

Report of Vice-President Norma Domey
REPORT OF THE VICE PRESIDENT NORMA DOMEY
Presented to the 105th Annual General Meeting

(Original submitted in English)



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:

Working Group on Consultation, Science, Scientific Integrity Implementation Committee, Women in Science, Federal Election, Federal Black Employee Caucus, Psychological Health Standard Implementation, Canadian Labor Congress (CLC) Coordination, Science Advisory Committee, One Big Union

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As I write this, I am cognizant that by the time you read my report it will already be out of date and the Institute and our members may be dealing with a new reality.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

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 Board Liaison/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,

- I was pleased to present a draft policy on “Union Leave” to the WGC, Advisory Council, Board and BLPC to obtain their feedback.
- Address Consultation President (CP) vacancies on an on-going basis
- Support CPs at Senior Management Meetings to encourage department/agency-wide adoption of the Science Integrity Policy (SIP)
- Supported CPs with challenges and issues and helped with on-boarding of new CPs.
- Promoting Consultation via social media, Board updates and discussions with stewards

Science Activities Highlights:

Front Line Health Care Professionals

Hence, we are looking to collaborate and strategize with other unions with similar challenges. As PIPSC National Vice President, I was pleased to attend Day 1&2: 2024 Manitoba Nurses Union (MNU) Annual General Meeting with allies such as Premier [Wab Kinew](#) and Minister of Health [Uzoma Asagwara](#), CLC President [Bea Bruske](#), and CFNU President Linda Silas during [#NationalNursesWeek](#) ...



CFUW-Ottawa Environment Action, Ottawa, Ontario

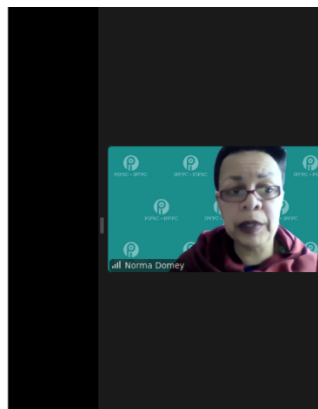
As a concerned Canadian citizen, pleased to have been invited speaker to the CFUW-Ottawa Environment Action interest group and friends about **the need for fossil fuel divestment from the Canadian Pension Plan.**

The CPP has a *quarter-trillion-dollar* portfolio, including volatile fossil-fuel stocks. VP Domey presented arguments in favour of investing in sustainable funds.

Key questions for fossil fuel company engagement

- Does the company have a credible net-zero commitment, with short-, medium and long-term targets to reduce absolute emissions in line with Paris goals?
- Does the commitment rely on carbon offsets and CCUS?
- Is the company planning and allocating capital to new exploration and production?
- Is the company planning to decrease oil and gas production?
- Is the company and its trade association engaging in lobbying and PR activities to undermine, block, or delay ambitious government climate policies?
- Is the company investing in a just transition for its workers?
- Does the company respect Indigenous sovereignty and the right to free, prior and informed consent?
- Does the company's compensation structure incentivize emissions reductions or does it reward production increases?

If fossil fuel companies fail this test, even after robust and targeted engagement efforts, the investor should phase out.



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.

Fossil fuels are responsible for nearly 90% of all CO2 emissions, which is driving climate breakdown. The time for bold action to lower emissions and transition towards renewable energy sources is now.

Rapid, Just, and Equitable Phase Out: Transitioning away from fossil fuels must be swift, must be just, and must be equitable.

Our house is on fire! Our environment is literally on fire! We must be on fire ... the time to act is Now!

Make your homes net zero compliant. We've replaced our water heater with a tankless wall mounted water heater.

We've replaced our gas furnace and air conditioner with a ducted heat pump. We've blown in more attic insulation up to R-60. We've upgraded our windows to 3-pane. We are planning for solar panels.

Transportation: Walk, bike, take city transportation. Make your next car electric.

Get to the table. Be part of the solutions. Use your organizations to elicit awareness and action. At our next PIPSC AGM I plan to present a resolution requesting that our Public Service Pension Plan Phase Out from Fossil Fuel Investments.

Contact our Leaders. Phone, write, meet with all levels of Government... city councillor, MPP, MP, Senators, Prime Minister.

Folks ... We can do soooooooo much more! Our house is on fire! Our environment is literally on fire! We must be on fire ... the time to act is Now!

Science Advisory Committee (SAC) Update

It was my pleasure to Chair the 2024 Science Advisory Committee. The following is an update on our activities:

Science Member Survey

Analysis of the science membership survey conducted in summer 2024 is complete and we are looking to provide a presentation on results soon. The policy and communications teams will be looking at the results to determine strategy going forward and will coordinate with any recommendations coming out of SAC.

Women in Science

The Women in Science Cafe is an initiative of PIPSC Women in Science (WiS) that works towards addressing the challenges faced by women (cis and trans) scientists in the Canadian federal public sector

Throughout the year, PIPSC WiS has invited women and non-binary leaders in science to talk about their work and discuss some pressing EDI issues in science today.

In addition to the Women in Science Cafes, as WiS Champion VP Domey has also proposed to the Board an update to WiS Toolkit and a 3rd WiS National Workshop.

Scientific Integrity

The Scientific Integrity file has been progressing well, we expect clarification from the Governance Committee related to the revision of Model Scientific Integrity Policy (mSIP) to include new provisions relating to Indigenous Knowledge.

The Canada School of Public Service has launched its new "Strengthening Evidence-Informed Government Decision-Making" courses. This series is aimed at civil servants involved in curating and interpreting scientific evidence for decision-makers.

1. Evidence-Informed Decision-Making: Facts, Values, and the Scientific Method ([TRN502](#))
2. Evidence-Informed Decision-Making: Evaluating Scientific Evidence ([TRN503](#))
3. Evidence-Informed Decision-Making: Exploring Bias and Uncertainty ([TRN504](#))
4. Evidence-Informed Decision-Making: Weighing Evidence for Policy Decisions ([TRN505](#))

The informal network of SI Focal Points continues to meet virtually approximately every 2 months to share experiences, solve problems and recommend action.

As SAC Chair, VP Domey and staff have also attended the quarterly *Interdepartmental working group on scientific integrity* (IDWG-SI) meeting. IDWG-SI is a group open to representatives from any science-based department or agency to meet and discuss issues of scientific integrity and the implementation of SI policy.

Scientific Integrity Training

This fall, the SAC, together with the Education Team, is organising the 2nd edition of the Scientific Integrity Training with a virtual workshop entitled "Speaking Truth to Science: Advancing Scientific Integrity in Our

Workplaces". The workshop focused on enhancing participants' understanding of scientific integrity through interactive discussions and activities.

Science Advisory Committee

The Science Advisory Committee and PIPSC members brought a series of issues for discussion over the past year. These included the following:

- The Impact of the Federal Budget on Science
- A proposed AGM resolution on Public Service Pension Plan (PSPP) Phase Out from Fossil Fuel Investments

AGM Science Advisory Committee & scientific integrity Kiosks

The SAC also plans to have 2 kiosks at the AGM to promote scientific integrity and the work of the Science Advisory Committee (SAC). Members will receive mobile phone holders branded with SAC, green felt pin and a small quiz featuring multiple-choice questions on scientific integrity policy encouraged learning and sparked discussions among attendees. Additionally, a carbon footprint calculator, accessible via a QR code, provided a hands-on way for participants to assess their environmental impact.

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!