

**RECORD OF PROCEEDINGS**  
**MEETING**  
**Professional Recognition and Qualifications Committee**  
**April 29, 2019**

<b>Meeting Date</b>	April 29, 2019	<b>Time</b>	9:00 am PIPSC Office 250 Tremblay Road Ottawa, ON
<b>Members (Present)</b>	Thomas Landry Chair PRQC  Gerry Sanders, SH Group  John Eng, NR Group  Linda Joly, AFS Group  Nashwa Tamraz, CS Group  Rohvit Chhabra, CFIA Group  Johanne Potvin, AFS Group  Michael Uminsky, PIPSC Staff Member  Gary Corbett, PIPSC Vice President		
<b>Members (Absent)</b>	None		
<b>Alternates</b>	None		
<b>Invitees/Observers</b>	None		
<b>Presenters</b>	None		
<b>Secretariat</b>	Linda Joly		

<b>Item #</b>	<b>Discussion Summary</b>	<b>Action Required</b>	<b>Completed Action</b>
<b>1.</b>	<b>Call to order by the Chair</b>		
<b>2.</b>	<b>Approval of Agenda</b>		
	<b>Motion</b> to approve the Agenda Moved by: Linda Seconded by: Gerry <b>Carried</b>		
<b>3.</b>	<b>Approval the Minutes</b>		
	<b>Motion</b> to approve the December meeting minutes. Moved by: John Eng Seconded by: Johanne Potvin		

	<p><b>Carried</b></p> <p><b>Motion</b> to approve the February meeting minutes.  Moved by: Rohit Chhabra  Seconded by: Johanne  <b>Carried</b></p>		
<b>4.</b>	<b>Items arising from the previous minutes</b>		
	<p>300 Word Essay (John will resend the essay he submitted)</p> <p>Collaborations</p> <p>Gerry – Nursing Convention</p> <p>Rohit – Veterinarian Convention</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Approved</p> <p>Approved</p>	
<b>5.</b>			
	<p><b>Data Analysis (Michael)</b></p> <p>Michael gave an overview of the survey results from the Bargaining Survey Results - We discussed next steps -</p> <p>Such as surveys, it was recommended that the survey go to the membership similar to our approach to issue a survey to stewards at steward councils. Possibly doing it within the next 6 months – consider the types of questions asked that perhaps limit the number members skipping questions – have an option to not</p> <p>Michael identified that we need to change How we follow up on the “To do’s” It was suggested that we agree at the end of each meeting of the To Do List and/or he can set PRQC up on the Asana system– set up our team used to collaborate with members – have access to the PRQC project – share documents/real time</p> <p><b>Grievances and Arbitration to article 1.02 (Michael)</b></p> <p>Michael will look for data from Labour to track the issues of grievances filed with Article 1.</p> <p>Ratio of Professional PIPSC to Non PIPSC members – unable to provide the numbers, greater tackle than</p>		

	<p>anticipated – still working on it – perhaps use a fact sheet to show the ratios within PIPSC and the Labour Market.</p> <p>PEA – BC Professional Employee Union – Professional Reliance, basically about professional in BC public services, (focus specifically to Science Officers) ie licensed engineers, foresters, geologists, etc. A report identifying problems of non recognition of professionals – move forward to the legislature on how provincial employers should be treating their members. A report will be put together for our review on how there maybe similarities to how our Professionals are being treated.</p> <p><b>Regional Councils Presentation (Group Discussion)</b></p> <p>New PRQC Banner – with the term with PRQC on the Banner, John &amp; Johanne to take on the task of having a new banner ordered</p> <p>Gerry &amp; Thomas attending Atlantic Council to present or at least a table or banner – have a presence</p> <p>Johanne – next weekend, she has sent her report to Yvon and she will make a presentation on Saturday the 4<sup>th</sup>.</p> <p>Linda – No presentation made; the report was included in the Binder for the delegates</p> <p>John – NCR – next week, John has asked to do it, but they want him to do a full Better Together workshop, asked him to do it the fall</p> <p>Rohit – will present at the Steward Council</p> <p>Nashwa – will present at the Steward Council</p> <p>Thomas to meet at the Consultation Committee and stress the fact the members need to be supported at the Mid Year Performance period to help them stress to the members that we are professionals and should be. Will discuss the next survey and our presentation at steward council in the fall.</p>	<p>Johanne &amp; John</p> <p>Thomas</p>	
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	<p>Have Thomas send a memo to the Regional Director's to allow a time for the PRQC member to make a presentation or at least to have a table.</p> <p>Possibly develop a workshop where we can meet with members at Steward Council – come up with a session where we can speak directly with members about the priority issues facing professionals –</p> <p>Office space (Sean O'Reilly to be invited and give us an update on this topic), Professional Development (Thomas to have discussions with Dale on moving forward with getting professional development out to members).</p> <p>Conference attendance, members should feel they have access to attend (Michael will look into the RE SP RCO collective agreements).</p> <p>Performance Management (Michael to look into other groups with performance management in their bargaining, payment of fees.</p> <p>Fees, (Linda &amp; Johanne follow up with Doug Mason to determine if there are issues with the AFS members being reimbursed their fees)(Rohit will follow up with the CFIA Group to determine the same).</p> <p>Further to Michaels presentation of the survey results, perhaps we can take the survey to the members and show them the results we are getting – get their feedback and ask for input on how to build survey to capture the essence of who the professionals are, who are they being treated and respected in the workplace. Are they passing on the union support and why?</p> <p>Continue discussions on how we will refine our presentation</p> <p><b>Public Service Week (Thomas)</b></p> <p>Consider incorporating our next meeting to take place the week of National Public Service Week – invited Shelly Melanson to the meeting to discuss events taking place and where our efforts would be best</p>	<p>Thomas</p> <p>Thomas</p> <p>Michael</p> <p>Michael</p> <p>Johanne/Rohit</p>	
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	<p>served. The messaging to help members be recognized as professionals.</p> <p><b>Exchange with Groups (Thomas, John &amp; Gary)</b></p> <p>At the moment it is difficult to include professional issues to our Groups within PIPSC due to bargaining. Some issues affecting our members are office workspace, training, regulatory body fees, work planning, career progressions, performance management and training. Discussions on having Dale, provide a discussion on the professional development proposal he is discussing with his Department. Thomas to follow up with Dale on this issue and how to bring it to the committee.</p> <p><b>Asana Presentation (Michael)</b></p> <p>This collaboration tool will be used by the PRQC – Michal will send us all an email and invite us to the Asana application. Used to help keep track of our progress, collaboration.</p> <p><b>Collaboration Professional Associations</b></p> <p><u>Health</u></p> <p>Gerry will be attending the Canadian Nursing Conference in June 2019.</p> <p><u>CPA</u></p> <p>Last year Stewart prepared the Johanne has not yet made contact to arrange to be present at the CPA annual convention. Possibly arrange with AFCO, share a booth – unsure if there is a probability of reciprocal advertising. She will follow up with Stewart and take the lead to request approval for Johanne to participate at the CPA convention with CPA having a booth at our AGM in November.</p> <p><u>NR</u></p> <p>John will pursue the funding from NR group to participate in PEO in November.</p>	<p>Michael</p> <p>Johanne</p>	
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	<p><u>Veterinary</u></p> <p>Rohit will be attending the Canadian Veterinary Medical Association National Convention in July 2019. At the moment no reciprocal representations, allow booth at the convention.</p> <p><u>Others</u></p> <p>Overall the main purpose of participating in the Association Annual Meetings is to have future cost neutral arrangements with the associations whereas there is no cost to us to attend their AGM's and for them to attend our AGM with no registration fees.</p> <p><b>Reports: Board &amp; Regional Councils</b></p> <p>At the conclusion of each meeting, Thomas sends an overview of our meeting to Gary who will share with the Board. These reports will be used to form the annual report for the Regional &amp; Steward Councils. BOD it is Recommendations to the board to have a resolution forwarded to the AGM, for example the request for changes to the Friend of the Committee.</p> <p><u>100 Year Celebration</u></p> <p>High priority for this committee. Our members have lost the feeling of being professionals and the majority of the members did not feel the PRQC serves all members not just members who are accredited.</p> <p>Initially, Klaus was the lead on this committee; then picked up by Thomas to attend the 100 Anniversary meetings and emphasis the nature that we are Professionals. One activity mentioned was to identify outstanding accountability to their profession – major effort – suggested that we have a special bursary – use the existing legacy foundation criteria to help select a winner – however we have no money to award the recipients– approached some of the group leaders to help with funding. It is recommended that we select one individual – from our existing groups – the winner would be announced and celebrated at the 2020 AGM.</p>		
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	<p>Thomas will discuss with the groups to put forward a request in their respective groups to identify the member(s) who have contributed above and beyond for PIPSC. All of the winners will be included in a publication that will be presented at the 2020 AGM. The publication can identify who the winners are, what they have done to make a difference for professionals and PIPSC as a whole. Gary will approach Laureen to get a copy of the criteria used to select a Lifetime Achievement Award which can be used by the groups to select the recipients in their groups.</p> <p>Nashwa has been tasked with identifying a National IT group</p> <p>Linda will provide the next 300 word essay</p> <p>Next Meeting(s)</p> <p><i>PRQC</i> – June 18, 2019 Meeting # 3  October Meeting # 4  November Meeting # 5</p> <p><i>AGM</i> – November 8 &amp; 9, 2019</p> <p><u>Steward Councils</u>  Quebec – September 6 &amp; 7  NCR – September 27 &amp; 28  Ontario - September 20 &amp; 21  Prairies-NWT – September 20 &amp; 21  BC-Yukon – October 18 &amp; 19  Atlantic – October 18 &amp; 19</p> <p>AC – August 10, 2019</p>		
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<b>6.</b>			
	Next meetings:  June 18, 2019		
<b>8.</b>	<b>Round Table</b>		
<b>9.</b>	<b>Meeting adjourned at 3:18 pm</b>		