

**Speaking Points Template – PIPSC 100th Anniversary
February 6, 2020**

About PIPSC:

- One hundred years ago, a group of concerned public servants founded the Professional Institute of the Civil Service of Canada, dedicated to the promotion of an effective, politically neutral public service that would serve the interests of all Canadians.
- Our founding in 1920 marks a very important step forward for the professionalization of Canada's public service, and for the protection of federal employees.
- We became a bargaining agent, a union, following the implementation of the Public Service Staff Relations Act in 1967. We joined the Canadian Labour Congress in 2012.
- Over the years, there have been huge changes in the organization.
- We started off as a very small association one hundred years ago, with no staff. We only had about 500 members originally. Then we grew and grew, doubling our membership over each decade, until by 1970 we had over 10,000 members. By the end of the eighties, we had 20,000. And ten years later, almost 50,000. And today, we serve over 60,000 public service professionals.
- And as our membership grew, so did our internal structure.
- We had no staff in 1920. By 1970, we had a permanent staff of 42. Now we have offices across Canada and some 200 staff.

Leading Progress:

- For 100 years, our members have been Leading Progress as advisors to senior government officials. In advances in scientific discoveries, information technology, and many professional and scientific fields. In fighting for progress on key issues in support of the Public Good.
- We've fought for protection of federal employee pensions. For the protection of federal whistleblowers.
- We've fought against massive cuts to the public service and public programs. We've fought against outsourcing the public service, which needlessly costs taxpayers billions of dollars.

- We've fought against regressive legislation that would have restricted the right to free collective bargaining.
- We've fought for scientific integrity provisions to protect government scientists from being muzzled again by the government of the day.
- We're fought for gender equality in public science.
- We unionized RCMP civilian members.
- And most recently, we reached a compensation agreement with the government for victims of Phoenix. We also scored historic wins on leave for survivors and victims of domestic violence, increases in family leave, and for the first time there is language in our collective agreements on workplace harassment.

Looking Ahead

- As we head into this next decade, we're working hard on Phoenix, not only on its replacement but on compensation for our members affected by this unforgiveable fiasco.
- We're also working on a fair deal for our CS and CFIA members.
- On reducing contracting out and increasing investments in training and professional development.
- On protecting our members' pensions.
- And on fixing sick leave.
- And that's just a start, our successors will surely have plenty to work on over the next few decades.

In the Community:

- The Legacy Foundation represents our commitment to the next generation of professionals. The Foundation's sole purpose is to support the education of deserving children.
- For 20 years, the Institute has been raising money to help kids all across the country. To date, we've awarded \$882,000 in scholarships to 449 students. They are funded by the

generous contributions of individual members, constituent bodies, and by corporate sponsors.

- In support of our celebrations, the Institute will plant a stand of trees in each of its six regions, as well as another one in the National Capital. It's our gift to the people of Canada on behalf of our members.