

Better Together

PIPSC 2018



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10



14



18



22



26

President's Message

When I look back at our accomplishments over the past year, I'm pleased to see how many were the result of deliberate, long-term planning.

Modelling Scientific Integrity

The recent adoption by the federal government of our model Scientific Integrity policy, which obligates members and, more importantly, their departments to uphold rigorous scientific standards and practices, was the culmination of efforts begun before the last election, when Harper government funding cuts and muzzling of scientists cast serious doubt over scientific integrity. It is a tremendous victory for both members and Canadians.



Surveying Progress

The release in February of *Defrosting Science*, our survey report on the actual progress made unmuzzling federal scientists, received widespread media attention and helped shed light on work the government still needs to do. Yes, far fewer federal scientists feel “muzzled” now than in 2013, but when over half (53%) surveyed in 2017 still say they feel unable to speak freely, we know more effort is needed to educate both members and managers about their respective rights and obligations. Our recent report on *Women in Science* also confirmed some longstanding barriers that continue to beset many, especially younger, female scientists, who are twice as likely as older scientists to perceive gender bias in the hiring process. Those barriers too demand change.

Defending Tax Fairness

Surveys matter. This year, it was the turn of our 12,000 tax professionals who work at the Canada Revenue Agency (CRA) to get the spotlight. While the Trudeau government has re-invested significant amounts of money in the CRA, there remains a \$500-million gap in funding compared to 2012, when the Harper government heavily cut both funding and staff.

That's made defending tax fairness difficult for our members in the face of off-shore tax havens and other tax avoidance schemes – a point made in our recent survey report *Shell Game: How Offshore Havens, Loopholes and Federal Cost-cutting Undermine Tax Fairness*. The report received extensive media coverage and is the basis of our call for more funding in next year's budget, specifically aimed at improving training and technology for our members.

Nixing Phoenix

Nearly a year ago, I held a press conference in which I called on the government to forget the Phoenix pay system and concentrate on building a new system that works. An informal poll of our members at the time showed 87% had given up hope the error-prone system would ever be fixed. So it made sense to urge the government to replace it as soon as possible. I don't think I overstate our influence when I say that the government's decision this spring to spend \$16 million on finding a replacement would never have happened had it not been for our public call then and our lobbying efforts in person and online. As a result, PIPSC is now a partner with government in deciding on a replacement, and the government is hinting that testing of potential replacements will begin soon.

Better Bargaining

One area in which I'm proud to say progress has also been made is in setting new ground rules for the upcoming round of federal bargaining. These new protocols should help expedite and focus negotiations on our demands and ensure better bargaining on both sides.

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Fighting for Fair Pensions

Real progress takes time and usually doesn't come without opposition. The fight for fair pensions, for example – a fight our members who work for the New Brunswick government as well as the Chalk River, Ontario and Whiteshell, Manitoba nuclear labs are all too familiar with – is far from over. Our rally with other unions outside the offices of the Treasury Board in June made that clear.

As our achievements over the past year demonstrate, long-term planning matters. So does the courage to stick with those plans despite occasional obstacles and setbacks.

As always, it has been my honour to serve you as President of the Professional Institute for another year. Better Together!

Debi Daviau
President

Rising to the challenge

There's nothing like a crisis to test the mettle of an organization. Phoenix has tested us. I'm proud of what our team of members and staff has been able to do to mitigate this crisis and turn it into an opportunity to push our union's agenda on reducing contracting out in the federal government.

We could not have planned for Phoenix and the havoc it wreaked. But we responded immediately. We had to be nimble in implementing operational changes to support members impacted by the pay problems and to support our President's government relations efforts. And we had to do this work while dealing with Phoenix's impact on the Institute's own finances.

We launched a loans program for members facing financial hardship due to Phoenix and offered similar assistance to summer students affected by the pay system. We bolstered our staff capacity to deal with pay issues. We provided the necessary staff support to our President as she pursued the resolution of more urgent cases through political channels. We created documentation and templates to facilitate the work of our stewards. We launched policy grievances as well as hundreds of individual grievances.

Reacting to the impact of the pay problems on members wasn't enough. We needed a lasting solution on pay issues, and we had to ensure that lessons about government's over-reliance on outsourcing would be learned.

Not only did we stay in the news, we shaped the coverage of Phoenix. We released *Programmed to Fail*, a report on outsourcing that led to greater scrutiny of the Phoenix contract. Our President called on the government to nix Phoenix and build a new pay system relying on the government's own IT professionals.

We launched an online action in support of the President's call for a new pay system. Members were given an easy online tool to email the Working Group of Ministers and urge them to build a new pay system that works, using the in-house expertise of our own computer systems professionals.



None of this work would have been possible without our members' engagement and the investment that they made in their union through their dues.

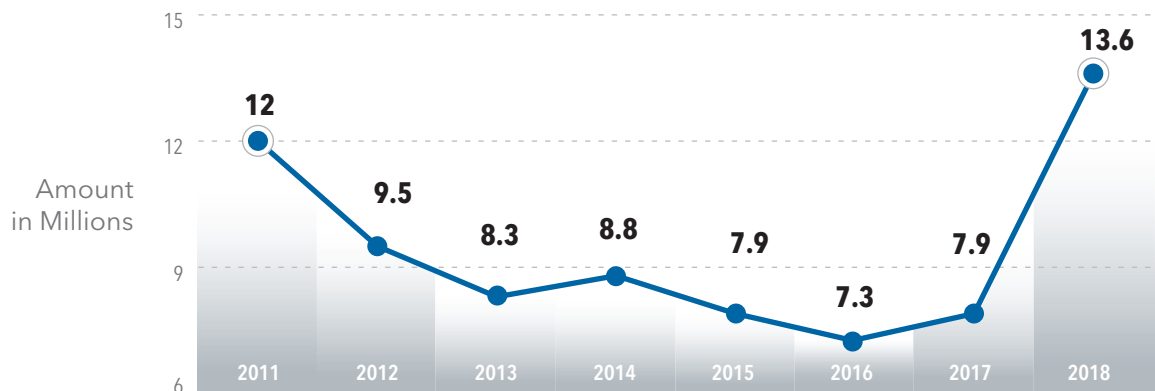
We also have much to celebrate for the progress we've made to date, despite the crisis that was thrust on us. Every part of our union was impacted by Phoenix and we needed an all-hands-on-deck approach - and that approach is beginning to pay off.

Nearly 10,000 of them took the action, making this the highest member engagement rate in any of our campaigns. In just one year we were able to convince the government to follow our advice.

We have much work ahead of us before seeing a new pay system that actually works. But we also have much to celebrate for the progress we've made to date, despite the crisis that was thrust on us. Every part of our union was impacted by Phoenix and we needed an all-hands-on-deck approach - and that approach is beginning to pay off.

None of this work would have been possible without our members' engagement and the investment that they made in their union through their dues. Since 2016, we've restored our reserves and invested in the parts of the organization that needed an upgrade. The result of those investments has been the development of new tools and skills that have strengthened the union and its membership.

Evolution of our reserves



That's why in the coming years, we're going to make further investments in both the labour representation side of our organization, as well as the mobilization, communications and IT teams that are crucial to our success as a union. As we look to the future and consider other threats and opportunities, I'm confident that the experience with Phoenix has made us stronger as an organization and better prepared for facing adversity.

Edward Gillis
Chief Operating Officer and Executive Secretary

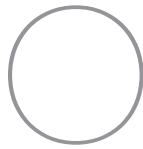


DR. CATHRYN ABBOTT

Research Scientist
Pacific Biological Station
Fisheries and Oceans Canada
Nanaimo, British Columbia

Keeping up with a **changing climate**

As a Research Scientist with Fisheries and Oceans Canada, Dr. Cathryn Abbott is actively creating sustainable solutions in the face of climate change.



Originally from Kingston, Ontario, Cathryn's love for biology started back in high school. She went on to specialize in genetics through her undergrad and PhD. Eventually, her passion and skills took her to B.C.'s coast, where she and her team are using ground-breaking testing to monitor changes in our aquatic resources and ecosystems.

"The most interesting part of my work is the forensic element," says Cathryn. "I take samples from the field into the lab and learn things that you can't just see in the field. There's a real puzzle that I get to solve in the lab about things that are happening in the natural environment that you can't do using normal visualization techniques."

Cathryn's testing methods allow her and her team to assess the impacts human activity are having on Canada's water and marine life.

"The reality is that humans are relying on our aquatic resources for a lot of things, whether we're aware of it or not, and we put pressure on those resources. It's important to monitor how the environment is responding to those pressures to make sure what we're doing is sustainable over the long term."

Aquaculture or fish farming is a controversial method of dealing with the increasing demand for fish in Canadians' diet. But how does that impact our wild fish and delicate aquatic ecosystem, and are the processes we are using sustainable? Cathryn's team is finding the answers.



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project I'm working on now uses environmental DNA to test the impacts of fish farming on the seafloor. I really love applying these genetic tools to answer real-world questions on the ground about resource sustainability." Dr. Abbott's team is bridging the gap, between a fast-changing environment and a fast-paced biotech sector that is trying to keep up. "There are problems and there are powerful biotechnology tools, but there's a lot of work to get those tools to address the problems. My challenge is to try and bring those two together as quickly and effectively as possible."

"The environmental needs are real, and are becoming urgent with climate change," Cathryn says. And while more resources and funding would be an improvement, Cathryn is adamant that this research needs to stay in the public sector.

"Federal research happens over decades, and we really do need to answer questions over long timeframes. They're not secure if they're happening in a chop-and-change environment."

In addition to providing stability, keeping this work public ensures that the *raison d'être* of this research remains firmly rooted in protecting Canada's resources.

"All of the work we do in the federal lab is directly tied to our mandate, which is to be of service to Canadians," says Cathryn. "Really important applied work happens in the labs. And we're accountable to Canadians. There's no other agenda." ■

42% Women in science who say gender bias has been a barrier to their career progression

"While more women than ever are pursuing careers in science, much work is left to be done to mitigate gender bias and break down the barriers women face in advancing their careers."

PIPSC President Debi Daviau

From "Women in Public Sector Science - From Analysis to Action"
published in March 2018.



ZUL NANJI

International Tax Auditor
Canada Revenue Agency
Ottawa

Making Sure Everyone Pays Their Fair Share

Zul Nanji is a retired International Tax Auditor with the CRA. Originally from Kenya, Zul has been working in international taxation since he moved to Ottawa in 1992, and was a tax auditor with the government for 35 years.

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I love getting information and learning, and I thought public service was a good place to start as a job," says Zul.

His knack for puzzle solving was a perfect fit, as he spent his career working with other countries and governments to analyze and assess inconsistencies in corporate tax claims.

"We look at taxes as a game – you win some, you lose some. And it's with the big companies that you want to win. We try and find things that they've done wrong."

But why is that important? Zul knows that "as Canadians, we should all be concerned that everyone pays their fair share of taxes."

"It's not fair that a big corporation can transfer millions of dollars out of the country without paying tax and claiming it as an expense, and then bring the money back into the country as a loan or a gift, and not have to pay the tax," says Zul. "They made all that money in Canada, and they should pay their share."

t's not just a question of fairness – Zul also knows what's at risk if the CRA doesn't crack down on these fraud or illegal cases. "You can tell your representatives in government what you want, and if there's taxes – great – but if there's no money or funding, guess what, it's not happening, or we're running a deficit and your children and grandchildren are paying for it."

The files and cases Zul worked on had major implications for Canadians, as his efforts helped to level the playing field for Canadian businesses competing with international imports. Take, for instance, the current situation with NAFTA.

"If you followed the renegotiation of NAFTA, one of the things the U.S. was insisting on was no tax on items less than \$100 being shipped from the U.S. to Canada," Zul explains. "With a population of 34 million in Canada, let's say three million people a month buy those U.S. goods at \$100 each – that's \$300 million. At the end of the year, that's a lot of money we're losing out on. And that's a big disadvantage to Canadian companies that are paying that tax." He is incredibly proud to have represented Canada's interests in an international forum. "I used to attend meetings overseas and make sure all the technical issues discussed at the table with all the countries in the world were what's best for Canada and in the interest of Canada."

And Zul knows it's critical that the services CRA provides are publicly delivered.

"Here in the CRA, we're not interested in the profit aspect of anything. We're interested in doing public service," Zul says. "We're trying to make sure that everybody pays their fair share, so you get all your schools, hospitals and all your social services provided for you." Even in his retirement, Zul is keeping up with public service – volunteering to help seniors with their taxes in Ottawa. ■

90% Tax professionals at CRA who say it is easier for corporations and wealthy individuals to evade and/or avoid tax responsibilities than it is for average Canadians.

"Canadians understand the connection between a prosperous economy, a compassionate society and a fair and impartial tax system. A healthy tax system should be defined by fairness and integrity."

PIPSC President Debi Daviau



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DR. LINA JOHANNSON

Veterinarian
Canadian Food Inspection Agency
Regina, Saskatchewan



The Frontlines of Food Safety

She grew up in the big city of Vancouver, but today Dr. Lina Johansson finds herself in coveralls inspecting cattle in Regina. And she loves it.

It was during her studies at the University of Saskatoon that Lina fell in love with the province and the people and decided to stay. Around the same time, she also had her first experience at the Canadian Food Inspection Agency where she really got to like the idea of working on the “national herd level”, protecting all of the livestock in the country.

“Most livestock ends up in the food supply at some point, so the work we do contributes to a safe food supply,” says Lina.

Her work involves working closely with livestock producers and testing their animals as they’re coming into and leaving Canada.

“Most livestock ends up in the food supply at some point, so the work we do contributes to a safe food supply,” says Lina.

Her work also protects the Canadian economy, since agriculture plays such an enormous role.

“Some of the things we’re looking for include diseases like foot and mouth. Certainly if Canada got foot and mouth, the borders would be shut down and we wouldn’t be able to trade in a large number of animals and their products,” Lina says.

She loves her work, even on the hard days when she has to give bad news to the people who raise livestock, especially when it comes to imposing quarantines or livestock euthanasia. It’s tough calls like those that make it so important that Lina’s work is done in the public sector and not the private sector.



// **A**s a regulatory body, we have to be very impartial and unbiased when we make decisions," she says. "If this work was done in the private sector then Canadians would not be guaranteed that the decision would be made properly." There's one thing that makes every day on the job easier, and that's knowing her union has her back.

72% Canadians who believe funding for public science programs should be restored to what it was in 2011.

"The strength of Canada's R&D network depends on a robust federal government presence. Often the very innovations we most need – for example, better weather forecasting, more resilient crops, improved pollution monitoring – result from R&D in areas of direct federal government responsibility."

PIPSC President Debi Daviau

From "Restoring Federal Science Capacity – A Fact Sheet" published in September 2018



"I have come to very much appreciate having a union to be part of, just because of the way they support our work as members in what we do every day," she says. "I know my rights as an employee and I'm able to exercise those rights with support."

And as a PIPSC steward, Lina also supports her fellow members.

"I have come to very much appreciate having a union to be part of, just because of the way they support our work as members in what we do every day," she says. "I know my rights as an employee and I'm able to exercise those rights with support."

"As a regulatory body, we have to be very impartial and unbiased when we make decisions," she says.

Although the one thing her union can't always protect her from is that awkward moment when she has to explain what's in the white coolers that sometimes show up at her office (hint: it's boar semen to be inspected).

"The front desk staff, if they're new, ask 'What's that?' and we're like - 'I don't think you want to know,'" she says, laughing. ■



JEAN-PHILIPPE GAUTHIER-BILODEAU

Scientific Programmer Analyst
Canadian Meteorological Centre
Environment and Climate Change Canada
Montréal, Québec

Predicting the Future

Creating the tools to study, simulate, analyze and understand how different environmental phenomena interact with the physical environments in which we live is the mission of Jean-Philippe Gauthier-Bilodeau, Scientific Programmer Analyst for Environment and Climate Change Canada.

"Every day, I take the science developed by research and translate it into something useful for first responders," says the programmer analyst.

After studying computer science at UQAC and UQAM, Jean-Philippe did his internships at the Canadian Meteorological Centre. "My internship assignments were interesting to me. But it's not meteorology that interests me as much as visualizing future scenarios," says Jean-Philippe. The transfer of his knowledge and training in a field with direct application for society attracted Jean-Philippe, who quickly found a job at the CMC after his internships in 1998.

With the CMC's Environmental Emergency Response Section, Jean-Philippe helps develop sophisticated models that simulate the spread of hazardous materials on a given scale and location – in a city, a region or even across the planet. "Using supercomputers, we can access a large volume of data. This is extremely exciting," says Jean-Philippe. "The Canadian Meteorological Centre is there 24 hours a day, 7 days a week. We gather data in real time from around the world – and even from space."

"Every day, I take the science developed by research and translate it into something useful for first responders," says the programmer analyst. Forest fires, chemical fires, toxic leaks, nuclear incidents, volcanic ash. Jean-Philippe helps scientists predict how hazardous materials can spread under various atmospheric and geographical conditions. For example, wind can play an important role in moving materials through the atmosphere and determining what areas will be affected.

"This knowledge is essential," says Jean-Philippe: "It is important for the protection of people and the environment. These various simulations provide advice to emergency response services so they can make the right decisions to deal with a variety of dangerous situations."



And, in recent years, Jean-Philippe and his colleagues have been developing aquatic modeling capabilities, for events such as oil spills in water. "This knowledge is essential," says Jean-Philippe: "It is important for the protection of people and the environment. These various simulations provide advice to emergency response services so they can make the right decisions to deal with a variety of dangerous situations." Air currents, ocean currents, buildings and topography – Jean-Philippe must consider each of these elements in the scenarios he simulates. "We have modeled almost anything that can disperse in the air, even butterflies!" laughs Jean-Philippe.

The ultimate goal is to acquire as much information as possible to improve the quality of forecasts and make the simulations as accurate as possible. "I am especially proud of my work because I am making a real hands-on contribution to the protection of the environment and to the safety of Canadians." ■



"We have modeled almost anything that can disperse in the air, even butterflies!" laughs Jean-Philippe.

More than \$1 billion

Money wasted on Phoenix, an example of over-reliance on outsourcing

"The real name for Ottawa's problem is 'outsourcing' and it's playing havoc with much more than the public-service payroll. Outsourcing costs the government money, jobs, morale, accountability and productivity. The government should make a commitment to insourcing first in implementing plans and projects."

PIPSC President Debi Daviau



CARRIE GERDES

Radiation Therapist
Juravinski Cancer Centre
Hamilton

Providing Compassionate Care

After six years of attempted wage freezes from the Ontario provincial government, Carrie Gerdes had had enough. She led the charge to have the radiation department at the Juravinski Cancer Centre in Hamilton certified with PIPSC in 2012.

// From that moment, I've become more involved in labour activism and being involved in the union as a whole," she says. "I'm proud to be a labour activist. Being part of a union means we have the power of a group to address the concerns of our profession." Things have been a lot better since they joined PIPSC, but she still finds her work challenging. Like many health care workers, her department is stretched, and is relying too heavily on temporary workers for her comfort.

"Being part of a union means we have the power of a group to address the concerns of our profession."

"We have a large number of precarious workers in our department," Carrie explains. "I bring a spotlight to what it does to a profession when people are living pay cheque to pay cheque and are uncertain about their future."

What that means is that younger people entering the field aren't able to qualify for mortgages or qualify for maternity leave. This uncertainty also impacts patients.

As a radiation therapist, Carrie's work is largely about building strong relationships with patients undergoing treatment for cancer. She says it's the best – and the hardest – part of her job.

"We're here to provide emotional support for them as well as provide quality, compassionate care," Carrie explains. "Radiation is a scary word for everyone. One of the greatest satisfactions we have is talking patients through exactly what we're doing – from the CT scan to the daily treatment – alleviating all the fears that they have and continuing to build that relationship day after day."

Most of the patients who come through the cancer centre are being treated for prostate or breast cancer, which often have good outcomes, but they also do pediatric care and treat brain tumours. On any given day, she's doing CT scans, 'tattooing' patients, educating them on their treatment plan and helping them deal with the often painful side effects of radiation. "Consider it the worst sunburn you've ever had," she says.

Carrie is especially proud of the advances her team has been able to make in radiation treatment with the newest technology, "The cyber-knife machine has made it possible to avoid whole-brain radiation therapy."

Radiation treatment is always an emotional journey – for the patients – but also for those who are providing their care.

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"One of the hardest parts is developing emotional connections without taking on the emotional consequences ourselves." But the hardest part is also the most rewarding part for Carrie. Unlike many other health care providers who see patients occasionally, Carrie sees the same people daily - often over holidays - which makes for strong bonds. "We get to spend day after day with the same patients and counsel them through everything in the acute phase of their treatment. We become family." ■

397 PIPSC members dedicated to cancer treatment

"PIPSC's strength is not just in our numbers, but in the diversity of the work that our members do every single day to make life better for Canadians." PIPSC President Debi Daviau



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MIKE PAULEY

Professional Engineer
Manager of Special Projects Development
Department of Transportation
and Infrastructure
New Brunswick

Building Bridges

From hospitals and highways, to courthouses and bridges, Mike Pauley has helped build some of New Brunswick's most important public infrastructure. As a professional engineer for New Brunswick's Department of Transportation and Infrastructure, Mike manages large projects that are usually highly political and controversial.

Ultimately, the goal is always to deliver a project that serves the public's interests.

Being an engineer was a logical choice for Mike when it came time to pick a career. "I like to fix things, and I like to solve problems. I also like to play with big toys," he says, laughing. As it turns out, Mike is very good at solving problems – the bigger the better. And his current work is as much about diplomacy – listening to and managing stakeholders – as the science of engineering.

"My work begins when people come to me with a concept. For example, we need to build a psychiatric hospital in Campbellton. I would look at that and then go through all of the processes right from concept to completion and make sure everybody gets what they need," says Mike. It's often a tricky balance that involves keeping stakeholders involved and engaged, while making sure environmental and other codes and standards are carefully adhered to. Ultimately, the goal is always to deliver a project that serves the public's interests.

"When you're managing these major infrastructure projects, I think the public has to take comfort in the fact that they have a person who works for the province who is going to do the right thing in their eyes," he says.

Mike's pride is apparent when he talks about the Petticodiac River Project in Moncton.

“When you’re managing these major infrastructure projects, I think the public has to take comfort in the fact that they have a person who works for the province who is going to do the right thing in their eyes,” he says.



The \$61 million project will see a bridge replace a 50-year-old causeway – undoing decades of environmental damage. The causeway had blocked the river flow – causing massive silt buildup, restricting fish migration, and diminishing one of the area’s biggest tourist attractions – the ‘tidal bore’. It’s taken years to get the project funded, get stakeholders on board and do all of the environmental assessments, but ground finally broke last year. The new bridge and a healthy river will be part of Mike’s career legacy.

“I feel a great sense of pride in the work. There’s a great sense of accomplishment at the end of a project when you get to see people that utilize the work that you do to actually improve their lives,” he says.

It’s not just the engineering work Mike loves – being active in his union is also a big part of his job satisfaction. He’s been actively involved with PIPSC since 1996, and a steward since 1998. “The reason I became as active as I am is because I really enjoy helping people,” he says.

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Mike's pride is apparent when he talks about the Petticodiac River Project in Moncton. The \$61 million project will see a bridge replace a 50-year-old causeway – undoing decades of environmental damage. The causeway had blocked the river flow – causing massive silt buildup, restricting fish migration, and diminishing one of the area's biggest tourist attractions – the 'tidal bore'.

"I like making sure that the employer knows what it takes to keep people happy in their jobs. It's not always about money. It's about self-esteem, development and the profession itself."

For Mike, the union is as strong as its members. "I keep telling people that we are the union, and as long as we keep supporting each other, we'll have a better time at work." ■

New Brunswick Shared Risk Pension Plan

37+% Increase in contributions, **25+%** Decrease in benefits

"Under the Shared Risk pension plan in New Brunswick, you work longer, pay more and get less. That's why PIPSC continues to fight against this decision in court and that's why we've been fighting against federal legislation that could open the door to similar tactics."

PIPSC President Debi Daviau

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 **\$829,000** to **414 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 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.



"The Professional Institute boasts a dedicated group of professionals and an impressive program and I am certainly proud to be associated with it. I have much respect for PIPSC's investment in future professionals like myself and in the community as a whole. Thank you."

- Rachel Peters, laureate





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

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