



**The Professional Institute of the Public Service of Canada**  
**Atlantic Regional Executive Meeting Minutes**  
**ZOOM – November 7, 2020**

**CHAIRPERSON:** Kim Skanes

**EXECUTIVE:** Jennifer Cantwell  
Gerald Hill  
Carolyn Hynes  
Marcel Journeay  
Matthew Lee  
Scott McConaghy  
Christine LeDrew  
Mike Pauley

**REGRETS:** Phil Wilson

**STAFF:** Catherine Pinks, Recording Secretary

**1. Welcome**

Kim welcomed everyone and noted the main purpose of the meeting was to review the AGM Resolutions.

**2. Agenda**

Catherine added Face to Face meetings to the agenda under new business.

**Motion #1** Christine **moved** and Marcel **seconded** that the agenda be approved as amended. **CARRIED**

**3. Minutes – October 16, 2020**

**Motion #2** Marcel **moved** and Gerald **seconded** that the minutes be approved as presented. **CARRIED**

**3. Action Items**

Kim Reviewed the Action Items.

**Action Items**  
**Atlantic Regional Executive**  
**October 16, 2020**  
**Zoom Conference**

#	Action	Item/Completion Deadline	Completed/Progress	BF
1	Kim	Bring forward a request for PIPSC sponsorship for the Canada Student Leadership Conference 2021 in the amount of \$XXXX to the Board for consideration.	<b>ONGOING</b>	
2	Christine, Carolyn and Jen	Finalize the deck and speaking notes on Health and Wellness and forward to Catherine.	<b>ONGOING</b>	
3	Mike, Scott and Phil	Complete the NB Portion of the deck and speaking notes on OSH Basics and forward to Catherine.	<b>ONGOING</b>	
4	Kim	Prepare deck and speaking notes on topic of your choice and forward to Catherine.	<b>ONGOING</b>	
5	Catherine	Post the completed Lunch and Learn decks to the Google Drive for the Executive's review.	<b>ONGOING</b>	
6	Kim	Arrange for the Executive to review the Lunch and Learn decks on a future video conference.	<b>ONGOING</b>	
7	Kim	Email the Branch President's in Newfoundland to contribute or support the Dominion workers as they see fit.	<b>ONGOING</b>	
8	Catherine	Add discussion on face to face meetings in the regions based on provincial guidelines to the agenda for the Executive meeting prior to the AGM.	<b>DONE</b>	
9	Christine	Take the notes on the AGM resolutions at the Regional Executive meeting and prepare the spreadsheet for Catherine to distribute to the Atlantic AGM Delegates.	<b>DONE</b>	

#	Action	Item/Completion Deadline	Completed/Progress	BF
10	Catherine	Communicate with Atlantic AGM Delegates to advise of Resolution review meeting and indicate receipt of hoodies to be worn by Atlantic Delegates during the AGM.	<b>DONE</b>	
11	Kim	Prepare a Regional Executive report to be distributed to the members in the Atlantic Region.	<b>DONE</b>	
12	Carolyn	Provide Catherine with the home mailing addresses for the new hires in her section.	<b>DONE</b>	
13	Matt, Gerald and Marcel	Next Executive meeting present the deck on Collective Agreement.	<b>BF December</b>	
14	Christine	Post a reminder note on the Steward Check In Scheduled for Tuesday, October 20, 2020	<b>DONE</b>	
15	Catherine	BF Steward Gaps and the results of the inquiry to the Atlantic Constituent Bodies and ERO's for discussion at the next Executive Meeting.	<b>BF December</b>	
16	Christine	Send the template out on getting to know your Regional Executive to everyone.	<b>DONE</b>	
17	Kim	Prepare the Director's article for the Newsletter.	<b>ONGOING</b>	

Item 7 – Carolyn's Branch (St. John's) would like to make a donation to Dominion workers and asked how much the branch is allowed to donate. As it was not a charitable donation, the amount would be at the discretion of the Branch Executive. The plan was to provide the money to the strike coordinator for the region.

#### 4. Atlantic Regional Director's Report

Kim indicated she was unable to prepare a written report and gave the following verbal overview of this week's Board meeting.

- In person meetings were not discussed.
- A new Group, the Niagara RT Group was approved.

- Following the mock AGM if it is determined the AGM cannot take place, an application through Labour Canada for a 3 month extension. For the virtual AGM, there will be no participant video. You will view a split screen between ZOOM and LUMI (the platform that will be used for voting. If you want to speak you have to do it in both platforms. It was noted that using a PC or Lap Top is optimal as there may be issues if you use a phone or Tablet.
- There was further discussion regarding the reimbursement of meals at virtual meetings and it was a hard no. You are at home whether it is meal time or not.

Carolyn noted members are volunteering a lot of time and energy and currently we have no way of rewarding people for their efforts. Kim noted there are other ways to provide giveaways at meetings. Kim has two gift cards from Amazon and Best Buy left over from a Legacy Cup event. Carolyn also has the prizes purchased for the Councils. Discuss ensued on how we could use the gifts.

**Motion # 3:** Jenn **moved** and Marcel **seconded** that the Amazon Gift cards be awarded by a draw from the participants at the next Steward Check In and the Best Buy Gift Card be awarded by a draw from those who submitted their feedback survey for Paul Huschilt's event. **CARRIED**

- The budget coming to the AGM show's a deficit but if you take out amortization then there is a surplus.
- The membership of the Training and Education Committee was discussed as committee of the board members were extended and some felt TEC members shouldn't qualify as the committee is composed of the Training Committee Chairs from the regions. In the end the Board voted regions can change their Training Chair and thus the composition of the TEC.
- The Pilot for Virtual Basic starts on Monday – 25 for English and 9 for French. Quebec may have added some to the French list if they are stewards in waiting. Two people declined the English classes. No one from Atlantic applied for the class – we had six people who were identified as priorities, however they didn't apply. Subsequently, one person from Atlantic applied and was approved.

**ACTION:** Kim send Catherine a copy of the email that went out soliciting applications for the Virtual Basic.

- A staff union bargaining update was provide in closed session.
- The difference between the Phoenix settlement received PSAC and the one received by PIPSC amounts to a difference is about \$XXXX. Treasury Board came up with this amount not PIPSC and they are working out how this will be paid out.

- The Phoenix pilot started with Heritage Canada for a six months as Heritage Canada has the majority of pay issues.
- PIPSC is working on Indigenous plaques which will be placed each regional office acknowledging the land the offices are on.
- The Labour Board's scheduling of cases going to the FPSLRB is about 3 years behind. It could take up to 3 years to get a hearing and another 2-3 years to get the report. It is due to the capped number of adjudicators.
- There have been NAV CAN layoffs as a result of decreased flights due to COVID.

**ACTION:** Kim let Mike know how many PIPSC NAV CAN members affected by the layoffs.

- CODE 699 changes are causing concern. Departments are communicating with staff indicating all other types of leave are to be exhausted first and requests will be looked at a case by case basis at the discretion of the manager. This will be an ongoing issue and as of next week (Monday) encourage members affected by this to grieve and PIPSC and other Bargaining Agents will be filing Policy Grievances.
- Regarding EWSP we are now hoping to vote on this in February/March, with a year to implement a pilot and 5 years before it is implemented to all staff. Main issue outstanding is the governance of the plan.
- Open workspace is still ongoing even with 30% capacity it still means sharing of workspaces.

## 5. Resolutions

### Budgetary

F1 - In Favor

F2 - In Favor

F3 - No comment

F4 - Opposed. So cost prohibitive and wasteful of dues

F5 - Free Vote

Matt asked for clarification on the email that went to the CS's informing them the Employer's most recent offer will go to the membership for a vote. A discussion took place on the apparent inappropriateness of this and recourse the CS Group has. Kim noted that the BOD was not made aware of this.

### Proposed By-Law Amendment

B1 - In Favor

B2 - In Favor

B3 - In Favor. Kim will move; Mike second.

**ACTION:** Executive write some in favour language for B3 and send it to Christine.

B4 - Opposed. Good to keep this in Policy this way the BOD can react and we don't have to wait until an AGM. Also there is no oversight built into this.

B5 - In Favor

Matt signed out.

B6 - In Favor. Carolyn will move. TEC implies IT to a lot of people and causes confusion. New name aligns with the Steward Framework project.

B7 - Free Vote

B8 - Opposed. unless they prove that the previous election didn't work the way it was supposed to.

### Policy Resolutions

P1 - In Favor. Kim move

P2 - Free Vote

P3 - Free Vote

P4 - Free Vote

Marcel signed out.

P5 - Free Vote

P6 - Opposed

P7 - Opposed

Jenn signed out.

### Late Resolutions

L1 - Opposed

## **6. New Business**

**ACTION:** Catherine BF remainder of Agenda to December meeting.

**ACTION:** Kim select date for the December meeting and advise Catherine.

**ACTION:** Christine to contact Everett regarding the article on DND Halifax Branch for Newsletter.

## **7. Adjournment**

The meeting was adjourned at 1:00 pm.