

○ **PIPSC NRC Newsletter Octobre 2019**

**RO/RCO Group**



*Research Officers and Research Council Officers Group Executive Members (2019)*

<b>President</b>	<b>Cathy Cheung</b>	<b>Ottawa</b>
<b>Vice-President</b>	<b>Craig Bihun</b>	<b>Ottawa</b>
<b>Secretary</b>	<b>Mary Zborowski</b>	<b>Ottawa</b>
<b>Treasurer</b>	<b>Keith Yeung</b>	<b>Victoria</b>
<b>Chief Steward</b>	<b>Stephan Grosse</b>	<b>Montréal</b>
<b>Member-at-Large</b>	<b>Daniel Durand</b>	<b>Victoria</b>
<b>Member-at-Large</b>	<b>Alex Ko</b>	<b>Winnipeg</b>
<b>Member-at-Large</b>	<b>Suwas Nikumb</b>	<b>London</b>
<b>Member-at-Large</b>	<b>Carsen Banister</b>	<b>Ottawa</b>
<b>Member-at-Large</b>	<b>Dev Pinto</b>	<b>Halifax</b>
<b>Member-at-Large</b>	<b>Feng Ni</b>	<b>Montréal</b>

**Please print this newsletter and post it on the union bulletin board in your facility. If you don't have a union bulletin board or are not sure where it is, contact us: [rorco@pipsc.ca](mailto:rorco@pipsc.ca). Past newsletters and other updates from our group are available from our website:**

**<http://www.pipsc.ca/groups/nrc-ro-rc> or <http://www.pipsc.ca/fr/groupe/cnrc-ar-acr>**

**Report from the NRC RO/RCO group president,  
Cathy Cheung**

Dear members,

I hope you all had a fantastic summer and had a chance to unwind and take some well-earned vacation.

The RO RCO Group Executive has been working on a number of priority areas over the last several months: bargaining, communication with members, member engagement, steward support, and promotion criteria.

Bargaining was a huge activity this year and we are extremely pleased that we were able to reach a fair agreement with NRC in an expedited time period. The agreement was signed on August 30, 2019 and is valid until July 2022. The bargaining update that was sent out in September (<https://www.pipsc.ca/groups/nrc-ro-rco/nrc-ro-rco-group-you-have-signed-new-collective-agreement>) provides many details of the new agreement along with key timelines. We plan to host a number of lunch and learns in 2020 to further explain the changes, new articles, and provide updates on some of the major items, such as the upcoming work by the joint committee to review the RO RCO compensation system. Some significant changes were made in the last 2 contracts that will take some time to trickle down.

I think it's very exciting that the upcoming 3 years will have minimal bargaining pressures, and so the Group Exec will be able to focus on how to tackle and improve on new and longstanding issues faced by our members.

I am also pleased to announce the formation of a new RO RCO Quebec subgroup this fall. This subgroup is being led by a number of ROs and RCOs from NRC Royalmount (Marie-Anne Gauriat, Vincent Dodelet, Martin Loignon, Feng Ni, Anne Marcil, Daniel Desmarteaux, Stephan Grosse). I want to extend a big thank you to these individuals for taking on this leadership role to improve the visibility of PIPSC in the NRC Quebec worksites and to better support the 339 RO RCO members in the Quebec region. For those working in Quebec, please keep an eye out for upcoming events organized by the Quebec subgroup. There are now 3 RO RCO subgroups: Atlantic, National Capital Region, and Quebec.

The Group Exec has had several opportunities to meet with members over the last few months. We hosted lunches with RO RCO members in London in April, at Ottawa Uplands in June, and have upcoming lunch meetings at Ottawa Sussex in October. Our last meeting of the year with members coincides with our AGM on Friday, Dec 6 at Ottawa Montreal Rd Campus (location TBD). Please mark your calendars to attend.

Best wishes,  
Cathy Cheung

## **NRC RO/RCO Get Active Challenge Update**

Well the results are in and they are very impressive! Over 83 PIPSC RO/RCO members, literally from coast to coast, rose to the challenge and applied for a PIPSC-royal blue athletic t-shirt. More importantly they shared how they would proudly wear their shirts. There were, as expected, lots of runners, walkers, cyclists, and gym enthusiasts. Interestingly though there were also busy parents, curlers, equestrians, fencers, oriental dancers, soccer players, yoga

practitioners, and union activists! We will in this newsletter, and future ones as well, share with you some of the photos of our active members. If haven't already shared a photo and would still like to be a RO/RCO "poster child", please send us a photo of yourself in action. There are also a small number of shirts in select sizes still available. If you would like one please send a message to the Group email account ([rorco@pipsc.ca](mailto:rorco@pipsc.ca)) and tell us your size, where you are located, and where you will wear your shirt. Thanks everyone who participated in this fun initiative. We hope you enjoy your shirt and we look forward to seeing you wearing it wherever you are active!



Here are some examples of members enjoying their athletic t-shirt



## PIPSC RO/RCO Workplace Bulletin Boards

Did you know that “access to reasonable space on bulletin boards, including electronic bulletin boards”, is enshrined in our Collective Agreement (Article 31)? Bulletin boards, in the right locations, and of course when kept current, can be a very useful communication tool. Unlike other targeted means of communication, like individual emails or websites, they also raise the level of awareness of the Professional Institute to management and other non-members. While there is no official “registry” for PIPSC Boards it is pretty clear that this method of communication is not being fully utilized across the Council. The current RO/RCO Executive would like to try and improve this perceived weakness. A multi-pronged approach is therefore being pursued;

- Sharing a suggested format and material for a “typical” board
- Call out to individuals members to start a new board in their workplace and/or freshen up an existing one
- Rollout a challenge to encourage members to start, or update, a board and show off their creative talent
- Create a poster consisting of a collage of photos of award-winning bulletin boards from the across the country!

### Bulletin Board Content

So what can you put on these boards? Well to start off it should be said that notices relating to the business of the Professional Institute and social or recreation events do not require any Council approval. The Council does however have the right to refuse any information that it considers adverse to its interests. So tap into your creative juices and “personalize” the space according to your local members’ needs. If you are still looking for some suggestions, try including the following items;

- PIPSC banner – available if you contact the PIPSC National Office
- Copy of latest newsletter
- Copy of latest AGM minutes
- Contact information of current executive and local stewards
- Upcoming events; social, AGMs, National Exec visits, PIPSC training/education opportunities
- Highlights of local members' professional accomplishments

## Volunteers

If your building does not have a dedicated bulletin board please speak to the senior manager in your area to make this request. If you would like assistance in making any such requests please contact the National Executive at [rorco@pipsc.ca](mailto:rorco@pipsc.ca) . Ideally each building where RO/RCOs are based should have a board.

### “Show Us Your Building’s PIPSC RO/RCO Bulletin Board” Contest

Send us a photo of your building’s new or existing up-to-date bulletin board and you will be entered into a draw for funding a coffee break gathering (of course we expect this to be advertised on your board!). Five prizes of \$100 will be available. We will even try to send you a PIPSC RO/RCO Executive member to serve the coffee! In addition, the top three boards, as determined by an expert panel consisting of PIPSC RO/RCO Executive members, will be awarded additional prizes (highly sought after PIPSC swag!). Please send your photo and contact information to [rorco@pipsc.ca](mailto:rorco@pipsc.ca) . Contest closes December 15<sup>th</sup>, 2019.

If you have any questions, or suggestions, regarding this initiative do not hesitate to contact an Executive member or steward; contact information being available on the PIPSC website (<https://pipsc.ca/groups/nrc-ro-rc> ) or your nearest PIPSC RO/RCO bulletin board. You can also send a message to the group email ([rorco@pipsc.ca](mailto:rorco@pipsc.ca)). Thanks for your help. We look forward to your participation.

## Reporting hours of work

The Executive wishes to remind members of the importance of accurately recording working times in the SAP Sigma system. While we recognize that this activity is generally considered a nuisance by many people, knowledge of accurate working times is vital for collective agreement negotiations. The data collected in Sigma are used to understand the working conditions of members and form the basis of negotiations related to pay, vacation time, and other benefits. Quite simply, it is difficult for our negotiators to argue that the membership is working more than 1950 hours/year when the members only enter in the minimum required hours. Another important reason for accurately recording working times is so that NRC can accurately determine the cost of projects.

For members on 1950 hours/year, please enter accurate hours under the “1000” time coding for Monday to Friday. Weekend and holiday hours can be recorded under the “1040” time coding. For members on 37.5 hours/week, hours worked in addition to regular attendance hours (code “1000”), should be recorded under the “1010” time coding.

# PIPSC RO/RCO Group-supported Events

## ○ Background

A portion of the activities of the Group and Subgroups include increasing PIPSC visibility and awareness as well as supporting events, activities, and interaction among its members. In addition to events organized and hosted by the executive committees of the Group and Subgroup, funding can be requested for member-organized events. Examples of some past funding include: team-building activities, informational sessions, recreational equipment, and social/seasonal events. Do not let your creativity be limited by the examples - let us know of any ideas you would like to pursue based on the objectives and requirements below.

## ○ Objectives of member-organized events

- Promote awareness and understanding of union activity and involvement
- Facilitate socializing and networking amongst members, colleagues, and their families
- Promote health and well-being

## ○ Requirements

- A. The specific contribution from PIPSC shall be communicated clearly to attendees.
- B. The Group or Subgroup may ask for the option to provide PIPSC/Group material, messaging, and/or visibility at the event, such as displaying a banner or include a visit from a Group or Subgroup executive member.
- C. Event shall be advertised to all members within a particular scope for the event, no smaller than a team or building or floor. In other words, the event should not exclude individuals or groups of people.
- D. The Group or Subgroups will support one request per calendar year per organizing group. Additional requests will be considered based on availability of funds.

## ○ Funding Amount

### **A. Per Member Formula**

Up to \$15 / person for first 20 RO/RCO attendees up to a maximum of \$300

Up to \$10 / person for additional RO/RCO attendees up to a maximum of \$200 (\$500 total)

(List of attendees with RO/RCO member signatures in attendance required.)

### **B. Contribution of Fixed Amount**

For some events, funding support of a fixed amount may be requested to reimburse a specific expense or set of expenses. In this case, it is necessary to provide an estimate of the expected number of RO/RCO attendees. The RO/RCO Group Executive or applicable Subgroup will determine the maximum amount to be reimbursed with the organizers.

(List of planned attendees with actual attendees identified required.)

In either case, reimbursement amount is not to exceed the total amount of the receipt(s) provided for the claim.

## ○ How to Request Funding

- Funding requests must be received and support confirmed by Group or Subgroup before the expense/event occur. We encourage submission of requests at least 2 weeks before the event.
- Send an email with your funding request, including details addressing the above objectives and requirements to [rorco@pipsc.ca](mailto:rorco@pipsc.ca).
- Your request may be delegated to the appropriate Subgroup for funding consideration.

## ○ How to Receive Reimbursement

- Photos of the event, activity, or item(s).
- A sign-in and/or attendance sheet (if applicable) must be sent along with the receipt(s) for reimbursement to the President and Treasurer of the Group or Subgroup which is supporting your request.
- Description of how PIPSC was acknowledged in supporting the event.
- Original, itemized receipts are required for reimbursement, as per PIPSC Financial Policy.
- The PIPSC reimbursement shall be the only source of funding for the expenses claimed.

Looking forward to hearing from you soon!

## **Ongoing call for Location-based Representatives**

The NRC RO/RCO Group is seeking volunteers to serve as local representatives for the RO/RCO Group in their respective Research Centres/Division. Generally, there is one representative per Research Centre/Division. When a Research Centre has multiple locations, it is good to have a representative in each location.

***If anyone is interested in volunteering a small portion of your time to serve as an Location-based representative, please send an email message to [rorco@pipsc.ca](mailto:rorco@pipsc.ca).***

***RO/RCO Executive Committee Meetings;*** *As NRC has many physical locations across the country, executive visits will normally occur once every 6-7 years at the regional facilities and every year in Ottawa where about half our members are based. However, if you feel a pressing need for the executive to visit your workplace sooner rather than later, please contact the executive at [rorco@pipsc.ca](mailto:rorco@pipsc.ca) .*

**Most recent RO/RCO Group information will be on the PIPSC web site, under Groups:**

<http://www.pipsc.ca/groups/nrc-ro-rco>

The PIPSC Main website can be explored using <http://www.pipsc.ca/>

**PIPSC's has dedicated team of EROs hired full time to provide you with labour relations representation and advice as and if needed to you. Note that there have been some recent changes in the National Capital Region with regard to the provision of ERO support.**

For RO RCO members working in Ottawa (NCR), ERO support is provided by Christine Poirier's team at the PIPSC National Office at 250 Tremblay Road, Ottawa. Inquiries should be directed to Susan Hawey, [shawey@pipsc.ca](mailto:shawey@pipsc.ca), (613)228-6310, or 1(800)267-0446, who is the Administrative Assistant for the team.

The EROs for all NRC in other regions are as follows: Atlantic - Max Way [mway@pipsc.ca](mailto:mway@pipsc.ca), Quebec – Robert Melone [rmelone@pipsc.ca](mailto:rmelone@pipsc.ca), ONTARIO outside of the NCR - Sara Guillaumant-Fitzgerald [sguillaumantfitz@pipsc.ca](mailto:sguillaumantfitz@pipsc.ca), Manitoba and Saskatchewan- Jeffrey Ryder [jryder@pipsc.ca](mailto:jryder@pipsc.ca), Alberta – Kris Hawkins [khawkins@pipsc.ca](mailto:khawkins@pipsc.ca), and for BC/Yukon – Dulce Cuenca [dcuenca@pipsc.ca](mailto:dcuenca@pipsc.ca).

Full contact info for the regional EROs can be found using the following link and then by clicking on your ERO's name:  
<http://www.pipsc.ca/about/contact-us/staff>

**Email** - receive PIPSC correspondence by email. There is a Secure web link to fill out a form

[https://www.pipsc.ca/portal/page/portal/website/memberservices/membership/email\\_addresses\\_notification](https://www.pipsc.ca/portal/page/portal/website/memberservices/membership/email_addresses_notification)

You can specify an email address of your choice. The messages sent are very short as they generally do not contain any information, but direct you to a specific part of the PIPSC web site.



**ServicePlus** is the PIPSC member benefits program. Using this program, you can save money on a variety of products and services. **For more details, go to**

<https://www.serviceplusgroup.ca/>

***Rent a car from Avis, travel on VIA Rail, stay at a Delta Hotel, clothe yourself at Mark's Work Warehouse or buy a Toshiba or Apple computer, all at a discount.***