

# Better Together

PIPSC 2019



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The Professional Institute  
of the Public Service  
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# President's Message

I am proud of our union. We are unified and strong – and we have seen 100 years of results.

## Bargaining

This year 14 groups signed new collective agreements with the Treasury Board. Your bargaining teams worked hard. Your staff negotiators worked hard. And members across the country pulled together to make our solidarity visible to the employer.

We had many central bargaining wins that we can celebrate – historic leave for survivors and victims of domestic violence, increases in family leave, first language on workplace harassment, and cost of living increases for all groups.

There have been wins across the union – Whiteshell Technical Employees Group, Whiteshell Professional Employees Group, and the Canadian Commercial Corporation, among others – have signed agreements this year.

We have members who are continuing to negotiate and we stand with you. The expertise, experience and the force of our union are with you each step of the way.

## Nixing Phoenix

I'm glad that we pushed the federal government to see that Phoenix must be replaced. We've insisted that unions, like ours, must be consulted on the work to find a replacement pay system. The government responded to our calls to commit funding to the Next Generation Human Resources and Pay System. It is now highly likely that the solution that we have proposed at the Canadian Revenue Agency (CRA) to expand their existing system to include pay will be amongst the upcoming pilots. The work to replace Phoenix is now underway.

We won compensation for members paid through the failed Phoenix system. And this compensation did not go through the broken Phoenix pay system!

Most members now have Phoenix compensation days in their leave bank. And we agreed to a settlement framework that will ensure individual members are



*We have committed to undertaking membership surveys – and I'm proud to report that this year's survey indicates that we are moving in the right direction.*

compensated for financial losses and serious damages. They will get the money they are owed.

This important step forward does not change the very serious personal consequences of the Phoenix failure.

Sadly we continue our fight for at least another year or two.

## Outsourcing and Contracting Out

We remain defenders of Canada's public services.

In our 2019 Lobby Day on Parliament Hill, we met with elected officials to make it clear that Canada needs a permanent, not contract, public service. Outsourcing rose from \$10 billion annually in 2015 to \$12 billion today, despite government promises to reduce it.

In the previous round of bargaining, we secured new language on contracting out. Since then we've monitored government contracting practices, filing hundreds of policy grievances when we've seen public service work being contracted externally. We have seen progress in shifting the mentality of politicians and executives. But we have a lot more work to do on the ground.

Together we will push the new federal government to make strong commitments to reduce spending on contracting out and to invest in training in the 2020 federal budget.

Our policy team will continue to identify not only the symptoms of outsourcing, but the root causes of it, like poor staffing mechanisms. We will oppose over-reliance on contracting out and we will propose well thought out policies that protect Canadians and the public services they rely on.

## Tax Fairness

We have been fighting hard for Canadians to have a fair tax system.

We highlighted that Canadians and CRA professionals want to see tax loopholes closed. Seventy-seven percent of Canadians and 87% of CRA professionals agree that e-commerce companies like Netflix, Google, Amazon and Uber should be subject to taxes for business carried out in Canada.

We want a fair tax system that works for everyone, and our members have the expertise to make that happen.

## Science Integrity

We have made many gains for scientific integrity in the public service.

We celebrated the appointment of the first Departmental Science Advisor at Environment and Climate Change Canada, followed by similar appointments at the National Research Council and the Canadian Space Agency.

We ushered in the implementation of Scientific Integrity policies in all departments that have more than 10 scientists. During the federal election, we let Canadians know that federal scientists think climate change is a crisis in need of immediate action. And that Canada is not currently doing enough.

## 2019 Federal Election

We called on federal parties to close tax loopholes and invest in climate action. We also demanded they halt costly and wasteful contracting out. We urgently need those funds for public climate science.

We need a government that protects public services and respects the people who provide them.

## Employment Wellness Support Program

A few years ago, our sick leave was under attack by the Harper government. We fought back and won, but one thing became crystal clear. We need sick leave that is not impacted by changing political tides.

Since December 2016, we have been negotiating with the Treasury Board to create an Employee Wellness Support Program. We are now finalizing an agreement. In the months ahead, many members will vote on the new Employee Wellness Support Program, which meets the real needs of our members.

## Membership Survey

We have committed to undertaking membership surveys – and I’m proud to report that this year’s survey indicates that we are moving in the right direction.

Eighty-one percent of our members are pleased with the work of our union. They are “satisfied” or “very satisfied” with the work we are doing and the direction we are headed.

Further, 8 in 10 members approve of our union leadership’s views, a 16 percent increase from 2016. We also know that 5 in 10 members don’t see people like themselves in our union’s leadership. I share this concern and will work with all members to ensure that everyone has access to leadership roles across the union.

## Public Service Health Care Plan (PSHCP)

Health care benefits are important to our members and we are working to get a plan that responds to your changing needs. With an aim to improve the PSHCP, our union has worked hard to gather the necessary facts and evidence. Now we are ready to enter into renewal discussions with the employer. You will hear more on this soon.

## Pensions

We are always laser focused on protecting the pension plans of our members. We worked closely with the Canadian Labour Congress and other groups to defeat Bill C-27. We will always remain vigilant when it comes to anything that threatens our members’ retirement security.

We are building progress in our union – we are leading progress in Canada.

And, the year ahead will be filled with celebration! We are entering our union’s 100th anniversary and we are building toward another 100 years of results.

## Better Together!

Debi Daviau  
President



# A Strong Start to Our Second Century

The Institute celebrates its 100th anniversary on a strong footing. We have the largest number of members in our history. We have replenished our reserves. We have made strategic investments to strengthen our member services.

And the results are clear.

We negotiated good deals for 14 of our groups and will fight for a fair deal for our remaining groups, including the CS Group. In this round of bargaining, our new strategy to create a central table resulted in a fair general economic increase, plus breakthroughs on important social issues such as family leave, harassment, and support for victims and survivors of domestic violence.

We have succeeded in convincing the government to nix Phoenix and replace it with a payroll system that works. Just as importantly, we have ensured that Canadians and their elected representatives make the connection between Phoenix and outsourcing. That's how we've secured the role of public service professionals and their union in the replacement of the payroll system. We have made a major settlement on Phoenix, securing a full week of paid leave for all members and a new claims system to ensure speedy recovery of the money lost for those members who were financially impacted.

We've continued to make progress on our policy priorities. We've built on our fight against over-reliance on outsourcing by grieving incorrect contracting. Model policies on scientific integrity are being adopted across departments. We've issued three major reports on tax fairness.

It's because of these and many other successes that our members are increasingly satisfied with their union. In this year's membership survey, 81% of PIPSC members expressed their satisfaction. That is a 14% increase since 2013, the first time we began tracking member satisfaction with the union. Members describe their union as professional, fair, approachable, accessible and effective.

*As we begin our second century, I'm proud of the work we've done together to build a strong union with a solid foundation, a union that gets results for our members, and a union that faces tomorrow's challenges with bold and innovative solutions.*



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These are certainly great results for our union and a strong start to our second century. But we cannot lose sight of the challenges ahead. We live in uncertain times where politics, technology and the changing nature of work can pose significant if not existential threats against our long-term sustainability as a union. Being forward-looking has ensured our success in the first century of PIPSC. We've done well, by doing good. We must take the same approach as we enter our second century.

To that end, we've already begun working with like-minded unions in studying the impact of artificial intelligence on the professions we represent, to protect our members' jobs and ensure their continued success in a world of changing technology.

We have also proposed the creation of Professionals Canada, a new type of labour organization aimed at professionals in precarious jobs. Our year-long consultations with labour leaders inside and outside of PIPSC indicate that from many perspectives, Professionals Canada is the right proposal for our union. Why? On social justice: because Professionals Canada would help our fellow professionals address their common challenges through a community that takes collective action. On influence: because uniting PIPSC professionals with precarious professionals would strengthen us all.

And on revenues: because bringing precarious professionals into our community will provide us with another source of revenue as we face an onslaught of challenges against our hard-won rights.

As we begin our second century, I'm proud of the work we've done together to build a strong union with a solid foundation, a union that gets results for our members, and a union that faces tomorrow's challenges with bold and innovative solutions.

*Being forward-looking has ensured our success in the first century of PIPSC. We've done well, by doing good. We must take the same approach as we enter our second century.*

Edward Gillis  
Chief Operating Officer and Executive Secretary



**ELIZABETH BONNER**

Chart Production Supervisor  
Canadian Hydrographic Service  
Victoria, British Columbia



# Mapping Canada's Waters from Every Coast

With a third of Canada under water, we rely on expert hydrographers like Elizabeth Bonner to make sure mariners can travel safely.

// W hen I describe the work that I do, I tell the public that I find rocks and put them on maps," Elizabeth says with a wry smile. "The hydrographic service finds the rocks and the hazards so that mariners don't."

*CHS conducts regular field surveys with marine vessels, including those specialized for hydrography.*

Elizabeth has worked for the Canadian Hydrographic Service (CHS) for 10 years as an ocean mapper and chart production supervisor. She and her team use technology, archived maps, and consultation with Indigenous communities to identify ocean hazards, distinguish maritime boundaries, and promote safe nautical navigation.


CHS conducts regular field surveys with marine vessels, including those specialized for hydrography. Often, Elizabeth partners with the Canadian Coast Guard to conduct oceanographic measurements that deepen their knowledge of Canadian waters.

Millions of water vessels are navigated through our lakes, rivers and oceans every year. Elizabeth and her team are at the heart of water safety for national defence, fishing industries, international shipping and tourism.

Every day, Elizabeth maintains the quality of hydrographic work – one important way she does this is through PIPSC stewardship. As a steward, Elizabeth acts as the point person for her co-workers about their collective agreements and rights as workers. She supports them if they are experiencing challenges on the job.



Elizabeth is proud to be a PIPSC steward and a woman in science, protecting Canadians when she goes to work every day. In fact, she was one of the first female hydrographers to lead a team on the marine vessel *Vector* – one of her proudest career moments.



// P IPSC offers training and networking opportunities, and has given me the opportunity to help other members learn about their collective agreement and to support them throughout challenges at work," she says.

Elizabeth is proud to be a PIPSC steward and a woman in science, protecting Canadians when she goes to work every day. In fact, she was one of the first female hydrographers to lead a team on the marine vessel *Vector* – one of her proudest career moments.

"We spent two weeks surveying off the coast of Calvert Island. We did a hydrographic survey to update the navigation charts in that region," she says. "I'm most proud of my involvement in that project – I was the first female hydrographer in charge of the *Vector* on this coast."

*"It's important that hydrographic surveys are conducted by the government and not the private sector because hydrographic surveys are very expensive," she says. "They cost thousands of dollars per day. If this work was done by the private sector, the cost would be higher."*

Survey projects, like the one on the Calvert Island coast, are essential to prevent naval crashes, inform navigation routes and even predict the effects of climate change through tide and water levels.

Elizabeth added that CHS is recognized by the International Organization for Standardization, which guarantees the quality of their work in climate change and hydrography in the public service.

"It's important that hydrographic surveys are conducted by the government and not the private sector because hydrographic surveys are very expensive," she says. "They cost thousands of dollars per day. If this work was done by the private sector, the cost would be higher."

She and her team work hard to map our coastal regions so that Canadians stay safe in every industry, whether it's monitoring for tsunami events or scouting for rocky hazards.

Navigators can rest assured, knowing Elizabeth and her team have their back on every coast. ■



**JEFF MILLER**

Nuclear Project Engineer  
Canadian Nuclear Laboratories  
Pinawa, Manitoba

# Protecting Canadian Communities and Ecosystems

After finding his calling as a nuclear engineer, Jeff Miller became charmed by the small town of Pinawa, Manitoba and the interesting career opportunity it offered.

Pinawa is home to Whiteshell Laboratories, a complex for nuclear research established by Atomic Energy of Canada Limited (AECL) during the early 1960s. The complex is a legacy of nuclear research in Canada and is currently being decommissioned by Canadian Nuclear Laboratories (CNL) Ltd.

Ever since Jeff was young, he loved playing with lego blocks and finding solutions to difficult problems.

Today, he's a project engineer for CNL, and he faces every new challenge with enthusiasm.

"One of the biggest challenges is communicating with the public, Indigenous groups and other stakeholders as to what we do and how we do it, so they have a better understanding of how we are moving forward safely and effectively," Jeff says.

Jeff studies and models the contaminant transport of radionuclides through groundwater and their impacts on the biosphere. This information is essential to ensuring the safety of communities and the environment when disposing of the WR-1 reactor at Whiteshell.

Through this research, Jeff and his team have found the best way to decommission the project: disposing of the reactor where it stands. “We have a plan before the Canadian Nuclear Safety Commission – an environmental assessment – to get regulatory permission to dispose of this reactor right where it is,” he says.

Jeff is proud of the work he does to protect our environment, he’s proud of his research into solutions for the ever-growing climate crisis, and he’s proud of his union.

“PIPSC has been instrumental in helping us obtain fair collective agreements that recognize that we are all working ourselves out of a job, and we all have to look forward to a new career opportunity in the very near future.”

Jeff’s bargaining group executive works hard to ensure he and his colleagues not only have the professional development resources they need but also the flexibility to maintain a healthy work-life balance.

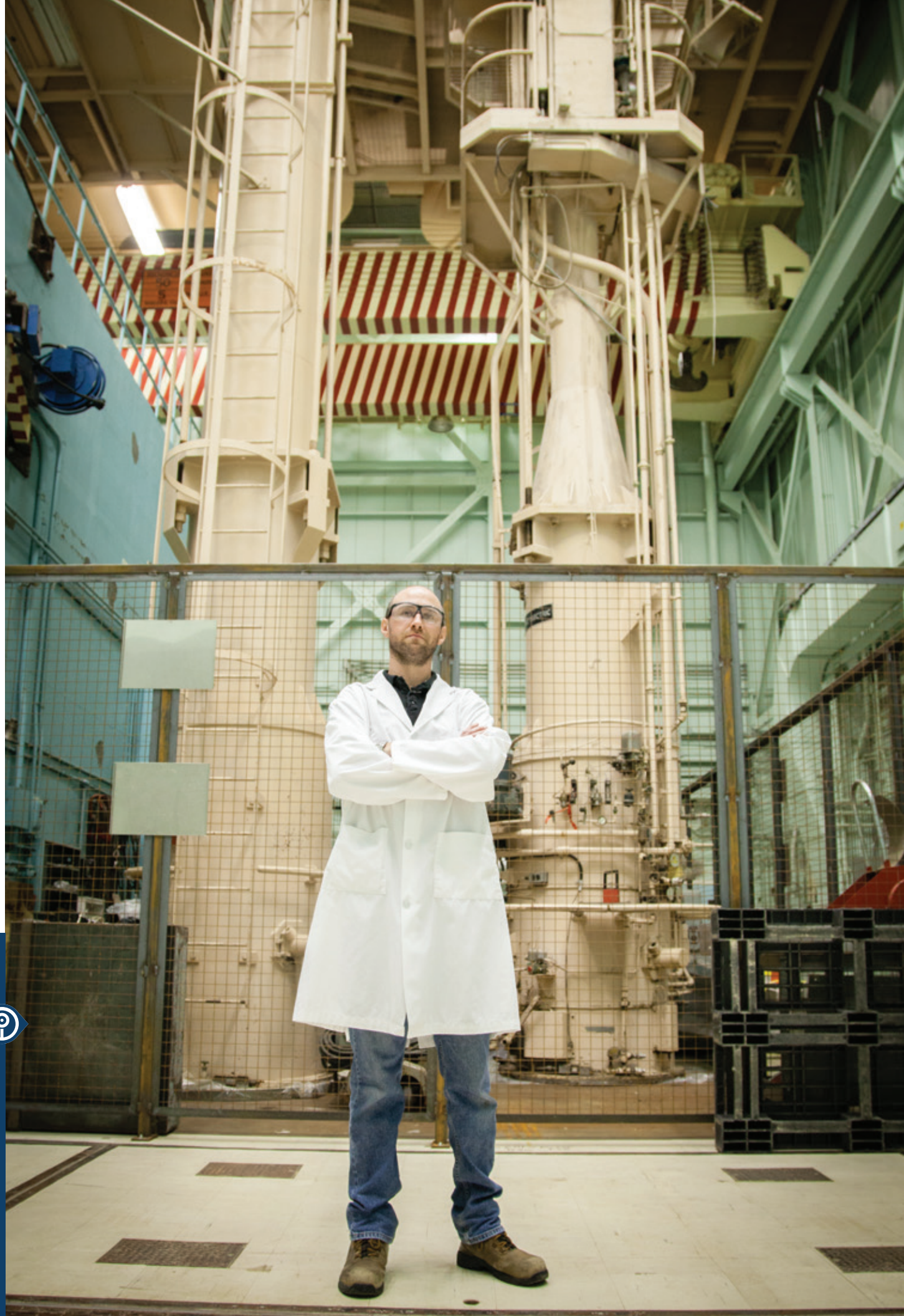
Outside of work, Jeff loves spending time with his children, playing hockey, coaching the local Timbits soccer team, and engaging with his community. Being a PIPSC member means he can do the things he loves while working towards the goals he cares about the most.

We need people like Jeff, who are passionate about protecting Canadian communities, to find solutions to safely dispose of nuclear waste.

“My work here at Whiteshell is an example of how nuclear waste can be safely and effectively cleaned up and managed,” he says. “We can do it safely and we can do it cost-effectively. That’s good for the workers here, it’s good for the people who live in the area, it’s good for the environment, and it’s good for the Canadian taxpayer.” ■

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**DR. XIAOLAN WANG**

Senior Research Scientist  
Environment and Climate Change Canada  
Toronto, Ontario



# Women Leading Research in Climate Change

Dr. Xiaolan Wang is a climate scientist for Environment and Climate Change Canada (ECCC) who has worked all over the world in climatology.



iaolan studied for her Hydrometeorology Bachelor and Master's degrees in China before pursuing her PhD in climatology in Germany and Portugal. Her education and passion for meteorology led to her current job at ECCC as an expert in climate data sets.

*Her primary goal is to understand past, present and future climate trends so we have the information we need to battle climate change.*

"The work I do matters to Canadians because it produces high-quality climate data sets and products and essential climate information – putting taxpayers' money to use most efficiently," Xiaolan says.

Her primary goal is to understand past, present and future climate trends so we have the information we need to battle climate change.


This research must be studied in the public sector because it is difficult for academia and private sector organizations to access the data, resources and funds necessary to conduct unbiased climate research.

"Most of my work is hardly doable in academic and private sectors because it needs a broad range of data and expert knowledge about the history, current status and standards of climate monitoring in Canada," she says.

According to Xiaolan, the public sector ensures due process to guarantee the quality of research when determining a global action plan against climate change.



"The work needs to be done in a systematic and sustained manner, and it needs long-term commitment," she says. "Without a consistent data process conducted by skilled scientists, artificial data would slip through the cracks and drastically alter our knowledge about climate change."



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However, scientists like Xiaolan make sure errors like these don’t happen.

Our scientists need sustainable working conditions and work-life balance. As a mother of two, Xiaolan appreciates the work flexibility that being a union member provides.

*“It’s always good to know that there is union support for you and that there is someone you can talk to for help or advice when you need it,” she says.*

*Canada must remain a leader in climate action – and it starts with our public scientists.*

Having the opportunity to maintain work-life balance is very important for women in science,” she says. “I’m grateful that we have flexible work hours and telework arrangements in our collective agreements.”

Most public scientists have heavy workloads, but according to Xiaolan, having union support means having access to helpful work and travel approvals, useful technology, and resources always at their fingertips.

“It’s always good to know that there is union support for you and that there is someone you can talk to for help or advice when you need it,” she says.

Canada must remain a leader in climate action – and it starts with our public scientists.

Canada is lucky to have scientists like Xiaolan for the work they do to save our oceans and ecosystems. ■



Canada



**PHILIPPE OUMET**

Project Engineer  
Canadian Space Agency  
Montreal, Quebec

# Leading **Progress** in **Space Technology**

Philippe Ouimet always wanted to be a chemist when he was a kid. Changing particles and experimenting with solutions always sparked his interest.

*Philippe often works on space projects, launching and monitoring satellites that provide us with important navigation data.*

Little did he know, he would become an engineer for the Canadian Space Agency (CSA), which would lead to exciting space innovations. Although he doesn't work with chemistry every day, he loves his job. "My main role is to look at special projects at the CSA to ensure all of the project parameters are being respected," he says. "This allows me to assure Canadians that all the projects are responding to their needs."

Philippe often works on space projects, launching and monitoring satellites that provide us with important navigation data. These satellites enable increasingly accurate GPS and other radar systems. This is important not just in space but also when you're hiking, biking or commuting.

He enjoys working with his team to ensure public science is improving the quality of space technology.

Philippe is also a PIPSC steward. He helps his colleagues understand their collective agreements, and is there to support his co-workers when they are having issues at work. He says one of the great privileges of being a union member is having access to the technology and resources he needs to do his best.

"At the space agency, we are privileged to have access to special programs and resources that we need," he says.

When it comes to work-life balance, Philippe also appreciates the security that being a union member provides.



"Being part of an institution like PIPSC allows us to have proper representation for good working conditions," he says.

"In the last round of bargaining, the union was able to secure a wellness package that addresses workplace violence, which is security we wouldn't have without PIPSC."



// **B**eing part of an institution like PIPSC allows us to have proper representation for good working conditions," he says. "In the last round of bargaining, the union was able to secure a wellness package that addresses workplace violence, which is security we wouldn't have without PIPSC."

Working in a healthy and safe environment ensures Philippe and his team can confidently do the work that's important to Canadians.

He recognizes that research is important for our leadership in space technology. Specifically, the RADARSAT Constellation project at the CSA works to improve ship navigation and detection for the national defence of Canada.



"What I'm most proud of in my career is being placed at the centre of satellite operations at the space agency," he says. "It's a project that's taken many years. We have undertaken many operations and launched satellites that have collectively improved our work on RADARSAT Constellation."

"What I'm most proud of in my career is being placed at the centre of satellite operations at the space agency," he says. "It's a project that's taken many years. We have undertaken many operations and launched satellites that have collectively improved our work on RADARSAT Constellation."

Every day, Philippe and his team work in the public interest to ensure the progress of space innovation – leading the way to a brighter future and greater access to reliable technology for all Canadians. ■



**DR. NICOLE WANAMAKER**

Chief Veterinary Officer  
New Brunswick Department of Agriculture,  
Aquaculture and Fisheries  
Sussex, New Brunswick



# Protecting our Canadian **Food Chain**

Before starting her day ensuring the welfare of New Brunswick livestock, Dr. Nicole Wanamaker wakes up bright and early to care for her children and tend to her dairy farm.

**N**icole is chief veterinary officer for the province of New Brunswick's vet service. She works to protect Canadians by ensuring the health and welfare of our animals. "As the manager of the provincial veterinary service, I want to ensure that New Brunswick animals entering the food chain are safe for human consumption," Nicole says.

From cows to chickens, her team of 20 field veterinarians test and treat animals in every corner of the province. According to Nicole, having a provincially funded veterinary service is integral to rural farmers who otherwise may not be able to afford care for their animals.

She and her team make sure help is there when farmers need it and at a rate they can afford.

"As a provincial vet service, all of our fees are standard, be it driving five minutes from the clinic or two hours from the clinic, it's still the same visit fee and hourly professional fee."

On a daily basis, mobile veterinarians who treat large livestock experience an array of challenges.

"Some of the hazards that large-animal veterinarians face are things like getting kicked or bitten or shoved or pushed into things, as well as sharp injuries," she says.

*On a daily basis, mobile veterinarians who treat large livestock experience an array of challenges.*

Nicole does her best to ensure her team has the resources they need to succeed, but being a woman in science and having a rigorous line of work can make it hard to build a healthy work-life balance. PIPSC helps retain veterinarians in rigorous environments by bargaining for better salaries and more flexible work time to support members.

According to Nicole, there is a shortage of Canadian veterinarians interested in working with large livestock. For this reason, it's important that people in the field receive proper compensation, training and protection for their jobs.

"PIPSC has stepped in to make sure we have personal protective equipment, such as steel toe boots, coveralls, and has made us more aware, as veterinarians, about some of the hazards and working conditions," she says.

*According to Nicole, there is a shortage of Canadian veterinarians interested in working with large livestock.*



Nicole is proud to be a PIPSC member and is proud of the great work she does bringing veterinarians from across New Brunswick together.

“What I’m most proud of in my career is the fact that, as I am now manager of the provincial vet service, I can connect veterinarians across the province and provide a service to livestock owners that is necessary and universal,” she says.

It’s PIPSC members like Nicole who protect our public health and safety every day. ■



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**BRANDEN MURDOCH**

Aerospace Systems Engineer  
Transportation Safety Board of Canada  
Ottawa, Ontario



# Protecting Canadians Everywhere They Go

Whether analysts at the Transportation Safety Board are investigating a downed aircraft in the ocean, a derailed train in the prairies or a broken pipeline through the mountains, the specialists who analyze data recorders find the answers. Sometimes, like nobody else in the world.

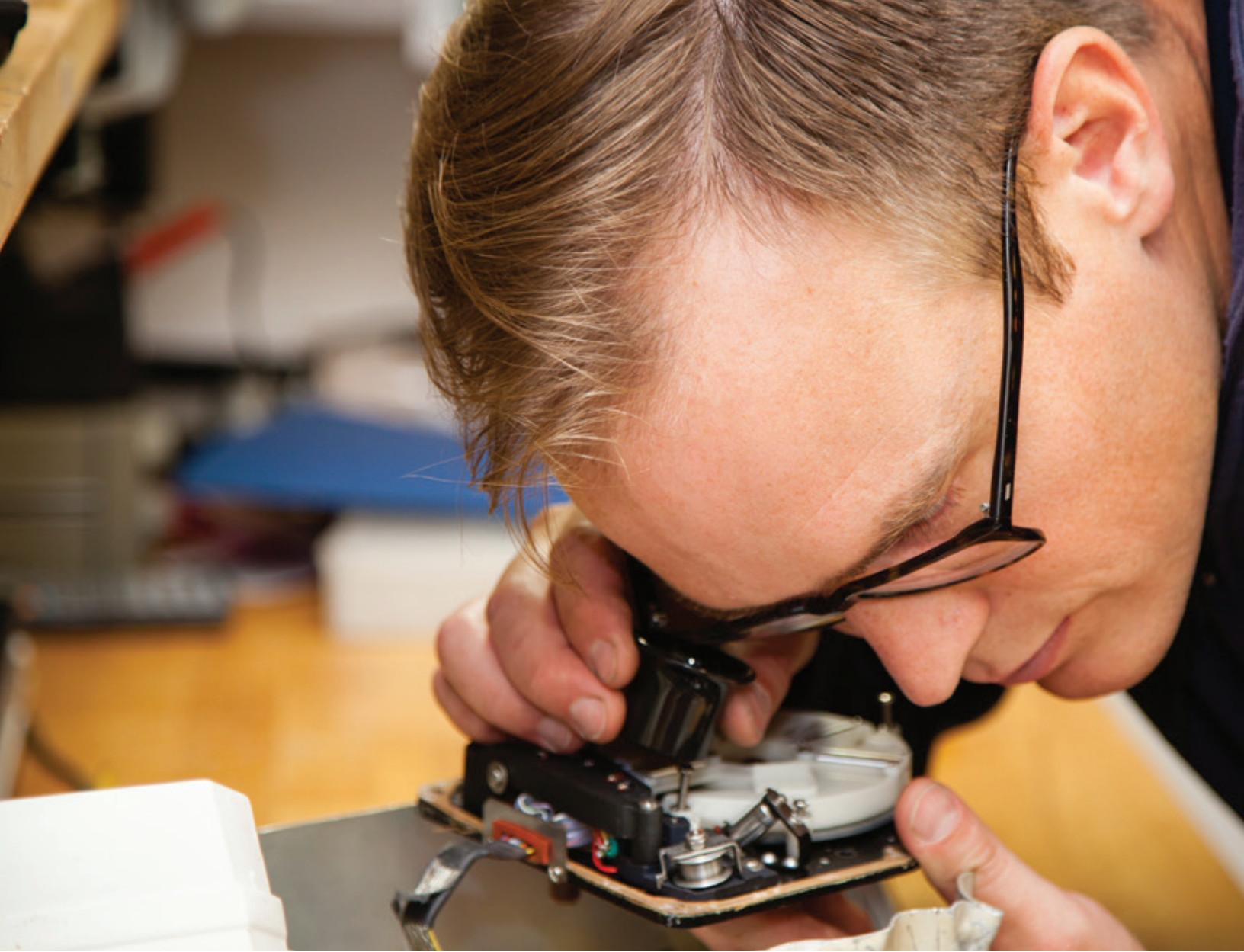
*He and his team review information from crashes to help determine what happened and how to prevent accidents in the future.*

Branden Murdoch grew up on a farm in British Columbia before discovering his love for aerospace engineering at Carleton University. Today, he's a PIPSC member and one of those world-class analysts. In a day's work, Branden analyzes information recovered from "black boxes" – flight data and cockpit voice recorders. He and his team review information from crashes to help determine what happened and how to prevent accidents in the future.

Branden is proud that what he does makes an impact on people's lives.

"Every day I know exactly what it is I'm going to work to accomplish ... and that's to improve transportation safety. Not only for Canadians but because our mandate is international ... I know that I'm improving aviation and transportation safety worldwide," Branden says.

Over the last few years, Branden and his colleagues have gained credibility in both the public and private sectors around the world. Crash data was often neglected by industry, and addressing key issues found in black boxes and other devices was an uphill battle. Given the team's depth of commitment and practical abilities, they now know that when they speak, regulators listen.



Maintaining this independence from regulators is an integral part of why Branden's work is done in the public sector rather than the private sector. "Everybody likes to go home and visit their folks at Christmas, everybody wants their sunshine vacation ... and no one wants their loved ones dying at sea on a fishing vessel," he says.

"So I think everybody can relate to these real tangible, heart-wrenching consequences when safety falls to the wayside and something slips through the cracks."

What Branden is most proud of, though, has nothing to do with his work.

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lives."*



*“Everybody likes to go home and visit their folks at Christmas, everybody wants their sunshine vacation ... and no one wants their loved ones dying at sea on a fishing vessel,” he says. “So I think everybody can relate to these real tangible, heart-wrenching consequences when safety falls to the wayside and something slips through the cracks.”*

Like many of us, what gives him the most joy is having the work-life balance to go home feeling accomplished at the end of the day, and spending time with his family.

Working at the Transportation Safety Board and being a union member enables him to maintain that crucial balance, while also ensuring his team has the resources they need to do their best at their jobs.

“I know that Canadians can see that the work we do has real results in improving transportation safety and saving lives. It gives everybody peace of mind, knowing that they have some really bright minds here making sure that they’re safe whenever they hop on that airplane, train or vessel.” ■

# Investing in Future Professionals

Public service professionals know that investing in the next generation of professionals and youth is vital for our future. That's why the PIPSC Legacy Foundation's scholarship program has to date awarded **\$882,000** to **450** students pursuing post-secondary education.

Our scholarships are funded by the generous contributions of individual members like you, by PIPSC constituent bodies, and by corporate sponsors. Applications are open to the children and grandchildren of PIPSC members, and to students associated with our community partner, the Boys and Girls Clubs of Canada.

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We invite you to donate to the Legacy Foundation and to celebrate our ongoing success by visiting [www.pipsc.ca/legacy](http://www.pipsc.ca/legacy) and viewing two short videos featuring:

- the significant contributions of the Institute's Legacy Foundation, and
- recent recipients of the Foundation's awards.

The Legacy Foundation is a registered charity (80869 4954 RR0001) which issues tax receipts for donations over \$10.00.

Help us support a new generation of young professionals and make a difference in their lives.

**Join us so we can be better together.**

Visit [www.pipsc.ca/legacy](http://www.pipsc.ca/legacy).



"Your support of a future professional means a great deal to me. Through scholarships and support of young Canadians, the Professional Institute sets an example for others. Thank you."

- Emily Fay, scholarship recipient



The Legacy Foundation is proud  
to partner with the

**Boys and Girls Clubs  
of Canada**



*Providing educational opportunities  
to deserving students who might not otherwise  
have the chance to fulfill their potential.*



The Professional Institute  
of the Public Service  
of Canada

The Foundation is deeply grateful for the support of our corporate sponsors.

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