

Report of Vice-President Norma Domey
REPORT OF THE VICE PRESIDENT NORMA DOMEY

Presented to the 104th 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/duties under my responsibility, namely:

One Big Union, Working Group on Consultation (interim- Separate Employers), Science, Scientific Integrity Implementation Committee, Women in Science, Federal Election, Federal Black Employee Caucus, Psychological Health Standard Implementation, Canadian Labor Congress (CLC) Coordination, Professional Recognition & Qualifications Committee, OHS CLC 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 If you have any comments or questions, please contact me at norma@pipsc.ca, twitter @DomeyNorma, <https://www.facebook.com/norma.domey/>, <https://www.linkedin.com/in/norma-domey-25798862/>

As I write this, I am cognizant that by the time you read my report it will already be out of date and the Institute and our members may be dealing with a new reality.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.

I remain committed to assisting our Institute to work on behalf of our members to promote healthy workplaces and to restore to our professionals employed at the federal and some provincial and territorial levels of government a service that can make us all proud!

Working Group on Consultation (WGC) and interim- Separate Employers

The WGC exists to focus on improving the Institute’s consultation capabilities and facilitating the work of its Consultation Teams.

The membership of the Working Group on Consultation is composed of:

- PIPSC Presidents of National Consultation Teams who do consultation with Federal Departments, Agencies, or Crown Corporations.
- Chair of the Working Group on Consultation
- Myself as PIPSC Vice-President responsible for the Consultation Portfolio

We continue to work on efficiencies to help our Consultation teams with their heavy workloads and provide support for their concerns and challenges. In that regard,

- October 2023 I was pleased to present a draft policy on “Union Leave” to the WGC and obtain their feedback.
- September 2023 the Working Group on Consultation hosted a Consultation Symposium open to all Consultation Teams across Canada.
- February 2023 I presented an Update on Scientific Integrity

In addition, I was also pleased to attend meetings and provide support for the challenges and concerns of the Separate Employers Groups (interim portfolio from June to October 2023)!

Science Activities Highlights:

Power Up Ottawa for Climate Solutions on Parliament Hill, Ottawa, Ontario

As a concerned Canadian citizen, pleased to have been invited to participate with others all around the world to Power Up solutions to the climate crisis. We had a mock solar farm on Parliament Hill with each of us holding up a solar panel!

We NEED to shift money and political influence away from fossil fuel companies and towards a clean and equitable future for all.

We’re calling on governments to use all financial means possible to reclaim the excessive profits of the fossil fuels industry. Whether through taxes, by ending subsidies and by stopping all investments in old and new fossil fuel projects, they must use this money to power up the global renewable energy revolution, that is fair and distributes resources equitably around the world.

Scientific Integrity Implementation

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.

How does PIPSC work on SI Implementation?

Governance SI Governance Committee • Annual meeting per MoA • TBS, PIPSC, CSA	Strategy Science Advisory Committee (SAC) • Approved by PIPSC Board
Monitoring - External Interdepartmental Working Group on SI • Group co-hosted by OCSA/ECCC; representatives from implicated departments/agencies • Myself as PIPSC VP with SI portfolio, SAC research staff resource are invited as a courtesy gesture	Monitoring - Internal SI Focal Points • Group of SI-engaged PIPSC consultation team presidents, focal point designates, PIPSC Vice President with Science Portfolio • Hosted by PIPSC science staff resource
Bargaining, Consultation, Labour Relations Supported by PIPSC science staff resource (Research)	

Issues Raised by PIPSC at Governance Meeting:

- Non-compliance of DDAA's required to have SIP - TBS follow up with non-compliant DDAA's
- Ensuring that DDAA's who are not partaking in the OCSA-lead Performance Measurement System consult with OCSA and PIPSC about alternative PMS - TBS will remind DDAA's
- Creating Performance Evaluation Survey that will be vetted through each DDAA's ATIP and privacy lens - OCSA to consider how to approach this complex undertaking and discuss at next Governance meeting
- Need to provide DDAA's with framework and criteria to vet independent reviewers who handle SI breaches or grievances - OCSA will work on for next Governance meeting
- OCSA waiting on some DDAA's to share their SI breach policies or documents to work on guidance document for SIP breach investigation process - TBS will follow up
- Limited access to/capacity for Research Ethics Board reviews at DDAA's - OCSA exploring
- Monitoring status of the SIP training being developed with Canadian School of Public Service

SI Training by PIPSC:

- 2 sessions in English (October 5, 12, 1 session in French (October 19)
- Training completed by 50 stewards, consultation teams, group executives
- Discuss the possibility of PIPSC offering a second round of SI training
- Continuation of SI Focal Points meetings to discuss any concerns.

Professional Recognition & Qualifications Committee

Continuing to Champion the work of the committee and act as Board Liaison. Our report may be found at:

https://drive.google.com/drive/folders/1Xey9ZZWITwUIXcj0cdmWRds_0YdAWM-C

Women in Science

As Champion for the work of the Women in Science initiative, we continue to implement the recommendations found at: <https://pipsc.ca/sites/default/files/comms/womeninsciencefullen.pdf>. This round, the following is being proposed at the central table:

- New Letter of Agreement for Telework, strengthening the grievance process to address denied telework requests;
- New Leave for Traditional Indigenous Practices; and
- Improvements to Workforce Adjustment provisions.

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

February 2023 - Privileged to participate in Celebrating the Success of Women in [#STEM](#) Symposium

Virtual 2023 and 2021, March 2019 in-person at 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](#). 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)

To celebrate Public Service Pride week, PIPSC Women in Science (WiS) group organized this fantastic event!

Host: Norma Domey, National Vice President [PIPSC-IPFPC](#)

Moderator: Malcolm Lewis-Richmond, Senior Officer: Political Action and Engagement, PIPSC

Panelists: Dr Gwen Grinyer, and Dr Devyani Singh

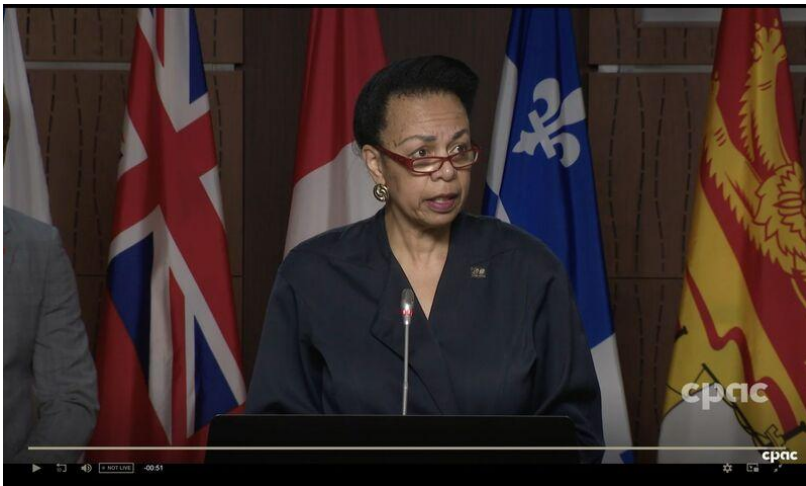
They celebrated the incredible contributions of 2SLGBTQ+ scientists, and discussed ways in which we can make public service science more diverse and welcoming to all.

Pleased to participate in bi-monthly Women in Science Cafes during 2023 organized by PIPSC WiS.

Upcoming Event: Women in Science at the 2023 PIPSC AGM

Federal Black Employee Caucus (FBEC) & Related Activities:

Black Class Action Suit PIPSC Vice President Norma Domey speaking at Black Class Action press conference on the Hill – where the Black Class Action Secretariat announced that they have submitted a formal complaint to the UN over anti-Black discrimination in the federal public service. “The federal government has done nothing but stall.”



<https://www.linkedin.com/feed/update/urn:li:activity:6982043010226167808/>;

<https://twitter.com/BlackClassActn/status/1575197870550142976>

Moving the FBEC Women's Caucus Forward

Pleased to be Co-Chair of the FBEC Women's Caucus! We continue to grow our membership, benefit from guest speakers, and provide a safe place for discussions. Your ideas and energy are welcomed to move the Women's Caucus forward.

Please email fbecwomen.femmescefn@gmail.com and let us know how you can contribute.

Canadian Labor Congress (CLC) Coordination

Pleased to Chair CLC Caucus Meetings for our PIPSC delegates in preparation for the 3-day 2023 Canadian Labor Congress Convention!

Pre-Meeting: Highlights

- VP Norma Domey Presentation:

What is the CLC Convention, Agenda of the CLC Convention, Your role as a delegate, Technical matters, Overview of the composite Nuclear resolution supported by PIPSC and other affiliates,

PIPSC has Leads on the following CLC Committees:

Aboriginal Worker Caucus, Disability Rights, EI Ad Hoc Committee, Environment 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, Workers of Color, Young Workers Advisory Committee (YWAC)

Health & Safety Committee - VP Norma Domey (PIPSC Lead) –

See my report under separate heading below ...

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, CLC Lobby Days have been held annually 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.

CLC Occupational Health & Safety Committee Pleased to be the PIPSC Lead on the OHS Committee. I attended every meeting and provided reports to the Board. I've been asked to provide subsequent reports to the Working Group on Consultation. Highlights from the October 2023 submitted report to the CLC OHS Committee as our PIPSC Affiliate Report:

Climate Change PIPSC and the PSAC raised the issue of recent climate related events (ie. wildfires, flooding, tornadoes, etc.) and look towards the future where these events will become more common. We presented the impacts being reported to our respective unions that the climate is having on both workplaces and workers. We also recommended examining best practices, as well as practices that should be discontinued. PSAC as the custodian for most federal buildings is open to develop the content into proactive material so that the information will be on hand as events happen more frequently, enabling people to take necessary precautions rather than being restricted to reactive responses.

Work Place Harassment and Violence Prevention Guide For Designated Recipients and Employer Representatives

This guide was developed with the involvement of Bargaining Agents including PIPSC as a tool to assist designated recipients (DRs) as the employer's representatives in ensuring their legal obligations to provide a healthy and safe workplace for all employees. As such, employers have the duty to investigate, record, and report all accidents, including occurrences of harassment and violence. The guide goes into further detail as to these duties and responsibilities.

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!

If you have any comments or questions, please contact me at norma@pipsc.ca, twitter @DomeyNorma, <https://www.facebook.com/norma.domey/>, <https://www.linkedin.com/in/norma-domey-25798862/>

Respectfully submitted,

Norma Domey, B.Sc., M.Sc., DTM
National Vice President, PIPSC
Better Together!