



## NCR Education Committee

October 20, 2020 - 5pm to 7pm

Present were:

Chantal Fortin (Chair), CEIU  
Virginia Noble, UNE  
Irene Georgieva, GSU  
Ken Zarichansky, UPCE  
Dinu Serbanescu, CEIU - note-taker  
Pierre Lebel (Staff)

Sent their regrets:

Diane Girouard, UHEW  
Lee Pallotta, UTE  
Monica Mercier, GSU  
Sophie Rouy, UNE  
Alex Silas, (REVP)

**Chantal welcomed attendees.**

**1. Adoption of the agenda**

Ken Zarichansky moved to adopt  
Virginia Noble seconded  
Motion was adopted.

**2. Adoption of Record of Decision, meeting of September 15**

Adoption postponed until next meeting (November 17, 2020).

### **3. Check-in: does current meeting format and time work ok?**

Chantal asked the committee if they are happy with the meeting time. Some might find it a bit early, but schedules have changed for many. Chantal will send out a survey to all members to seek input.

### **4. Update on Council meeting of October 17 -**

Chantal provided an update on the Council meeting including her presentation on a mentorship program. This mentorship program is still in development. Chantal has finished the research needed prior to commencing work on the pilot program. Next step is to elaborate a framework to pair individuals and to provide training to mentors and mentees on what to expect and tips to establish an effective mentoring relationship.

Virginia spoke about members getting bad information, the confusion this causes, and having to clean up after the fact. She hopes the mentorship program can help members become more knowledgeable and recommends that there should be criteria to select good mentors.

### **5. Update on PSAC-NCR Education Program and webinars**

Pierre briefed the committee on developments. There will not be any in-person courses until the New Year. Webinars and online modules are in development.

Technical difficulties encountered with the online courses have delayed their release. At present five (5) courses are almost complete:

- Welcome to the PSAC
- Grievance overview
- Steward Introduction
- Precarious Work
- Understanding the Collective Agreement

Pierre hopes these can be completed within a few weeks

Three webinars will be ready shortly and scheduled before end of year: A Return to the Workplace webinar in November, a webinar on virtual

local meetings and an introduction for new local executives in December.

Pierre offered to share a preview of courses to interested committee members

## **6. Finances: best use of the committee's operational budget**

- Chantal spoke about brainstorming for future projects but noted members have to be prepared to volunteer to do the work. Members can request union leave to work or an equivalent allowance to work on a project adopted by the committee.

Projects in development include:

- Mentorship Program
  - Human Rights courses
  - Review and improve Terms of Reference
  - Women in politics (based on the CLC course)
  - Leadership clinics
- Chantal shared that she did some preliminary work to update the Committee's Terms of Reference. She indicated that she did not require any union leave to work on these. Chantal asked volunteers to review and provide input. Virginia offered to review the TOR.
  - The committee discussed Performance Improvement Plans (PIP), and Ken recounted his personal experience. It was noted that PIPs can have discriminatory outcomes, such as for workers with disabilities and the aged, as two examples.

The following motion was proposed:

- To prepare concise information to members on how to survive a Performance Improvement Plan. A one-day salary is to be allotted between two members to develop a document, whether by using union leave or outside of work.

Moved by Ken Zarichansky and Seconded by Dinu Serbanescu.

Motion carried (unanimously)

Ken and Dinu volunteered to work together on this project. They are expected to give a progress report at the November 17, 2020 meeting of the Education Committee. If Ken and Dinu require additional time to prepare this document, they will need to present a request to the Committee.

- The committee discussed discrimination on basis of disability and age, and whether a simplified handout could be prepared for members on how to best prepare evidence in age and disability discrimination cases.

The following motion was proposed:

- Prepare a succinct handout for members on what evidence is required to optimize discrimination case. A one-day salary is to be allotted to develop the document, outside of work.

Moved by Ken Zarichansky and seconded by Virginia Noble.

Motion carried.

Ken volunteered to work together on this project. He is expected to give a progress report at the November 17, 2020 meeting of the Education Committee. If Ken requires additional time to prepare this document, he will need to present a request to the Committee.

## **7. Finances: carry-over of the 2020 budget balance to 2021**

Chantal explained that within the three-year education program cycle, the budget can be carried over to the next year.

Motion to carry over balance from 2020 to 2021

Moved by Chantal Fortin and seconded by Ken Zarichansky.

Motion carried (unanimously)

## **8. Miscellaneous (Including ideas on training outside of PSAC)**

- Chantal spoke of an upcoming event organized by the Canada School of Public Service as part of their Virtual Café series. Armine Yalnizyan, Economist and Atkinson Fellow on the Future of Workers, and Gary Bolles, Chair for Future of Work at Singularity University

will discuss the future of work after the pandemic. The virtual event is scheduled for October 22 at 11am.

- Dinu spoke of an event organized by the Broadbent Institute that was held earlier in the day. Leo Gerard retired International President of the United Steelworkers spoke of his experiences, the ~~achevants~~ achievements of his union and the importance of seeking common ground between labour and social movements.

**Meeting adjourned 6:40 pm**