All Departments should have an SI policy by now, but roll out has been slow. This is especially true of Departments that use science as opposed to doing science.

- Mobilisation - Mobilisation

Nadia reported that there was supposed to be mobilization training but it was canceled and will be rescheduled. PIPSC is focusing on central table mobilization at the moment.

- Recognition - Reconnaissance

Joanne was able to put the new logo on stemmed wine glasses, and is now looking at beer steins as well. Joanne is also looking for an eco-friendly source for frames.

- Regional reps - représentants régionaux

BC Yukon is electing a new Director, call for nominations now, vote in February.

No update:

- TI-IT

- Rapport du parlementaire - Parliamentarian's Report
- Plan de travail - Workplan

Financial Report - Rapport financier

Sushil has several cheques to issue for the internet stipend. He is paying in advance until December, Exec members are to submit receipts to him as they receive them for the rest of the calendar year.

Bryan receives a \$500 stipend per month. But is it averaged over 12 months, or strictly \$500 a month? Sushil thinks mobilization is the cost of doing business, it ultimately comes from our budget. As long as the expenses are reasonable, don't worry about the monthly amount.

Email from Member about an employer personal travel policy -

Bryan raised a recent issue sent via email from a member. A local manager has a new policy affecting the length of personal travel that can be added to work travel. This seems like a consultation issue. Wasn't sure if it was grievable.

As a Group, we can send an email to that subset of employees to remind them that they have a consultation team that can be approached if they have issues with employer policies. David has talked to the employee who sent the email. There will be an email from a local steward to impacted employees. Some departments have unofficial policies limiting personal time, or a general culture of not adding personal time to work travel, or a high level of approval that adds delays or discourages use.

ACTION: Kevin to raise the issue at the working group on Consultation.

AGM Resolutions Discussion - Discussion sur les résolutions de l'AGA

Marcel went through the motions being tabled at the PIPSC AGM and the Group discussed their positions on them. There are fewer resolutions than normal, Marcel thinks the volume is manageable for the meeting length and that we will get through them all.

AGM logistics - Logistique de l'AG

The meeting room should open when registration opens, the Exec can get into the room this evening to put flags on tables. We have 45 delegates.

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Speakers for Resolutions - SP Group has two resolutions to present. Science Advisory Committee seat and single use plastic ban. Sarah will move the motions on the floor of the AGM. Bryan encouraged other Executive members to line up to support, and to add something new to the conversation and think about why people will say no.

New Business/ Round table - Nouvelles affaires et table ronde

Marcel reminded the Exec that the SP AGM in the Spring has deadlines coming up soon. Reports are due January 20th 2023, this is an early deadline to allow for translation delays.

Emails coming out from the Group - email for call for resolutions, announcement to save the date for the SP AGM on Dec 9, Dec 21 call for delegates. All SP Executive members have to apply to go to the SP AGM as a delegate. All the timelines and information about the SP AGM are in the AGM folder on the shared drive. Oral presentations are allowed 3 slides. The actual report can be longer, but the talking notes have to be shorter. Presentation should focus on why it is important and why we do what we do.

ACTION: Joanne to let Leslie know how many awards will be presented and how much time will be needed for the agenda.

Next meeting is January 26. It will be virtual with a start time of 9:30 am Eastern.

Joanne sent in some corrections to the french portion of the SP Group website. Wanted to flag that it hasn't been updated yet.

Round table: no items.

End of meeting - fin de la réunion

Bryan thanked the Executive for working and functioning well as a team.

MOTION to adjourn (Marcel, Morgan): **CARRIED.**

Meeting adjourned at 4:47 pm.

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Member/ Membre	Topic / Item	Action Item/ Suivi des actions	Status/ Statut
Sarah	By Laws	Update to By-Laws: waiting to hear back from By-law committee.	ONGOING
Marcel	SP AGM 2021/2022	Get SP AGM feedback report from PIPSC and share with Exec; Should have results for January meeting.	ONGOING
Joanne	SP AGM 2023	Let Leslie know how many awards will be presented and how much time will be needed for the agenda.	
Kevin	Stewards	Reach out to the Branches, members in the North to explore options. Has met with Prairie NWT Director, spoken to potential steward in Whitehorse.	ONGOING
Kevin	Stewards	Gather information and cost-out options (tshirts, notepad) for steward recognition and bring back to the Exec. Comparing existing source to made-in-Canada unionized company.	ONGOING
Bryan	Mobilization	Plan a series of town hall meetings. First one planned - introduce the bargaining team; needs to be bilingual; Still planning; want to do it, but time is a limiting factor.	ONGOING
All	Newsletter	Send newsletter ideas or feedback to Tanya. Joanne will write about recognition, link to PIPSC website with award types.	ONGOING
Marcel/S ushil Leslie Morgan Enzo Ira Sarah	Rands	Regional Reps to send out the letter: NCR Atlantic BC Yukon Ontario Prairie and NWT - Ira taking a personal approach, Kevin been working on it locally Quebec	ONGOING

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Michael	Rands	Is there a way to track if our Rand communication is working?	
Joanne	Recognition	Look at allowing green products and the cost increases inherent in that. Drafted a memo for the Exec Committee, sent to Bryan;	ONGOING
Bryan	Recognition	Bryan to follow up with Ecutive Committee on Joanne's memo	
Joanne	Recognition	Develop a form for steward recognition nominations.	ONGOING
Marcel	Recognition	Coordinate with Joanne on an award for Donald.	ONGOING
Marcel	Environmental Policy	Draft the language around the Golden Triangle travel policy.	
Kevin	Consultation	Raise the issue of the employer limiting personal travel when traveling for work, at the working group on Consultation.	