



The Professional Institute of the Public Service of Canada
Atlantic Regional Executive Meeting Minutes
Zoom Conference –May 23, 2020

CHAIRPERSON: Kim Skanes

EXECUTIVE:

Gerald Hill
Carolyn Hynes
Marcel Journeay
Matthew Lee
Scott McConaghy
Christine LeDrew
Mike Pauley
Jennifer Cantwell
Phil Wilson

STAFF: Catherine Pinks, Recording Secretary

1. Welcome

Kim thanked participants for taking time to join the call.

2. Agenda

There was one addition to the agenda – 7. New Business F. RANDS.

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

3. Minutes – April 23, 2020

Motion #2 Scott **moved** and Marcel **seconded** that the Minutes of April 23, 2020 be approved as presented.

CARRIED

ACTION: Catherine change date format in Google Drive/Regional Executive to Year/Month/Day.

4. Action Items – April 23, 2020

Action Items Atlantic Regional Executive April 25, 2020 Zoom Conference

#	Action	Item/Completion Deadline	Completed/Progress	BF
1	Catherine and Kim	Review the draft of the PIPSC Labour History and rework it so that it can be used as a Lunch and Learn presentation.	ONGOING	
2	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.	ONGOING	
3	Executive	Nominate or solicit one nomination each for Executive of the Year Award and submit by the Thursday, April 30, 2020, deadline.	ONGOING	
4	Catherine	Request a proposal for the 2022 ARC from NL.	DONE	
5	Christine, Carolyn and Jen	Finalize the deck and speaking notes on Health and Wellness and forward to Catherine.	ONGOING	
6	Mike, Scott and Phil	Complete the NB Portion of the deck and speaking notes on OSH Basics and forward to Catherine.	ONGOING	
7	Kim	Prepare deck and speaking notes on topic of your choice and forward to Catherine.	ONGOING	
8	Catherine	Post the completed Lunch and Learn decks to the Google Drive for the Executive's review.	ONGOING	
9	Kim	Arrange for the Executive to review the Lunch and Learn decks on a future video conference.	ONGOING	
10	Resolutions Sub Committee	Complete the resolution on Vice Presidents and distribute to the Executive for review.	ONGOING	

#	Action	Item/Completion Deadline	Completed/Progress	BF
11	Kim	Enter the 3 or 4 Executive observers into a random picker to determine the order they will convert to Delegate status and send a screen shot of the results out to the Executive.	N/A	
12	Mike	Remove the ratio columns and difference from the Steward Gap spreadsheet.	DONE	
13	Catherine	Send the Steward Gap spreadsheet out to the Branches and Group asking them to identify any gaps, tabulate and report back to the Executive.	DONE	
14	Kim	Find a couple of unions that have only full time VP's and providing information to Scott for inclusion in the resolutions.	ONGOING	
15	Catherine	Add an "s" to accommodate in the first whereas in the AGM location resolution.	DONE	
16	Catherine	Change "the most" to "a" in the last Be it further resolved in the AGM location resolution.	DONE	
17	Catherine	Send resolution on the location of the AGM to Julie Gagnon.	DONE	
18	Catherine	Catherine schedule a Zoom Executive meeting for May 23 at 10:00 am.	DONE	

Item 12 and 13: Kim referred to the responses received from the Atlantic Constituent bodies regarding the Steward Gap request. The Executive reviewed the responses noting areas where Steward recruitment is required. Moncton provided a comprehensive report and it was suggested this be used as a template for other constituent bodies reports.

ACTION: Catherine add Moncton Branch report to the Branch and Provincial Group Presidents' meeting agenda for discussion.

5. Regional Director's Update

Kim shared the following highlights from President Daviau's Labour Relations Update:

Leave code 699 application in Québec

Québec is in the midst of a partial reopening, with some schools and childcare in certain areas reopening. On May 7, the federal Treasury Board Secretariat (TBS) told us that they were essentially allowing management discretion for members who have children that can return to school in Québec (no medical conditions or other "identifiable risks" and school is available). We immediately pushed back on this, as we do not view it as acceptable in the midst of a pandemic to force parents to make the choice between paying bills and their children's safety. We also believe this inconsistent with the spirit of collaboration we've attained at the TBS consultation table. We were also provided exceedingly little information. We were advised that further consultation would occur; however, they subsequently rolled out their guidance without further engagement. This came as a surprise to all federal Bargaining Agents (BAs), as we had a common understanding that we would continue to work with the TBS. We sent a letter to the CHRO with respect to what transpired and the unacceptability of the approach. Other BAs have shared similar perspectives and it was the subject of discussion on the May 12 TBS call as well. There was no resolution to this issue and PIPSC asked that the previous directive remain in place, while this is sorted out over the coming weeks. We do not have a response to this request yet.

PIPSC Staff-led Rapid Response Team

The PIPSC staff-led Rapid Response Team (RRT) continues to field concerns and raise them through the appropriate mechanisms. Our RRT has negotiations, labour relations, communications and Office of the President collaborators, working hand in hand with me to ensure our message is consistent with PIPSC leadership and direction.

Return to Work (RTW) Guideline

On May 13, the Treasury Board Secretariat sent PIPSC their guideline for Return to Work. They gave us 24 hours to review the 77 page document. We were able to provide this in time; however, we noted numerous concerns in the framework, to the extent that the Rapid Response

Correctional Service Canada (CSC) Attestation Form

The CSC attestation form continues to be a source of contention. This form includes an inference that a Fitness to Work Evaluation may occur as a result of the process. It is not a consent form, but it goes too far and some members have been coerced into signing. We tried to resolve this through national consultation, but the CSC was not willing to remove this portion. As such, we asked the Treasury Board Secretariat to have Correctional Service Canada remove this portion of the form. TBS worked with CSC and we've come to the final outcome- they are not removing the paragraph but will no longer reject forms where it is struck out. We are waiting on the written confirmation of this. We will continue to advise members to strike this paragraph and CSC will accept the form as complete, as per TBS direction.

Kim reported that regarding the order for masks, Jenn Esnard is preparing a business case to go to the Board for approval of a mask order to be covered by Better Together. If approved, we will have to discuss how to distribute them to our constituent bodies.

6. Financial Report

Phil referred the Executive to the cash flow report on the G-Drive indicating the Executive finances are in good shape.

7. New Business

d. Fall Regional Executive Meetings: Kim advised the Executive that the accommodations and meeting space for our October and December Executive meetings is being held should small face to face meetings be permitted. The Executive agreed this was appropriate at this time and will have to be evaluated as things progress with government restrictions on gatherings.

a. Awards: Kim reported the deadline for Executive of the Year Award nominations has passed with no nominations received. As this award would normally be presented at the ARC it was decided to skip it for 2020. Regarding the Steward of the Year Award the Executive determined we should put out the call for nominations.

ACTION: Catherine issue the request for Steward of the year nominations.

b. 77th Atlantic Regional Council: Kim asked the Executive if they wanted to have any form of a virtual ARC. Following discussion the Executive decided to issue a call for Resolutions. Kim explained that currently for the AGM the resolution deadline is September 11. Resolutions must come from the Regional Executives, Group Executives or Retired members Guild Executive.

ACTION: Catherine add call out for AGM Resolution, timeline and process for submission to the agenda for the Branch and Provincial Group President's meeting.

The Executive discussed the terms for the Regional Executive members that would have expired at the end of May. It was suggested that extending all terms by one year would be appropriate and therefore avoid all positions being up for election at the same time.

Motion #3 Jenn **moved** and Carolyn **seconded** that the Atlantic Regional Executive Terms due to expire in 2020 be extended to 2021 and those due to expire in 2021 be extended to 2022. **CARRIED**

c. AGM: Kim confirmed that PIPSC will be proceeding with a virtual AGM on December 5, 2020. The Atlantic delegates have been selected, but she will ask for an extensive alternate list as some may not wish to participate in a virtual AGM.

The Executive agreed to move forward with the purchase of AGM shirts for delegates. It was agreed to source a hoodie, navy blue with the regional logo in white on the chest and 100th logo in white on the opposite sleeve. Our local supplier remains closed so we look elsewhere to place the order.

ACTION: Kim check with supplier in Ottawa for AGM hoodies, navy blue with regional logo in white on chest and 100th logo in white on the sleeve.

ACTION: Marcel send Catherine the contact information for a supplier in the valley.

ACTION: Catherine check with supplier in the valley for AGM hoodies, navy blue with regional logo in white on chest and 100th logo in white on the sleeve.

e. September Basic: Kim advised that the Basic Steward Training in September will not go ahead. If restrictions on gatherings permit, we could change the November extra training to Basic. Kim reported she has had discussions with Nancy regarding a virtual Basic Steward to assist in alleviating the backlog of Stewards in Waiting. This is being reviewed by the Education Section to see if it is a feasible option.

Kim reported the online Basic pre-requisite course in Skillbuilder has been shut down as PIPSC has secured a contract with a new platform for online training – CANVAS. We are awaiting the launch date of CANVAS. Catherine provided an update on CANVAS noting it is engaging and interactive and a positive addition to the PIPSC training tools.

Carolyn inquired about the pilot on CANVAS that was to be delivered to the Training and Education Committee.

ACTION: Kim will follow up with Education on the CANVAS Pilot with the Training and Education Committee.

f. Steward Virtual Check In: Kim stated she will plan to schedule another check in with the Branch and Provincial Group Presidents again before the end of June. She asked for the Executive's feedback on hosting a virtual check in for Stewards in Atlantic. It was agreed this would be beneficial.

ACTION: Kim select a date and set up a Zoom check in for Atlantic Stewards. Provide Catherine with the details.

ACTION: Catherine prepare, email and post the notice of the Atlantic Steward check in.

g. RANDES: Mike referred the Executive to the RANDES list on the G-Drive. It was noted there are numerous RANDES with RCMP and going forward we should work on a strategy to secure an RCMP Steward. The RAND list is on the agenda for the Branch and Provincial Group President's meeting.

8. Round Table

Jenn reported that as a member of her workplace JOSH committee, never has this committee been so important. She brings all inquiries forward to the committee ensuring everyone has a voice. She is enjoying her participation on the JOSH and it is proving to be a positive experience that she wouldn't have if it wasn't for her involvement in PIPSC.

Carolyn stated that after the initial work of getting the NU's working from home things have started to settle.

Christine noted that work with the CS group has ramped up recently dealing with issues such as forced overtime and no vacation.

In closing, Kim reported that Debi is in talks emphasizing that our members should not be following the provincial protocols for return to work, but instead the Federal plans.

9. Next Meeting/Adjournment

Kim noted the Board will meet on June 12 so the next Executive meeting should be afterwards. The Executive indicated they would prefer not to hold the meeting in the evening and work days were hit a miss depending on individual workloads – early Saturday mornings seemed to work best.

ACTION: Kim will determine a date before the end of June for the next Executive meeting and follow up with the Executive.

Kim thanked the Executive for their participation. The meeting adjourned at 11:45 am.