



National Young Professionals Ad-Hoc Committee – Annual Report to the Board 2025

November 20, 2025 (Ottawa, Ontario)

Dear Members of the PIPSC Board of Directors,

I'm pleased to provide the Annual Report on the activities of the National Young Professionals Ad-Hoc Committee in accordance with Article 7 of Policy on Committees of the Board of Directors. In the report, I will highlight a summary of activities of the National Committee, including the top priorities and issues for PIPSC Young Professionals as well as challenges and opportunities. I have also asked each Committee Member to provide a short summary of activities of their respective regional young professional committees. I have included a summary of activities in my role as the PIPSC Board Liaison to Canadian Labour Congress Young Workers Advisory Committee.

The year 2025 has been one of many transitions for our Committee. I have recently taken on the role of Chair of the Committee in 2025. We have also been assigned a new Board Liaison, Suzanne O'Brien who was also elected to the PIPSC Board of Directors for the first time. There was also an important turnover of Committee members this year with the following regions appointing new Regional YPC Chairs: BC/Yukon, Prairies/NTW, Quebec and Atlantic. The temporary nature of the ad-hoc committee also makes longer term planning more challenging.

Despite all those changes that occurred, I believe one of the major successes this year was to organize one of our Committee Meetings in the Prairies/NWT region and more specifically in Edmonton, Alberta. This region was selected because the regional committee had been inactive for a significant amount of time. In conjunction with our committee meeting, we also organized an engagement event with Edmonton-area PIPSC young professionals.

In conclusion, I would like to reiterate to the PIPSC Board of Directors the value added that the National Young Professionals Committee represents to the Institute. The young professionals are the next generation of union activists and the future of our union and labour movement as a whole. As such, we must put in place the mechanisms to have their voices heard. Renewing this Committee for 2026 and working towards a more permanent status certainly represent an important element to achieving those objectives.

I would like to thank all members of the committee for their dedication during this past year and work to further the interests and representation of young professionals within PIPSC and in the general labour movement.

Feel free to reach out to me directly if you would like to get more information on the activities of the Committee over the past year or have some questions on the contents of this report.

In Solidarity,

Charles Nellis (he/him)

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Summary of Meetings & Committee Activities

Meeting #1 - March 10, 2025 (PIPSC HQ - Ottawa, Ontario):

- Newly elected Full-Time Vice-President Katie Francis was invited to meet committee members to discuss priorities of PIPSC young professionals and how we can work together to advance issues of interest.
- Committee members discussed various priorities for the upcoming year:
 - Creation of an information brochure
 - Newsletter article
 - Discussion on practices on childcare services at Regional Councils. It is a barrier for young professionals with kids to access Union events. The value for money was also discussed given the high cost of those services.
 - Discussion on the merits of organizing a Young Professionals symposium.
 - Agreement to draft a resolution to formally establish the YPC in the PIPSC By-laws as Committee of the Board.

Meeting #2 - June 16, 2025 (Virtual):

- Last meeting for Davy Chiu (BC/Yukon), being replaced by Alexandra Jawworksa.
- Newsletter article introducing the YPC and asking members to provide feedback was included in the July 2025 Better Together Newsletter ([Young Professionals of PIPSC: We want to hear from you | The Professional Institute of the Public Service of Canada](#))
- The feasibility of organizing a National Young Professionals Symposium was discussed. However, Committee members are concerned about the capacity of Committee members to deliver this type of event and the amount of support that could be provided by PISPC Staff.
- Discussion with AGM Task Force representative Stéphanie Fréchette. It was agreed to organize a committee meeting as an auxiliary meeting to the AGM. Moreover, Committee members made the request to organize a networking breakfast for young professionals as part of the AGM. It was also requested to provide the Committee chair with the list of AGM delegates that are 40 years old in order to reach out to them ahead of the AGM.
- Current Chair Christine LeDrew indicated that she will be leaving the Atlantic YPC in the Fall of 2025. Charles Nellis was designated as the new committee chair with a transition occurring during the Summer.
- Continued discussion on the AGM Resolution. It was agreed that it would be submitted as an Individual Resolution. Further discussions to occur in the Fall.
- Committee members discussed ongoing challenges around the use of the Regional YPC Budget allocations that have not increased in many years. Regional Executives don't always understand the purpose of this allocation. Moreover, the funding for the National YPC can only be used for Committee expenditures which limits the ability to do outreach or launch national initiatives.

Meeting #3 - October 4, 2025 (Edmonton, Alberta):

- A networking event was organized on October 3 to invite Edmonton-area PIPSC young professionals to meet YPC members. Attendance was limited since the event took place on a Friday evening but all members that participated were pleased to be invited.
- New members for Prairies/NWT Kyle McAuley & BC/Yukon Emad Rahman join the Committee. This will be the last meeting for Christine LeDrew that will be replaced with Erike Isenor.
- The transition of the Chair role to Charles Nellis is now completed.
- Discussion on improving the National YPC web page ([National Young Professionals Committee | The Professional Institute of the Public Service of Canada](#)). The Committee members are now listed as well as the ToR. Meeting Minutes to be posted moving forward.
- The AGM resolution was discussed and it was decided that it would be withdrawn as support at the AGM is uncertain. If the ad-hoc committee is renewed for 2026, the subject will be discussed again.
- Presentation for the Team Lead of Member Engagement Felipe Godoy on the Rand recruitment strategy, new member onboarding and AGM orientation for delegates.

Meeting #4 - December 11, 2025 (Toronto, Ontario)

- Planned topics include:
 - Discussion with PIPSC President
 - Broadbent Leaders Program Update
 - CLC Presentation & Discussion with Katia El-Mokdad
 - Discussion on PIPSC Communications & Public Affairs with Ryan Campbell
 - Review of AGM Resolutions and alignment with YPC priorities
- Networking Breakfast for AGM delegates aged 40 and under will take place on Friday, December 12, 7-8 am. Katie Francis will address the audience.

Summary of Regional Activities:

BC/Yukon:

The BC/Yukon YPC experienced several membership changes in 2025. On June 11, the chair role transitioned from Davy Chiu to Alexandra Jaworska, who left the organization shortly after. Jordan Loverock served as interim chair until September 3, when Emad Rahman was appointed as the new chair. Throughout 2025, three members left the committee and three new members were appointed. The turnover rate this year was not ideal, but despite these challenges, the committee continued to deliver a variety of social activities.

Activities held:

- Glass-blowing event exclusive to young professionals (Whitehorse)
- Family-oriented bowling event co-hosted with the Whitehorse Branch (Whitehorse)
- Dine Out event co-hosted with the Surrey Branch
- Dine Out event co-hosted with the Abbotsford Branch
- Bowling event co-hosted with the SP group
- Dine Out event co-hosted with the Victoria Branch
- Dine Out event co-hosted with the Vancouver Branch

The committee will hold its first virtual meeting since the new chair's appointment on November 28, 2025, and will develop a strategic plan for events and outreach for the coming year.

Prairies/NWT:

The Prairie and North West Territories Young Professionals Committee had its first member transformation in 2025 since its inception in 2023. 4 of the 6 members have moved on from the committee. The chair has stepped down and been replaced with a current member (Kyle McAulay - Winnipeg). 3 other members from Edmonton, Calgary and Regina have also been replaced with new members. The Saskatoon position still remains unfilled at this time and we are currently seeking a member to accept the role. This has been a slow year with the committee as the significant transformation took place nonetheless the committee did have its first virtual meeting with all the new members in October and is currently planning an in person meeting for November to teach the new members on how the committee functions. A few members are also in the works for planning a Young Professionals engagement event before the end of the year.

Ontario/Nunavut:

No report was provided by the Committee Member.

National Capital Region:

Despite the communication challenges faced, NCR YPN committee continued to host meaningful events to promote the union among the youth, recruit young stewards, engage RAND members and allow the youth to socialize and strengthen the network. The key events during 2025 calendar year are as follows:

- 1) Yoga Event in January
- 2) PIPSC 101 (English and French session) in March
- 3) YPN Social with Presentation on Care leave in March
- 4) Volleyball Tournament in July
- 5) Family Weekend Event at the Orchard in October

During the year, for the above listed events, 1,230 NCR members applied to attend our events.

YPN was also able to partner with the member engagement committee to organize pickleball and badminton events.

Achievement: NCR YPN panel discussion was on the NCR steward council agenda.

Quebec:

The committee underwent some changes in 2025, the role of Chair was transferred to Alexandre Pitcotte from Wendy Blouin (now a member). We also welcomed Caroline Labrie as the new treasurer. A few departures took place for various reasons within the committee.

Despite certain challenges, particularly related to our annual budget, we have continued our efforts to promote the importance of young people among federal public servants and maintain their visibility.

The committee meets virtually once a month, apart from May and September, where meetings are held in person at regional events—Regional Council and Steward Council.

Social activities

- Participation of committee members in the 5 à 7 for federal young public servants, ensuring a dynamic representation of the region;
- The committee is also organizing a 5 à 7 at regional meetings in Montreal, Quebec City and Trois-Rivières to foster exchanges and networking among young members.

Union participation

- In September, three committee members took part in the FTQ Youth Training Camp;
- An invitation was also extended to all members under the age of 40, and an additional participant joined the event;
- The experience has been very positive and participants want this initiative to be renewed.

Ongoing initiatives and projects

- Production of promotional items for committee members (Hoodies);
- Discussion of a motion to improve youth representation on the regional executive.

Atlantic:

The Atlantic Committee continued their regular scheduled meetings through the 2025 year: one meeting in May in conjunction with Atlantic Regional Council, October in conjunction with Atlantic Steward Council and one stand alone meeting, at a time the committee determined will work best. This year the committee decided to have that meeting in July, the second time it was decided to have the stand alone meeting in the Summer months. This was extremely difficult to schedule and did not show good attendance for the engagement event. Due to this, the committee decided in 2026 they will go back to holding their stand-alone meeting during the Winter months, typically in February or March. Outside of the in-person meetings, the committee continued to have virtual meetings on a needed basis.

The annual call out for new members was sent out in June, with new members starting at our meeting in October. During this meeting as well Erika Isenor was appointed the chair of the committee.

The committee continue to work on engagement in 2025 through the following events:

1. PIPSC 101 Virtual session in April
 - This was an information session to inform young members and provide a time where questions can be asked.
 - This session was attended by four members outside of committee members.
2. Snooty Fox engagement session in May
 - This engagement event was held in conjunction with Atlantic Regional Council, on the Thursday evening before council.
 - Snooty Fox is a local pub in Fredericton, NB, we offered appetizer snacks to share and drink tickets at this event.

- The event provided an opportunity for young members to socialize, discuss union topics and ask questions.
 - This event was very well attended with members travelling up to 2 hours to attend.
3. Bowling family engagement event in July
- This engagement event was held with our stand alone meeting.
 - This event was not well attended. This helped us determine that the Summer months may not be the best time to hold these events due to people's busy summer schedules.
4. Durty Nelly's engagement event in October
- This engagement event was held in conjunction with Atlantic Steward Council, on the Thursday evening before council.
 - Durty Nelly's is a local pub in Halifax, NS, we offered appetizer snacks to share and drink tickets for the event.
 - We held an event at this location in 2023 that was very well attended.
 - Our event this year was not well attended and has led the committee to discuss new ideas for engagement events in Halifax.

Young Workers Advisory Committee of the Canadian Labour Congress:

Meeting #1 - May 30, 2025 (CLC HQ- Ottawa, Ontario):

- Federal Election Mobilization Recap - The Labour message doesn't seem to quite resonate with young workers, high support of Conservative Party by young workers.
- New political landscape and legislative priorities - CLC wants to take advantage of the minority government situation to get some wins for workers and the labour movement.
- Campaign & Issues Updates from all Union representatives - I shared the current news & issues at PIPSC: Federal Elections, CRPEG Strike, Reduction of Government spending & WFA Training, Phoenix pay system & return to workplace.
- Young Worker Issues and Strategic Planning (Group Discussion & Survey Development Brainstorm) - The Committee with the support of staff is preparing a survey on young workers engagement to be distributed to the CLC affiliates to gather data on various initiatives that are out there. The intent is to gather information on the young workers demographics, challenges and best practices. I completed the survey on behalf of PIPSC.

Meeting #2 – November 3, 2025 (CLC HQ – Ottawa, Ontario)

- CLC Presentation – Workers Together (Legislative priorities and upcoming budget & How we're mobilizing) - The CLC has been mobilizing around the

upcoming Budget 2025 focusing on the need to invest and expand public services (housing, healthcare). The CLC put together a 'Worker First' proposal.

- CLC Presentation – Youth Unemployment:
 - Unemployment is rising in Canada even if we're not in a recession. Young workers are disproportionately affected because they tend to be laid off first. Many young workers are removing themselves from the labour market altogether.
 - Young workers with intersecting identities (racialized, disabilities, 2SLGBTQIA+) have significantly higher rates of unemployment.
 - Inflation for rent and food is significantly higher than other components of the 'basket of goods'. Rent and food are a significant part of a young worker's budget.
- Campaign & Issues Updates from all Union representatives - I provided an update about PIPSC Budget Submission and preparation for WFA.
- Young Worker Issues and Strategic Planning (Survey review & CLC Convention 2026 – Young Workers Forum)
 - The Committee launched a survey to affiliates to gather insight on the status of young workers in each union. Results are available here: https://forms.office.com/Pages/AnalysisPage.aspx?AnalyzerToken=tEUIKQ581wyyCszy8t0DK5628xFwZOW&id=AkpSeRj73Uy-9ZF-VOea80Rij_C70QhEgLDUjLqvaEdUQIZSU09DTjdYUkw2WUdSM1VMSVE4NDVXRCQIQCN0PWcu. Unfortunately, only 4 affiliates provided a response (including PIPSC). Unfortunately, only 4 affiliates provided a response (including PIPSC). It was agreed to re-launch the survey to affiliates to get more responses.
 - There will be a Young Workers Forum at CLC Convention in May in Winnipeg. There was a discussion on format and priorities to be addressed.

Appendix

National Young Professionals Ad-Hoc Committee Members – 2025

Charles Nellis	Chair & CLC Representative
Kyle McAuley	Prairies/NWT
Rachit Kaura	Ontario/Nunavut
Erika Isenor	Atlantic
Emad Rahman	BC/Yukon
Sumit Kaytal	National Capital
Alexandre Picotte	Quebec
Suzanne O'Brien	Board Liaison
Shelby Woodman	Staff Resource

Purpose of the Young Professionals Advisory Committee

The Young Professionals Advisory Committee shall:

- bring forward to the Board issues in the workplace facing young professionals (members under 40 years old), how to engage and educate our young professionals in PIPSC, present their views on our union, and report back on any obstacles they face in participating in their union;
- advocate for representation of young professionals at all constituent bodies, committees and consultation teams;
- find efficiencies through collaboration among the regions by, but not limited to, sharing of information and coordination of similar engagements;
- champion the participation of young professional members in the activities of the Institute such as steward recruitment, member engagement, and mentorship opportunities;
- establish and maintain committee artifacts to encode institutional knowledge on its operations and to serve as templates for each region.