



PIPSC and You

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

@pipsc_ipfpc

What Is PIPSC?

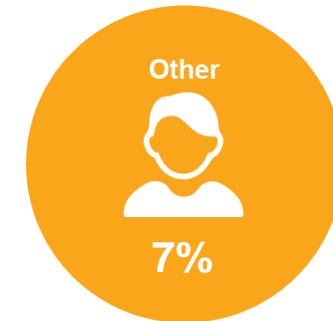
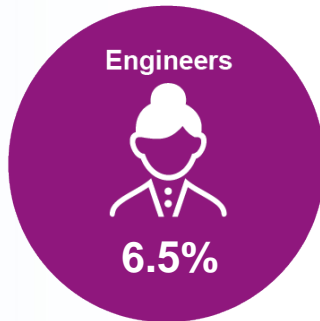
- ▶ Federal union founded in 1920;
a bargaining agent since 1967
- ▶ 47 professional groups
- ▶ 57,000 members
(federal & provincial professionals)





Our Members

Public Service Professionals



Top 5 Things We Do for Members



1. Negotiate salaries and working conditions



2. Workplace representation



3. Legal defense



4. Government Relations



5. Mobilization and Communications



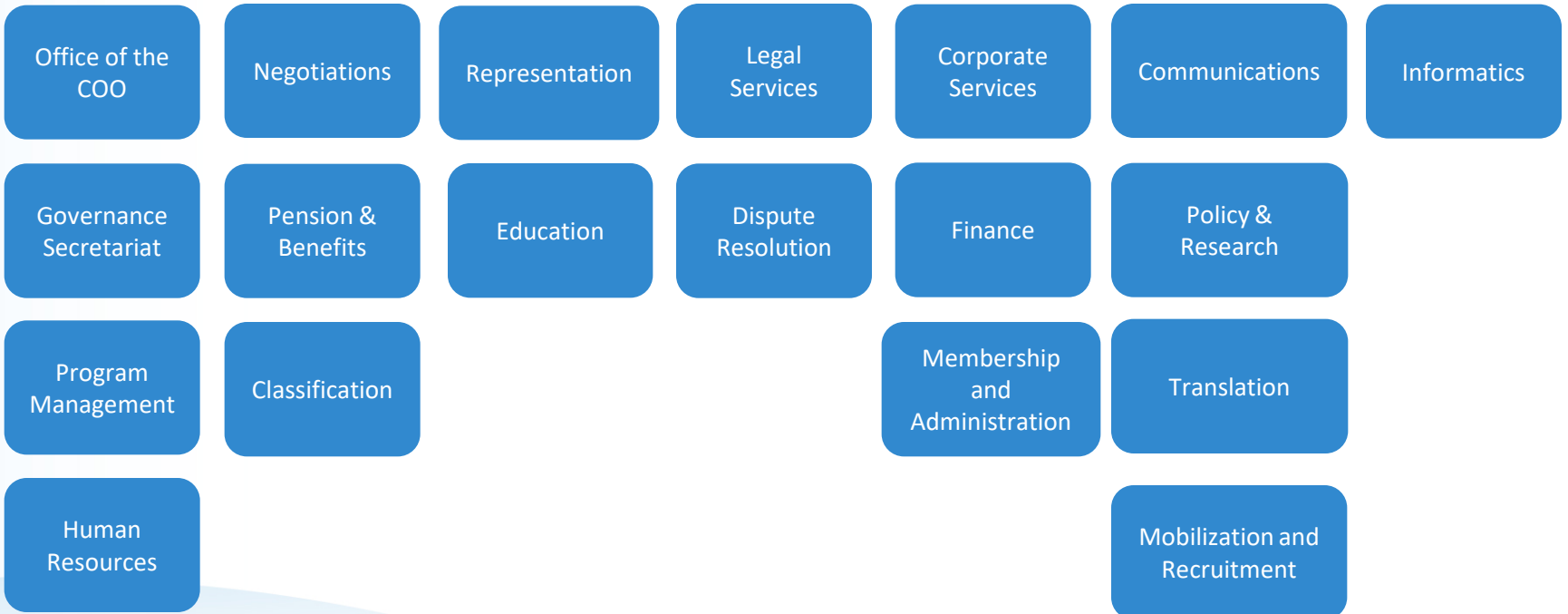
The Organization

Our Organization

Departments



Sections



Purpose, Mandate and Vision

► Purpose

Building community to act collectively to improve our members lives

► Mandate

Our mandate is to provide the highest quality representation to members collectively and individually

- By providing effective bargaining, labour relations and other member services,
- By actively promoting and defending the rights and interests of members,
- By vigorously safeguarding and promoting professional standards.




► Vision

•An influential and respected advocate for our members' interests and for the public good

Strategic Goals

Key Result Area

Strategic Goal

- | | |
|--|--|
|  Value to our Members | <ol style="list-style-type: none">1. Preserved and improved working conditions and benefits for our members2. Value of professional public jobs recognized and protected3. Services responsive to the current and changing needs of our membership4. Strong and increased member affiliation to PIPSC |
|  Enhanced Influence | <ol style="list-style-type: none">5. Stronger relationships and access to key decision-makers in government and with departments6. Stronger relationships with other unions, affiliates, community allies, professional associations7. Enhanced public profile for the Institute |
|  A Model Organization | <ol style="list-style-type: none">8. Achieve a sustainable financial model9. Clear and effective governance model and structure10. Maintain a high level of volunteer and employee satisfaction |

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Tackling the Issues that Matter to You

Issue: Phoenix

PIPSC members face mounting pay problems – and they've had enough!

Successfully pressured the government to #NixPhoenix.

PIPSC advocacy has led to:

- Opening of a claims office to reimburse out of pocket expenses due to Phoenix
- Better support for those on parental and disability leave
- Better access to emergency and priority payments
- More flexible repayment schedules for those with overpayments

Creation of our own PIPSC loans program

Supporting the hardest hit members.

Continuingly lobbying of Ministers, MPs and senior officials

Bring our fight right to the top!

Issue: RCMP Civilian Members

As of April 2018, civilian members of the RCMP finally have a union

The Federal Labour Board has granted PIPSC's application to have nearly 1400 RCMP Civilian Members included our Treasury Board Groups.

They now get access to the full benefits of union membership and PIPSC services

They are now empowered to join the process of collective bargaining. They have a seat at the table. They can directly advocate for themselves and their coworkers.

Their terms and conditions of employment are protected

Until their transition to existing collective agreements has been negotiated.

No Phoenix

These new members will remain on the current RCMP pay system and will not transfer to Phoenix.

Issue: Tax Fairness

Restoring resources at the Canada Revenue Agency (CRA).

Budget 2017 committed over \$500M to crack down on tax evasion and avoidance -specifically committing to the hiring of new auditors.

Going after tax cheats

We will continue to advocate that they consult CRA employees and invest in training, technology and the infrastructure required to keep pace with tax cheats.

Closing Loopholes

It's time to close tax loopholes and overhaul Canada's tax and secrecy laws that allow some to evade taxes.

Restoring the CRA's presence and capacity across Canada

Regional offices to ensure we can investigate tax avoidance wherever it is happening.

Issue: Public Science

Scientific Integrity

PIPSC successfully negotiated world leading and ground breaking language that enshrines in our collective agreements the right of members to speak about science and their research.

Chief Science Advisor

Now a key ally we are working with.

Restoring Public Science

Hiring of more scientists to replace those lost over the past decade.

Defrosting Public Science Report

Updates the findings of a 2013 survey report titled *The Big Chill*. The latest survey finds that 53% of science members still feel they can't speak freely.

Issue: Outsourcing

CS Group Collective Agreement

Successfully negotiated stronger protections against outsourcing in the last CS agreement.

Grievance Campaign

To uphold the new Collective Agreement language.

Speaking out about the dangers of outsourcing

Phoenix, email transformation and website amalgamation are all disastrous projects.

Opposing the new government Cloud Strategy

Another potentially outsourced disaster.

Issue: Equity and Diversity

PIPSC Youth Symposium

Young professionals represent the future of the public service in Canada.

Diversity and Inclusion Task Force in the Public Service

Action plan to support diversity and inclusion.

Women in Science report

Focuses on the challenges faced by women pursuing science careers in the federal public service.

Submission on Bill C-65

Supporting the fight against harassment and violence in the workplace.

Achieved first steps on Harassment and Domestic Violence leave

MOAs to strengthen our work on the issues.



Amplifying Our Message

Enhanced Capability: Mobilization and Digital Engagement

Using new digital tools to reach members effectively

Customized emails to members based on their interests and past actions.

Members can participate directly and digitally in lobbying activities

Over 10,000 emails sent by members to the Ministerial Phoenix Working Group.

Better Online training

Just in time training modules for members.

More frequent communications and direct member feedback

Members know right away what we are working on and we better understand their concerns.

More Lunch and Learns

Face to face engagement of members in their workplaces.

Enhanced Capability: Government Relations

Annual PIPSC Lobby Day

Meetings with dozens of Ministers and MPs on key PIPSC priorities.

Ongoing meetings with key federal Ministers, MPs and senior staff

Keeping the lines of communication open with Canada's elected officials. Taking our issues right to the top.

Building relationships with Deputy Heads

Creating a direct line to problem solve and make progress.

Development of an online lobby kit for members

Let's all make sure our voices are heard!

Annual Canadian Labour Congress Lobby Day

Meetings with hundreds of MPs on top Canadian labour issues.

Enhanced Capability: Civil Society Partners

Evidence for Democracy

Promotes the transparent use of evidence in government decision-making in Canada.

Broadbent Institute

Champions change through the promotion of democracy, equality, and sustainability and the training of a new generation of leaders.

Canadian Centre for Policy Alternatives

An independent, non-partisan research institute concerned with issues of social, economic and environmental justice.

Canadians for Tax Fairness

Advocates for fair and progressive tax policies aimed at building a strong and sustainable economy, reducing inequalities and funding quality public services.

The Urban Worker Project

A voice for the growing numbers of independent workers across the country.

Enhanced Capability: Media Relations

Increased national media presence

Regular appearances on CBC/Radio Canada, CTV, Global and TVA, print and online media, political commentary panels and syndicated radio.

Maximizing the impact of our research reports

Coordinated media and social media strategies accompany report releases.

Capitalizing on every opportunity

e.g. press conferences, Phoenix related stories, joint union activities, Science March and Budgets.

My To Do List

- A working pay system – quickly!**
- Damages and interest for Phoenix victims**
- Fair and timely Collective Agreements**
- Stopping costly and wasteful outsourcing**
- Scientific integrity policies evenly applied**
- Better access to telework and alternative work arrangements**
- Expand PIPSC's media presence in all regions of the country**



Questions?