



ATLANTIC NEWS

YOUR PIPSC ATLANTIC REGIONAL NEWSLETTER

Fall 2019

From the Director...



Season's Greetings. The weather is starting to turn colder, and it is that time of year again where we take time to reflect on the last 12 months - the good and the bad. What have we accomplished and what needs more work? Sadly, we are still dealing with the catastrophe called Phoenix. The union has negotiated some compensation for the problems Phoenix has caused, is it enough...no...but it is something. The compensation cannot replace the anxiety of wondering if you will ever be paid correctly. PIPSC will not stop until every member has their correct pay and there is a reliable program in place to pay us going forward. I look forward to the day that Phoenix is a thing of the past.

In this newsletter we have profiled some of our Regional Executive members. In the spring newsletter we will include profiles on the rest of the Executive – just an opportunity to get to know a little more about your executive. Every year, the regional executive tries to find ways to better engage the membership. To accomplish this we have sent invitations to have an observer at our meetings, held meet and greets for the membership of

the constituent body where our meeting is being held and we offer to hold lunch and learns as well. As your Director, I try and attend Branch functions and/or AGMs when invited. Any other ideas on how to engage the members would be welcome.

Heading into the 2020, some of the same challenges will be present and I am sure there will be new ones that come along. There will be new initiatives the union will be tackling - training being a big one. Remember your union is always available to assist or sometimes just listen, do not hesitate to get in contact. Wishing all members health and happiness in the New Year.

In Solidarity,
Kimberley Skanes
Director, Atlantic Region

Fall Training Sessions

The Atlantic Region hosted two training events this fall; Basic Steward Training and Leadership Training. The Basic Steward Training was held September 26-28 in St. John's, NL at the Sheraton with twenty new participants. Leadership Training was held at The Lord Nelson in Halifax on November 15-16. Thank you to all participants and the Atlantic Regional Office Staff for preparing and facilitating these excellent courses.



**PIPSC Basic
Steward Training
Participants – St.
John's, NL**

The Ups and Downs of Being the Youth In an Aging Work Environment

By: Erica Isenor, Atlantic Young Professionals Committee

I have worked in the federal public service for over six years and have come to learn that an ageing work environment has both pros and cons. The majority of my coworkers are eligible to retire, being 20 to 30 years further along in their career than I am. Many of these employees started their careers around the year I was born, or some even before. This was a time when technology had little impact on the day-to-day work activities in the office. These employees grew to learn systems developed decades ago and still enjoy using those same systems today. Even though it sounds great to use what they are comfortable with, it can create a barrier for young employees.

Young individuals are typically sharp with technology, wanting to learn what new programs and software are out there and have hopes of implementing and using them in the work environment. This can be difficult when the majority of employees will not want to learn or use these new programs because they like what they have known for many years.

This can also create limitation for the youth as they continue to develop their career and want to move further. If they have not had exposure to new technologies and programs they may be limited to continue working in their same position or role.

There is often difficulties too when you are easily identifiable as a youth. From my own experiences I have been asked in the work environment: "how old even are you?" This question made me feel like my creditability was being challenged and that this individual believed I was not competent in my job, because of my age.

Thankfully, in my current position I am happy to say that management respects me for who I am and the work I complete, and do not associate my age with my position. They see the importance of having young individuals in the workplace to help innovate and bring new ideas to the table. They are looking for ways to transfer knowledge from those ready to retire to new employees, who are ready to absorb the knowledge and help fill the age gap.

As the youth in these work environments, we must also be ready to capitalize on the knowledge we will receive from our older colleagues and the opportunities we will be given, as a large number of employees do retire and positions need to be filled. This is a great time for us to be starting our careers and to share new ideas, show what we are capable of and to lead the way into the future. So even at times, if you feel like there are disadvantages to being one of the younger employees, do not let it bring you down but rather use it as fuel to push you further in your career and to give the youth a voice that can be heard.

Atlantic Regional Steward Council

This year's Atlantic Regional Steward Council was held October 18-19 at the Hotel Halifax. The Friday afternoon session included a presentation from Isabelle Roy, General Counsel and Chief of Labour Relations, on Cannabis Legislation followed by the Group breakouts. Many stewards participated with some of the Regional Executive in a Waterfront Walk at Dawn. Saturday morning, the stewards participated in two informative sessions presented by the Atlantic Employment Relations Officers; Current Case Laws and Trends by Max Way and ERO's Cannabis by Elissa McCarron and Paul Hartigan. Max discussed recent decisions by the Public Service Labour Relations Employment Board while Elissa and Paul discussed the various Cannabis Laws for the Atlantic Provinces. Prior to lunch, Kim Skanes presented the Institute Scholarship Award Recipients from the Atlantic Region.



The afternoon session started with a presentation by Kim Skanes, Chairperson of the National Training and Education Committee, and Isabelle Roy on the New Steward Framework. Finishing the steward council was a great presentation called "Let's Talk Cannabis" from guest speaker Shawn King.

ATLANTIC NEWS

Donation to Souls Harbour Mission



From left to right: Carolyn Hynes, Atlantic Region Training Chair, Lisa Jarvis, Souls Harbour Rescue Mission and Kimberley Skanes, Atlantic Regional Director.

During the duration of the Steward Council, the Regional Executive sold tickets on wireless Headphones with all the proceeds raised being donated to the Soul's Harbour Rescue Mission in Halifax, NS. Soul's Harbour Rescue Mission is a home for the homeless. It's hope for the hopeless, food for the stomach and soul and friendship for the lonely. Soul's Harbour rescues people from poverty, addiction and despair by offering emergency help, such as food, clothing, and life-changing programs. They provide a safe place to take the first steps to health and healing. Their drop in centre provides hot nutritious lunches every week day, as well as free local calls, daily papers, magazines, and computers. Kim Skanes and Carolyn Hynes presented the donation to the organization. Thank you to those who bought tickets in support of this fundraiser.

Awards to Atlantic Region Activists

The Atlantic Region is fortunate to have many hardworking advocates fighting for our members' rights.

At the Friday night banquet at the Steward Council the region recognized several of these strong activists.

The awards started with the Steward Service Pins which were awarded to many stewards in various five (5) year increments.



Atlantic Steward 5 Year Service Pin Award Recipients with Kim Skanes and Carolyn Hynes



This year the steward of the year award was presented to Laura Lee Mullin. Her warm smile and professionalism has made a significant impact in her workplace. Laura Lee has spent countless hours on grievance paperwork and counseling members, especially throughout the phoenix fiasco. She is the

Gagetown SH Sub Group President and is involved with various committees including employee wellness, occupational health and safety, sits on LMCC and the Gagetown Base LMCC. Laura Lee's knowledge and supportive demeanour makes her a deserving receiver of the award. Congratulations Laura Lee from the Atlantic Region.

ATLANTIC NEWS



Marilyn Best, MG/AFS with CRA, is the recipient of an Institute Service Award. As a steward for over 20 years, Marilyn's involvement extends from the local level, regional level, to the national level. Marilyn has served on numerous Committees of the board, taskforces and served as Chair and

Co-Chair of the National AGM for the period of 2015-2018. Marilyn's energy and dedication are evident to all that know her. Her timeless commitment and support has inspired many members to become engaged. Congratulations Marilyn from the Atlantic Region.

100th PIPSC AGM

The 100th PIPSC Annual General Meeting was held at the Hilton Lac Leamy on November 8th and 9th, 2019. It was the largest AGM to date with the Atlantic having 25 delegates in attendance. It also marks the start of the 100th anniversary celebration that will be brought to a close at next year's AGM.



Friday began with Verna McGregor, an elder from a local first nation's tribe, to acknowledge the land on which the meeting was held and welcome all delegates on the land.

There were two guest speakers; David Coletto from Abacus Data who presented detailed information from the member survey conducted last summer and Hassan Yussuff, President of the Canadian Labour Congress with some information on the CLC priorities like pay equity,

domestic violence, pharmacare, indigenous rights, and climate change. Our president Debi Daviau then addressed all the delegates with a general update on the union as a whole.

Regional Director Robert McDonald provided an updated report from the Professionals Canada Task Force that was requested from the 2018 AGM. There was some time allowed for questions regarding the report. Friday continued with presentation and debate of several amendments to PIPSC By-Laws. The highlight of the afternoon was the awarding of the Gold Medal Winner, Dr. Xiaolan Wang.

Saturday morning, the presentation and debate on resolutions continued. Steward of the Year awards were presented to the Atlantic (Laura Lee Mullin), Quebec, and NCR regions. In the afternoon, the steward of the year awards was presented to Ontario, Prairies, and BC/Yukon regions. As well as a presentation of the Institute Service Awards to Marilyn Best and Phil Choo and a life member award to Debi Daviau. The Resolution for Professionals Canada finally made its way to the floor and the debate began. After at least an hour of debate, the resolution was defeated. One of our resolutions was the last resolution to be debated and was carried by a slim margin. The remaining By-Law resolutions die on the paper as only the AGM delegation can make changes to the By-Laws. All policy resolutions not heard were referred to the Board by the AGM. The AGM concluded with the presentation of the Legacy Cup which went to the BC/Yukon Region, congratulations To Regional Director Robert MacDonald and his region.

More information from the AGM can be found on the PIPSC webpage.

PIPSC Onboarding Information Packages

The Atlantic Regional Office will prepare onboarding information packages for stewards to provide to new members in their work place. If you would like to order these packages for new members in your office, please contact the regional office and they will ship them to you directly. Please provide two weeks lead time and do not order multiples in advance as the information may be outdated by the time you provide them to the member.

ATLANTIC NEWS

Getting To Know your Regional Executive



A bit more about me:

Hi, I'm Scott McConaghy, I live in Fredericton, NB and have been a member of the Atlantic Regional Executive for most of the last 22 years. I have been involved in PIPSC for more than 30 years. I'm married to a Newfoundlander, Mary Ann and we have three adult children. My son

is 25 and my two daughters are 23 and 21. My children grew traveling with me to union events. I have lived all but two years of my life in New Brunswick with the exception when I lived in Mount Pearl, NL. I was a City Councillor in Fredericton from 1998 to 2016. I don't like to fly. (Have not flown since 1997) I drive everywhere and I mean everywhere, so I have tried to make trips to Florida and Newfoundland more interesting by having lots of stop overs. My children and I have attended countless sporting events up and down the eastern seaboard. The most notable being the US Open tennis championship the last 6 years.

Why I became a steward (involved in PIPSC):

I started with the Federal Government in January 1985. I started as a GL for a 13 week term with the Canadian Forest Service. I moved directly to a term with Agriculture Canada as a CS 1. I started at the lowest level around \$17 000 a year. The CS 1 had around 20 steps with 6 month periods to move from one step to another. My employer promised me that I would start at a much higher step. It did not happen. I was taking home around \$450 every two weeks, it was tough. A co-worker said you should talk to the union. I called the regional office in Halifax and talked with the ERO at the time Wayne Rogers. He was able to find a clause that allowed you to jump from step 2 to 6 after 6 months. My deputy head agreed with this and I was able to make a much better salary, this is good! After that I was hooked. I started going to meetings and eventually got on my branch executive. I went to Atlantic Regional Councils and PIPSC AGMs. I became a steward few years after that and this year I got my 25 year pin.

Advice from a long time steward\member:

In my over 30 years of involvement I have held many different positions and been a member of a numerous

National Committees. This would not have happened if I never had put my name forward for election or selection. I know for a fact I was the last member of the Fredericton branch to lose an election for president back in 1989 but a couple of years later I was the president. The first time I ran for the Regional Executive I lost. PIPSC is a great organization to improve on your skill sets. I know, I would never have been a City Councillor if wasn't for the experience with PIPSC. So please put your name forward for Committees, Branch Executives, Subgroup Executives and our Regional Executive. You will bring so much to PIPSC, but trust me you will get way more back that you can use in your professional and personal life.



A little about me:

Hi, I'm Matthew Lee (or Matt, either or works for me), and I'm currently from Moncton. A recent addition (I've only been here for a year) to the public service at Transport Canada as an

Aerospace Engineer. I grew up in Vancouver, BC before attending engineering school in Toronto. I was an engineer working at First Air, an airline (now so named as Canadian North), out of Ottawa before moving here to the Atlantic. My parents think I'm going to jump the pond soon at the rate I'm moving eastward! Family is all still located on the West Coast and my significant other still lives in Ottawa so I'm pretty much here by my lonesome.

What do I do for fun?:

Sticking with the aviation theme at work, I got my pilot license (both small powered aircraft and gliders) when I was younger through the cadet program. Since I don't have kids, I get to spend all my free-time (and money) on airplanes. Of course, flying is a summer hobby so something has to hold me over for our long winter months. I'm quite avidly into curling and I try to get involved in various leagues and bonspiels throughout the city.

Why I became a steward:

I volunteered to become a steward after being exposed to some less than attractive aspects of unions while I was part of CUPE as a graduate student. Unions often get a bad rap in the public eye and many of the leaders and

ATLANTIC NEWS

stewards at my previous union only reinforced that idea, and were not particularly helpful to the membership either. So, rather than complain about it, when I joined the public service, I wanted to get involved with PIPSC to help shape the union and its image in the public and for its members. My goal as a fledgling steward is to help our members get what they deserve in their workplaces while being fair to everyone and help build that image that unions can be reasonable in our dealings.



A little about me:

Hi I am Mike Pauley. I am from a small community in New Brunswick called Blackville but, to be honest, I always refer to myself as a Miramichier as do most that grew up along the beautiful Miramichi River. I am married and have two adult children whom I am

very proud of. I now live as an “empty nester” in New Maryland, NB which is a small community just outside of Fredericton. I am quite content as I am close to most of my family and friends. I am a Professional Engineer who likes to work on interesting projects and I have that opportunity every day. No day is the same but that is more than fine. I enjoy problem solving so I like to take great comfort in chaos and trying to sort through it. I am an extremely social person who likes to bring people together.

What do I do for fun?:

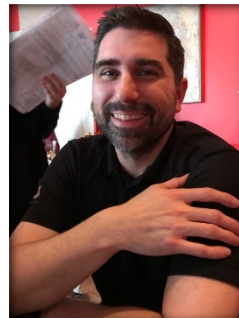
I am an avid hockey fan and I enjoy both playing and attending local hockey games with my friend. I am also a salmon fisherman but I spend more time thinking about that than doing it...I guess you could say the same for golf! I like to travel and enjoy visiting other countries. I love to laugh as well. We visit Montreal each year to attend the Just for Laughs festival.

I love to garden and have the most productive “upside down” tomato plants in the community. I invented “turnip fries” and have shared the recipe with some of my closest friends. Some people dispute that invention claim but it is true....really.

Why I became a steward:

I became a steward shortly after starting my employment with PNB. It was a contentious round of bargaining that I felt, ultimately, was unfair towards younger workers and that compelled me to become involved. I have been trying to stick up for the “little guy” ever since. I have been involved with the NBEN group executive for almost 22 years and have been a steward for 21 of those years. I have no regrets. The efforts given to be an advocate for the members have always been worth it.

The largest issue that we will ever face, in NB and perhaps across the country, is the pension issue. Being a steward gave me the opportunity to work with PIPSC to stand up to try and reverse the damage done to our members pensions. This adverse issue has galvanized the stewards from all of the NB Groups and has brought us all together as a single entity moving towards a common objective. We can be very proud of our efforts and the significance of those efforts for all of our members both Federal and Provincial.



A little about me:

Hi, I’m Jason Rioux, and I’m from Summerside, PEI sitting on the Atlantic Regional Executive. I’m married with four kids. Two girls and two boys ranging in age from 4 to 19. I don’t like free time or money it seems. ☺ I’ve lived on PEI my whole life. While sometimes I

feel like I’m missing out on all a city has to offer, I really wouldn’t trade it for living anywhere else. PEI has fantastic beaches, incredible scenery and you can drive the whole Island in about 4 hours. So nothing is ever that far away. I have a 3 minute drive to work, 3.5 minutes if there’s traffic.

What do I do for fun?:

Aside from running my kids around or going to whatever sport or event they are in, you wouldn’t think I have much time. However, I’m a huge movie fan and a giant nerd for anything techy in nature (I am a CS). I also am an amateur actor. Once a year I act in a comedy in a local production. We do about 5 shows and bring in about 2200 people. I nearly throw up before going on stage,

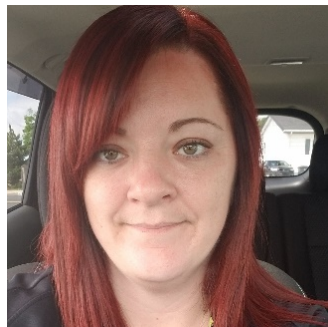
ATLANTIC NEWS

but there is a very special feeling to making a room of 400+ people laugh at a well-delivered line or some silly antics.

Why I became a steward:

I became a steward in part because of my Mother. She's a nurse (now retired) and was a steward for 25 years. She was always an advocate for people to be treated fairly. I remember one issue in particular that a younger female worker was offered a job and shortly before she was to start she found out she was pregnant and had her job offer revoked. She called Mom and about 4 hours later not only did she have the job offer re-instated, but all parties had signed the formal documents.

Aside from my Mother's influence, I just really want to be an advocate for people. I want what's best for our members. I want to be a steady source of information whom people can trust and will know that I have their back. Union's sometimes get a lot of bad press and I think it's important to highlight the important work that is being done for our members.



A little about me:

Hi, I'm Christine Newhook and I am from St. John's, NL. Well technically I'm from Mount Pearl but typically people don't know where that is so I say St. John's. 😊 I have a fur baby named Bo-Bo who is an 11-year-old

dachshund that has two different colored eyes. I have

been working as a CS with ESDC for just over 11 years now and I started my career in Gatineau, QC. I was able to relocate back to the Rock pretty early into my career.

What do I do for fun?:

Besides the typical reading, watching Netflix/movies, traveling, and walking my dog, I train as a powerlifter 4 nights a week. Who would have thought that right? I don't have children so I have the time. 😊 I have been training with a personal trainer for over 5 years now and 2 years ago she decided it was time to bring me to the dark side, powerlifting. So far I have competed in various local competitions and provincials. I have a few medals to boot.



Why I became a steward:

I have always been intrigued by our union stewards and the work that they do. When I was working in the National Capital Region and my department was starting to try to outsource the onsite support teams, watching some of the stewards stand up and fight for the members was outstanding. A couple of years ago I decided it was my time to be that person standing up there for the members. I became a steward because I wanted to be a source of information to our membership and I want to help people know and understand their rights.



Left to Right: Gerald Hill, Jennifer Cantwell, Christine Newhook, Matthew Lee, Marcel Journeay, Kimberly Skanes, Scott McConaghy, Mike Pauley, Jason Rioux and Carolyn Hynes. Missing Phil Wilson.



ATLANTIC NEWS

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