



**REPORT OF THE
SIXTH NATIONAL CAPITAL REGION
TRIENNIAL CONVENTION**

HILTON LAC LEAMY

GATINEAU, QUEBEC

MAY 9 TO 11, 2014

Friday, May 9, 2014

REVP Larry Rousseau welcomed those present to the 6th National Capital Region Triennial Convention of the Public Service Alliance of Canada.

Under the *National Capital Region By-Laws*, the REVP shall chair the meeting in the official language of the place where the Convention is held, in this case French.

OPENING: ALBERT DUMONT – Aboriginal Elder

WELCOMING REMARKS: MAXIME PEDNEAUD-JOBIN

OFFICIAL OPENING OF CONVENTION

WELCOMING REMARKS AND SPEECH BY ROBYN BENSON, PSAC PRESIDENT

STATEMENT ON HARASSMENT

The persons in charge of harassment complaints are **Mariam Abou-Dib** and **Mark Pecek**.

POLICY ON SCENT-FREE ENVIRONMENTS

RATIFICATION OF MEMBERS OF CONVENTION COMMITTEES

A list of members of Convention committees starts on page 27 (French and English versions) of the Convention book.

m/s Jacques Marengère Zelma Buckley

Motion carried.

CREDENTIALS COMMITTEE REPORT

The Credentials Committee's first report was presented.

m/s Jacques Marengère Zelma Buckley

That the following report be adopted:

Delegates: 119

Observers: 20

Guests: 8

Staff members: 14

Total: 161

The report was adopted.

ADOPTION OF RULES OF ORDER

m/s Cindy D'Alessio Shirley Taylor

That the Rules of Order on page 13 of the Convention book be adopted.
Motion carried.

Agenda

The chair briefly went over the agenda for the Convention.

m/s Chantal Rajotte Carl Laguerre

The agenda was adopted.

HONOUR CALL – MOMENT OF SILENCE

The REVP asked those present to come to the microphone to inform us of any members who had passed away since the most recent Council meeting in January, and then to observe a moment of silence. He also noted that May 9 is the Day of Honour commemorating veterans who served in Afghanistan, and in particular those who lost their lives.

- Pat McGrath

INTRODUCTION OF CONVENTION ORGANIZING COMMITTEE

The REVP introduced the members of the Convention organizing committee:

Louise Blouin

Zelma Buckley

Sandra Dignagbo

Chantal Fortin

Jacques Marangère

Rick Lynn

INTRODUCTION OF COMMITTEE MEMBERS

CREDENTIALS COMMITTEE

Sister **Zelma Buckley**

Brother **Jacques Marengère**

NOMINATIONS COMMITTEE

Brother **Carl Laguerre**

Brother **Rick Lynn**

GENERAL RESOLUTIONS COMMITTEE

Sister **Shirley Taylor**, chair

Sister **Sophie Rouy**

Brother **Michel Tondreau**

Sister **Dianna Brown**

Brother **Robert Basque**

Brother **François Laroche** (resigned from his position as Member at Large and member of the General Resolutions Committee)

FINANCE AND BY-LAWS AND REGULATIONS RESOLUTIONS COMMITTEE

Sister **Sara Cousins**, chair

Sister **Cindy D'Alessio**

Sister **Christine Comtois**

Brother **Carl Laguerre**

Brother **John Jedrasik**

ADMINISTRATION

The Executive Assistant to the REVP, Claudine Prophète, gave some administrative instructions regarding reimbursement of expenses.

SCREENING OF PSAC STRUCTURE VIDEO

ADOPTION OF MINUTES OF AGM of JUNE 1 AND 2, 2013

m/s

David Lanthier

June Dale

Only delegates who were present at the June 2013 AGM have the right to vote.

The minutes were adopted.

ADOPTION OF REVP'S REPORT

The Vice-President, Daniel Charron, took over as chair.

m/s **Larry Rousseau** **Shirley Taylor**

The REVP showed a video that had been prepared to accompany his report. The REVP concluded by stating that the National Board of Directors had approved a national action plan. The National Capital Regional Council has adopted a regional plan.

The most recent statistics are as follows:

- **46,849** dues-paying members, of whom **38,833** are members in good standing
- **7,733** are Rand members. Thousands of members have been laid off because of the government cuts. In 2011, the NCR had approximately 55,000 members. Today there are approximately 47,000. It would thus appear the numbers have dropped by 15% over the past three years. The good news is that 38,000 of those 47,000 members – i.e. 85% – are members in good standing. We therefore have 7,700 cards to have signed, which is totally feasible.

The report was adopted.

The REVP resumed chairing.

ALTERNATE REVP'S REPORT

m/s Daniel Charron

Rick Lynn

The Alternate REVP announced that he would not be running for another term, because he will be sitting at the bargaining table with the Royal Canadian Mint. He thanked the Convention delegates for their support over the past eight years.

The report was adopted.

GENERAL RESOLUTIONS COMMITTEE

The REVP introduced the Committee members. He reminded those in attendance that Committee co-chair François Laroche had resigned. Co-chair Shirley Taylor will be leading the Committee.

Resolution GEN - 11-E: Workplace safety

m/s Shirley Taylor

Dianna Brown

The Committee recommends **concurrence** in Resolution GEN-11 which reads as follows:

WHEREAS the Federal Government is signing leases on new buildings that result in employees being relocated into buildings before the completion of construction; and

WHEREAS the Government also retrofits older buildings and does not always relocate employees during construction; and

WHEREAS this creates health and safety risks for our members;

BE IT RESOLVED THAT PSAC initiate a public campaign against the Government signing leases/contracts that result in employees being relocated into buildings that are still undergoing construction or are being retrofitted; and

BE IT FURTHER RESOLVED THAT PSAC recognize the health and safety risks of these actions and supports its members and all employees while lobbying the other unions to join in our campaign.

Rationale

The Committee recognizes that these situations are a real risk to member's health and they will go increasing in the coming years. As such, action is required and the campaign could ensure, at the very least, that the employer cannot plead ignorance of the situation.

Question of privilege – Enza Ricci

A standing vote was requested in honour of Sister Pat McGrath.

THE RESOLUTION WAS UNANIMOUSLY ADOPTED.

Resolution GEN – 13-E: Affiliation with provincial labour federations and local labour councils

m/s Robert Basque Michel Tondreau

The Committee recommends **concurrence** in Resolution GEN-13 which reads as follows:

WHEREAS the PSAC is affiliated with the Canadian Labour Congress (CLC) whose constitution in article 5, section 4(a) states that All affiliates must require their union locals to join federations and labour councils where such exist; and

WHEREAS the strength of the labour movement is built on solidarity which demands respect for the constitutions of the labour organizations with which the PSAC is affiliated, and

WHEREAS the Canadian Labour Congress promotes the interests of working women and men at the municipal, provincial, national, and international levels, and

WHEREAS the CLC is committed to supporting the PSAC in its campaigns against the Harper government's anti-labour legislation;

BE IT RESOLVED THAT the PSAC work with Components, Area Councils, and Regional Councils to encourage union locals to join their respective federations and labour councils including resolving any impediments that may be preventing them from doing so.

Rationale

This resolution ensures the PSAC will do its best to respect its obligation under the CLC constitution while still preserving locals' autonomy and independence.

NOTE

Sisters **Shirley Taylor** and **Dianna Brown** wished to be recorded against the Committee's recommendation.

m/s Chantal Rajotte Nathalie Latreille

That the previous question be put.

Motion carried.

A standing vote was requested on the Committee's recommendation – Rick Lynn.

Results of the vote

In favour: 40

Against: 69

THE COMMITTEE'S RECOMMENDATION WAS DEFEATED.

Recess for lunch

COMMEMORATION OF AFGHANISTAN VETERANS

Credentials Committee Report

m/s Jacques Marengère

Zelma Buckley

That the following report be adopted:

123 delegates

22 observers

13 guests

12 staff members

Total: 170

The report was adopted.

**INTRODUCTION OF JLP – LINDA IEZZI, REGIONAL FIELD
COORDINATOR FOR PSAC**

CLAUDE POIRIER – CAPE

GENERAL RESOLUTIONS COMMITTEE

Resolution GEN-4: Dependant Registration Forms

m/s Shirley Taylor

Dianna Brown

The Committee recommends **concurrence** in Resolution GEN-4 which reads as follows:

WHEREAS the PSAC allows for the provision of child care when its members are attending PSAC related functions; and

WHEREAS many members attend to the care for dependants with disabilities;

BE IT RESOLVED THAT the PSAC ensure that registration forms for all PSAC sponsored activities take into account the requirements for the dependants with disabilities of the member attending the sponsored events; and

BE IT FURTHER RESOLVED THAT the registration forms should gather the information necessary to make sure that access to the activities will be available for those dependants with disabilities including those with environmental illnesses and sensitivities.

Rationale

The committee recognizes the importance of having a registration process that takes these issues in consideration. However, it should not mean that any type of accommodation will be granted automatically; rather, this is to ensure that the PSAC has the means to know about accommodation requirements and take action accordingly in the organization of its events.

That this resolution be referred back to the committee for clarification of the wording.

m/s Mylène Séguin

Danielle Moffet

The motion to refer was carried.

Resolution GEN-5: Family care registration forms

m/s Shirley Taylor

Dianna Brown

The Committee recommends **concurrence** in Resolution GEN-5 which reads as follows:

WHEREAS THE PSAC allows for the provision of family care when its members are attending PSAC related functions; and

WHEREAS many members attend to the care for children with disabilities;

BE IT RESOLVED THAT the PSAC ensure that registration forms for all PSAC sponsored activities take into account the requirements for the family members with disabilities of the member attending the sponsored events; and

BE IT FURTHER RESOLVED THAT the registration forms should gather the information necessary to make sure that access to the activities will be available for those family members with disabilities including those with environmental illnesses and sensitivities.

Rationale

The committee recognizes the importance of having a registration process that takes these issues in consideration. However, it should not mean that any type of accommodation will be granted automatically; rather, this is to ensure that the PSAC has the means to know about accommodation requirements and take action accordingly in the organization of its events.

m/s Peter Hyduk

Stephane Allard

That this resolution be referred back to the committee for clarification and that Resolutions GEN-4 and GEN-5 be combined.

The motion to refer was carried.

Resolution GEN-14: Young Worker Definition

m/s Shirley Taylor

Dianna Brown

The Committee recommends **concurrence** in Resolution GEN-14 which reads as follows:

WHEREAS *Young Worker Committees have formed and dissolved in the past due to a lack of succession planning; and*

WHEREAS *the average age of entry into the public service is increasing; and*

WHEREAS *upon entry, most members are focused on securing a permanent position and as a result it usually takes years before they become involved in their union; and*

WHEREAS *Young Worker Committees encourage young members to become involved in their union and typically lead them to being involved with other committees simultaneously; and*

WHEREAS *Young Worker Committees almost serve as a recharge, allowing young members to have a space to call their own:*

BE IT RESOLVED THAT the PSAC NCR bring this resolution to the PSAC National Convention in order to amend the definition of ‘Young Worker’ to include members who are 35 years of age and under.

Rationale

The Committee recognizes the importance of every member within the PSAC and is of the view that age should not be a barrier when a member wishes to become involved in this committee.

m/s Paul Thomas

Bruno Blanchard-Pilon

That the previous question be put.

Motion carried.

m/s Carl Laguerre

Rick Lynn

A secret vote on the recommendation was requested.

The motion was defeated.

THE COMMITTEE’S RECOMMENDATION WAS ADOPTED.

Sister Shahrzad Sedigh and Brothers John Henri Commanda and Tony Nicolas wished to be recorded against the Committee’s recommendation.

FINANCE AND BY-LAWS AND REGULATIONS RESOLUTIONS
COMMITTEE

Committee chair Sara Cousins introduced the Committee members. She noted that Brother John Jedrasik was not there that day.

Resolution FIN - 6a-E: Men's Action Support Committee

m/s Sara Cousins

Cindy D'Alessio

That the Convention adopt the Committee's recommendation of **concurrence** in Resolution FIN-6a-E, which reads as follows:

WHEREAS PSAC only has a single support network for men's issues, which is in the National Capital Region (NCR); and

WHEREAS the needs and concerns of men within the PSAC should be addressed; and

WHEREAS we don't wish to be considered an equity seeking group; and

WHEREAS we recognize that equity committees have a vital role which does not address men's issues; and

WHEREAS we wholeheartedly believe in equity issues; and

WHEREAS the PSAC recognizes those men's issues have substance and are of importance, such as single parenthood, spousal abuse, gender-specific health issues, mental health issues, amongst many others:

BE IT RESOLVED THAT the PSAC support the establishment of Men's Action Support Committees in all the PSAC regions within the next three years; and

BE IT FURTHER RESOLVED THAT funding be made available to these committees.

Rationale

Only the NCR currently has a Men's Action Support Committee.

Matters of interest to men need to be taken into account.

These matters are important issues.

Other regions could benefit from the existence of such a committee.

The REVP asked for a standing vote and called for the doors to be sealed.

Results of the vote

In favour: 47

Against: 55

THE COMMITTEE'S RECOMMENDATION WAS DEFEATED.

Resolution FIN-8-E: Duty to accommodate awareness campaign

m/s **Sara Cousins**

Christine Comtois

That the Convention adopt the Committee's recommendation of **concurrence** in Resolution FIN-8-E as amended:

***WHEREAS** PSAC promotes the Duty to Accommodate among its membership and in the workplace;*

***BE IT RESOLVED THAT** PSAC put \$100,000.00 towards funding a PSAC campaign in 2015 to create awareness across Canada on the Duty to Accommodate.*

NOTE

This resolution was referred back to the submitting body for clarification and was then returned to the Resolutions Committee as follows:

***WHEREAS** PSAC promotes the Duty to Accommodate among its membership and in the workplace;*

***BE IT RESOLVED THAT** PSAC put \$100,000 towards funding a PSAC campaign in **2016** to create awareness across Canada on the Duty to Accommodate.*

Rationale

The PSAC should promote the Duty to Accommodate among its membership and in the workplace.

m/s Peter Hyduk

Shawn Walker

That the previous question be put.

Motion carried.

THE COMMITTEE'S RECOMMENDATION WAS DEFEATED.

The Resolutions Committee and the Finance and By-laws and Regulations Resolutions Committee recessed for the day.

GENERAL RESOLUTIONS COMMITTEE

Resolution GEN – 15-E: Aboriginal Rights

m/s Shirley Taylor

Dianna Brown

The Committee recommends **concurrence** in Amended Resolution GEN-15 which reads as follows:

WHEREAS *our union supports the right of Quebec to self-determination as an option; and*

WHEREAS *our union stands up for Equity rights and Aboriginal rights; therefore*

BE IT RESOLVED THAT *the PSAC adopt a policy of supporting the Aboriginal Peoples within Quebec, their right to self-determination, and*

BE IT FURTHER RESOLVED THAT the PSAC support the rights of the Aboriginal Peoples within Quebec, and their territories, to remain part of Canada, in the event that the Province of Quebec votes for separation or 'sovereignty association'.

Rationale

The Committee concurs with the 'Be it Resolved' and has amended the first WHEREAS in order to reflect Resolution or Record 99-3, passed at the 1999 PSAC Convention, which recognizes the right to self-determination rather than separation.

THE COMMITTEE'S RECOMMENDATION WAS ADOPTED.

Resolution GEN –12-E: Fairer bargaining team representation

m/s Robert Basque

Michel Tondreau

That the Convention adopt the Committee's recommendation of **concurrence** in Resolution GEN 12-E as amended:

The Committee recommends **concurrence** in Amended Resolution GEN-15 which reads as follows:

The Committee recommends **concurrence** in Resolution GEN 15, which reads as follows:

WHEREAS having bargaining teams that fairly represent all regions, components and equity group leads to bargaining in which all members can see themselves, and

WHEREAS having a selection process that is equitable and fair leads to teams in which every member can see themselves represented,

BE IT RESOLVED that the PSAC National Board of Directors research and prepare a report that studies how to create bargaining teams for each

group with the goal to create a selection process that is equitable, if not equal, with representation of all components, all regions and all equity groups, and

BE IT FURTHER RESOLVED that this report to be completed by December 2015, with the report be presented to the PSAC NBoD by June 2016, i.e., at least 12 months in advance of the next series of collective agreement expiry dates.

Rationale

La Resolution does not require any specific changes but rather ensures that the mechanisms used to create bargaining teams undergo a thorough review. It is good practice for any organization to revisit its regulations from time to time to ensure they still meet its needs (in this case, the potential changes would affect PSAC Regulation 15).

Sisters **Shirley Taylor** and **Dianna Brown** wished to be recorded against the Committee's recommendation.

THE COMMITTEE'S RECOMMENDATION WAS DEFEATED.

The General Resolutions Committee recessed for the day.

RECEPTION

MAY 10, 2014

Credentials Committee Report

m/s Jacques Marengère

Zelma Buckley

That the following report be adopted:

130 delegates

22 observers

10 guests

12 staff members

Total: 174

The report was adopted.

AUDITORS' REPORT FOR 2013

Under the NCR By-laws, the Treasurer shall present an audited financial statement for the previous fiscal year to the NCR Council Annual General Meeting for approval.

m/s Charles Khoury

Michèle Milotte

That the 2013 financial statement be approved.

The report was adopted.

2014 FINANCIAL REPORT

For information purposes, the REVP reviewed the financial statement of January 1, to March 31, 2014.

FINANCIAL REPORT OF MEMBERSHIP BENEFIT FUND

The Chairperson of the Membership Benefit Fund presented the financial report for the period from January to March 2014.

m/s Rick Lynn

Cindy D'Alessio

At the request of Brother Stéphane Villeneuve, the Chairperson will provide a report for 2013 to the delegation.

Chairperson Rick Lynn warmly thanked Vice-Chairperson Larry Lavitt and Treasurer Cindy D'Alessio for their assistance and their excellent work.

The report was adopted.

REGIONAL COMMITTEE REPORTS

ABORIGINAL ACTION CIRCLE (AAC)

m/s John Henri Commanda Sandra Dignagbo

The report was adopted.

COMITÉ RÉGIONAL DES FEMMES FRANCOPHONES (CRFF)

m/s Sandrine Oka Chantal Rajotte

The report was adopted.

COMITÉ RÉGIONAL D'ACTION POLITIQUE D'OUTAOUAIS (CRAPO)

m/s Chantal Rajotte François Brault

The report was adopted.

OTTAWA REGIONAL COMMITTEE

m/s David Lanthier Cindy D'Alessio

The report was adopted.

RACIALLY VISIBLE ACTION COMMITTEE (RVAC)

m/s Paul Abi Mansour

Zelma Buckley

The report was adopted.

YOUNG WORKERS COMMITTEE

m/s Gabriel Bourdon

Sandra Dignagbo

The report was adopted.

SEPARATE EMPLOYERS

m/s Linda Koenders

Sarah Cousins

The report was adopted.

MEMBER AT LARGE REPORTS

REPORT OF SANDRA DIGNAGBO

m/s Sandra Dignagbo

John Henri Commanda

The report was adopted.

REPORT OF RICK LYNN

m/s Rick Lynn

Carl Laguerre

The report was adopted.

REPORT OF AMYN KESHAVJEE (ORAL)

m/s Aryn Keshavjee

Carl Laguerre

The report was adopted.

The REVP took the opportunity to thank the Brother for his work with the Food Bank.

FOLLOW-UP TO REGIONAL COMMITTEE REPORTS

MEMBERS WITH DISABILITIES ACTION COMMITTEE

m/s Christine Comtois

Mike Cuttingham

The report was adopted.

EDUCATION

m/s Chantal Fortin

Louise Blouin

Further to their report, Sisters Fortin and Blouin gave a presentation on the issues facing members: the current situation in workplaces and the negative impact of the cuts to public services on people and the local economy. They also proposed measures that the unions could adopt to defend workers and public services and to support workers and their families.

The report was adopted.

HEALTH AND SAFETY COMMITTEE

The report was adopted.

GENERAL RESOLUTIONS COMMITTEE

Resolution GEN-4A-E: Dependant Registration Forms

m/s Shirley Taylor

Dianna Brown

The General Resolutions Committee met on May 10 to consider a motion to refer that arose from the meeting on Resolutions GEN-4 and GEN-5.

The Committee **accepted** the motion to refer.

That the Convention adopt the Committee's recommendation of **concurrence** in Composite Resolution GEN-4A (which covers Resolutions GEN-4 and GEN-5), which reads as follows:

BE IT RESOLVED THAT, when registration for activities organized by the PSAC is taking place, accessibility needs of family members or persons with disabilities who will be accompanying a member are identified;

BE IT FURTHER RESOLVED THAT the PSAC ensure that the activities it organizes are accessible to family members as well as to persons with disabilities that members have registered at the same time as themselves.

Rationale

The Committee recognizes the importance of having a registration process that takes these problems into consideration. However, this does not mean that all types of accommodation will automatically be granted. Rather, it is a matter of ensuring that the PSAC has a way of being informed of accommodation requests and of taking appropriate action when organizing its events.

THE COMMITTEE'S RECOMMENDATION WAS ADOPTED.

FINANCE AND BY-LAWS AND REGULATIONS RESOLUTIONS
COMMITTEE

Resolution BL-10-E: Racially Visible National Vice-President position

m/s Sara Cousins Cindy D'Alessio

That the Convention adopt the Committee's recommendation to **defeat** Resolution BL-10-E, which reads as follows:

BE IT RESOLVED THAT the PSAC create an elected National Vice President position for a Racially Visible member to lead and oversee the development, management and reporting of innovative approaches, programs, and strategies that address the needs and requirements raised by the community of RV PSAC members through their respective components, regional action committees conferences and conventions; and

BE IT FURTHER RESOLVED THAT the Racially Visible National Vice President (RVNVP) position be a full time position and a full member of the Alliance Executive Committee.

BE IT FURTHER RESOLVED that the RVNVP is a racially visible member.

Rationale

This would not be fair since other equity groups are not represented by a national vice-president.

The AEC has already assigned this matter to one of its members.

NOTE

Brother Carl Laguerre wished to be recorded against the Committee's recommendation.

m/s Nathalie Latreille

Louise Blouin

That the previous question be put.

Motion carried.

THE COMMITTEE'S RECOMMENDATION WAS DEFEATED.

Resolution BL-2-E: Education Committee Seat on Regional Executive

m/s Sara Cousins

Carl Laguerre

That the Convention adopt the Committee's recommendation to **defeat** Resolution BL-2-E, which reads as follows:

***BE IT RESOLVED** that the PSC-NCR Council immediately grant the Education Committee a seat on the Council Executive.*

Rationale

This would not be fair since other committees are not represented on the Executive.

The Resolution would increase the size of the Executive.

Recess for lunch.

The REVP announced the results of the separate employers election that took place that morning. The newly elected representative is Mylène Séguin and the alternate representative is Mélanie Drouin-Dion.

Credentials Committee Report

m/s Jacques Marengère

Michel Tondreau

That the following report be adopted:

131 delegates

22 observers

10 guests

12 staff members

Total: 175

The report was adopted.

SPEAKER: KALPONA AKTER

Resumption

Resolution BL-2-E: Education Committee Seat on Regional Executive

THE COMMITTEE'S RECOMMENDATION WAS DEFEATED.

m/s Daniel Charron

Monty Montgomery

That the Convention **adopt** Resolution BL-2-E.

THE RESOLUTION WAS ADOPTED.

GENERAL RESOLUTIONS COMMITTEE

Resolution GEN-3-E: National Network for Racially Visible Members

m/s Shirley Taylor

Dianna Brown

That the Convention adopt the Committee's recommendation to **defeat** Resolution GEN-3-E, which reads as follows:

BE IT RESOLVED THAT the PSAC establish a national network of Racially Visible members from coast to coast to coast; and

BE IT FURTHER RESOLVED THAT the PSAC establish and fund a national network of Racially Visible Members, and

BE IT FURTHER RESOLVED THAT the National Network of Racially Visible members be structured and funded in the same way as the National Aboriginal, Inuit, and Métis Network.

Rationale

The Committee felt that the existing equity conference is already a mechanism that allows the RVAC to network. It was worried about the potential costs of such a national network and felt that allowing this network would open the door for other groups to ask for their own national networks.

m/s Paul Thomas

Robert Spinney

That the previous question be put.

Motion carried.

THE COMMITTEE'S RECOMMENDATION WAS DEFEATED.

m/s Monty Montgomery

Zelma Buckley

That the Convention **adopt** Resolution GEN-3-E.

THE RESOLUTION WAS ADOPTED.

The REVP noted the presence of Nycole Turmel, former National President and now MP for Aylmer (NDP). She will lead the candidates debate that will take place at 4:00 p.m. today.

Resolution GEN-1-E: Family Life / Union Activities Balance

m/s Shirley Taylor

Dianna Brown

That the Convention adopt the Committee's recommendation to **defeat** Resolution GEN-1-E, which reads as follows:

***WHEREAS** time spent with the family is very important for the family unit:*

***BE IT RESOLVED THAT** the PSAC-NCR hold its union activities only during the week and on Saturday and refrain from holding union activities on Sunday.*

Rationale

Although the committee understands the intent, it felt that the wording of the resolution was too restrictive and would be equivalent to "handcuffing" the union. There are instances when the union may not have a choice to hold its activities on a Sunday.

THE COMMITTEE'S RECOMMENDATION WAS ADOPTED.

Resolution GEN-7 (which covers Resolution GEN-7a): Duty to Accommodate

m/s Shirley Taylor

Robert Basque

The Committee recommends **non-concurrence** in Resolution GEN-7 (which covers Resolution GEN-7a) which reads as follows:

BE IT RESOLVED THAT the PSAC deliver education courses on Duty to Accommodate for its members in 2015/2016; and

BE IT FURTHER RESOLVED THAT the PSAC lobby government and separate employers to bring awareness and highlight their legal responsibility under the Canadian Human Rights Act; and

BE IT FURTHER RESOLVED THAT the PSAC call for government and separate employers to provide education on their legal obligations of the Duty to Accommodate to all management and employees; and

BE IT FURTHER RESOLVED THAT the PSAC take steps to ensure adequate processes are in place to deal with workplace accommodation issues.

Rationale

There's a Resolution of Record (09/NEG079) that reads as follows:

BE IT RESOLVED THAT the PSAC place priority in development and delivery of education courses on Duty to Accommodate for its members; and

BE IT FURTHER RESOLVED THAT the PSAC lobby appropriate levels of employer governments and separate employers to bring more awareness as well as highlight their legal responsibility under the *Human Rights Act*; and

BE IT FURTHER RESOLVED THAT the PSAC call for employer governments and separate employers to provide education on the legal obligations of Duty to Accommodate for all management and employees; and

BE IT FURTHER RESOLVED THAT the PSAC take steps to attain / pursue to ensure adequate processes are in place to deal with workplace accommodation issues.

As such, the spirit (and almost exact wording) of the resolution is already in effect and there is no point in duplicating it.

THE COMMITTEE'S RECOMMENDATION WAS ADOPTED.

The candidates debate starts at 4:00 p.m. and will be facilitated by Sister Nycole Turmel.

The General Resolutions Committee recessed for the day.

MAY 11, 2014

The REVP wished a happy Mother's Day to those present.

Final report of Credentials Committee before elections

m/s Jacques Marengère Zelma Buckley

That the following report be adopted:

116 delegates

7 observers

7 guests

10 staff members

Total: 140

The report was adopted.

PRIDE COMMITTEE

m/s **Jacques Marengère**

Richard Thibert

The report was adopted.

The REVP gave the floor to elections chair Darryl Bean, who explained the process. An electronic voting system was used.

Credentials Committee report during the elections

m/s **Jacques Marengère**

Zelma Buckley

That the following report be adopted:

130 delegates

The report was adopted.

Office of Regional Executive Vice President

Larry Rousseau, whose nomination was moved by Brother John MacLennan and seconded by Sister June Dale.

Brother Rousseau was elected NCR **Vice-President** by acclamation.

Office of Alternate Regional Executive President

David Lanthier, whose nomination was moved by Sister Michèle Milotte and seconded by Brother Shawn Walker.

Louise Blouin, whose nomination was moved by Sister Danielle Belleau and seconded by Sister Nathalie Latreille.

A nomination was received from the delegation.

John Henri Commanda, whose nomination was moved by Sister Danielle Belleau and seconded by Sister Magarita Faundez.

Brother Commanda accepted the nomination.

David Lanthier was elected **Alternate Regional Executive President** of the NCR.

Office of NCR Treasurer

A nomination was received from the delegation.

Michèle Milotte, whose nomination was moved by Sister Sandra Dignagbo and seconded by Brother Stéphane Allard.

Sister Milotte accepted the nomination and was elected Treasurer by acclamation.

Office of Members at Large (5 positions)

The following members were elected:

Two-year term

- Louise Blouin: 1st Member at Large
- Dianna Brown: 2nd Member at Large
- Shirley Taylor: 3rd Member at Large
- June Dale: 4th Member at Large
- Mike Chartrand: 5th Member at Large

Alternate Members at Large (Two years)

m/s Peter Hyduk

Michel Tondreau

Motion: That the three nominations be accepted as a block.

Motion carried.

- Aryn Keshavjee: 1st Alternate Member at Large
- Shawn Walker: 2nd Alternate Member at Large
- Michel Tondreau: 3rd Alternate Member at Large

Office of Chairperson of Membership Benefit Fund

Cindy D'Alessio, whose nomination was moved by David Lanthier and seconded by Michèle Milotte.

Sister Cindy was elected by acclamation.

Office of Vice-Chairperson of Membership Benefit Fund

Steve Racicot, whose nomination was moved by Roman Laroche and seconded by June Dale.

Brother Racicot was elected by acclamation.

Office of Treasurer of Membership Benefit Fund

Roman Laroche, whose nomination was moved by Steve Racicot and seconded by June Dale.

Brother Laroche was elected by acclamation.

Finance Committee

Christine Griffin conveyed her interest in serving on the Finance Committee.

Nycole Turmel swore in the newly elected members.

Albert Dumont conducted the closing ceremony.

Motion to adjourn

m/s: Rick Lynn

Tony Nicolas

The REVP adjourned the meeting and warmly thanked the staff of the Ottawa and Gatineau offices, Sarah Bélanger, June Dale, the interpreters and ELC for their work.

Delegates List at the NCR Convention

#	First Name	Last Name	Component	Local	Entitlement
1	Paul	Abi-Mansour	UCTE UCET	70703	NCRC Executive – RVAC / Bureau de Direction - CAMRV
2	Marilyn	Aldus	NRU SRN	70082	
3	Stephane	Allard	UNE SEN	70125	
4	Barry	Auger	CEIU SEIC	70709	
5	Chris	Aylward	UTE SEI	70030	
6	Richard	Balance	UNE SEN	70263	
7	Paulette	Barker	UNDE UEDN	70607	
8	Robert	Basque	UNDE UEDN	70607	
9	Francine	Bazinet	USGE SESG	70176	
11	Danielle	Belleau	USGE SESG	70041	
12	Bill	Blair	UTE SEI	70030	
13	Bruno	Blanchard Pilon	NRU SRN	70082	
14	Debra	Blanchette	UCTE UCET	70703	
15	Louise	Blouin	USGE SESG	70093	
16	Yagusha	Bodnar	UCTE UCET	70703	
17	Carrie	Bolton	NRU SRN	70082	

18	Gabriel	Bourdon	UTE SEI	70030	NCRC Executive Member – YWC / Membre du bureau de Direction du CRCN - CJT
19	Francois	Brault	CEIU SEIC	70708	
20	Beverly	Brown	UNE SEN	70181	
21	Darlene	Brown	UCTE UCET	70703	
22	Dianna	Brown	UNE SEN	70130	
23	Zelma	Buckley	UNDE UEDN	70608	
24	Gesine	Campbell	UTE SEI	70010	
25	Victoria	Carriere	UTE SEI	70030	
27	Daniel	Charron	GSU SSG	70024	Alternative REVP-NCR / Suppléant au VPER de la RCN
28	Mike	Chartrand	UTE SEI	70001	
29	Sharon	Chernow	UNDE UEDN	70682	
30	Marie- Claude	Chevalier	AGR	70138	
31	Michael	Clement	CEIU SEIC	70707	
32	Nicole	Cleroux	UNE SEN	70172	
34	Christine	Collins	UCTE UCET	70703	

35	John Henri	Commanda	CEIU SEIC	70709	NCRC Executive Member - AAC / Membre du bureau de Direction - CAA
36	Christine	Comtois	UNE SEN	70125	NCRC Executive Member - MDAC / Membre du bureau de Direction - CAMAH
37	Mike	Cottingham	AGR	70067	
38	Sara	Cousins	UTE SEI	70000	NCRC Executive Member – Membre du bureau de Direction CRCN
39	Alan	Craig	UTE SEI	70030	
40	June	Dale	UNE SEN	70059	
41	Cindy	D'Alessio	UNE SEN	70160	
42	François	Deschênes	UNE SEN	70410	

43	Sandra	DiGnagbo	USGE SESG	70005	NCRC Executive Member – Membre du bureau de Direction CRCN
44	Jeremy	DiZazzo	AGR	70075	
45	Carline	Estimé	USGE SESG	70006	
46	Insa	Fall	CIU SDI	70066	
47	Wally	Fandrich	UTE SEI	30022	
48	Margarita	Faundez	CEIU SEIC	70705	
49	Harold	Floyd	UNE SEN	70101	
50	Chantal	Fortin	USGE SESG	70165	NCRC Executive Member – Membre du bureau de Direction CRCN
51	Marc	Gauthier	CEIU SEIC	630	
52	Michael	Graham	NRU SRN	70088	
53	Lisa	Gregory	UNE SEN	70381	
54	Christine	Griffin	NHU SNS	70008	
55	Sandra	Griffith	UNDE UEDN	70607	
56	Peter	Hyduk	UNDE UEDN	70605	
58	John	Jedrasik	GSU SSG	70013	
59	Clay	Joyce	UNDE UEDN	70654	

60	Amyl	Keshavjee	GSU SSG	70707	NCRC Executive Member – Membre du bureau de Direction CRCN
61	Charles	Khoury	CIU SDI	70066	NCRC Treasurer – Trésorier de la RCN
62	Gerard	Kirkham	UTE SEI	70030	
63	Karoline	Klüg	UNE SEN	70401	
64	Edith	Knopp	CEIU SEIC	70709	
65	Linda	Koenders	UTE SEI	70000	NCRC Executive Member – Membre du bureau de Direction CRCN
66	Donna	Lackie	GSU SSG	70015	
67	Carl	Laguerre	UNE SEN	70408	
69	David	Lanthier	UTE SEI	70000	NCRC Executive Member – OAC / Membre du bureau de Direction CRCN - CRO

70	Hélène	Lapointe	UTE SEI	70035	
71	Roch	Laramée	CEIU SEIC	70702	
72	Norman	Lariviere	GSU SSG	70023	
73	Roman	Laroche	UNE SEN	70027	
74	Lyne	Larocque	CIU SDI	70006	
75	Nathalie	Latreille	USGE SESG	70125	
76	Nathalie	Lauzon	UNE SEN	70027	
77	Larry	Lavitt	AGR	70155	NCRC Executive Member – AGR / Membre du bureau de Direction CRCN - AGR
78	Sissy	Lepage	USGE SESG	70041	
80	Philip	Lillies	AGR	70155	
81	Christine	Lindsay	USGE SESG	70041	
82	Carole	Logan	UNE SEN	70172	
83	Richard	Lynn	UNE SEN	70148	NCRC Executive Member - Membre du bureau de Direction CRCN
84	John	MacLennan	UNDE UEDN	70611	
85	Kevin	MacNeil	UNDE UEDN	70654	

86	Michel	Maheux	GSU SSG	70020	
87	Jacques	Marengère	UTE SEI	70030	
88	Mihaela	Marin-Lazarescu	GSU SSG	70707	
89	Doug	Marshall	UNE SEN	70380	
90	Gordon	McAllister	UNE SEN	70125	
91	Steve	McCuaig	CEIU SEIC	70709	
92	Jim	McQuaid	GSU SSG	70017	
93	Monica	Mercier	GSU SSG	70019	
94	Amber	Miller	GSU SSG	70019	NCRC Executive Member – ORWC / Membre du bureau de Direction CRCN - CRFO
95	André	Miller	UNE SEN	70501	Yes
96	Michele	Milotte	UNE SEN	70080	NCRC Executive Member – Membre du bureau de Direction CRCN
97	Danielle	Moffet	AGR	70138	
98	Monty	Montgomery	UNDE UEDN	70654	
99	Rosemary	Morgan	USGE SESG	70093	
100	Tanya	Morissette	USGE SESG	70006	

101	Tony	Nicolas	CEIU SEIC	70704	
102	Michael	ODonnell	UNE SEN	70263	
103	Sandrine	Oka	UNE SEN	70172	
104	Lee	Pallotta	UTE SEI	70000	
105	François	Paradis	UPCE SEPC	70180	
106	Jacques	Perrin	CEIU SEIC	70708	
107	Pierre	Perron-Desormeaux	UNE SEN	71200	
108	Louise	Plouffe	NHU SNS	70008	
109	Steve	Racicot	UNE SEN	70148	
110	Chantal	Rajotte	CIU SDI	70006	
111	Enza	Ricci	UNDE UEDN	70607	
112	Mathew	Robillard	GSU SSG	70024	
113	Annie	Rochon	CIU SDI	70006	
114	Gaétan	Rochon	CIU SDI	70066	
115	Carla	Ross	UNE SEN	70059	
116	Larry	Rousseau	REVP		
117	Ghislain	Roussel	UNE SEN	70396	
118	Sophie	Rouy	UNE SEN	70181	Conseil régional d'action politique de l'Outaouais CRAPO
119	Bruce	Roy	GSU SSG	70013	
120	Janice	Schauer	GSU SSG	70019	
121	Lynne	Scott Cadieux	UTE SEI	70004	

122	Shahrzad	Sedigh	UNE SEN	70044	
123	Mylène	Séguin	UNE SEN	70372	
124	Judith	Skrivanek	UTE SEI	70000	
125	Robert	Spinney	UNDE UEDN	70611	
126	Patrick	St-Georges	AGR	70075	
127	Stephen	Stille	CIU SDI	70066	
128	Eugene	Stone	UNDE UEDN	70654	
129	Michel	St-Pierre	UEW STE	70742	
130	Shirley	Taylor	GSU SSG	70015	
131	Richard	Thibert	UCTE UCET	70703	
132	Paul	Thomas	UNE SEN	70044	
133	Anthony	Tilley	NHU SNS	70008	
134	Michel	Tondreau	GSU SSG	70019	Men's Action and Support Committee – Comité de support à l'action des hommes
135	Stephen	Vanneste	UEW STE	70712	
136	Stephane	Villeneuve	NHU SNS	70008	
137	Shawn	Walker	UNE SEN	70130	
138	Katarzyna	White	AGR	70067	
139	Marsha	Willard	USGE SESG	70148	
140	Jeffory	Wrinn	UNDE UEDN	70603	