



## Education Committee

<b>Meeting of October 19, 2021 - Record of decisions</b>
Virtual meeting on Zoom

Present	Confirmed regrets
Lee Pallotta (Meeting chairperson)	Sophie Rouy
Chantal Fortin (Note taker)	Virginia Noble
Irene Georgieva	Monica Mercier
Ken Zarichansky	Gisèle Knight
Mike Chartrand	Rubin Kooner
	Diane Girouard
Pierre Lebel (Education Officer)	Carla Ross

	<p><b>Welcoming remarks; selection of note taker</b></p> <p>Lee is the chairperson for the meeting and welcomed members at 5:37pm</p> <p>Chantal is the note taker</p>
1.	<p><b>Adoption of the agenda</b></p> <p>Lee moves, Ken seconds, adopted</p>
2.	<p><b>Adoption of the Record of Decision, meeting of September 21, 2021</b></p> <p>Lee moves, Ken seconds, adopted</p>
3.	<p><b>Return to physical workspaces - update from REVP</b></p> <ul style="list-style-type: none"> <li>– No updates regarding TBS policy on return to physical workspaces</li> <li>– Announcement of vaccination policy               <ul style="list-style-type: none"> <li>o Issue has become very politicized, partially due to it being an election promise</li> </ul> </li> <li>– Most discussions at NJC meetings pertain to TBS vaccination policy:               <ul style="list-style-type: none"> <li>o Need for clarification on language and privacy,</li> <li>o Elaborate on leave to be taken when side effect from vaccine; PSAC's positions is that members should not have to take "sick leave"</li> <li>o Refer to FAQs on PSAC website as it gets updated regularly  <a href="http://psacunion.ca/your-rights-work-vaccinations-and-covid-19-updated">http://psacunion.ca/your-rights-work-vaccinations-and-covid-19-updated</a> </li> </ul> </li> <li>– Questions were raised about the current lack of requirement to show proof of vaccination               <ul style="list-style-type: none"> <li>o Employers may do random checks at a later time</li> <li>o Arbitrators have ruled that employers can request proof to effectively enforce a public health policy</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>- Some agencies, crown corporations have their own policies <ul style="list-style-type: none"> <li>o Refer to component for updates</li> <li>o Some agencies appear to be pressuring their employees to return to “in-person” work</li> </ul> </li> <li>- Lots of information circulating in the media about the efficacy of combining different types of vaccines <ul style="list-style-type: none"> <li>o Alex suggests consulting a doctor for more information</li> </ul> </li> <li>- TBS anticipates up to 50% of workforce will be teleworking at least part-time after the pandemic <ul style="list-style-type: none"> <li>o One bargaining demand is to strengthen language on telework issues and providing the necessary equipment</li> <li>o Departments are inconsistent in providing equipment to employees</li> <li>o A suggestion was made that the PSAC bring up at the NJC meeting the reduction of greenhouse gasses as a justification to maintain telework</li> <li>o Some members want to return to the workplace as they feel isolated</li> <li>o PSAC will promote flexibility for its members</li> <li>o Alex indicates the TBS is anticipating hybrid model when the pandemic ends</li> <li>o Issues are brought up about hybrid models that do not work for members that are disabled and/or have accommodations</li> </ul> </li> </ul>
4.	<p><b>Follow-up on previous meetings</b></p> <ul style="list-style-type: none"> <li>- No follow-ups required, other then items addressed later in the agenda</li> </ul>
5.	<p><b>Update on PSAC-NCR Education Program and webinars</b></p> <ul style="list-style-type: none"> <li>- TUB and Grievance handling have good number of registrations</li> <li>- Other courses are less popular, possibly due to “Zoom fatigue”</li> <li>- Course on “Duty to accommodate requirements for telework”: coming up in December</li> <li>- Future of work panel - engagement and registrations: <ul style="list-style-type: none"> <li>o 667 registrations so far</li> <li>o Email blast to 43,700 members, of which 15,120 were opened</li> <li>o Another email blast scheduled directed to those who did not open email</li> <li>o Social media (Facebook) engagement has been very successful:</li> <li>o Paid advertising: <ul style="list-style-type: none"> <li>▪ \$124 spent to date, budget of \$220</li> <li>▪ Reach: 5,506; Responses: 94 (response of “will attend” or “interested”)</li> <li>▪ Cost per event response: \$1.32</li> </ul> </li> <li>o Paid and unpaid advertising: <ul style="list-style-type: none"> <li>▪ Unpaid advertising is attributed to individuals sharing event with others on Facebook</li> <li>▪ Reach: 25,660; Responses: 433</li> </ul> </li> </ul> </li> <li>- Webinar on the returning to the workplace (November 4, 2021): <ul style="list-style-type: none"> <li>o Invitation was sent to members today</li> <li>o Université du Québec did a study and will be presenting their findings</li> </ul> </li> <li>- PSAC-NCR to look at how to better reach members <ul style="list-style-type: none"> <li>o Sometimes information reaches local officers and does not go further</li> <li>o Social media engagement seems to be successful for certain events</li> </ul> </li> </ul>

**6. Motion to purchase promotional items (further to October 13 meeting)**

Chantal presented the decision from members of the working group.

The motion is as follows:

The Education Committee will purchase the following promotional items:

. Bamboo Cover Notebooks	50 units
. Mobile chargers	100 units
. Mobile screen cleaner	250 units
. Sunglass cases	100 units
. Table cloth	2 units
. Vertical stand & banner	1 unit

These items (other than the table cloths and vertical stand/banner) will be distributed to Members or used as door prizes at PSAC-NCR educational events or at Education Committee kiosks.

After receiving the final total from the Cavan and Mallons, should modifications be required in the quantities ordered, the Committee's executive will make the final decision.

Chantal moved the motion, Ken seconded, Adopted

**7. Update on current projects:**

- Mentorship Program
  - o The document has been sent to translation
  - o Pilot project will be launched in January with 3 or 4 matches (3-4 mentors matched with 3-4 mentees – ratio of 1 mentor to 1 mentee)
  - o Alex, Pierre and Chantal will select the participants for the pilot project
  - o Once the pilot project has been evaluated, the mentorship program will be open to all interested PSAC-NCR members
  - o It will be promoted to potential mentors as a way to develop leadership skills
- Guide for Regional Executive
  - o Document has been translated
  - o Currently with PSAC Communications for layout to prepare for publishing
  - o Training for Council Executive based on guide – 1-day virtual course to be offered potentially in December 2021
  - o Training for Regional Committees/Area Councils based on guide – 1-day course to be offered potentially in January 2022
    - To be determined if it will be virtual, in-person or hybrid
    - PSAC National did a similar training with the Prairies region which NCR can use as a “template”
- Webinar: Allyship with Indigenous peoples
  - o Goal would be to debunk “untruths”
  - o Chantal suggested that a guest speaker could be hired to facilitate the webinar and has offered to help with the research
  - o Ken spoke to Less, chairperson of Indigenous Action Circle
  - o Neither Ken, nor Less wishes to lead organizing this project
  - o As no one volunteered to lead organizing this project, Chantal recommended that this project be tabled for the time being
  - o The committee agreed

8.	<p><b>PSAC-NCR Education Program - 3-year plan</b></p> <ul style="list-style-type: none"> <li>– Chantal explained that we need to prioritize which advanced courses to be offered once in-person learning resumes <ul style="list-style-type: none"> <li>○ Pierre suggests that we should have this conversation at the November meeting</li> <li>○ The committee agrees</li> <li>○ Pierre will parse out the advanced courses that have not been offered from the 3-year plan into a new document in order to facilitate the discussion to be held at the November meeting</li> </ul> </li> <li>– Basic courses took months to convert from in-person offering to virtual <ul style="list-style-type: none"> <li>○ Difficult and very time consuming to convert advanced courses to virtual offering</li> <li>○ New courses are developed to be offered in person or virtual</li> </ul> </li> <li>– Pierre indicates that PSAC’s virtual self-paced courses on the edX platform are very good to meet members’ needs for basic training <ul style="list-style-type: none"> <li>○ Some of these courses may become pre-requisites for PSAC-NCR courses</li> </ul> </li> </ul>
9.	<p><b>Future project proposals</b></p> <p>No proposals</p>
10.	<p><b>Varia</b></p> <p>Chantal asked for suggestions for potential poling questions for the panel discussion on the Future of Work on October 26</p> <p>Pierre will propose some ideas</p>

*The meeting adjourned at 7:03*