



## Education Committee

January 21, 2025 – Virtual Meeting (Zoom)

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| <b>Present</b>             |                           |
| James Valois (Chairperson) | Sandra Griffith-Bonaparte |
| Gordon Marshall            | Ruth Lau MacDonald        |
| Karen Kenniphaas           | Jesus Napoles             |
| Ryan Ward                  |                           |
| Jacqueline Lee             |                           |
| Alain Craig                |                           |
| Irene Georgieva            |                           |
| Annie Proulx               |                           |
| Alex Decarie               |                           |
| Holly Trojan               | <b>Confirmed Regrets:</b> |
| Edith Nganga               | <b>Absences:</b>          |

### Welcoming remarks (James):

Meeting start (time): 5:30pm via Zoom

#### Note taker: James Valois

James welcomed everyone to the meeting and remarked that it's been the first time we've had a formal meeting since November 16, 2024 at the retreat. The past few months have been hectic and productive. There was a lot of research and work that went into the retreat, and he believes that the committee is working well. Engagement with other committees is progressing well, and he had a conversation with the Young Worker's Committee (YWC) this week regarding possible collaboration.

There is a great opportunity for member-to-member seminars, and the committees possess the requisite subject matter expertise to make this a valuable and sustainable venture. The previous efforts by James and Gord with engaging other Education committees may also be valuable in this member-to-member space, if we develop and executive a successful deliverable, other regions may look towards us to provide this support. Obviously, the NCR remains our priority, however many circumstances exist where we do not maximize our attendance limits, and supplementing attendance with other regions could be a good way of refining our instructional skills and establishing reciprocal training opportunities elsewhere.

Thank you everyone that could attend the holiday get together in December, we recognize that it was thrown together at the last minute, but James received a lot of positive feedback and a few emails from members who expressed that it was a great way to introduce other committee members and expand our networks. One person said it was *"refreshing to make the PSAC circle bigger"* and another wrote that it was *"liberating and relaxing to bring us together in an environment that encouraged mingling and friendship,*

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|    | <p><i>as opposed to being shushed, rushed, and ushered onward". Thanks to everyone who participated and played a role in the event's success.</i></p> <p>James stated that he would like to keep the meetings to one hour. He will endeavour to add important business at the beginning of each agenda and matters that go unaddressed will simply be added to the next meeting's agenda.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 1. | <p><b>Adoption of the Agenda for Nov 16, 2024</b></p> <p>Moved by: Gord Marshall</p> <p>Seconded by: Edith</p> <p><b>Unanimously Adopted</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 2. | <p><b>Adoption of the Record of Decision, meeting of November 19, 2024</b></p> <p>Moved by: Gord Marshall</p> <p>Seconded by: Edith Nganga</p> <p><b>Unanimously Adopted</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 3. | <p><b>Nomination/Election to fill vacant executive position of Treasurer – Secretary.</b> A big thanks to Karen Kenniphaas who has served within this capacity since June, she will be stepping down from the Executive on this committee but nevertheless remaining onboard as a member.</p> <p><b>Nomination of Ryan Ward, UTE Local# 70000</b></p> <p>Nominated by: Karen Kenniphaas</p> <p>Seconded by: Edith Nganga</p> <p>Nomination was <b>Accepted</b></p> <p>No Further nominations: <b>Ryan Ward was acclaimed Treasurer – Secretary</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 4. | <p><b>Discussion regarding Education Program- Jesus Napoles</b></p> <p>Jesus reported the following:</p> <ul style="list-style-type: none"> <li>- Matt Ashworth is no longer coordinator for the NCR, we are currently supported by National. We have also lost Amelie who was an admin with the NCR, that position will be filled in the future. All Rep positions are currently filled.</li> <li>- Talking Union Basics (TUB) next week: English has 16 participants; French session has 7 participants.</li> <li>- February Grievance Session for Stewards; 9 English, French has 8 participants</li> <li>- 3-hour sessions are new courses, National has mandated the delivery as pilot sessions, education program is looking for feedback to determine if it will be valuable to expand on those education products.</li> <li>- National is working on updating the Grievance Handling course, that is why it is not on the schedule now. Advanced Duty to Accommodate Training is now at translation and will be rolled out soon.</li> <li>- New courses will be posted once the PSAC budget is finalized. New courses to look for are Political literacy, and Young Worker Education.</li> </ul> <p><b>Q&amp;A</b></p> <p><b>James asked:</b> Is there still room for more attendees to join the TUB planned for next week. <b>Jesus responded:</b> Yes, they are virtual sessions and room is available.</p> |

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|    | <ul style="list-style-type: none"> <li>- <b>Karen asked:</b> Is accessibility part of the New Advanced DTA course? It was mentioned previously by Elisabeth Woods that accessibility would be part of this. <b>Jesus responded:</b> Elisabeth's team is the one overseeing the curriculum, but he would be happy to present it to MDAC for review/opinion once it is released.</li> <li>- <b>Irene asked:</b> Regarding 3-hour courses, PSAC previously provided leave letters only for 3 hours. Members complained the time wasn't sufficient to get from work to the location, or from the location back to work. <b>Jesus responded:</b> 1-hour would be factored into the leave letters (4 hours total), but if this is not enough, reach out to the admin to have it amended based on your needs (accommodation, distance, traffic, start-time, etc..)</li> <li>- <b>Irene asked:</b> It now looks like 3-hour courses during workdays are becoming the norm rather than being an exception. The remaining recently posted 3-hour courses cover topics that hardly can be covered in such a short time. We are concerned that so many courses are only 3 hours. <b>Jesus responded:</b> Based on the budget being finalized, it would have been irresponsible to lock in expensive courses when they did not have the funding secured. These short courses will eventually become larger, full day courses, they are to be viewed as a pilot and our feedback plays an important role in the finalizing of the curriculum.</li> <li>- <b>Alan asked:</b> With these shorter expedited courses, how can we get to the root of a topic in such a short period of time? Also, in terms of the travel time for these short courses, it's hard for people to travel downtown or to Gatineau when people work outside of the downtown core. <b>Jesus responded:</b> These 3-hour sessions are really pilots for new material, and based on the interest and raw feedback received, they will evolve into more comprehensive learning products. These short courses may not be feasible for everyone to attend, but eventually, they will become larger courses. These are all in-person for now, but they will be rolled out to virtual learning and the curriculum will only become more complex and sophisticated in the completed version, so you will not miss anything by not attending the shorter sessions.</li> </ul> |
| 5. | <p><b>Debrief on the Triennial Retreat- James Valois</b></p> <p>Thank you to everyone who participated and contributed to the retreat. We are happy to say that thanks to the patience and effort of everyone, we managed to make it an impromptu hybrid event on the first morning. We had a total of 14 attendees, which included REVP Ruth Lau MacDonald and Elisabeth Woods, Assistant Director of the Regional Office Branch. The attendees represented 6 different components (CEIU, USJE, UNE, CIU, UTE, and GSU) and 8 different committees within the NCR (Education, ORWC, RVAC, OAC, HSC, YWC, MDAC, and Finance). We had a healthy blend of battle-hardened union veterans, and an inspirational presence of newly acquired regional talent.</p> <p>The retreat was centered around discussions following our 2024 education survey which collected a total of 77 responses (69 English / 8 French) and thank you again to all the Education committee members, component leaders, DCL's, and Regional Council members who shared this survey through your respective networks. The feedback provided us with a good understanding of the needs facing our locals and components.</p> <p>To compliment the Education Survey, James compiled a spreadsheet of every PSAC course advertised by the regions and consolidated those course offerings within a single document. This enabled the committee members to look at what courses are offered elsewhere and compare those education products to the NCR Course catalogue (which was also created). In short, the member survey, PSAC course encyclopedia, and NCR</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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|    | <p>Education catalogue provided us with a strong level of understating to create a 3-year mandate that we felt was reasonable, responsible, and ambitious.</p> <p>In short, the triennial plan aims to continue to provide timely entry-level courses and support to newer members while recognizing the need to enhance the region through more advanced education. It was remarked that the NCR lacks the course offering depth that exists in other PSAC regions, correspondingly, our hope is to have these advanced courses brought to the NCR so we can add them to our course library and be capable of offering them consistently in the future.</p> <p>All of these documents, including the survey are available within the Committee One Drive under its own folder- <a href="#">Triennial Plan</a>.</p> <p>We spoke to Elisabeth Woods regarding the need for co-facilitation within the NCR to ease the burden on PSAC staff and to assist with member engagement when delivering courses. This is a win-win and takes place in other PSAC regions. Co-facilitation does not impede on bargaining work as outlined within the CULE Collective agreement, and the Alliance Facilitator network was conceived by the PSAC as a viable mechanism that is being ignored within the NCR.</p> <p>Once again to everyone for supporting the retreat, they were great numbers and great collaboration. The format worked great, and attendance was exceptional. A big thanks to Ruth and Dana (REVP's Office) for their assistance as it related to the venue and food.</p>                                                                                                                                                 |
| 6. | <p><b>Participation in the 2025 Broadbent Institute Progress Summit - James</b></p> <ul style="list-style-type: none"> <li>- The 2025 Broadbent Institute Progress Summit will take place <b>April 9- 11, 2025</b> at the Delta Hotel in Ottawa. The event starts with a reception on Wed Apr 9<sup>th</sup> at 6:00pm and ends Friday April 11<sup>th</sup> at 1:00pm.</li> <li>- The Progress Summit brings together thought leaders, movement builders, elected officials, and frontline activists to help us understand our current landscape. The Summit is the largest annual progressive politics conference in Canada.</li> <li>- The Summit is an annual opportunity for progressives across Canada to gather and discuss the issues of the day. Each summit offers analysis, solution-building and leadership training with each year focusing on a different theme, exploring pressing issues of concern to the progressives in Canada and around the world.</li> <li>- PSAC Education program is purchasing four tickets to the event, which includes a lunch each day (Thu and Fri).</li> <li>- Union Leave is not available for the event at this time, but all registration fees will be paid by PSAC Education. Ruth is currently costing obtaining Union Authorized Leave (UAL) letters and will report back later.</li> <li>- In the past, the Education committee passed a resolution to support each participant with \$100 to contribute towards transportation, parking, and other fees incurred as result of participation.</li> <li>- Preference will be accorded to members in good standing who have demonstrated their commitment and who are actively engaged in the work of their union.</li> </ul> |
| 7. | <p>Motion moved by: Karen Kenniphaas</p> <p>Seconded: Jacqueline Lee</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

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|     | <p><i>Whereas developing leadership, political advocacy, and maintaining a comprehensive understanding of current and emerging progressive Canadian issues is vital within the PSAC and specifically the NCR.</i></p> <p><i>Be it resolved that the PSAC NCR education committee allocate \$100 per member in good standing for their attendance at the 2025 Broadbent Institute Progress Summit from April 9- 11, 2025 to a maximum of \$500 for 5 members. These funds will assist in covering fees associated to transportation, parking, and non-alcoholic refreshments or snacks that are not provided at the event.</i></p> <p>There was no discussion/debate on the motion and was called to vote immediately.</p> <p><b>Unanimously Adopted</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 8.  | <p><b>Discussion surrounding Budget for 2024-2025 priorities and planning- James</b></p> <p><b>James:</b> What are the things you would like to propose we allocate funding towards in the next financial cycle?</p> <p><b>Ryan:</b> In-Person seminars and training, education-related events such as guest speakers and experts, and including food and a social component within the framework of Union education.</p> <p><b>Karen:</b> It would be valuable to work with and prioritize education within specific communities, either directly or by taking an intersectional approach. There's a lot of education that would benefit these members and communities.</p> <p><b>James:</b> Funding a member/members to receive certifications that will serve our members would be good to look into, for example, supporting a member to become qualified as a Mental Health First Aid trainer through the Mental Health Commission of Canada (MHCC) would be a great way for our members to receive invaluable (and Internationally recognized) training, by a fellow Union member. This would enable members (or the PSAC) to only pay the registration costs for each attendee and enable more people within the NCR to become certified.</p> <p><b>James:</b> This is nearing the 1-hour mark, and we have covered a lot, if there are other budgetary proposals that you have, please e-mail them to James, Gord, Edith, or Ryan and we will be sure to include them in future discussions.</p> |
| 9.  | <p><b>Discussion: Masterclass Project vs Member-to-Member Seminars? - James</b></p> <p><b>Moved to the next meeting due to time limitations.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 10. | <p>Varia (round table): <b>Nothing raised</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|     | <p>Meeting Adjourned at 18:33</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |