

Membership Benefits



The Union of Public Service Professionals
Serving Canadians since 1920



The Union of Choice for Professionals

Here's what you can expect from membership in the Professional Institute of the Public Service of Canada (PIPSC):

- Collective Bargaining
- Employment Relations
- Consultation
- Classification Expertise
- Help Desk Assistance
- Pension and Benefits Advice
- Training
- Research Resources
- Legal Counsel
- Steward Network
- Communications
- Government Relations
- Scholarship Program
- Administrative Infrastructure



At Your Service

The Institute serves its members with approximately 140 full-time staff in Ottawa's National Office and seven Regional Offices:

National	1-800-267-0446	(613) 228-6310
Halifax	1-800-565-0727	(902) 420-1519
Montréal	1-800-363-0622	(514) 288-3545
Toronto	1-800-668-3943	(416) 487-1114
Winnipeg	1-800-665-0094	(204) 942-1304
Edmonton	1-800-661-3939	(780) 428-1347
Vancouver	1-800-663-0485	(604) 688-8238
National Capital Region	1-800-267-0446	(613) 228-6310

Collective Bargaining

Your Group's bargaining team, assisted by a professional negotiator and a compensation analyst, negotiates your collective agreement with your employer. This agreement contains provisions establishing your terms and conditions of employment, rates of pay, hours of work and the rights or duties of the parties to the agreement. Fairness and respect are the result of effective collective bargaining.

Employment Relations

Experienced employment/labour relations officers interpret collective agreements and employment legislation; provide expertise in such areas as working conditions, human rights and health and safety; assist members in processing complaints and grievances at all levels including adjudication; and represent members before other tribunals affecting employment. Institute representatives actively participate in the National Joint Council, contributing to the development of its directives.

Consultation

Institute officers represent the interests of the members at all three levels of consultation with the employer (local, regional and national).

Classification

Classification experts provide advice on classification matters and represent members with their classification grievances. These experts deliver training pertaining to job evaluation, job content and the classification process.

Help Desk Assistance

Advisors respond to enquiries on a wide variety of issues, including collective agreements, employment benefits and recourse mechanisms.

Pension and Benefits Advice

The Institute's employment/labour relations officers can help you understand issues pertaining to your pension, disability insurance, medical and dental plans and other employment benefits. The Institute also offers the services of a pension and benefits advisor at the National Office.

Training

The Institute offers a comprehensive steward training program. Courses include basic and specialized steward training.

Research Resources

Research officers provide compensation expertise in the bargaining process and present pay briefs before conciliation and arbitration boards; conduct legal research for grievances proceeding to adjudication; conduct research on workplace issues (harassment and employment equity); and prepare public policy briefs.

Legal Counsel

Legal opinions and consultations are provided by legal experts on specific issues arising from government decisions and/or legislation that affect the entire membership, specific Groups or individual members.

Stewards

Stewards provide advice, initial aid and guidance to members and are an invaluable link between the Institute and members in their work sites. They can assist in finding a reasonable solution to avoid an escalating problem.

Communications & Government Relations

Recognizing the importance of keeping its members well informed, news-breaking items and current information are posted and updated regularly on the Web site at www.pipsc.ca.

Communications Magazine informs on issues and bargaining. The Institute communicates its position on issues to the media through press conferences, news releases and interviews.

In order to ensure the views of professional public service employees are reflected in public policy development and the legislative process, the Institute monitors legislation, liaises with House of Commons and Senate committees and discusses issues with Members of Parliament and decision makers.

The Institute publishes position papers, briefs, information brochures and pamphlets. A team of experienced translators ensures that all documents and publications are available in both official languages.

Scholarship Program

Scholarships assist with educational expenses and promote the Institute as an organization committed to the advancement of education. To be eligible, applicants must be children or grandchildren of Regular or Retired members.

Administrative Infrastructure

Membership Services maintains records and processes dues, applications, and members' queries.

The Mail, Registry and Print Shop processes and distributes correspondence, newsletters, ballots, questionnaires, and bulletins.

Finance Services administers Group, Sub-Group, Branch and Regional fund allocations and, in some cases, oversees the collection of membership dues.

Informatics Services maintains and supports the Institute's complex computer network, Web site and membership database.



Service Plus is the Institute's member benefits program. Available to members only, Service Plus offers preferential rates and savings on lifestyle protection, financial and consumer products and services.

The Institute at a Glance

A Tradition of Service

Founded in 1920, the Professional Institute of the Public Service of Canada (PIPSC) represents professional and scientific employees in government at the federal and some provincial and territorial levels.

Membership

The Institute is the largest multi-profession union in Canada, representing over 59,000 employees in 41 different knowledge-based professions.

Governing Body

The members, through the Annual General Meeting (AGM), are the supreme governing body of the Institute.

Elected Officials

The Board of Directors (BOD) is composed of a President, four Vice-Presidents, nine Directors elected by the members, and one Director elected by the Advisory Council (AC). The AC represents all occupational groups within the Institute.

Group Autonomy

Groups determine their own bargaining strategies, constitution and By-Laws within the Institute's structure.

Political Stance

The Institute does not support any political party, but discusses issues affecting its members with politicians.

Dues

All Regular Institute members pay the same monthly dues, which are set at the AGM.

How to Get Involved

Members can participate in Institute activities through their Group, Sub-Group, Branch and Regional Council, and on various committees at the national and regional levels.

The Professional Institute of the Public Service of Canada (PIPSC)

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