



Education Committee

April 15, 2025, 2025 – Virtual Meeting (Zoom)

Present	
James Valois (Chairperson)	Karen Kenniphaas
Edith Nganga	Suzanne Sirois
Michèle Mongeau	Annie Proulx
Ryan Ward	Sandra Griffith-Bonaparte
Junior Ngandu	
Irene Georgieva	Confirmed Regrets:
Rachel Andrusek	Ryan Ward
Holly Trojan	Gordon Marshall
Amani Osman	Absences:

	Welcoming remarks (James): Meeting start (5:30pm) via Zoom: James welcomed all persons in attendance. Note taker: James Valois - James welcomed everyone to the meeting and reported that two new NCR members had expressed interest in joining the committee, he reiterated that he appreciated all components and locals spreading the word of the committee. - The Education committee website has been updated thanks to Jade Conrad, the Records of Decision for 2024 and 2025 will be uploaded in the near future. - James reported on Education-Related conversations which took place during the NCRCE meeting on April 2, 2025. Specifically, lack of engagement with the committee surrounding the planning of the spring educational calendar, and lack of communication. - NCR Member appreciation day is on May 2 and the REVPO states details will follow. - The NCR AGM is on June 13-14, 2025, at the Hilton Lac Lemay.
1.	Adoption of the Agenda for April 15, 2025 Moved by: Edith Nganga Seconded by: Rachel Andrusek Unanimously Adopted
2.	Adoption of the Record of Decision, meeting of March 18, 2025 Moved by: Karen Kenniphaas Seconded by: Edith Nganga Unanimously Adopted

Discussion regarding Education Program- James Valois

James reported the following:

- The Spring education calendar was posted on the regional [website](#) during the week of April 7, 2025. Following the NCRCE meeting (Apr 2, 2025), James was provided with a copy of the spring schedule to share within the committee, that e-mail was shared on April 3, 2025.
- A consolidated e-mail blast was sent by James on April 12, 2025 which listed all the upcoming courses and included the registration links for each offering. This e-mail was sent with the hopes that locals would forward the email along to their members and increase participation within the NCR.
- In our last meeting (March 18, 2025) Rachel Andrussek had suggested composing a list of local component presidents and general e-mail accounts for the various locals within the NCR so they could be informed of upcoming union education opportunities. As a result of this suggestion, there were an additional 129 points of contact who received the April 12, 2025, email outlining our spring programming.

Sandra Griffith-Bonaparte: Did you have my local contact, because we did not get anything with UNDE (Union of National Defence Employees)? We have some new stewards that require training.

James Valois: Stated that he would conduct some research and follow up directly later.

Update: James e-mailed Sandra on April 19, 2025 and provided the 12 e-mail addresses which were used to contact various UNDE contacts within the NCR.

3. **Junior Ngandu:** The Grievance basics course that is posted, is that the mandatory course, or is that something different, because it is the same name. There is a 3-hour course and a 3-day course.

James Valois: Jesus has previously mentioned that the 3-hour Grievance seminar is to pilot some new information that is being added to the Grievance Handling 3-day course but does not exist to replace it. Therefore, if people attend the 3-hour seminar, they are still eligible to attend the 3-day course, and the longer course is still considered mandatory. James also mentioned that although it is not currently on the website, one of the regional reps stated that an in-person training for stewards, local executives and RVPs is currently being discussed for May 3 and June 28 from 9am–12pm and details are supposed to follow soon.

Edith Nganga: Looking at the calendar, there is Mental Health First Aid in English Only, are there plans to have this in French? We need to make sure we don't forget the French population, especially in this course.

James Valois: In speaking with Ruth, the plan is to have the fall education calendar posted in June. With the French courses, we have a hard time filling seats, but this is likely because courses are being posted in such short notice. We will need to make sure for the French course, to have a successful attendance roll out, that we give ample notice for participants to sign up and ensure that it is promoted well in advance. To reinforce the importance of adequate advance notice- the Canadian Labour Congress (CLC) seminar that took place yesterday (April 14, 2025) in French only had two (2) participants; this is the byproduct of the seminar being posted within one week notice and very minimal advertising or awareness.

Edith Nganga: My other question, for my component, what contact do you have for UTE (Union of Taxation Employees) for the union education courses?

James Valois: I will reach out to you and Ryan (Ward) after the meeting to share who and where I contacted for UTE. *Update: James e-mailed Edith and Ryan on April 15, 2025 and provided the 7 points of contact used to contact UTE within the NCR.*

- The first Canadian Labour Congress seminars were delivered yesterday (April 14, 2025), nine (9) people were registered for the course, and it was great to see Rachel Andrusek present in the English session and both Michèle Mongeau and Junior Ngandu present in the French. There were only four (4) participants registered for the French session and two (2) attended; this may have something to do with the calendar being released less than a week before the session. James opened the floor to ask for feedback and/or impressions from those in attendance.

Junior Ngandu: To be frank, the course needs some updating and the course context was very rudimentary. The content was developed under a certain political climate which was not necessarily reflective of current world events. This invited participants to be partisan, and some of the content suggested actions which could constitute violations under the Values and Ethics Code for the Public Sector. Perhaps the course being offered at the last minute prevented there being ample time to adapt the curriculum to our union setting.

Michèle Mongeau: The facilitators really did not feel comfortable with the content and they were really unfamiliar with the Values and Ethics Code for the Public Sector, which was problematic. Some of the content made me feel uncomfortable, because information being given to Stewards that is ill-advised could really put members and the union in a bad position. The subject was interesting, but it was just not what I expected.

Sandra Griffith-Bonaparte: I am very surprised, because I have attended a lot of CLC training, including Labour College, and only had positive experiences- in some instances much better than training offered by the PSAC. Therefore, I am very surprised.

Junior Ngandu: Sandra, was the training delivered directly by the CLC?

Sandra Griffith-Bonaparte: It was both, some directly from the CLC and some through trained facilitators.

Michèle Mongeau: I am a trainer in training, and I have a lot of experience in facilitation, and I can honestly say that there was a lower quality of preparation on behalf of the facilitators in this French session. I am not saying that they are not good facilitators, but on this topic, there was a lack of knowledge on the subject being discussed.

- There is a 2-Day Joint Learning Program (JLP) Training workshop for Occupational Health and Safety (OHS) Committees in French in Gatineau on May 14-15, 2025 but the English session in Ottawa on May 28-29, 2025 is full. This is a great course, put on by OHS experts.

Karen Kenniphaas: If you could please share that JLP information to us, I think this is something that can be shared within the Health and Safety committee and perhaps having JLP come in to meet with us would be a good way to build awareness and participation. Also, do you have any other JLP announcements today?

James Valois: I will gladly share the JLP offerings with the committee through email, and, yes, there is one more JLP announcement in that registration for Duty to Accommodate (DTA) delivered by the JLP will be open next week, this is something you should talk to your employer about. While the union has great DTA representation, it's also important to promote education that brings these managers to the table, so they understand their obligations related to DTA. *Follow-Up: James Valois sent an email to the Education committee on April 19, 2025 with the French OHS registration information, and the*

	<i>English Waitlist registration link. He also provided the link on how to apply for a DTA course utilizing the JLP's website.</i> Edith Nganga: I noticed that there is no JLP for the CRA (Canada Revenue Agency) is there any progress with this? James Valois: I know that it is not within your collective agreement and this is something that would be best addressed through bargaining, but I also know that the REVP (Ruth Lau MacDonald) has been discussing integrating the JLP into some regional training offerings, so perhaps this is something she or Jesus can speak to in a future committee meeting. Suzanne Sirois: I attended the Health and Safety JLP, and it was a fantastic experience. I tried to bring more JLP training brought to Shared Services Canada but learned that there needs to be total employer support which can be very hard to get. It would be great if the JLP worked more on getting employers on board, because this is a great program, but it can be hard to bring it into some workplaces. We need to promote this more within the union. James Valois: Great point, and very well received.
4.	2025 Broadbent Institute Progress Summit - The 2025 Broadbent Institute Progress Summit was last week at the Delta Hotel in Ottawa. The regional education program paid for the registration of 4 people to attend; the four attendees were: ▪ <i>Michèle Mongeau- Union of National Employees (UNE)</i> ▪ <i>Steve Colterman- Government Services Union (GSU)</i> ▪ <i>Sandra Griffith-Bonaparte- Union of National Defence Employees (UNDE)</i> ▪ <i>David Lanthier- Union of Taxation Employees (UTE)</i> Michèle Mongeau: It was a fantastic experience, and the panel discussions were very inspiring. One of the first things I learned was the importance of being organized and looking at issues from a solution-based focus. There was a lot of messaging about the power of togetherness, and a particularly strong learning point in a union context about not saving people. We must stop saving members, but we need to empower them to go and get the information so we can help them even more. The members are not broken, and they don't need to be fixed, we need to inspire them and support them and empower them, and that is a great thing for me to have learned. Sandra Griffith-Bonaparte: It was great, and I really liked the theme which was- Preparing to take on today's crisis, which I thought was very impactful. We had a very diverse group of leaders, policy experts, and advocates through a lot of different sessions. There was an emerging leaders' program that was very interesting, Green industrial policy, and there were a lot of amazing networking opportunities that I particularly enjoyed. There were some inspiring discussions regarding growing activism and membership, and it was a very energized experience and appreciated getting to make connections related to progressive change. Next year, I hope we can bring more names forward and have an even larger presence. James Valois: Thank you for the participants who represented the NCR with pride and took time (and leave from work) to attend. I hope that in future years, we can figure out a way to get PSAC NCR members present with Union Leave letters, so our members aren't compelled to use their personal leave credits to attend these events that directly benefit the union. Thank you to you both (Sandra and Michèle) for attending and presenting us so well.

5.	Status of existing initiatives and courses and the development of new materials for member-to-member education. -James - Where are we in terms of being able to deliver any member-to-member education? Do any of you have members that have, or would be interested in creating and delivering something that would benefit the union within the NCR? There were talks in the past about <i>Assisting members with Administrative Investigations</i>, was this ever delivered? Is there a delivery anywhere? - There was formerly a plan to deliver member-to-member courses related to assisting members with Performance Improvement Plans and another for assisting members through administrative investigations. If anyone is aware of the status of either of those projects, please let me know. - These member-to-member courses will serve as a great tool to fill the gaps between union theory by facilitating more informal sessions that are less structured and rigid. Michèle Mongeau: I just want to say that Rose Touhey is fantastic, she knows so much and so many tips for us in my local.
6.	Varia (round table): James Valois:: NCR Award nominations are now posted on the regional website. You have the ability to nominate great union leaders from within the region or your local for them to be recognized for their great work and contributions. Karen Kenniphaas: This is a great initiative, but it is somewhat short notice. James Valois: Our next meeting will be May 20, 2025 and after that, we will have our Annual General Meeting (AGM) on June 17, 2025 where we will hold elections for the next year. Following the AGM, we will recess for July and August and return in September.
	Meeting Adjourned at 6:31pm