

Vice-President Fréchette Annual Report - AGM 2025

Dear members,

It has been an honour to continue serving you in 2025, as one of your Vice-President. This year has been one of strategic improvement, collaboration, and advocacy on behalf of all members across Canada. I worked closely with my Board of Directors colleagues, including the President, the Vice-Presidents, the Advisory Council Director and the Regional Directors, to ensure that PIPSC continues to represent and protect the interests of professional public servants in an ever-changing environment. Our focus this year remained clear: advancing member representation, improving internal governance and strengthening our collective voice within the federal public service and beyond.

As Full-Time Vice-President, I supported the President in fulfilling the Institute's objectives and contributed to the Executive Committee, which met monthly to manage ongoing Institute affairs between Board of Directors meetings, ensuring timely decisions and continuity in leadership. Together, we held governance discussions and worked on improving communication and coordination between elected officials, senior management and operational staff. These efforts strengthen the Institute's governance foundation and ensure decisions remain consistent, member-driven, and responsive to today's challenges.

During the President's summer vacation, I acted as President, representing PIPSC in several key national forums and media engagements. This included:

- CTV and Canadian Press interviews on government workforce reductions and the ethical use of artificial intelligence in public administration.
- The Finance Canada Pre-Budget Consultation with public sector unions, advocating for investment in professional expertise and fair employment practices.
- Attendance at the Royal Canadian Legion National Youth Track and Field Championships, promoting youth development and community partnerships.

These moments emphasized PIPSC's leadership in defending professional integrity, transparency, and the public interest.

One of my key responsibilities this year as Vice-President was leading the review and modernization of PIPSC's internal governance framework, including various tasks such as being part of the panel of high level staffing processes. I conducted a comprehensive review of By-Laws 1 through 9, ensuring they reflect our evolving organizational structure and values. I consulted with the Board of Directors, the By-Laws and Policies Committee, the Advisory Council, and the PIPSC senior staff (who consulted with their team), to prepare draft resolutions for presentation at the PIPSC 2025 Annual General Meeting to ensure transparency and democratic oversight. I also reviewed the 2025 posted resolutions to ensure consistency, in both official languages.

As Chair and Board of Directors Liaison of the Annual General Meeting Task Force, for the 106th Annual General Meeting, I led extensive planning for our national gathering to be held in Toronto on December 12 and 13, 2025. The AGM Task Force focused on accessibility, inclusivity, member engagement and participation. Key discussions included logistics, health and safety, anti-harassment initiatives, awards, childcare support, social events, and sustainable practices. The planning process also covered upcoming AGM contracts for 2026 and 2027, ensuring continuity and fiscal responsibility. The AGM remains a cornerstone of our democratic structure and is a space where your voices directly shape the Institute's direction.

At the Public Service Commission Joint Advisory Council, I represented PIPSC in high-level discussions concerning recruitment, workforce adjustment, and career development within the federal public service. With the current federal context, the work within this forum will be even more important in the near future.

Having the Retired Members Guild portfolio, I am working with their president to ensure that retirees remain active participants in the Institute's work. I collaborated with staff to review dues payment and administrative procedures, and addressed issues related to retirees. I also participated as a guest speaker at the Retired Members Guild events and meetings.

Throughout the year, I met with members across the country, attending meetings like branch, sub-group, and group AGMs, regional and steward councils, as well as others like those of the Advisory Council and the Retired Members Guild. I also facilitated a few webinars and had the opportunity to see members in their own settings, when participating in a Department of National Defence Ship Tour. These opportunities to exchange with PIPSC members allowed for valuable conversations about workplace challenges, bargaining priorities, and the importance of solidarity in protecting professional rights.

Beyond internal duties, I represented PIPSC in broader professional and labour networks, including the CAPE's 2025 Strategic Planning exercise, the Black History Month Gala, the Broadbent Summit, the Professional Unions Network of Canada where I attended a steering committee meeting, the Red Dress Day 2025 event at Ottawa City Hall, the National Joint Council Networking event, the National Public Service Week Celebration, the PIPSC Lobby Week 2025 training with Kathleen Monk, the CLC Lobby day where I met with Danièle Henkel (Quebec, Progressive Senate Group) and with Pierre Dalphond (Quebec, Progressive Senate Group), the AMAPCEO's 2025 Annual Delegates' Conference and other events recognizing public service excellence. I also participated in rallies, such as the CRPEG strike, and attended partner events like the PAFSO 60th Anniversary, reaffirming our shared commitment to defending Canada's professionals.

The past year has reaffirmed that strong governance, engaged members, and collaborative leadership are key to our success. PIPSC continues to stand as a respected and effective voice for over 75,000 professionals who keep Canada's public service strong and ethical.

As one of your Vice-President, I remain committed to transparency, respect, and collective strength. I am deeply grateful for the trust you have placed in me and for the opportunity to serve you. Together, we will continue to build a union that reflects the values of professionalism, fairness, and solidarity that define our membership.

Thank you for your continued support and engagement.



Stéphanie Fréchette
Full-Time Vice-President
steph@pipsc.ca