

Minutes: Education Committee September 19, 2017

Present	Regrets
Chantal Fortin (Chair) USGE Diane Girouard (Alternate Chair) UHEW Behiye Cinklic UNE Sylvie Leblanc UNE Carla Ross UNE Anna-Marie Melanson UNE Grace Morgan UHEW Lee Palotta UTE Louise Sicard UHEW Ken Zarichansky UPCE / SEPC Phil Lillies AGR / Shawn Walker UNE / SEN Greg McGillis, REVP Pierre Lebel (REO - Staff) Elizabeth Woods (Staff)	Anna Bogdan UNE

1. Adoption of the agenda

Motion: The Committee agrees to move item #8 up to be discussed as item #3.

Proposed: Ken Zarichansky Seconded by Anna-Marie Melanson

Motion adopted.

2. Introductions

Introductions and round table

Chantal Fortin thanks everyone for our votes to her position of Committee Chair.

Phil Lillies decided to join the Committee as he would like a specific workshop offered.

All the members introduce themselves.

Pierre Lebel, the new REO presents himself to the group.

Chantal explains that the Committee is responsible for researching on various topics, offering workshops, all with Pierre developing the workshops. The majority of workshops are facilitated by staff. Our Committee is proud of what we offer and recommends that all feedback is welcome, but it is best to bring back any thoughts of improvement to "within" our forum, to share and discuss with our Committee.

3- Workshop Suggestions

Ken Zarichansky proposes to create and develop the content, with the REO Pierre Lebel for an evening workshop on negotiation training presentation. See detailed information in [Annex A](#).

It is proposed that Ken develop a workshop that will be presented as an evening course on negotiation training, based on the book by Chris Voss "Never Split the Difference."

Proposer: Ken Zarichansky

Second: Behiye Cinklic

Motion adopted.

Phil Lillies is proposing that a workshop be developed on advanced training on Preventing Violence in the Workplace.

A motion is presented to explore the creation of a workshop on implementing prevention of violence policies and legislation in the workplace.

Proposer: Phil Lillies

Second: Grace Morgan.

Motion adopted.

4. Adoption of minutes the June 20, 2017, meeting

Remove Sylvie Leblanc from list of attendees and add Ken Z and correct a few typos.

Proposer: Grace Morgan

Second: Behiye Cinklic

Motion adopted.

5. Follow-up on items from previous meetings

Members are asking for accommodation purposes to be provided course material ahead of the course. The practice is to send it the day before to the members who have requested them.

Online registration form to improve based on the work of the subcommittee. Pierre has gathered notes from Johanne Labine before she left for retirement.

6- Quick review of the updated 3-year plan and fall schedule

Pierre presented the number of registrations for all fall scheduled courses. Chantal will send the updated 3-year plan to all members.

7. Follow-up on items from regional convention

Mental Health First Aid

The REO will follow the “train the trainer” course on mental health first aid in order to develop a course that will be given on the subject.

Working on electoral campaigns for women

Offer women a course on the electoral campaign, workshop content already exists on this topic. Chantal has contacted each Women’s Committees chair about this. Elizabeth Woods says that CALAS has similar training on the topic that can be used.

Finally, the members were informed that an advanced Duty to accommodate course will be offered in 2018. It is part of the 3-year plan.

8. Mentorship program and survey

Chantal and Diane Girouard will follow up on this.

9. Miscellaneous

Shawn Walker:

Members are already asking about bargaining because the process has started for the renewal of the current collective agreement for 2018. Shawn suggests that we repost on the PSAC regional website some information/resources on the process, so members can refer to.

National Joint Council. Members are asking how the NGC works and what it does for us. It is suggested to post some simple information. The same should be done on the Dental plan.

Pierre will gather information on this and get back to the Committee.

Diane asks that Elizabeth compile a list of previously useful modules that can be reused.

Grace is asking that we offer a course on short-term disability insurance plan - there is a very high demand for this topic. Elizabeth will follow up with Pierre to look into this.

Is it in the plan of PSAC to purchase new ergonomic chairs for the training room at the Ottawa office on Holland.

Greg McGillis updated the Committee members of his activities on mobilization for various issues as REVP.

The meeting adjourned at 7:47p.m.

Annex A

NEGOTIATION TRAINING PRESENTATION

Is there a currently an adequate level of negotiation skill that resides with our members and stewards?

If this committee feels this is not a desirable topic to pursue then there is no need to proceed with the following discussion?

CONTENTION: Currently; union members, including Stewards, are in need of additional negotiation skills in dealing with other members and Management. However, the NCR does not currently address this training need.

OPPORTUNITY: A newly published, highly effective, body of knowledge is now readily available that could be easily converted into a set of training modules for presentation to our members in both evening appreciation, and 2 days practical training sessions. “We do not rise to the occasion; we fall to our highest level of training.”

CREDENTIALS: I have personally used just one of these 9 highly successful techniques with remarkable results. The information is published by the lead FBI kidnapping/hostage negotiator.

BENEFITS: Members would be made aware of, and given an opportunity to practise a sampling of, or all of the 9 techniques in an evening module or a 2 day training seminar respectively. “The learning curve is steep but its attainment is not too high to achieve. Some of these techniques have been categorized as “Ninja mind tricks”.

Although, immediate achievements will be available to participants; for the habits to become long-lasting, persistence use of the techniques is required; as these techniques are “counter-intuitive”.

ACTION: Approval is requested of this committee:

1. For the preparation by the 1st of December 2017 of an evening negotiation skills module in both English and French.
2. Scheduling of presentation of the evening negotiation skills module in the winter 2018 training session.
3. Post-presentation analysis of the evening module for reference in the consideration of development of a 2-day training Negotiation course.