

REPORT OF THE VICE PRESIDENT NORMA DOMEY

Presented to the 101st Annual General Meeting

Dear Members,

It has been a truly inspiring and exciting time for me as your Full-time Vice-Presidents at PIPSC, with many challenges and opportunities to serve you. I am honored that you gave me the opportunity to work on your behalf, and I continue to work hard for YOU!

I wish to thank those members, colleagues and staff of the Professional Institute who helped and supported me over the past year.

In this report that follows, I have tried to capture the key highlights in my “state of the union address” with respect to those portfolios under my responsibility, namely:

One Big Union

Science

Scientific Integrity Implementation Committee

Science Advisory Committee

Women in Science

Federal Election

Federal Black Employee Caucus

Psychological Health Standard Implementation

Staff Bargaining

Canadian Labor Congress (CLC) Coordination

CLC Women's Advisory Committee

More details on these issues can be found in my reports and briefing notes submitted to the Executive Committee, and Board of Directors or I invite you to contact me directly with your questions and or concerns at norma@pipsc.ca

As I write this, I am cognizant that by the time you read my report it will already be out of date as a snap election is considered October 21, 2020, and the Institute and our members may be dealing with a new reality. Having said that, many of the same challenges will persist for our members and the Canadian public.

Whoever the new government is, and whoever our members elect as their new leaders, I remain committed to assisting our Institute to work on behalf of our members to promote healthy workplaces and to restore a federal public service that can make us all proud!

In solidarity,

Norma

Current Climate

In order to properly update our membership let's first reflect on the 2020 Speech from the Throne, and key announcements which have had a direct impact on our union representing more than 20,000 public service scientists ...

On September 23, 2020 Governor General Julie Payette delivered a particularly important [Speech from the Throne](#) that outlined the government's priorities and plans for the critical months ahead. In the Speech, the government made a number of statements on issues of great importance to our members and to all Canadians. Most notably:

1. It said explicitly that this was no time for austerity.

Music to our ears. With the pandemic, Canadians need a strong and reliable government and public service more than ever. Given the current circumstances, our goal is to demonstrate the importance of public science to the Canadian public and government in order to ensure continued support for our work.

We will highlight photos and stories of our scientists from across the country on the PIPSC website and social media. We want to acknowledge the strength you have shown not only in the face of crisis, but also over the past many years.

We want to ensure that we reflect the diversity of our membership. We invited you to reach out to workers in your networks – especially those who identify as Indigenous, Black and racialized, LGBTQ2+, and people with disabilities – to invite them to share their amazing stories.

2. It will modernize the government's IT infrastructure

The government definitely needs to update its outdated IT systems and PIPSCs has been advocating for this work to happen sooner than later. But we need to ensure that these projects are done right. The disastrous Phoenix pay system is only the most obvious and far-reaching example of the government's numerous technology failures

over the past decade. The wholesale outsourcing of megaprojects to the private sector has led only to costly failures. Instead, let's rely on our public service professionals to do the job right and cost-effectively.

3. It wants to remain agile

Public servants recently showed how agile they can be with the quick and successful set-up of CERB. This is not a good time to shake up the public service and slash programs Canadians depend on and the people who deliver them.

4. It plans to address Systemic Racism

The government says it's dedicated to increasing the diversity and representation in public service hiring, appointments and leadership development.

This is a positive development but we need to acknowledge there's more work to be done.

5. It will take action on child care

We are encouraged to see it is paying more attention to this issue, which affects so many of our members. This pandemic has clearly demonstrated the need for reliable, high-quality and affordable childcare for Canadian women and families.

6. The Throne Speech mentioned plans to limit stock option deductions - one of the worst tax loopholes - and address corporate tax avoidance by digital giants operating in Canada. The government also plans to introduce automatic tax filing, which will be good for all Canadians if it frees up Auditors to focus on big corporate and individual tax cheats. PIPSC has been advocating for these much-needed measures for a long time, and they were included in the recent AFS Group survey on how new kinds of software technology are affecting our members' jobs.
7. The plan promised a full-court press on the pandemic, **guided by science, until a vaccine is available.**

2018-19 and 2019-20 data provided by Statistics Canada: Federal expenditures on science and technology by major departments and agencies are stated as \$12259 and \$12709 million, respectively, in terms of total spending on scientific research and development activities.

However, to overcome a pandemic requires the work and resolve of every order of government, every community, and every one of us. We don't decide when hardship

comes, but here in Canada, we have decided how we wanted to address it. We have adapted in remarkable ways. We Canadians did our part. We changed our habits, postponed our plans, switched to teleworking or had to completely reinvent our work, all this, while caring for one another.

We owe an immense debt to those who served and still serve on the frontlines, to health care personnel and essential workers, women and men in uniform, volunteers and leaders, everywhere in the country. There has been a lot of suffering and we all mourn those who have passed. We trust science to lead the fight until a safe and effective vaccine becomes available.

The fact that the 2020 Throne Speech emphasizes so many of the issues that matter to our members shows that our advocacy efforts and our work with our partners are paying off! All that the say, the Speech from the Throne: steps in the right direction, still more to be done!

As the union representing more than 20,000 public service scientists, PIPSC is ready to help.

Climate during my 2019 Report to You

Budgets are about choices. While Budget 2018 had announced \$1.7 billion of new funding for science research, federal scientists were not quick to rejoice, as much of the money allotted was in direct responses to the findings of Canada's Fundamental Science Review, which completely ignored government science and its pool of public science talents. And yes, our government continued to engage in replenishing the ranks of federal scientists, engineers and researchers over the past three years by hiring 1,500 positions in an attempt to fill the science gap left by the previous government's waves of cuts. However, once again, the 2019-20 Budget is no different than the last one when comes to significant new funding for public science. Spending on R&D by government scientists declined by \$891 million compared to 2010-11 under the Harper government. Budget 2019 chose to continue the underfunding of public science capacity in Canada.

Think about some of the most fundamental needs of Canadians and our economy. We rely on public scientists to ensure the safety of the air we breathe, the water we drink and the food we consume. As our communities grapple with the impact of climate change, the importance of public scientific capacity cannot be overstated. And yet, with a couple of small exceptions, basic research and government regulatory science are mostly absent from Budget 2019.

The Canadian Food Inspection Agency (CFIA), Health Canada and Transport Canada are getting a total of \$219.1 million over five years pertaining to the consolidated

regulatory roadmap, though the announcement remains vague. New processes involving the digitalization of CFIA regulation work and standards could impact the work of our food-safety scientists. They should be consulted on these changes so their important service to Canadians is not disrupted.

Another glimmer of hope is the establishment of a new Strategic Science Fund, scheduled for 2022-23 after lengthy consultation with third-party research and non-government science organizations. The commitment remains vulnerable to the results of the next election. Should the government push ahead with a strategic funding agenda in the coming years, public scientists should be at the center of these consultations.

Whether it's R&D or science-based regulation, PIPSC believes there is a need for Canadians to have increased access to public science. The dangerous trend of underfunding public science should be and can be turned around. The Chief Science Advisor must develop metrics to assess and report on the government's scientific capacity.

One Big Union

PIPSC wants to ensure we serve ALL our members ... not only those in core regions. To that end, the One Big Union initiative was born and I've been asked to travel to remote/less frequented areas of Canada to connect with our members. Unfortunately, the pandemic put a halt on all such plans. Last year, we had:

- Worked with Board colleagues to promote the One Big Union initiative.
- Lead or participated in events, presentations or other activities related to this initiative
- Reported on the outcome of such activities.

Science

We can be very proud of the leading role PIPSC has played within the labor movement in fighting back and to a great extent reversing the effects of the former Harper government's unabashed attacks on Canada's public service.

Most notably, in the science area we can point to:

- The hiring of some 1500 government scientists to replace those previously lost through cuts to Canada's public science infrastructure;
- The enshrinement in their collective agreements of our science members' right to speak freely about their work.

- The introduction and implementation of Scientific Integrity policies and guidelines in federal departments and agencies.
- The establishment of a Science Advisor Network:

Sarah Gallagher Science Advisor to the President Canadian Space Agency (CSA)

Shawn Marshall Departmental Science Advisor Environment and Climate Change Canada (ECCC)

Pascal Michel Chief Science Officer Public Health Agency of Canada (PHAC)

Vik Pant Chief Scientist & Chief Science Advisor Natural Resources Canada (NRCan)

Paul Snelgrove Departmental Science Advisor Department of Fisheries and Oceans (DFO)

Cara Tannenbaum Departmental Science Advisor Health Canada (HC)

Danial Wayner Departmental Science Advisor The National Research Council (NRC)

Latest call to Action – #ShutDownSTEM March/Strike in support of #BlackLivesMatter, as reported:

PIPSC science professionals take action on racism - On June 10, 2020, PIPSC Vice-President and Science Advisory Committee Chair, Norma Domey, led our mobilization efforts on #ShutDownAcademia and [#shutdownSTEM](#), an initiative developed by a multi-identity, intersectional coalition of Science, Technology, Engineering and Math (STEM) professionals and academics taking action for Black lives.

That day, thousands of these professionals and academics across the world stopped working to engage in 8 minutes and 46 seconds of silence in support of the fight against racism.

Vice-President Domey and the Science Advisory Committee then held an insightful conversation with science professionals across the country about being Black in Canada. She notably indicated that “We can no longer stand by in silence. Systemic racism must be actioned and called out on the spot. In this regard, **allies like you matter**. Canadians must eradicate racism together.”

PIPSC members can help win the fight against racism by taking a number of actions, including:

- pressing their elected leaders at all levels of government to be accountable for and act for the good of all citizens, not just a privileged few
- building bridges with individuals and families from different cultural communities
- teaching their children and grandchildren about this issue

[Find out more](#) about #ShutDownAcademia and #ShutDownSTEM.

Many of us across the country joined the March! March/Strike postings
<https://www.facebook.com/norma.domey>

Not all workers were able to join the marches and rallies in person, but there are many ways to demonstrate solidarity and support for this critical call to action, including showing solidarity on social media, participating in actions on your lunch break, starting a conversation about reducing emissions in your own workplace, or raising #BlackLivesMatter with your local candidates in the federal election.

PIPSC stood in support of this important call to action.

As always, more work remains to be done. The next government must restore funding for research and development in public science.

It is an honor to act as your senior liaison between the Board and members who are active on science-related matters.

Scientific Integrity Implementation Committee

We are pleased to learn that the Government of Canada has reappointed Dr. Mona Nemer as the government's Chief Science Advisor (CSA). PIPSC also urged Parliament to enshrine the Chief Science Advisor's position and mandate in legislation as soon as possible. This would ensure continued evidence-based decisions in support of government policies, ensure Canadians understand the importance of their public scientists' work, and prevent ideological attacks on science by future governments.

Dr. Nemer is particularly proud of our joint work on the [Model Policy on Scientific Integrity](#), which provides a framework for science-based decision-making in the federal government, and guidelines for the unmuzzled public discussion of the research our members are conducting.

A Scientific Integrity Implementation Committee continues to work with CSA and Consultation Team Presidents and SI Departmental Focal Point Leads on the implementation process. Currently, 20 of the 24 implicated departments and agencies now have a scientific integrity policy (SIP) in effect, with two more pending approval,

while SIPs are currently in development for the remaining two departments. In addition, the following guidelines have been issued/under development*:

- - Communication and dissemination of science
 - Breaches
 - Employee Training
 - Attribution and acknowledgement of science contributions
 - *Report and performance
 - *Indigenous acknowledgement

Science Integrity Course is also under development on SI & the Right to Speak as EROs/Stewards will need to know how to deal with SI cases and Right to Speak cases. Discussions were initiated with the Canada School of the Public Service as a means of collaborating on SI training.

In January 2020, working in conjunction with the Treasury Board Secretariat and the Professional Institute of the Public Service of Canada, the OCSA conducted an initial compliance assessment of the policy's non-discretionary provisions. The survey showed that compliance was high across most departments, in part because many of them already had policies and guidelines in place (such as policies on the open communication of science and research) that directly supported SIP objectives. Individual departmental policies closely resemble the model, with variation largely arising from the need to tailor elements of the model policy to a department's specific circumstances. The model policy's adoption provides a more integrated approach, allowing for greater sharing, coordination, and tracking of outcomes. The assessment also identified three key opportunities for improvement:

1. The creation of mechanisms for soliciting the advice of an organization's scientists and researchers on its capacity to meet current and future scientific challenges.
2. The provision of training, education and professional development opportunities for all staff to learn what scientific integrity is, and what its implications are for employees that conduct, manage, communicate or use science.
3. Developing clear expectations for external contractors and collaborators with respect to compliance with departmental SIPs.

The the 2020 SIP compliance survey is expected to be launched late October/early November 2020. Subsequently, the first draft of the internal and external (public) 2020

compliance survey report will likely be completed late January 2021/early February 2021.

PIPSC continues to advocate and follow up on challenges to scientific integrity in departments with grievances and support to consultation teams. We are also keeping abreast of the 1st Policy Grievance on scientific integrity at DFO. Next stage will be to see how the DFO Ombudsperson and SI Lead responds. It appears to be a well thought out complaint with lots of details and focused allegations on undermining specific elements of the SI Policy at DFO.

A Working Group is being struck to develop the initial draft of the s.7.7 of the model SIP Performance Measurement Strategy. This working group would consist of half a dozen DDAAAs, charged with delivering the draft. In forming the working group, we would encourage broad representation from large, traditional SBDAs as well as smaller, non SBDAs. In addition, there is a PSES initiative to include questions on scientific integrity in the PSES survey:

Potential for leveraging this mechanism for performance data.

PIPSC continues to monitor progress and provide ongoing advice to departments and agencies on all SIP-related issues.

Science Advisory Committee

Continuing to Champion the work of the committee and act as Chair. I'm happy to report on the activities of the committee.

The Science Advisory Committee continue to advise and make recommendations to the Board on how to address concerns or issues identified in the Workplace which related to science and public science issues, and the Institute's efforts to present itself as an advocate for public science in Canada and for restoration of a science based departmental funding (A-base budgets).

To achieve this SAC endeavors to:

- a) monitor issues in the field of science and technology related to the work of members and the Institute in this field, including issues of science workplace ethics;
- b) coordinate and distribute information on public science within the Institute and help coordinate the Institute's outreach through its communications to Canadians on these issues, under the goal of focusing the public discussion of science issues in the language of science, by scientists; and,

c) provide an ongoing forum where Public Science-related issues and the Institute's interests in this issue can be discussed and studied.

PIPSC's Science Advisory Committee (SAC) met six times in 2020 via zoom. During this time, the committee has been involved in the following:

The SAC continued to align its contributions, recommendations and discussions in the following areas:

1. ***New 2020–2022 SAC 3-Year Operational & Strategic Plan*** – The Science Advisory Committee is proud to report the initiation of its next three-year work plan (2020-2022) as approved by the Board earlier this year.
2. ***Planning for the Science Membership Survey*** – The SAC provided input and advice with respect to the planning of the next science membership survey, likely to be carried out in early 2021.
3. ***Scientific Integrity*** – SAC members were briefed on and provided advice on scientific integrity issues, specifically on advice to the Office of the President in preparation of the Governance Meeting on Scientific Integrity. Members of SAC also were invited to participate in regular meetings of scientific integrity focal points in federal departments and agencies. SAC is also keeping abreast of the 1st Policy Grievance on scientific integrity at DFO. Next stage will be to see how the DFO Ombudsperson and SI Lead responds. It appears to be a well thought out complaint with lots of details and focused allegations on undermining specific elements of the SI Policy at DFO.
4. ***Women in Science*** – At the end of 2019 PIPSC's Women and Science Learning Lab resulted in 5 member led micro projects that have produced member engagement and tools to advance equity in public sector science. A Women and Science Network is now active and continues to grow, a "Toolkit for advancing equity in Public Sector Science" is soon to be launched, a survey on Modernizing Family Related Leave Policies is currently being analysed and an info graphic for members developed. A research project on gender bias in research funding is also underway.
5. **External Alliances** – Several members of the SAC participated in the 2019 and 2020 Canadian Science Policy Conference to build alliances and networks with others across the science ecosystem. In addition PIPSC continued cooperation with organizations like Evidence for Democracy, and other Unions representing scientists such as the PEA.

Major Activities 2020:

- Science Advisory Committee (SAC) Facilitated Discussion Forum - SAC developed an on-going google drive to monitor emerging pandemic research and science along with issues surrounding Mental Health, Return To Work, leave code 699, etc.
- Members of the committee participated along with our science professionals nationwide in the International March/Strike #ShutDownSTEM in support of the BlackLivesMatter Initiative.
- SAC participated at this year's Canadian Science Policy Conference (CSPC).
- Many members and friends of the committee participated in 5 member-led micro projects that have produced member engagement and tools to advance equity in public sector science.
- Members of SAC also were invited to participate in regular meetings of scientific integrity focal points in federal departments and agencies.
- SAC ensures that appropriate messaging is incorporated and shared within the PIPSC community, such as consultations teams and group executives.
- SAC continues to integrate and coordinate its activities with PIPSC's science-based groups.

A lot of work still lays ahead for the committee, much of which was outlined in its second 3 year strategic and operational plan.

Further areas of interest and potential activity for the long term at SAC are the following:

- Further embedding and replication of Woman and Science Learning Lab format and approach
- Protecting Science research and regulatory programs should austerity become part of the government agenda
- advocating and following up on challenges to scientific integrity in departments with grievances and support to consultation teams.

In early 2021, SAC will be supporting the release of the Science Survey and Results as a follow-up to the Big Chill, Vanishing Science, Defrosting Public Science, and Women in Public Sector Science reports.

Women in Science

As Champion for the work of the Women in Science initiative and Chair of the Science Advisory Committee, I'm happy to report on our progress in this area.

The results of a 2017 survey of federal scientists and engineers who are PIPSC members reveal challenges that are holding women back from fully contributing their unique perspectives and expertise to federal public science. The following is an overview of the resulting report Women in Public Sector Science: From Analysis to Action.

Under-representation in Science Groups

In general, women are under-represented in the Institute's core science groups. There is a low availability of women in scientific professions, and beyond this, the number of women in two major science groups (RE and NRC-RO/CO) is lower than the number of qualified women in the workforce. Also, in many cases, there is a diminishing proportion of women to men occupying higher-level positions. Fewer women than men hold government science positions, fewer women scientists are in the labor market, and fewer women apply to high-level science jobs. It's 2019 – why is this still the case?

Diminishing Concern for Women's Rights

Members under 30 were twice as likely as older members to believe that men are favored and get better treatment in recruitment and selection processes. Older generations may perceive **less** gender bias today compared with their past experiences. The belief that gender discrimination has declined more rapidly than data shows can cause diminishing concern for women's rights and fewer resources allocated to alleviating gender inequality.

Gender Bias and Equality

Overall, 42% of women said that gender bias is a barrier to their career progression, and one in four women (27%) believed that men are favored in opportunities for leadership roles. In 2017, some 73% of those surveyed by the Joint Union-Management Task Force on Diversity and Inclusion in the Public Service identified bias as a top barrier to diversity and inclusion in the workplace. To mitigate bias, we need to critically reflect on the notion of 'fit,' and become cognizant of our desire for sameness.

Dependent Care Responsibilities

Women were significantly more likely than men to identify dependent care responsibilities as a barrier to their career progression. Significantly fewer women than men believe they are able to satisfy both their job and family or personal responsibilities. Women continue to disproportionately bear the burden of dependent care. More could be done to evoke a cultural change, not only inside the workplace but in the wider community.

Mentorship and Leadership

One in four women (23%) said lack of access to mentors was a major barrier to their career progression. While female mentorship and role models are vital for encouraging young women to pursue STEM (Science, Technology, Engineering, and Mathematics) careers, men's participation in mentorship programs for women is also critically important.

Recommendations

PIPSC is looking to influence change for women in science by:

1. conducting advocacy and activism campaigns aimed at new or better workplace legislation;
2. collective bargaining for new and better workplace rights;
3. supporting consultation presidents at union-management consultation for new and improved human resources policies; and
4. developing and conducting awareness and education campaigns for PIPSC members.

The institute continues to action the Women in Science (WiS) report recommendations and build capacity more broadly in the areas of equity, diversity, and inclusion. A strategic agenda and work plan for our WiS project was drafted and is currently underway.

This project consisted of a learning lab held in October 2019 for approximately 16 members. Interest was so high that a second round is being considered.

At the end of 2019 PIPSC's Women and Science Learning Lab resulted in 5 member led micro projects that have produced member engagement and tools to advance equity in public sector science:

1. a Women and Science Network is now active and continues to grow;
2. a "Toolkit for advancing equity in Public Sector Science" is soon to be launched;
3. a survey on Modernizing Family Related Leave Policies is currently being analysed;
4. an info graphic for members developed; and,
5. a research project on gender bias in research funding is also underway.

This project proposal is part of a bigger effort between March 2019 and 2020 in which PIPSC will help to build sustainable efforts with our activists in the area of women and science to continue to embed the recommended areas of action.

The role of women in science is now a major focus for many stakeholders in Canada and around the world because diverse perspectives enhance research excellence and innovation. *“The Women Deliver Conference re-energized our PIPSC delegates and women globally to keep fighting to end gender-based violence, increase women’s economic empowerment, and ensure gender responsive health systems and services,”* Domey said.

To that end, our latest **bargaining update** highlights historic wins:

- enhanced family-leave
- 10 days of paid leave to survivors and victims of domestic violence
- the first-ever harassment free workplace language in our collective agreement

These wins will help to support and empower women ensuring equal opportunities for everyone across the public sector.

There is still more work to do. We are committed to gender equality and women’s empowerment in Canada. We will ensure that the door for progress on these issues continues to remain open and that PIPSC is at the forefront of change.

The value of diversity in science extends beyond the benefits to diverse groups themselves; indeed “removing gender bias can open science and engineering to new perspectives, new questions, and new missions.” Diversity is a fact and inclusion is a choice, and PIPSC is prepared to work with the federal government to make the right choice. PIPSC is proud to represent the many thousands of women working in STEM across the federal public sector and salutes their invaluable contributions to science and technology in Canada.

Advocating for Women in STEM

The Vice President is a strong advocate of diversity and inclusivity initiatives in Science, Technology, Engineering & Math (STEM), and is a highly sought-after guest, keynote speaker, presenter, and panelist on the issue of women in STEM. Among her recent engagements on the topic:

March 2019, New York, New York: VP Domey served as part of the biggest ever delegation of Canadian trade unionists, with 75 participants from 25 different unions including PIPSC **the Canadian Labour delegation to the UN Commission on the Status of Women** . The theme was social protection, public services and sustainable infrastructure. Blog respectfully submitted by VP Domey to UNCSW63...**ENHANCING WOMEN'S ROLE IN NEGOTIATION PROCESSES AND BUILDING PEACE AND SECURITY**

[www.https://unioncsw.world-psi.org/news/enhancing-womens-role-in-negotiation-processes-and-building-peace-and-security?lang=en](https://unioncsw.world-psi.org/news/enhancing-womens-role-in-negotiation-processes-and-building-peace-and-security?lang=en)

June 2019, Vancouver: VP **Norma Domey** including 12 PIPSC representatives from the Board of Directors, Human Rights Committee and staff team were joined by a host of other Canadian union activists at the 2019 Women Deliver conference. The theme was *Power. Progress. Change*. A fitting theme for PIPSC, as we are committed to focusing our power on progressing policies that deliver meaningful change in the lives of all our members. This conference was an opportunity for our leadership to reflect on how gender equality can strengthen our union and the labour movement.

September 2019, Halifax: VP Domey delivered Day 2 opening remarks and session presentation, as invited guest of the Honourable Senator Wanda Bernard, at Nova Scotia Association of Black Social Workers 40th Anniversary Conference.

October 2019, Ottawa: VP Domey gave opening welcome and career journey presentation at the first 3-day **PIPSC Women in Science Learning Lab** launch held at the Lord Elgin.

November 2019, Gatineau: VP Domey hosted a National Women's Workshop at the PIPSC 100th Annual General Meeting

February 2020, Ottawa: VP Domey reviewed and supported poster presenters at a symposium hosted by the National Research Council to celebrate the International Day of Women and Girls in Science. The highlight of the celebration was a scientific poster session, with an opportunity to view and discuss results from over 100 projects led by women in research-based departments and agencies across the Government of Canada. Vice-President Domey was pleased to also network with PIPSC women involved in our Science Learning Lab which focuses on systemic solutions to remove barriers experienced by women in science across Canada.

February 2020, Ottawa: VP Domey served as panelist at the Society of Environmental Toxicology and Chemistry panel discussion on *Fostering Inclusion in Science and Engineering*. SETAC is planning to submit a write-up of this event to [SETAC Globe](#), which is a newsletter sent out monthly to the international SETAC community.

February 2020, Ottawa: VP Domey was a featured guest speaker at a symposium hosted by Health Canada to celebrate the International Day of Women and Girls in Science.

April 2020, Canada: VP Domey advocated on behalf of women cross Canada in "EQUAL PAY DAY 2020 VIRTUAL RALLY" !!!

THE NEED FOR SECURITY!!! INCOME SECURITY; PROTECTIVE EQUIPMENT FOR FRONT-LINE WORKERS

Without Women's Work, Our Communities Don't Work ... Close the Equal Pay Gap, NOW!!! Happy to join allies from coast to coast to coast as we advocate for women's economic justice... Equal Pay Day draws attention to the gender pay gap - how much women's work is undervalued and underpaid relative to men's. With women dominating jobs on the front line of the COVID-19 pandemic - nursing, care work, cleaning, food prep and retail - our value is undeniable. With the crisis revealing the cracks in our social safety nets and the unique ways women are bearing the burden of physical distancing, our response must deliver real community care. For more information visit the Equal Pay Coalition website at: <http://equalpaycoalition.org/equal-pay-day/>

Federal Election

The Conservatives have been calling out Prime Minister Justin Trudeau for threatening to call an election during the pandemic. The government declared a Conservative motion on creating a special committee to probe the government's COVID-19 response a matter of confidence — which meant a successful vote for the opposition would have triggered an election.

The motion was defeated in a 180-146 vote Wednesday October 21, 2020, with the NDP, Greens and Independent MPs voting with the Liberals.

PIPSC is a non-partisan organization and will not be endorsing one political party over another. Yet, we know that the decisions made by the political party in power can have direct and potentially harmful impacts on our lives as employees and union members. In the last Federal election:

- We represented the Institute in presentations to you and activities, such as leafleting in front of your building, related to the federal election.
- We rolled out tools for you to use to ensure that the issues that matter to you remain top of mind with candidates in the lead-up to the October 2019 election.
- We worked collaboratively with members and staff to increase member engagement in the Institute's election activities.

With that in mind, we developed this online Election Toolkit that helped you make an informed choice in electing a government that would protect public services and respect the people who provide them.

In this Toolkit, members found:

- Their rights as public service employees during the federal election.

- Fact sheets on key public service issues that directly affect them.
- A one-click tool for emailing their candidates to ask them where they stand on these issues.
- A guide to asking questions at candidate meetings.
- Our election campaign ad to share with their network.

In addition, we published the results of our survey asking the four main federal political parties about their positions on public services.

As the above election toolkit was on-line, it could also be adaptable to a virtual pandemic environment should we find ourselves in a near future election. We need to elect a government that protects public services and respects the people who provide them.

Federal Black Employee Caucus (FBEC)

As PIPSC representative, I participated in the 2020 Symposium of the Federal Black Employee Caucus, to discuss the priorities of Black public servants in the context of the International Decade for People of African Descent, which spans from 2015 to 2024.

Last year, PIPSC sent a letter to Treasury Board President, Joyce Murray endorsing FBEC and its key asks:

- That data gaps must be filled and that a support network be created permitting Black community members to accomplish their professional goals, i.e. to obtain senior government positions.
- That the federal government should assign Champions in each of its Departments.
- And of course that the federal government continue to show respect for the International Decade for People of African Descent.

More recently, PIPSC encouraged its members to participate in a [Survey](#): Black public servants' experiences. The Federal Black Employee Caucus (FBEC) seeks to address public servants' concerns of anti-Black racism and lack of career progression. PIPSC has participated in these events and joined advocacy efforts to identify and remove barriers that prevent any public servant from fully participating in the workplace and fulfilling their goals.

FBEC was launching a survey to better understand the experiences of Black federal public service employees. The results will be used to inform the FBEC's diversity and

inclusion work pertaining to career progression within the federal workplace. I was pleased to promote the FBEC Survey, and represent our members in my work with the FBEC Union Advisory Committee.

This is the first time a survey focused on Black and African diaspora employees' Experience within the Canadian federal public service.

The FBEC Union Advisory Committee met October 13, 2020 for the third time since its creation in December 2019. We met with FBEC and other union leaders to identify ways in which we can foster inclusivity across the system. FBEC's Union Advisory Team has been developed to advise and provide strategic direction to the Federal Black Employee Caucus (FBEC) on labour management issues...

- The objective of the meetings will be to determine the scope of engagement as an inter-union advisory body to FBEC and the major unions within the federal public service.
- The group will focus on large-scale policy and legislative changes to improve the conditions of Black public servants (e.g. changes to the Employment Equity Act; determining how unions can better handle people when dealing with race based complaints).
- The advisory team will be comprised of union senior level staff, elected officials and employees.
- Continued engagement with unions will be key in garnering support for the necessary policy changes that would see Black employees recognized as a distinct group due to their historic realities in Canada – It is anticipated that this recognition will result in positive measures being implemented to address the issues that Black employees face in federal workplaces.
- The scope of work to be determined by the group members.

As a union, we believe that we have an active role to play in identifying and removing barriers that prevent any public servant from fully participating in all workplace activities and fulfilling their personal and professional goals. As such, we are committed to working with the federal government to create workplaces that are inclusive and barrier-free. We were therefore pleased when the government announced the establishment of a Centre of Diversity, Inclusion and Wellness. The Institute will be happy to work with the Treasury Board and FBEC to ensure that the proposed Centre is action-oriented and that all employees, particularly Black employees, benefit from tangible results.

We look forward to working with you and FBEC and allies to achieve these objectives in federal workplaces across Canada.

Psychological Health Standard Implementation

I'm pleased to lead the Institute's effort to contribute and provide leadership in implementing the Psychological Health Standard.

Background:

The Employer as part of its commitment to address issues of mental health in the workplace and further to the work accomplished by the Joint Task Force on Mental Health (JTF), Treasury Board and the PSAC agreed to establish a Centre of Expertise on Mental Health in the Workplace (COE).

As part of its ongoing mandate, the COE is responsible to continue to drive towards the implementation of the National Standard of Canada for Psychological Health and Safety in the Workplace (the Standard) and identify how implementation can best be achieved within the public service; recognizing that not all workplaces are the same.

We understand that the PSAC has recently signed in the PA collective agreement language which included the renewal of the Memorandum of Understanding (MOU) between TBS and PSAC on mental health. The new MOU includes the work to be done by the Centre of Expertise on Mental Health. It includes an Advisory Board to the COE with joint representation from departments and bargaining agents.

1) Status of the Psychological Health Standard Implementation involving PIPSC participation

It is our understanding that the PSAC President, intends to reach out to the bargaining agents for a call of interest to serve on the Advisory Board. To that end, PIPSC advised the PSAC that VP Norma Domey has been appointed as the lead on its behalf.

2) How best to contribute and provide leadership

I've talked to those involved from PSAC and TBS to further discuss PIPSC involvement and will continue to lead the Institute's effort to contribute and provide leadership in implementing the Psychological Health Standard, as well as, current ongoing health and safety initiatives involving PIPSC.

3) Guarding Minds at Work 4.0 – Updates to Reflect Psychosocial Health and Safety

A presentation was made to the Service Wide Occupational Safety and Health Committee on the evolution of the Guarding Minds at Work tool.

The project began in 2009 to address the question: how do you decide where to start and where to spend limited resources when approaching psychological health and safety. In the early stages of the project, the focus was to help employees who already were diagnosed with a mental illness. It was noted that this has evolved to protect the psychological safety of every employee, similar to protecting the physical safety of every employee.

In 2020, a literature review was conducted by graduate students who researched every psychosocial factor by: reviewing peer-reviewed articles from the last five (5) years; identifying valid and generalizable conclusions that added to existing knowledge; suggesting descriptions that led to less overlap among the factors; and statements were reorganized by factor to support this distinction. There were statements that were modified and statements that were added to address inclusivity, exposure to trauma in the workplace, stress, and sexual harassment. Ultimately, the goal of the revised Guarding Minds at Work tool was to become more effective. The suggested changes were reviewed by three (3) groups: the technical committee for the National Standard on psychological health and safety, the experts from the ISO 45003 committee for psychological health and safety, and the Workplace Safety and Prevention Services.

The report has been simplified with new calculations, the breakdown of the factors, and the new results display. For those interested, it was recommended to download a sample report to view these changes. If you had an account for the previous version of the Guarding Minds at Work tool, you would be able to access this information until the end of this year.

The presentation was given to the Joint Employment Equity Committee (JEEC) and that the members had indicated the importance of including demographic questions in the survey. It would be beneficial to conduct a national survey to include demographic questions in order to produce the data at a national level. Examining how to overlap the data from this tool and that of the Public Service Employee Survey (PSES) is critical in order for departments to understand how to use this information. The PSES questions have adapted a number of their questions to the Guarding Minds at Work survey questions

4) Development of training materials on the upcoming Workplace

Harassment and Violence Prevention Regulations

The Canada School of Public Service (CSPS) discussed the upcoming learning modules that will address the new Workplace Harassment and Violence Prevention Regulations coming into effect January 1, 2021. There has been consultations with

various public servant groups to develop this training, one of these being the SWOHS OHS Learning sub-committee and the CSPS.

An environmental scan has been completed to examine the various options currently available to develop this training and it was decided to work in collaboration with the Canadian Centre for Occupational Health and Safety (CCOHS). The CCOHS had developed three (3) online modules to meet Bill C-65 training obligations with respect to the Workplace Harassment and Violence Prevention Regulations. It was explained that Module 1 was developed to train all employees and discusses the legislative requirements, risk factors, domestic violence, identifying and reporting occurrences, and supportive measures. Module 2 will focus on training for supervisors, managers, workplace committee members and representatives to discuss the responsibilities of the employer representatives, the legislative requirements for managers, workplace assessments, implementing recommendations from investigation reports, the resolution process, and reporting. Lastly, Module 3 will focus on training for the Designated recipient and other specialists.

The online modules are intended to be provided to departments prior to the new Regulations coming into effect. At the moment, the CSPS has ten (10) courses that will be updated to reflect the new Regulations. It was mentioned that a corporation, the Respect Group, provides training that incorporates Bill C-65 and the changes to the Regulations. It was asked if any members on the SWOHS Committee would be interested in examining the Respect Group training to provide input on the material and provide feedback as to whether the CSPS should incorporate this material into their training

Publications:

[Building Success: Guide to Establishing and Maintaining a Psychological Health and Safety Management System in the Federal Public Service](#)

[Technical Committee Report to the Steering Committee on Mental Health in the Workplace – April 2016](#)

[Technical Committee Report to the Steering Committee on Mental Health in the Workplace – September 2015](#)

PIPSC Staff Bargaining

It is fair to say that any labor act that governs the relationship between unions and employers is about creating rules that are intended to be fair to both sides. That being said, the following is an update on our 2020 activities:

- Overall Goal: Participate in staff bargaining with the Institute Bargaining Team. Work with the COO to inform the Board of tentative agreements and other bargaining developments.

COLLECTIVE BARGAINING UPDATE (UNIFOR Local 3011 & IAMAW-PIREC):

1. UNIFOR Local 3011 (National Office and NCR staff)

After March 2020 meetings, the Institute proceeded to collective bargaining conciliation late July 2020 and subsequently in October 2020 for 8 meetings with its UNIFOR Local.

The parties remain apart on some of the same issues addressed in the IAMAW conciliation and mediation processes.

2. IAMAW (International Association of Machinists and Aerospace Workers)-PIREC Local 907 (PIPSC regional office staff excluding the NCR)

I'm pleased to report that on November 20, 2020 the Institute's Board of Directors ratified the tentative agreement between PIPSC and IAMAW/PIREC! Highlights include annual wage increases retroactive to March 2019, pension and benefits improvements, and several other monetary and language enhancements.

Congratulations to the leadership of both the management and staff committees for an excellent job in maintaining their focus during these very challenging negotiations!

The Institute negotiated with the IAMAW-PIREC team in January and February 2020. IAMAW applied for conciliation which took place with a government appointed conciliator on June 16, 2020. The conciliator reported to the Minister of Labour that the parties were unsuccessful in reaching agreement. This led to a 17-day cooling off period that ended on July 17th at which point the parties were in a position to legally strike (subject to a positive strike vote) or lock-out.

Bargaining resumed on July 16th with the help of an appointed mediator. The negotiating teams appeared to be close to a tentative agreement on all outstanding issues except for one main provision.

No further talks have occurred between PIPSC & IAMAW-PIREC since IAMAW-PIREC rejected the Institute's offer on outstanding issues at mediation in July. The parties remain in legal strike/lockout position but neither party has threatened to take such action.

The Institute's offers to both unions are more than fair and reasonable and align with what we have been able to achieve for our membership.

Canadian Labor Congress (CLC) Coordination

Our Objectives are to:

- Lead and report on the activities of Institute members and staff on committees, campaigns and other activities related to the CLC.
- Work with the President to ensure Professional Institute strategic participation and representation at the Canadian Labor Congress and ensure the best value for our members through our engagement;
- Contribute to the Institute Key Result area of "Influential Leaders", build stronger relationships with affiliates of the CLC.

PIPSC has Leads on the following CLC Committees (**2020 Reports received as indicated under Committee subheadings below**):

Aboriginal Worker Caucus

Disability Rights –

Samah Henein (PIPSC Lead)

- provided terms of reference and feedback about the creation of the PIPSC accusers for the persons with disability and radicalized group.
- provided feedback about the Black Caucus member form.
- continue to support members dealing with COVID-19 effects such as working from home, accommodations requests and child care challenges and work life balance.
- have attended all CLC person with disability working groups meetings.
- have provided feedback about COVID-19 effects on person with disability such as isolation, access to resources, mental health effects and employment issues.
- have participated in providing feedback for Accessibility Standards Canada Telework Guidelines.
- took actions for the CLC campaign, Forward Together: A Canadian Plan and met my MP to lobby the plan.
- attended all HRDC meetings and was actively involved.

- forwarded to the HRDC updates about CLC disability working groups meetings, virtual events and any surveys.
- attended CLC “An Introduction to Human Rights” course.
- lobbied with CLC.

Education

Electoral Reform Working Group

EI Ad Hoc Committee

Michael Urminsky (PIPSC Lead) - The CLC EI Committee met 3 times in 2020 via online platforms. The focus of the committee’s discussions have been on developing recommendations and input into the CLC’s positions on the Canadian Emergency Response Benefit as well as EI and regular /sickness benefits. The members of the EI committee also participated in briefing sessions with ESDC Officials on changes and problems with CERB in the spring and Fall when CERB was introduced and restructured.

Environment Committee

Health & Safety Committee

Human Rights

Legal Challenges Coordinating Committee

Pension Advisory

Political Action

Solidarity & Pride

Training & Technology

Tripartite Roundtable on International Labor Issues

Women’s Advisory Committee -

VP Norma Domey (PIPSC Lead) –

See my report under separate heading below ... **CLC Women's Advisory Committee**

Workers of Color

Young Workers Advisory Committee (YWAC)

As outlined in my last report, I initiated and Chaired our Inaugural CLC Meeting with most of our PIPSC committee Leads. Discussions centered on:

- a possible PIPSC webpage for CLC committee reports, actions, representatives, issues, links to other unions' websites, CLC website, campaigns, information, posters
- how best to take advantage of all CLC has to offer (training, education, relevant campaigns, resources)
- mechanisms for strengthening our relationship with the CLC and affiliated unions

As you may know, PIPSC Lobby Days have been held annually since 2017 on Parliament Hill here in Ottawa, where we have held discussions with hundreds of Members of Parliament and Senators. These meetings have proven to be a very effective way of communicating our members' concerns to the nation's decision makers. Due to the pandemic the 2020 PIPSC Lobby Day was not held.

However, we participated in 2020 CLC Lobby Day as part of the Canadian Labor Congress' efforts to raise awareness of issues of great importance to all Canadians, such as the introduction of a national Pharmacare plan and the protection of retirement security.

In general the CLC does very good work and we would benefit greatly by leveraging what they are already doing. They have a big voice and we can use that strength on some of our advocacy. I was very impressed by what I saw at the women's committee and would like to do even more with them on their projects to leverage our projects.

CLC Women's Advisory Committee

Our objective is to represent the Institute on the committee and report regularly on the committee's activities.

Initial topics of discussion at our January 2020 Meeting were the CLC's analysis on the federal budget, the recent United Nations, Commission on the Status of Women (UNCSW), Beijing +25 and the United Nations Commission on the Status of Women (UNCSW64), and work on developing the International Labor Organization (ILO) standard on harassment and violence, the rise of right wing governments, their coordination and growing voice in both domestic and international fora, and the normalization of hate.

Update – Progress on Convention Resolutions and Policy Papers

- Updates on the key convention resolutions and policy papers related to the Women's Advisory Committee's work.
- Progress has been made with many resolutions. The CLC is working on how to best implement the mental health resolution.
- CLC provided updates on resolutions and ally Campaigns were discussed, Gender-based Violence, Child Care Now - Affordable Child Care for All, to name a few.

Please [click here](#) to view the minutes from our meeting on January 23, 2020 and for 2020 virtual calls April 15 click [here](#) to view the minutes, on April 29, [click here](#) to view the minutes and please [click here](#) to view the minutes from our virtual call on domestic violence initiatives on May 13, 2020 of the Women's Advisory Committee. Discussions for virtual calls centered on:

Roundtable Check-in – Brief affiliate reports on the impacts on their members and any gender-specific COVID-19 initiatives. Members continued the discussion from the last meeting on sharing initiatives and issues their members are facing during the pandemic, including: mass layoffs; access to benefits; safe working conditions; proper PPE; maintaining physical distancing; long-term care and other care facilities; stress of either being laid off or working during this time, as well as the stresses of parenting and care giving; work-life balance issues; access to equipment and internet for distance learning and remote working; return to work safety 2 requirements; support and resources for sex workers; domestic violence; child abuse; and ensuring Labour is part of the economic recovery planning of government. Members are working on analysis pieces on the impact of COVID-19 on equity seeking groups, and providing support and resources to members facing discrimination. Equity seeking groups are being disproportionately affected, and there is a need to ensure intersectional, race-based and equity data is captured. With the Saskatchewan elections around the corner, Lori Johb from the SFL was seeking ideas on different ways of connecting/engaging and having conversations, and appropriate messaging, on the issues highlighted by the pandemic, and how to reach new supporters that may not have been engaged before.

United Nations Commission on the Status of Women (UNCSW64)

Cancelled due to the pandemic. Plans are underway for a virtual or on-site UNCSW65 meeting March 2021.

The annual UNCSW event looks at women's issues, gender equality and the empowerment of women and girls. Each year focuses on a specific theme and reviews the outcome of a previous discussion. Member States discuss the issues and negotiate an outcome document by consensus.

It is a unique opportunity for women labor leaders to engage on issues in the global context and to access provincial, territorial and federal ministers who will also be in attendance.

There are three layers of engagement: the official events (organized by Member States and UN agencies), the official side events and the NGO parallel conference.

The above meetings and logistics were discussed along with our participant and communication strategy and liaising with NGOs and women's rights caucuses.

In March 2019, UNCSW saw the biggest ever delegation of Canadian trade unionists, with 75 participants from 25 different unions including PIPSC. That year's theme was social protection, public services and sustainable infrastructure.

In addition, the CLC held a standing-room-only parallel event on child care and decent work, moderated two sessions organized by global union federations, and presented our work on domestic violence at an event organized by the International Labor Organization (ILO) and UN Women. The CLC took part in this year's negotiations with an expert advisor to the Canadian delegation. The CLC reported that the negotiations were particularly challenging because of the efforts of religious fundamentalists and conservative governments, which objected to the inclusion of the term "gender" as they believe it promotes a pro-LGBTQ2SI "ideology." There were challenges around decent work and right to work. This hostile climate gets worse every year and impacts many international bodies, not just the CSW.

For a full report on PIPSC involvement, please go to March postings <https://www.facebook.com/norma.domey> tweets @DomeyNorma #unwomen #csw63 #ngocsw63 #UNCSW63 #CLC #PIPSC, Check out the blog I submitted to CSW63 the Commission on the Status of Women ...ENHANCING WOMEN'S ROLE IN NEGOTIATION PROCESSES AND BUILDING PEACE AND SECURITY [www.https://unioncsw.world-psi.org/news/enhancing-womens-role-in-negotiation-processes-and-building-peace-and-security?lang=en](http://www.unioncsw.world-psi.org/news/enhancing-womens-role-in-negotiation-processes-and-building-peace-and-security?lang=en) and to my 14 page report submitted to the PIPSC Board of Directors.

Our next CLC Women's Advisory Committee Meeting will take place virtually November 18, 2020.

As you have read and seen, it has been a truly inspiring and exciting time for me as one of your Full-time Vice-Presidents at PIPSC, with many challenges and opportunities to serve you. I am honored that you gave me the opportunity to work on your behalf, and I am thrilled to continue to work hard for YOU!

Respectfully submitted,

Norma Domey, B.Sc., M.Sc., DTM

National Vice President, PIPSC

Better Together!