



National Capital Region Council



MINUTES

Crowne Plaza Hotel, 2 Montcalm Street, Gatineau

May 7 and 8, 2016

9 a.m. to 5 p.m.

The REVP welcomed the participants.

The meeting was opened by Elder Albert Dumont of the Kitigan Zibi First Nation.

The **PSAC Statement on Harassment** was read by Sisters Annie Noël and Christine Griffin.

The workplace harassment coordinator is Élisabeth Woods.

Moment of Silence

Hélène Plouffe, UNE Local 70148

Mathieu Robillard, GSU Local 70125

Réjean Roy, UTE Local 70000

Christine Blake, UTE Local 70000

Claudine Duchesne, UTE Local 70000

Lissa O'Connor, UTE Local 70000

Andrew Todd, UTE Local 70009

Daniel St-Martin, UNE Local 70044

Report of the Credentials Committee

53 delegates

4 observers

5 staff members

1 guest

M/S/C – Sandra DiGnabo / Robert Basque

The Credentials Committee Report was adopted.

Agenda

M/S/C – Carl Laguerre / David Lanthier

The motion was adopted.

Minutes of the June 13 and 14, 2015 AGM

M/S/C – David Lanthier / Christine Griffin

The Minutes were approved.

Report of the REVP – Larry Rousseau

The REVP turned the floor over to the Alternate Regional Executive Vice-President, David Lanthier.

M/S/C – Larry Rousseau / Lisa Gregory

The REVP noted that the OLG workers had now been locked out for the past five months. The last bargaining session took place in mid-April. The bargaining team tabled an offer and the employer presented an unacceptable counteroffer which was rejected almost unanimously by the OLG membership. Yesterday we attended an event at the Château Laurier, at which Premier Kathleen Wynne was present, and for which we had reserved three tables. We interrupted Ms. Wynne during her speech and she took the opportunity to speak with us. The REVP explained why those present are unable to picket today: PSAC was served an injunction last Wednesday restricting the number of picketers at the entrance. The Union is also required to let vehicles pass and not keep them waiting more than one minute.

The REVP screened a video recapping the year's events.

The Report of the REVP was adopted.

The REVP took over again as Chair.

Report of the Alternate REVP – David Lanthier

M/S/C – David Lanthier / Rick Lynn

The Alternate REVP invited those present to read his written report and thanked the regional members for their contributions over the year.

The Report of the Alternate REVP was adopted.

Oral Report of the NCR Coordinator – Élisabeth Woods

The Coordinator introduced two of the new regional representatives: Anne-Marie Grondin, who will be working in the Gatineau office, and Raphaëlle Valay-Nadeau, who will be in the Ottawa office. Tobie Castonguay has already been part of the team for the past year.

She asked those present to look at the training schedule.

The regional office is currently recruiting for the regional conferences, of which there will be three this year: Occupational Health and Safety (late May), Women (June 11 and 12) and Racially Visible Members (November 4-6).

The Treasury Board mobilization event will take place in the next few weeks. We are tackling a new government that, unfortunately, has not given its negotiators a new mandate. Bargaining resumes in the week of June 20, so the National Strategy Committee, made up of members of all of the bargaining teams, is asking the regions to mobilize their members on June 8 for a noon-hour event. The Coordinator brought posters to hand out. The message we want to get across is that it's time to get things moving at the bargaining table, and we want a new mandate!

Voting on the settlement with Canada Revenue Agency will take place in May and June.

There may also be a rally on June 20 in front of Scott Brison's office (corner of Elgin and Slater).

2015 Finance Report

M/S/C – Greg McGillis / Christine Griffin

The auditors' Finance Report was adopted.

Amended NCR Budget for 2016-18

M/S/C – Greg McGillis / Christine Griffin

The amended 2016-18 budget was adopted.

Presentation on the Reading Circle – Ashley Cederwall

Resolutions

Resolution GEN-1-F: Proportional Representation

M/S/C – Shawn Walker / Behiye Cinkilic

That the AGM agree to **adopt** Resolution GEN-1-F, which reads as follows:

WHEREAS *the federal government promised electoral reform within 18 months of its election to power;*

WHEREAS *studies have shown that proportional representation is a more equitable electoral system;*

WHEREAS *studies have shown that proportional representation would elect more women and members of diverse groups:*

BE IT RESOLVED THAT *PSAC endorse proportional representation;*

BE IT FURTHER RESOLVED THAT *PSAC undertake an awareness campaign for all its members;*

BE IT FURTHER RESOLVED THAT *the REVPs report on the situation and the PSAC awareness campaign to the area councils within six months after the PSAC National Convention.*

Rationale: *Proportional representation will better represent the population of Canada as a whole and an awareness campaign is the best way to prepare our membership for the changes in the electoral system.*

Note: Chantal Fortin recused herself from the discussion on this resolution.

The resolution was adopted.

Resolution GEN-3-F: Group Wireless (Cellular) Services

M/S/C – Shawn Walker / Behiye Cinkilic

That the AGM agree to **adopt** Resolution GEN-3-F, which reads as follows:

WHEREAS wireless (cellular) services in Canada are among the most expensive in the industrialized countries;

WHEREAS most of our members have a wireless device (cell phone) with a service plan/agreement that includes voice and data:

BE IT RESOLVED THAT PSAC NCR negotiate with wireless (cellular) service providers, including but not limited to Bell, Rogers and Telus and their authorized resellers, to arrange preferential rates for its members;

BE IT FURTHER RESOLVED THAT these preferential rates include a service plan for members interested in obtaining a device subsidized by the service provider, and a plan for members who prefer to use their own device.

Rationale: The resolution involves no financial or contractual obligations for the region. This option could assist many members.

The resolution was adopted.

Resolution GEN-4-F: The Government of Canada Must Stop the Indigenous Youth Suicide Crisis

M/S/C – Shawn Walker / Behiye Cinkilic

That the AGM agree to **adopt** Resolution GEN-4-F, which reads as follows:

WHEREAS the suicide rate among Indigenous youth is higher than in any other group in Canada;

WHEREAS the rate is one of the highest in the world;

WHEREAS children have only one childhood and Canada is failing Indigenous youth;

WHEREAS the budget introduced on March 22, 2016 failed to deliver any plan, program or additional spending to improve mental health services for Indigenous youth:

BE IT RESOLVED THAT PSAC lobby the Liberal government, in

consultation with Indigenous communities, to develop a national plan and dedicated funding to tackle the Indigenous youth suicide crisis;
BE IT FURTHER RESOLVED THAT PSAC work with its union allies to lobby the government continually on this issue.

Rationale: *We have a moral obligation to all Canadian youth, and to Indigenous peoples, to lobby on their behalf.*

The resolution was unanimously adopted.

Resolution GEN-5-F: Clean Drinking Water for Inuit and First Nations Communities

M/S/C – Shawn Walker / Behiye Cinkilic

That the AGM agree to **adopt** Resolution GEN-5-F, which reads as follows:

WHEREAS *many PSAC members, Indigenous and non-Indigenous, are workers in many northern Canadian communities;*

WHEREAS *the United Nations Declaration on the Rights of Indigenous Peoples states that Indigenous peoples have the right to determine and develop priorities and strategies for the development or use of their lands or territories and other resources, and should provide their free and informed consent prior to the approval of any project affecting their lands or territories and other resources, particularly in connection with the development, utilization or exploitation of mineral, water or other resources;*

BE IT RESOLVED THAT *the PSAC NCR Council lobby for the elimination of drinking water advisories and access to clean drinking water in all Inuit and First Nations communities;*

BE IT FURTHER RESOLVED THAT *the PSAC NCR Council immediately advise the Prime Minister's Office and the Minister of Indigenous and Northern Affairs that the Safe Drinking Water for First Nations Act should be repealed.*

Rationale: *This is an important issue with widespread impact and PSAC is in a position to make its voice heard on this matter.*

The resolution was unanimously adopted.

Resolution GEN-7-F: The Truth and Reconciliation Commission of Canada's Recommendation for Education and Skills-Based Training for Public Servants

M/S/C – Shawn Walker / Behiye Cinkilic

That the AGM agree to **adopt** Resolution GEN-7-F, which reads as follows:

WHEREAS *the Truth and Reconciliation Commission of Canada (TRC) issued 94 calls to action on diverse topics including child welfare, language and culture, health, justice, the implementation of the United Nations Declaration on the Rights of Indigenous Peoples and the development of a Royal Proclamation and Covenant of Reconciliation;*

WHEREAS *TRC Call to Action #57 calls on Parliament to provide education to public servants on the history of Indigenous peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, Indigenous law and Indigenous-Crown relations;*

BE IT RESOLVED *that PSAC immediately advise the Treasury Board of Canada and its relevant provincial and territorial counterparts that PSAC is to be actively involved in the implementation of Call to Action #57;*

BE IT FURTHER RESOLVED *that PSAC consult its membership to determine what training is needed to fulfill Action #57.*

Rationale: Making public employees aware of Indigenous peoples' heritage, values and beliefs will strengthen our understanding of and compassion for one another.

The resolution was unanimously adopted.

Resolution GEN-8-F: Measurement Canada

M/S/C – Shawn Walker / Behiye Cinkilic

That the AGM agree to **reject** Resolution GEN-8-F, which reads as follows:

WHEREAS *a study has indicated significant pay disparities between certain Measurement Canada positions and comparable positions elsewhere in the public and private sectors;*

WHEREAS Measurement Canada is clearly experiencing recruitment and retention problems:

BE IT RESOLVED THAT PSAC take concrete steps to eliminate the wage disparity between technical employees in the federal public service and private-sector employees in comparable positions, and devote the resources required to remedy this situation, as PSAC has done over the past two decades for other employee groups;

BE IT FURTHER RESOLVED THAT PSAC recognize the rationale for our resolution.

Rationale: This is a bargaining matter that cannot be handled by the NCR Council.

The recommendation to reject the resolution was adopted.

Lunch Break

Discussion concerning the Zibi Project – Michael Desautels

Presentation on the Fight for \$15 and Fairness Campaign

Report of the Credentials Committee

59 delegates

2 observers

5 staff members

M/S/C – Robert Basque / Sandra DiGnabo

The Credentials Committee Report was adopted.

Resolutions (continued)

Resolution GEN-2-F: The Fight for \$15 and Fairness Campaign

M/S/C – Chantal Fortin / Marc Imbeault

That the AGM agree to **adopt** Resolution GEN-2-F, which reads as follows:

WHEREAS *the Fight for \$15 and Fairness campaign seeks to improve working conditions in Ontario by advocating for a \$15 per hour living wage, fair scheduling, better protections against harassment and seven paid sick days for all workers;*

WHEREAS *higher employment standards for all workers in Ontario help PSAC negotiate better working conditions for its members in the province;*

WHEREAS *many PSAC members working for employers such as the Ontario Lottery and Gaming Corporation and the Salvation Army earn less than a living wage;*

WHEREAS *PSAC's Healthy Workplaces campaign and petition, launched in the spring of 2015, advocate for paid sick leave provisions for all workers;*

WHEREAS *the Ottawa Area Council voted on April 13, 2016 to support the Fight for \$15 and Fairness campaign:*

BE IT RESOLVED *that the NCR Council formally endorse the Fight for \$15 and Fairness campaign.*

Rationale: *Less than \$15 is a “poverty wage.”*

The resolution was unanimously adopted.

Resolution GEN-6-F: Protection of Algonquin Sacred Waterfalls Area Akikodjiwan Kichizibi (Chaudière Falls, Ottawa River)

M/S/C – Chantal Fortin / Marc Imbeault

That the AGM agree to **adopt** Resolution GEN-6-F, which reads as follows:

WHEREAS *Windmill Developments Group (hereinafter referred to as “Windmill”) is proceeding with its Zibi construction project on the islands surrounding Chaudière Falls, which are considered sacred ground by the*

Algonquin peoples;

WHEREAS Windmill did not obtain free, prior and informed consent from the ten Algonquin First Nations of Ontario and Quebec;

WHEREAS on November 19, 2015, the Assembly of the First Nations of Quebec and Labrador (AFNQL), which represents 43 First Nations communities, passed Resolution no. 27-2015 opposing the Windmill project;

WHEREAS on December 8, 2015, the Assembly of First Nations (AFN) passed Resolution no. 49/2015 opposing the Windmill project;

WHEREAS on March 23, 2016, the NCR Aboriginal Action Circle endorsed the AFNQL resolution opposing the Windmill project:

BE IT RESOLVED THAT the PSAC NCR Council endorse AFNQL Resolution no. 27-2015, and AFN Resolution no. 49/2015 opposing the Windmill project on the islands surrounding Chaudière Falls, and commit to actively opposing the project with guidance from the office of the REVP.

Rationale: Chaudière Falls is an important site that should be protected for future generations and not sold off to a corporation whose only goal is to make more money.

The resolution was adopted.

Resolution BL-7-F: Reduction in Member-at-Large Positions

M/S/C – Chantal Fortin / Marc Imbeault

That the AGM agree to **adopt** Resolution BL-7-F, which reads as follows:

WHEREAS public service workforce reduction has resulted in a decline in revenue from PSAC membership dues;

WHEREAS PSAC should continually seek to operate more efficiently;

WHEREAS there are ten member-at-large positions on the NCR Executive Council;

WHEREAS many portfolios traditionally handled by members-at-large are now represented through committee chair seats on the Executive Council, including the Education, Communications and Occupational Health and Safety Committees:

BE IT RESOLVED that the NCR eliminate four member-at-large positions from Executive Council over the next two years by reducing the number of

elected positions to three at the 2016 AGM and three at the 2017 AGM, making for six member-at-large positions after the 2017 AGM.

Rationale: *The regional executive has increased in recent years while membership has decreased.*

Note: Shawn Walker recused himself from the discussion on this resolution.

The REVP noted that a two-thirds majority vote is required to amend the regional By-Laws and adopt the resolution.

The REVP ordered a standing vote and an in-camera session.

Outcome of the Vote

For: 30

Against: 15

The resolution was adopted.

In light of the adoption of the resolution, from now on, only three members-at-large will be elected instead of five.

Sister **Denise Camus** wished to state for the record her disagreement with the Committee's recommendation.

Resolution FIN-1-F

WHEREAS *PSAC has no-one on staff who knows how to provide this assistance;*

WHEREAS *it is difficult to deal directly with the offices of the Canada Pension Plan (CPP) or Quebec Pension Plan (QPP) (because of distance, telephone calls and messages);*

WHEREAS *our members who are preparing to retire can no longer rely on assistance from their regional office:*

BE IT RESOLVED *that PSAC undertake to provide training for a staff member at one of the PSAC NCR regional offices to assist members with filling out retirement-related paperwork.*

The REVP deemed the resolution inadmissible.

Rationale: The NCR Council does not have the authority to determine the roles and responsibilities of staff at the regional office.

Resolution GEN-9-F: Impact of Non-Core Services on Union Dues

M/S/C – Chantal Fortin / Marc Imbeault

That the AGM agree to **reject** Resolution GEN-9-F, which reads as follows:

WHEREAS PSAC spends considerable funds on political action and ideological activities, and most members disagree with this;

WHEREAS these activities significantly increase PSAC members' dues in comparison to the dues paid by other unionized federal public employees:

BE IT RESOLVED that from now on PSAC will commit its resources and membership dues only to the members and membership concerns, not to causes that have nothing to do with the purpose of a bargaining agent representative or its membership (federal public employees);

BE IT FURTHER RESOLVED that PSAC recognize the rationale for our resolution.

Rationale: PSAC represents more than federal public employees. To best serve our membership, we sometimes have to take on causes that are not strictly work-related.

The Committee's recommendation to reject the resolution was unanimously adopted.

Resolution GEN-10-F: Dues Parity

M/S/C – Chantal Fortin / Marc Imbeault

That the AGM agree to **reject** Resolution GEN-10-F, which reads as follows:

WHEREAS PSAC is the only federal public service union that bases member dues on salary;

WHEREAS member services are supposed to be provided equally to all members in good standing:

BE IT RESOLVED that from now on PSAC will apply the same dues rate to all members, as is the case with PIPSC, CAPE and other unions representing federal public employees;

BE IT FURTHER RESOLVED that PSAC recognize the rationale for our resolution.

Rationale: PSAC members work for a broad range of public sector employers (provincial and federal) and are not all paid at the same rate, so a fixed-rate dues structure would be very costly for some members.

The Committee's recommendation to reject the resolution was unanimously adopted.

Resolution GEN-11-F: Wage Increases

WHEREAS PSAC (through member dues) and the Treasury Board (through tax dollars) spends a great deal of money on collective bargaining; **WHEREAS** negotiations do not end until years after the collective agreements have expired:

BE IT RESOLVED that PSAC will endeavour to exclude wages (adjusted to more accurately reflect market rates) from collective bargaining and ensure that they include an automatic annual cost-of-living increase;

BE IT FURTHER RESOLVED that PSAC recognize the rationale for our resolution.

The National President deemed the resolution inadmissible.

Election Results (Separate Employers)

Representative for Separate Employers

- Linda Walters

Alternate Representative for Separate Employers

- Ralph Daguilh

Adjournment

Sunday, May 8, 2016

Report of the Credentials Committee

48 delegates

3 observers

5 staff members

M/S/C – Robert Basque / Sandra DiGnabo

The Credentials Committee Report was adopted.

Elections

The election results are as follows:

- Greg McGillis (by acclamation): Treasurer (one year)

Members-at-Large (two years)

- Mike Chartrand: 1st Member-at-Large
- Cory Beauregard: 2nd Member-at-Large
- Ashley Cederwall: 3rd Member-at-Large

Report of the Credentials Committee

53 delegates

3 observers

M/S/C – Robert Basque / Sandra DiGnabo

The Credentials Committee Report was adopted.

Alternate Members-at-Large (two years)

M/S/C – David Lanthier / Enza Ricci

That the Council accept the three candidates for the positions of Alternate Members-at-Large and rank them by number of votes.

The motion was adopted.

- Anna Bogdan: 1st Alternate Member-at-Large
- Chantal Rajotte: 2nd Alternate Member-at-Large
- Ralph Daguilh: 3rd Alternate Member-at-Large

Finance Committee Members

The REVP asked for volunteers to serve on the Finance Committee.

Cory Beauregard, Christine Griffin, Diego Matteo, Ralph Daguilh, Edith Knopp and Linda Walters will serve on the Committee.

Committee Reports

M/S/C – David Lanthier / Shawn Walker

Motion to accept all written committee reports.

The motion was adopted.

All written committee reports were adopted.

Any reports that were not received in writing were submitted orally.

Reports by Members-at-Large

M/S/C – David Lanthier / Christine Griffin

Motion to accept all written reports by Members-at-Large.

The motion was adopted.

All reports submitted in writing by Members-at-Large were adopted.

Any reports that were not received in writing were submitted orally.

Announcements

Chantal Fortin is looking for members to serve on the Education Committee.

François Zarraga is also looking for members to serve on the Pride Committee.

The Regional Conference for Racially Visible Members will take place on November 4-6.

The REVP swore in the newly elected officers.

Elder Albert Dumont closed the meeting.

The meeting was adjourned.

Delegates Attendance List

Bainbridge	Ann Marie	GSU SSG	70013	Delegate / Déléguée	
Basque	Robert	UNDE UEDN	70607	Delegate / Délégué	
Beaudoin	Isabelle	UNE SEN	70130	Delegate / Déléguée	
Beauregard	Cory	NHU SNS	70008	Delegate / Déléguée	
Bene	Imre	UTE SEI	70010	Delegate / Délégué	NCRC Executive - Health and Safety / Bureau de Direction - Santé et Sécurité
Bodnar	Yagusha	UCTE UCET	70703	Delegate / Délégué	
Bogdan	Anna	UNE SEN	70044	Delegate / Déléguée	
Bordeleau	Julie	UNE SEN	70027	Delegate / Déléguée	
Brown	Beverly	UNE SEN	70181	Delegate / Déléguée	
Campbell	Gesine	UTE SEI	70010	Delegate / Déléguée	
Camus	Denise	CEIU SEIC	70704	Delegate / Déléguée	
Cederwall	Ashley	UNE SEN	70027	Delegate / Déléguée	NCRC Executive - Education / Bureau de Direction - Éducation
Chartrand	Michel	UTE SEI	70000	Delegate / Délégué	NCRC Executive - Member at Large / Bureau de Direction - Membre Hors- Cadre

Cinkilic	Behiye	UNE SEN	70125	Delegate / Déléguée	NCRC Executive - MDAC / Bureau de Direction - CAMAHA
Cottingham	Mike	AGR	70067	Delegate / Délégué	
Craig	Alan	UTE SEI	70001	Delegate / Délégué	
Currie	St. C lair	USGE SESG	70093	Delegate / Délégué	
Dagley	Glen	UNDE UEDN	70612	Delegate / Délégué	
Daguilh	Ralph	UNE SEN	70401	Delegate / Délégué	NCRC Executive - RVAC / Bureau de Direction - CAMRV
DiGnagbo	Sandra	USGE SESG	70005	Delegate / Déléguée	NCRC Executive - Member at Large / Bureau de Direction - Membre Hors- Cadre
Delaney	Linda	CEIU SEIC	70705	Delegate / Déléguée	
Fall	Insa	CIU SDI	70066	Delegate / Délégué	
Fortin	Chantal	USGE SESG	70165	Delegate / Déléguée	
Gregory	Lisa	UNE SEN	70381	Delegate / Déléguée	
Griffin	Christine	NHU SNS	70008	Delegate / Déléguée	
Griffin	Philip	NHU SNS	70008	Delegate / Déléguée	
Imbeault	Marc	GSU SSG	70055	Delegate / Délégué	NCRC Executive - Member at Large / Bureau de Direction - Membre Hors- Cadre
Ings	Shiraz	AGR	70067	Delegate / Délégué	

Keays	Jennifer	UTE SEI	70001	Delegate / Déléguée	
Khoury	Charles	CIU SDI	70066	Delegate / Délégué	
Knopp	Edith	CEIU SEIC	70709	Delegate / Déléguée	
Koenders	Linda	UTE SEI	70000	Delegate / Déléguée	NCRC Executive - ORWC / Bureau de Direction - CRFO
Lafrenière	Karl	UNE SEN	70130	Delegate / Délégué	
Laguerre	Carl	UNE SEN	70408	Delegate / Délégué	
Lanthier	David	UTE SEI	70000	Delegate / Délégué	NCRC Executive - OAC / Bureau de Direction - CRO
Larocque	Lyne	CIU SDI	70066	Delegate / Déléguée	
Lavitt	Larry	AGR	70155	Delegate / Délégué	
Lewis – Hartwick	Norma	UNE SEN	70027	Delegate / Délégué	
Lillies	Philip	AGR	70155	Delegate / Délégué	NCRC Executive - Member at Large / Bureau de Direction - Membre Hors- Cadre
Lynn	Richard	UNE SEN	70148	Delegate / Délégué	
Maiczan	Les	CEIU SEIC	70709	Delegate / Délégué	NCRC Executive - AAC / Bureau de Direction - CAA
Matteo	Diego	UNE SEN	70125	Delegate / Délégué	NCRC Executive - Member at Large / Bureau de Direction - Membre Hors- Cadre

McGillis	Greg	GSU SSG	70017	Delegate / Délégué	NCRC Executive - Treasurer / Bureau de Direction - Trésorier
Mercier	Monica	GSU SSG	70019	Delegate / Déléguée	
Moise	Antoine	CEIU SEIC	70705	Delegate / Délégué	
Nitschmann	Frank	GSU SSG	70023	Delegate / Délégué	
Noel	Annie	NHU SNS	70008	Delegate / Déléguée	
Ouellet	Joan	GSU SSG	70019	Delegate / Déléguée	
Pilon	Colette	CEIU SEIC	70701	Delegate / Déléguée	
Rajotte	Chantal	CIU SDI	70066	Delegate / Déléguée	
Ricci	Enza	UNDE UEDN	70607	Delegate / Déléguée	
Rochon	Annie	CIU SDI	70066	Delegate / Déléguée	
Roy	Bruce	GSU SSG	70013	Delegate / Délégué	
Thibert	Richard	UCTE UCET	70703	Delegate / Délégué	
Touhey	Rose	UNE SEN	70130	Delegate / Délégué	
Walker	Shawn	UNE SEN	70130	Delegate / Délégué	NCRC Executive Communications / Bureau de Direction - Communications
Wallace	Robert	UNDE UEDN	70605	Delegate / Délégué	
Walters	Linda	UTE SEI	70030	Delegate / Déléguée	
Weintrager	Richard	UTE SEI	70030	Delegate / Délégué	

Willard	Marsha	USGE SESG	70148	Delegate / Déléguée	
Zarraga	François	GSU SSG	70019	Delegate / Délégué	NCRC Executive Pride / Bureau de Direction - Fierté