



Good morning everyone!

So great to see you here!

Welcome to the Institute's 100th Annual General Meeting!

What an amazing milestone to celebrate. I couldn't be more proud to be a part of this amazing celebration.

I also couldn't be more proud of what we've accomplished since our last AGM.

We're coming off of a year of big wins.

We won new collective agreements for the majority of our members.

We won by coming together at the central bargaining table.

We won historic paid leave for survivors and victims of domestic violence.

We won increases in parental leave.

We won new language in our contracts, recognizing our right to work in a place free from harassment.

We won increases to our members' pay.

We won \$400 of compensation for late implementation of these agreements.

And that was just at the bargaining table!

We also bargained for the creation of the Nursing Service Response Centre for nursing professionals working in remote regions. Our nurses must be supported in this challenging work.

We are fighting hard against regressive employers like the provincial governments of Manitoba, Ontario and New Brunswick and an American private sector employer.

We won a settlement on Phoenix, giving every member paid by that broken system an extra week of paid vacation.

We won the commitment to a new claims process that will repay our members for every cent of financial impact from Phoenix.

We won the government's commitment to replacing Phoenix with a pay system that works.

We won \$117 million to achieve that goal.



We proposed the creation of a steering committee overseeing the building of a new pay system and now co-chair that committee.

We made all this progress in just one year because of who we are as a union: professional, hardworking, honest, collaborative and progressive.

We did it because we stick together. Because we know we are better together.

Each and every one of you, and many other members across the country, worked so hard to secure these gains.

On behalf of all members, I can't thank you enough for a job well done. Congratulations!

Let's give ourselves a big round of applause for another successful year!

And I want to make one thing clear:

For those of you working hard at the negotiation table now, we are with you! All of us are with you. The expertise, experience and the force of our entire union are with you each step of the way. And we won't stop until every group has secured a fair deal for our members.

You know, PIPSC is a community. We're a community of professionals who take collective action to improve the lives of our members. And our members notice when we do well.

This year's membership survey echoes the wins we've scored as a union.

81% of our members report that they are satisfied with the work of our union. The number of very satisfied members has doubled since 2016.

Members' approval of the union leadership's views has gone from 62% to 78% in just three years. Members are saying that our views represent them, and that's good.

Members' impressions of PIPSC are incredibly positive with a strong consensus that PIPSC is fair, approachable, protects member interests, is effective and helps people.

Of course, there are many areas of improvement, especially when it comes to engaging our newer and younger members. But I think it's important as leaders of this union to take a moment to celebrate where we are and be proud of the assessment that members have given us in this year's survey.

Let's take a quick look at some other highlights from the last year.

Isn't it great to take a moment to really appreciate everything we've accomplished together?

This AGM marks the beginning of a year of celebrating the 100th anniversary of PIPSC. We are building on an incredible foundation and we're stronger than ever.

I want to thank some folks who have really made a difference for our union this year.

I'd like to thank:



- the Board of Directors and Executive Committee, of course, who have worked diligently to represent and lead us all
- the Domestic Violence team whose work was the backbone of our bargaining gains on this important file
- our Central Bargaining Team who brought home so many wins
- the Employee Wellness Support Program advisory team and technical committee members who have negotiated the creation of one of the greatest improvements to member benefits
- The Task Force on Professionals Canada who spent months studying the proposal before our AGM. I look forward to the presentation of their report later today.

It is always hard to come up with a short list of people to thank but let me take a minute to point out a few that stand out this year. A big thank you to:

- Greg Scriver for representing PIPSC on Indigenous issues and working with the CLC to organize the first ever Indigenous Lobby Day
- Eva Henshaw and Robert Tellier for diligently moving the Contracting Out action plan forward.

And all of our stewards and representatives who do fantastic work day in and day out.

And, of course, our nearly 200 staff members from across the country, led by our COO Eddie Gillis.

But we're not alone in this work. We have allies everywhere and I'd like to specifically thank:

- Jean-Marc Noel, the National Joint Council Co-Chair and president of the Canadian Military Colleges Faculty Association, for his commitment and leadership
- Ursula Hendel, President of the Association of Justice Counsel, who has done more than her fair share to help bring the Phoenix settlement to fruition
- Hassan Yussuff, Canadian Labour Congress President, who you will be hearing from later this morning, for his political interventions at timely and critical points. His involvement helped enable the Phoenix damages agreement and helped ensure we had the Next Gen pay system funding in place prior to the start of the election.

And I'd like to recognize our labour family – we have AMAPCEO, UNIFOR and PIREC here with us today. Thank you for being here and thank you for all the hard work you do on behalf of your members and all workers. Together we are a part of a powerful labour movement.

Delegates, we have been leading progress for 100 years and we continue to build on that strong foundation. Our members expect to see us out front, working hard to deliver for them. And that's exactly what we continue to do.

I want you to know that I've been in touch with Prime Minister Trudeau after last month's election. I sent him a letter congratulating him on his re-election and making very clear that we are ready to continue to collaborate to get results.



During the election campaign, we were loud and clear that we need a government that will protect public services. And we helped elect a government that we do expect to work to protect public services.

Canadians rejected austerity, so if this government tries then – watch out!

We saw a high voter turnout in the National Capital Region, and many of these voters are our members. They voted for a government that will invest in public services and that is exactly what we expect to see from this government.

On Phoenix, it will be a big year ahead.

We are laser focused on the Next Gen Human Resources and Pay System.

After months of calling for investment, the federal government recently met our demands for upfront funding for Next Gen. They committed \$117 million to develop and design the new pay system. This is an important win for our members.

The government has narrowed down the options to three possible vendors for the new system. We will see pilot projects from them this coming year.

The consultation process has been productive and we will continue to push for the implementation of a new pay system as quick as humanly possible.

Many of our members are still dealing with pay errors and that is unacceptable.

We signed a compensation agreement with the Treasury Board. This will provide a claims process for any member who experienced hardship because of Phoenix.

We will make sure you get every penny you are owed.

Phoenix is the clearest example of the disastrous consequences of outsourcing.

Outsourcing is a scourge on the health of our public services, the professionals who provide them and the citizens who rely on them.

Through government relations, our election strategy, our grievance campaign, language in our agreements and in my letter to the Prime Minister, we've made it clear again and again that we expect outsourcing to be reduced to 2005-06 levels.

Here's the stark reality: despite some encouraging signs, the actual amount of money spent on outsourcing has increased.

Despite a commitment by the government to reduce spending on external consultants to 2005 levels, spending on both external professional services and external consultants increased each year in the previous term of the government.

Outsourcing professional services to the private sector has increased from \$6.4 billion in 2005 to \$9.9 billion in 2017.



The largest categories of outsourced professional services were Engineering and Architectural services, Business Services, Health and Welfare Services, and Informatics Services – areas impacting many of our members and their jobs.

Now, I believe we've made progress in making our case against outsourcing to Canadians and their MPs. And Phoenix has helped us make that point. But we obviously cannot leave it to politicians and managers to figure out how to kick their dependence on outsourcing.

That's why I'm announcing today that we will expand our fight against outsourcing by tackling some of the root causes of it – particularly staffing in the public service.

We will expand our fight against outsourcing by advocating for tracking the time it takes to staff positions, reviewing the new direction on staffing, expanding the pilots designed to expedite staffing and giving our members new opportunities.

Each one of us has a stake in this fight against outsourcing. This fight is about fairness. It's about protecting our public services from cuts and privatization. And it's about protecting our members' careers. That's why it remains a priority for our union.

We live in uncertain times where politics, technology and the changing nature of work can pose significant if not existential threats against our sustainability as a union.

Being forward-looking has ensured our success in the first century of PIPSC. We must take the same approach as we enter our second century.

To that end, we are leading a project with sister unions in studying the impact of artificial intelligence on the professions we represent.

We've started with analyzing where AI is going to be introduced and how it will impact our jobs. We're strategizing our approach toward government relations and collective bargaining, to protect our members' jobs and ensure their continued success in a world of changing technology.

We are also watching the political discussion on pensions very closely.

As you know, the Liberal government previously introduced Bill C-27 that would have set the stage for the employer to undercut your high-quality pension plan. We worked as a part of the Canadian Labour Congress to stop this bill and protect pensions.

Working hard to protect pensions has always been the work of unions. We remain vigilant and committed to protecting your pensions.

And that's what our members demand. In our membership survey we put 12 workplace issues in front of the members. The most important priority for members was their pension. Regardless of their age, gender, profession, region or classification, PIPSC members put pension protection as their highest priority.

Pensions are your deferred wages and your right. Public service pensions provide you with security and are the standard for the private sector – in turn providing security for many workers.



In New Brunswick, we continue to fight against the government's unfair and unilateral conversion of the province's public service pension plan into a shared risk plan. While we continue that fight in courts, we're also exploring opportunities for negotiating supplementary benefits to address some of the worst aspects of the current pension plan.

Our work to protect your pensions remains a top priority. We are launching a new campaign on pensions – to inform members of what their pension benefits are and how together we will protect those benefits.

Our work on pay equity also continues into 2020.

We know that jobs done predominantly by women pay less than jobs done predominantly by men. This is the crux of all pay equity challenges.

We are now taking on the work to assess, compare and address gender-based pay inequity.

We are working to fix this historic wrong and we won't stop until we have justice.

With 14 groups signing new collective agreements with the Treasury Board, the rollout of the new deals will begin shortly.

We've got materials and training coming your way to make sure Stewards have all the information that they need to be experts on our new contracts.

You'll have the tools to facilitate conversations with other members to make sure everyone understands what we've won, and can be confident that they are getting what they deserve.

We knew, from experience, that your employer would not meet the timelines for retro pay. So we negotiated \$400 compensation for you right off the top. And additional compensation if future deadlines are missed.

While this work is underway, some groups continue their work to get a fair deal or to get the employer to the table.

Our CFIA group, NAV Canada, RT group in Ontario, MAGE group in Manitoba, YHC group in Yukon and most groups in New Brunswick are all in the negotiation process. We are with you!

Our CS group is continuing to fight for their new collective agreement. We have a strong team and they've developed an excellent plan with the support of our Strike Committee.

I want to take a moment to say something to our CS group on behalf of all PIPSC members: We are with you. We are with you every step of the way. All 60,000 of us. We are better together. And we won't stop until you get a deal.

In early 2020, the Employee Wellness Support Program will be front and center. We have the opportunity to secure a generous wellness program for our membership.

I want our members to have access to a plan for sick leave that responds to the reality of their lives.



Before I was your President, I had a colleague in the public service who became ill with cancer. Of course, it was a very hard experience for her.

With nine weeks of sick leave in her bank, she didn't have enough sick leave to cover her recovery from the surgery to remove the tumour. And she had no sick leave left for the radiation therapy that followed.

She had to borrow the maximum sick leave available and then went without pay while she tried to recover from cancer.

Imagine if the cancer had returned. I don't know what she would have done.

As it was, she was forced to retire early to try to fully recover.

Can you imagine?

I don't want this for us. I don't want this for you. This is not good enough. And I will not stand for it.

I want you to have the sick leave you need, when you need it. I want that for each of our members. Frankly, I want that for every worker.

So, in December 2016, we began negotiating with the Treasury Board. And in the months ahead, many of you will have the opportunity to vote to ratify the new Employee Wellness Support Program that we negotiated.

This is a good deal for us

This is our plan. We proposed it. We negotiated for it and we got a tentative agreement on it. This wellness program will be managed and implemented by the public service. There will be no low-quality outsourcing on our watch.

This new program will ensure that leave and full compensation is available for members when they need it.

Members who experience more than one major illness or injury during their career will be provided for in this plan. Members who experience chronic or episodic illnesses will be provided for in this plan. All members will be provided for in this plan.

When this deal is ratified, everyone under the Employee Wellness Support Program will immediately have access to 26 weeks of paid leave at 100% income replacement.

I am sure we have members among us right now worrying. I want you to have certainty; we see you, and we're gonna take care of you.

Delegates,

Our union is standing up for our members. This is the strength of being one big union.



We are members from across the country and across employers and when we pull together – we are unstoppable.

We have pulled together at the bargaining table, to get through the Phoenix disaster, to fight against right-wing attacks on the public sector and to protect each other every day in the workplace.

This year, I will be focused on ending outsourcing and tackling public service staffing. I am proud of our new pension campaign.

And as we continue to work as one big union, we will take on the challenges of the year ahead.

We will work hard to get back every cent owed from Phoenix, we will work hard to ratify the new Employee Wellness Support Plan and we will work hard to fight outsourcing and protect our pensions.

We are PIPSC. We have 100 years of progress to stand on. And we're going into our next century stronger than ever.

Let's get to work!