



## National Capital Region Council



### **MINUTES**

*Delta Hotel, 101 Lyon Street, Ottawa*  
**June 1 and 2, 2019**  
**9 a.m. – 5 p.m.**

**The REVP welcomed the participants.**

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

Sisters Anna-Marie Melanson and Louise Sicard read the **PSAC Statement on Harassment**.

Élisabeth Woods is the Harassment Coordinator.

#### **Moment of Silence**

Brenda Fleet, CEIU Local 70704  
Mother of Denise Camus, CEIU Local 70704  
Linda Brousseau, GSU Local 70017  
Two members of the Pay branch, GSU Local 70013  
Pennie Legare, UNE Local 70160  
Bruce Thomlinson, CIU Local 70066

#### **Report of the Credentials Committee**

52 delegates  
3 observers  
6 staff members  
4 guests  
M/S/C – François Zarraga / Renelle Chalifoux

The Report of the Credentials Committee was adopted.

### **Adoption of the Agenda**

M/S/C – David Lanthier / Tony Nicolas

The agenda was adopted.

### **Approval of Minutes of May 26-27, 2018 AGM**

M/S/C – David Lanthier / Tony Nicolas

The minutes were approved.

### **Report of the REVP (Greg McGillis)**

The REVP turned the floor over to Alternate Regional Executive Vice-President Alex Silas.

M/S/C – Greg McGillis / Renelle Chalifoux

The REVP announced some sad news: the son of former REVP John Baglow took his own life yesterday.

He urged everyone at the meeting to continue to fight with him against the employer and the government for the sake of a stronger region.

The REVP screened a PowerPoint presentation recapping the year's events.

The report of the REVP was adopted.

The REVP took over again as Chair.

### **Report of the Alternate REVP (Alex Silas)**

M/S/C – Alex Silas / Alan Craig

The Alternate REVP asked the members present to review his written report. He discussed “The Heat Is On” campaign and reported on the February 28 Day of Action. He noted the two priorities of his portfolio:

- Young Workers Committee: He undertook to lobby with the Committee in the fall for child care services, and to recruit members.

- DCL Committee: This networking group meets regularly to work on the challenges that confront the DCLs and to develop an information-sharing and support system.

### **Oral Report of the NCR Coordinator (Élisabeth Woods)**

The Coordinator noted that we are in full mobilization mode with Treasury Board, as are other bargaining units (separate employers, Parks, DCLs and CRA).

The Regional Women's Conference takes place next weekend, and the Regional Occupational Health and Safety Conference was a great success.

National Public Service Week will not be boycotted this year.

Health Break

### **Report of the Credentials Committee**

61 delegates

3 observers

6 staff members

4 guests

M/S/C – François Zarraga / Renelle Chalifoux

The Report of the Credentials Committee was adopted.

### **Presentation by Équité Outaouais (Suzanne Tremblay and Gilles Aubé)**

### **Regional Organizing (Véronique Allard, PSAC-NCR Regional Organizer)**

Lunch

### **Report of the Credentials Committee**

55 delegates  
3 observers  
6 staff members  
4 guests

M/S/C – François Zarraga / Renelle Chalifoux

The Report of the Credentials Committee was adopted.

### **2018 Auditors' Finance Report**

M/S/C – Diane Girouard / Lee Pallotta

The Treasurer presented the auditors' finance report for the National Capital Region.

Some questions were asked concerning the report.

The finance report was adopted.

### **Caucus and Separate Employer Elections**

Congratulations to Richard Weintrager who will be the new Separate Employers delegate. The alternate delegate is André Miller.

### **Resolutions**

#### **GEN-3: Establishing NCR-DCL Committee**

M/S/C – Chantal Fortin / Imre Bene

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

***WHEREAS** Directly Chartered Locals (DCLs) are a part of this union's growth & new membership, and*

**WHEREAS** *engaging DCLs and their members to participate more actively in their union and in our common goals as PSAC members & labour activists, and strengthening solidarity between our members remains a goal of this union, and*

**WHEREAS** *the National Capital Region holds among its locals a significant number of DCLs, and*

**WHEREAS** *a regular-meeting NCR-DCL Caucus has already been established with noted success in networking between DCLs in the region and promoting engagement of DCL members in our union, and*

**WHEREAS** *DCL members & local leaders seek to take on a more active role in our union and seek a representative voice on NCR Council and official committee status:*

**BE IT RESOLVED THAT** *a new committee be created with the name “NCR-DCL Committee” having the same rights, responsibilities, and standing as other committees under the NCR Council*

**Rationale:** *The challenges & issues faced by DCLs can be unique to their own experiences, work description, workplaces, etc. and Directly Chartered Locals would benefit from collaboration between DCLs for the purpose of resource sharing, inter-local support & mobilization, local building & engagement, and overall strengthening of the union and in better support & service to our members.*

The resolution was **adopted**.

### **Resolution GEN-7: Respect and Collegiality Regulation**

M/S/C – Chantal Fortin / Imre Bene

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

**WHEREAS** *mutual respect is the cornerstone of the PSAC*

**WHEREAS** *every member of the PSAC community has a vital role in sustaining a safe, caring and respectful environment by adopting the positive attitudes and behaviours*

**WHEREAS** in the past, it was required to remind some members of this duty

**BE IT RESOLVED** that the following regulation be added to the By-Laws and that all other regulations be renumbered accordingly.

*Regulation 1  
Statement on Respect and Collegiality*

*Our union is made strong by members, Sisters, Brothers and friends working together to improve our working lives and to preserve the rights that we have struggled to achieve.*

*Mutual respect is the cornerstone of this cooperation. Respect for the rights, dignity and integrity of others is essential for the well-being of our union.*

*Every member of the Public Service Alliance of Canada (PSAC) community has a vital role in sustaining a safe, caring and respectful environment by adopting the following attitudes and behaviours:*

- Treat others with Kindness and Respect. Recognize that informed debate and disagreements are necessary to a vibrant and healthy union setting. Freedom of expression is the hallmark of a union environment.*
- Choose Words Carefully. Always treat each other with consideration and respect, whether in person, on the phone, over email, or on social media.*
- Keep an Open Mind. Put prejudgments aside when communicating with others. Be mindful of our own actions and statements and the effect these have on others.*
- Think the best. We may not always agree, but try to assume we are all trying to do the right thing. Be patient and flexible with others.*
- Act in a supportive way. Encourage each other. Acknowledge each other's contributions, and be willing to step up and lend a hand when others need help. Be inclusive and welcoming.*

*Collegiality matters. It is the foundation necessary for shared governance and decision-making. By practicing these basic ideals, together we ensure that the PSAC is a welcoming and inclusive environment for all.*

*Actions by any person that do not reflect respect for others are damaging to each member of our union and hence damaging to our community.*

*As members of the PSAC we also have an obligation to follow the PSAC Constitution, its Regulations and to adhere to PSAC policies.*

*Each member of the PSAC community, which includes members, guests and PSAC staff, should be free from interference, intimidation or disparagement during all union activities, including meetings, trainings, rallies, social events and other interactions.*

**Rationale:** *This will assist to remind each other and all PSAC-NCR members of the importance to treating each other with respect and collegiality as they are the cornerstone of our work in solidarity.*

M/S/C – Steven Viens / Lorraine Boyce

That this Resolution be referred to the Committee with the instruction to change “*Our union is made strong by... Sisters, Brothers and friends*” to “*Our union is made strong by all members, allies and friends.*”

The motion to refer was **defeated**.

The Committee’s recommendation to adopt was **defeated**.

### **Resolution GEN-8: NCR Council meetings**

M/S/C – Chantal Fortin / Imre Bene

The Committee recommends **concurrence** in Resolution **GEN-8** which reads as follows:

**WHEREAS** *the PSAC-NCR Council is the only regional council or equivalent to meet multiple times per year;*

**WHEREAS** *the NCR meeting is filled with updates and reports that could be handled with digital communication tools;*

**WHEREAS** the PSAC-NCR Council Executive is responsible for the issues arising between Conventions of the region;

**WHEREAS** the money saved would allow the PSAC-NCR to organize other activities for members, such as multi-day training for members of regional committees:

**BE IT RESOLVED THAT** the PSAC-NCR Council Bylaws, section 7.1.2, be amended to read:

*The PSAC NCRC shall meet once per year for a two-day Annual General Meeting (AGM) during the months of April, May or June. The REVP may also convene up to an additional two (2) meetings per year.*

**Rationale:** *Removing the obligation to meet 3 times a year will give the council more flexibility with its funds and allow it to organize other types of gatherings or training opportunities throughout the year.*

The Committee's recommendation to adopt was **defeated**.

**Resolution GEN-10: Delegate entitlement for PSAC NCR Annual General Meeting (AGM)**

M/S/C – Chantal Fortin / Imre Bene

The Committee recommends **concurrence** in Resolution **GEN-10** which reads as follows:

**WHEREAS** the PSAC 2018 National convention adopted a resolution to fully fund regional triennial conventions;

**WHEREAS** the changes adopted to Section 16 of the PSAC Constitution outline the delegate entitlement for the regional triennial conventions;

**WHEREAS** the third AGM of every cycle is the regional triennial convention;

**BE IT RESOLVED** that the PSAC NCR adopt the same delegate entitlement formula for all PSAC NCRC meetings;

**BE IT FURTHER RESOLVED** that the delegate entitlement formulas used in section 7.1 (a) of the PSAC NCR bylaws read as follows:

For the purpose of representation at a PSAC NCRC meetings, the following formula will be used:

- a) Each local (components and DCLs) shall be entitled to one (1) delegate for the first one (1) to two hundred and fifteen (215) members and one (1) additional delegate for each additional two hundred and fifteen (215) members or fraction thereof.
- b) Up to twenty (20) members of the Regional Council shall be delegates;
- c) Each active Area Council shall be entitled to elect one (1) delegate;
- d) Each active Regional Women's Committee shall be entitled to elect one (1) delegate;
- e) Each active Regional Human Rights and Equity Committee shall be entitled to elect one (1) delegate;
- f) Two (2) elected regional National Aboriginal Peoples' Circle representatives shall be delegates;
- g) Each Regional Young Workers Committee shall be entitled to elect (1) delegate;
- h) Component national officers shall be delegates in the region in which they live or work.
- i) Members of the NBoD and full-time Component Vice-Presidents shall be entitled to delegate status in the caucus they have elected to participate in as per Section 19, Sub-Section 5 b).

**Rationale:** Using the same delegate entitlement formula would allow consistency from one meeting to the other.

### **Report of the Credentials Committee**

49 delegates

1 observer

6 staff members

No guests

M/S/C – François Zarraga / Renelle Chalifoux

The Report of the Credentials Committee was adopted.

The committee's recommendation was **adopted**.

## **Resolution GEN-1: Équité Outaouais**

M/S/C – Chantal Fortin / Imre Bene

The Committee recommends **concurrence** in Resolution **GEN-1** which reads as follows:

***In support of equitable public funding for the health, education and social justice sectors between the Outaouais region and other comparable regions of Quebec***

***Considering*** that the health, education and social justice sectors are all underfunded in Quebec;

***Considering*** that the Outaouais region suffers doubly from this chronic underfunding compared with other comparable regions in Quebec in that it does not receive its fair share of public funding on a per capita basis, and it therefore lacks health professionals, health workers, infrastructure and equipment, leading to among other things huge expenditure for healthcare obtained in Ontario;

***Considering*** that the Outaouais region suffers from a lack of training programs at the college and university levels, which forces a large number of young people to leave our region to study and not to return;

***Considering*** that funding levels for our community organizations have been frozen for many years, and that the social service needs of disadvantaged communities are consequently not being met through a lack of means;

***Accordingly,*** it is proposed and resolved that PSAC-NCR supports the campaign of Équité Outaouais and requests that the Government of Quebec:

- *Increase significantly public funding for healthcare in the Outaouais region to reach the funding levels of other comparable regions in Quebec.*
- *Expand significantly the current college and university education programs to fill the gap that forces our youth to leave the region.*

- Increase significantly funding for our community groups to enable them to adequately fulfill their community care and social justice mandate.

***Rationale:*** The committee supports the work of *Équité Outaouais* as it seeks to get better funding for health care in the Outaouais, where reside a great number of our members. Accessible healthcare should be afforded to all.

The committee's recommendation was **adopted unanimously**.

### **Resolution GEN-6: Voting Members at Regional Committees**

M/S/C – Chantal Fortin / Imre Bene

The Committee recommends **concurrence** in Resolution **GEN-6** which reads as follows:

***WHEREAS*** the PSAC constitution was modified in 2018 to change the voting entitlement for regional equity and young workers committees to one voting member per Local

***WHEREAS*** having consistency across all regional committees would be beneficial and reduce the possibility of confusion for members

***BE IT RESOLVED*** that the PSAC-NCR By-Laws be modified as follows:

#### **SECTION 9 – COMMITTEES AND AREA COUNCILS**

- a) The PSAC NCRC Executive shall have the authority and the responsibility for establishing operational/standing committees of Council.*
- b) The PSAC NCRC recognizes and supports the existence of the NCR Committees and **Area Councils** as defined in Section 5 of these Bylaws.*
- c) **Only one member per Local or Branch may be a voting member of each Human Rights Committee and each Outreach and Member Engagement Committee as defined in Section 5 of these Bylaws. For any committee that does not utilize voting, only one member per Local or Branch may engage in the process by which decisions of the Committee are made.***

- d) Area Councils shall accept voting delegates in accordance with the PSAC Constitution and the Area Council's By-Laws**  
**e)e) The PSAC NCRC shall elect a Standing Finance Committee in accordance with the procedures in Section 15.2.**

**Rationale:** *As the “one local, one vote” rule is already in effect for Human Rights Committees and Young Workers Committees, applying this rule to Outreach and Member Engagement Committee will reduce the possibility of confusion for members. In particular for new members of committees and members who participate in multiple committees.*

The Committee's recommendation was **defeated**.

**Resolution GEN-4: Definition of Area Councils**

M/S/C – Chantal Fortin / Imre Bene

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

**WHEREAS** *Area Councils are recognized as such by the PSAC Constitution*

**WHEREAS** *Area Councils are not simply “political action committees”*

**BE IT RESOLVED THAT** *the title “POLITICAL ACTION COMMITTEES” at Section 5 of the By-Laws be changed to “AREA COUNCILS (POLITICAL ACTION COMMITTEES)”*

**BE IT FURTHER RESOLVED THAT** *the following wording be added to Section 5 of the By-Laws below the title “AREA COUNCILS (POLITICAL ACTION COMMITTEES)”*

*The establishment, the organization and the operation of Area Councils are governed by the PSAC Constitution.*

**Rationale:** *This is a housekeeping resolution to ensure consistency with the terminology used in the PSAC Constitution.*

The committee's recommendation was **adopted**.

**Resolution GEN-5: Member at Large Regulation**

M/S/C – Chantal Fortin / Imre Bene

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

**WHEREAS** *a Member-at-Large is someone who is elected to sit on the NCRC Executive but doesn't have a specific role*

**WHEREAS** *Members-at-Large are expected to contribute to PSAC regional strategies and actions*

**WHEREAS** *in the past, some Members-at-Large were elected and have not participated in activities to advance the work of the PSAC-NCR*

**BE IT RESOLVED** *that the following regulation be added to the By-Laws:*

**REGULATION 5**

*A Member-at-Large is someone who is elected to sit on the NCRC Executive but doesn't have a specific role. Unlike the chairpersons of equity or outreach committees, Members-at-Large are not elected to represent members belonging to a specific community of interest.*

*Members-at-Large are elected leaders of the NCR Council. As with all regional leaders, Members-at-Large are expected to contribute to regional strategies and actions in accordance with PSAC priorities.*

*As such, shortly after the election of each new Member-at-Large, the REVP will assign them a "portfolio" in consultation with each Member-at-Large individually.*

*Each Member-at-Large will be asked to choose to work in a portfolio that is meaningful to them, both in terms of experience as well as interest. For this reason, Members-at-Large should notify*

*the REVP of their area of interest or expertise as soon as possible after being elected.*

*For portfolios suggestions, Members-at-Large can consult the Guide for Members of the PSAC-NCR Executive or ask the REVP for suggestions.*

*The REVP may also designate a Member-at-Large as an ex-officio member of an operational committee of the PSAC-NCR in accordance with By-Law 8.1.*

*If two or more Members-at-Large are interested in the same portfolio, the REVP may expand the scope of a project or may encourage the Members-at-Large to work on different portfolios. The REVP will make the final selection if required.*

*Members-at-Large will report on their activities at meetings of the NCRC Executive. They will also report to the NCR Council in the manner prescribed in the By-Laws.*

*Should a Member-at-Large not participate in activities to advance the work of the PSAC-NCR, the REVP will follow up with the Member-at-Large to reconfirm their interest in the role of a Member-at-Large.*

**Rationale:** *This will assist candidates for Members-at-Large positions to know what is expected of them ahead of time. It will also assist the Council in holding Members-at-Large accountable.*

The committee's recommendation was **adopted**.

### **Recess**

## **Sunday, June 2**

### **Report of the Credentials Committee**

53 delegates

1 observer

5 staff members

M/S/C – François Zarraga / Renelle Chalifoux

The Report of the Credentials Committee was adopted.

### **Elections**

The election results are as follows:

- Diane Girouard (by acclamation): Treasurer (one year)

#### **Members-at-Large (two-year term)**

- Joy Morgan, 1<sup>st</sup> Member-at-Large
- David Lanthier, 2<sup>nd</sup> Member-at-Large
- Tony Nicolas, 3<sup>rd</sup> Member-at-Large

### **Report of the Credentials Committee**

56 delegates

1 observer

5 staff members

M/S/C – François Zarraga / Renelle Chalifoux

The Report of the Credentials Committee was adopted.

#### **Alternate Members-at-Large (two-year term)**

- David Pengelly, 1<sup>st</sup> Alternate Member-at-Large
- Lorraine Boyce, 2<sup>nd</sup> Alternate Member-at-Large
- Steven Viens, 3<sup>rd</sup> Alternate Member-at-Large

#### **Finance Committee Members**

- Lee Pallotta: 1<sup>st</sup> member
- Christine Griffin: 2<sup>nd</sup> member
- Anna-Marie Melanson: 3<sup>rd</sup> member

### **Committee Reports**

M/S/C – David Lanthier / Tony Nicolas

Motion to accept all written committee reports.

The motion was adopted.

M/S/C – David Lanthier / Roddie Dafoe

Motion to accept all written reports.

All written reports were adopted.

### **Reports by Members-at-Large**

M/S/C – David Lanthier / Annie Noël

Motion to accept all written reports by members-at-large.

The motion was adopted.

M/S/C – David Lanthier / Edith Knopp

Motion to accept all written reports.

All written reports were adopted.

### **Resolutions (continued)**

#### **Resolution GEN-9: PSAC NCRC Financial Principles**

M/S/C – Chantal Fortin / Imre Bene

The Committee recommends **concurrence** in Resolution **GEN-9** which reads as follows:

**WHEREAS** *it is important to give thought and consideration to the spending our members money*

**WHEREAS** *financial principles should be clear and easy to understand*

**BE IT RESOLVED THAT** *the following changes be made to Regulation 4 (PSAC NCRC FINANCIAL PRINCIPLES) of PSAC NCR bylaws.*

## **REGULATION 4 – PSAC NCRC FINANCIAL PRINCIPLES**

- 1) **PSAC NCR** Committees must provide to the office of the REVP minutes a Committee **approved budget** or **record of decisions** of all meetings in the previous year to access budget **funding** for the current year. The **Executive Assistant** to the REVP will monitor this with the assistance of the assigned regional representatives. Failure to submit ~~copies of minutes of meetings~~ **these copies** could result in denial of access to funding.
- 2) No committee of the NCRC will receive more than 25% **of their 2006 yearly allocation** until they have presented a written detailed financial forecast and action plan for the year.
- 3) With the development of a 3-year budget cycle of the NCRC, Committees will be ~~encouraged~~ **required** to develop a 3 year plan and allowed to carry over their unexpended funds during the 3-year cycle **by submitting a rationale to seek authorization from the office of the REVP to carry over any remaining monies from Year 1 to Year 2 and/or Year 2 to Year 3 of their respective 3-year allocated budget.**

*Each committee will start at zero following a 3-year cycle. The first 3-year cycle to be 2006/2007/2008 **2019/2020/2021.***

- 4) There are three (3) fundamental restrictions in association with the NCR Committee Budgets. Committees may:
  - a) approve travel outside the region to a **one** maximum of \$500.00 per member ~~per trip per year~~ **per 3-year cycle**;
  - b) approve individual donations to a maximum of ~~\$500.00~~ **\$250.00** per donation per organization per year; and
  - c) approve the expenses of **one** guest speaker to a maximum of \$500.00 per event.
- 5) Committee Chairs may only spend up to \$250.00. Any amount higher must be approved by the Committee executive or the membership of the committee.
- 6) **All completed expense reports, receipts and invoices must be submitted along with draft and approved record of decisions (meeting minutes) and approved motions to the office of the REVP immediately following an event for reimbursement.**

**7) Committee Chairs are required to submit a rationale to seek authorization from the office of the REVP to carry over any remaining monies from Year 1 to Year 2 and/or Year 2 to Year 3 of their respective 3-year allocated budget.**

**Rationale:** *This will allow for sound financial management of the region finances.*

M/S/C – Tony Nicolas / Steve Viens

Motion to split clause 4 c) from the rest of the resolution and consider it separately

The motion was adopted.

Motion to adopt Resolution **GEN-9** without clause 4 c).

Brother Currie asked that the resolution be referred to the Committee with instructions to amend the amount of \$250 in clause 4b) to \$1. The REVP ruled the request for referral inadmissible because it changes the intent of the paragraph. Brother Currie contested the REVP's decision.

The contesting of the REVP's decision was put to a vote.

The contesting of the decision was defeated and the Chair's decision was upheld.

Brother Zarraga noted a translation error in paragraphs 3) and 7) and asked that the resolution be referred to the Committee. The REVP agreed.

### **Amended 2019-2021 NCR Budget**

For information purposes, the Treasurer tabled the changes to the 2019-2021 three-year budget following the amended AEC allocations.

The REVP swore in the newly elected officers.

### **Announcements**

The REVP invited the newly elected officers to attend the meeting of the Executive Committee at 5 p.m. on June 3 in the J.K. Wyllie Boardroom.

Elder Albert Dumont closed the meeting.

M/S/C – David Lanthier / Tony Nicolas  
 Motion to adjourn

Meeting adjourned.

**List of Delegates**

First Name   Prénom	Last Name   Nom	Component   Élément	Local	Credentials 1   certification 1	Credentials 2   Certification 2
Cheryle	Anderson	UHEW   STSE	70008	Delegate / Déléguée	
Silvia	Andrighetti	AGR	70139	Delegate / Déléguée	
Imre	Bene			Delegate / Délégué	NCRC Executive - Health and Safety / Bureau de Direction - Santé et Sécurité
Lorraine	Boyce	CEIU   SEIC	10452	Delegate / Déléguée	
Beverly	Brown	UNE   SEN	70181	Delegate / Déléguée	
Renelle	Chalifoux			Delegate / Déléguée	NCRC Executive - OAC / Bureau de Direction - CRO

Mike	Chartrand	UTE   SEI	70000	Delegate / Délégué	
Alan	Craig				NCRC Executive - CRAPO / Bureau de Direction - CRAPO
St.Clair	Currie	USJE   SESJ	70093	Delegate / Délégué	
Roddie	Dafoe	UNE   SEN	70044	Delegate / Délégué	
Cindy	Dalessio	UNE   SEN	70160	Delegate / Déléguée	
Sol	Despres	AGR   AGR	70067	Delegate / Délégué	
Nicholas	Dorion	CIU   SDI	70066	Delegate / Délégué	
Julia	Duckworth	CEIU   SEIC	70705	Delegate / Déléguée	
Chantal	Fortin			Delegate / Déléguée	NCRC Executive - Education / Bureau de Direction - Éducation
Carole	Garneau	DCL   SLCD	76000	Delegate / Déléguée	NCRC Executive - Separate Employers / Bureau de Direction - Employeurs Distincts

Diane	Girouard			Delegatè / Dèléguèe	NCRC Executive - Treasurer / Bureau de Direction - Trésorière
Antoine	Gomis			Delegate / Dèlégué	NCRC Executive - RVAC / Bureau de Direction - CAMRV
Lisa	Gregory	UNE   SEN	70381	Delegate / Dèléguèe	
Christine	Griffin	UHEW   STSE	70008	Delegate / Dèléguèe	
Philip	Griffin	UHEW   STSE	70008	Delegate / Dèlégué	
Sandra	Griffith- Bonaparte	UNDE   UEDN	70607	Delegate / Dèléguèe	
Robbie	Henderson	UNDE   UEDN	70603	Delegate / Dèlégué	
Charles	Khoury	CIU   SDI	70066	Delegate / Dèlégué	
Edith	Knopp	USJE   SESJ	70003	Delegate / Dèléguèe	
Linda	Koenders	UTE   SEI	70000	Delegate / Dèléguèe	
Rubin	Kooner	UHEW   STSE	70712	Delegate / Dèlégué	

Claudia	Labonte	UPCE   SEPC	70180	Delegate / Déléguée	
David	Lanthier	UTE   SEI	70000	Delegate / Délégué	
Francois	Laroche	AGR	70155	Delegate / Délégué	
Don	Lessard	CIU   SDI	70066	Delegate / Délégué	
Les	Maiczan			Delegate / Délégué	NCRC Executive - IAC / Bureau de Direction - CAA
Anna- Marie	Melanson	UNE   SEN	70044	Delegate / Déléguée	
Monica	Mercier	GSU   SSG	70019	Delegate / Déléguée	
Andre	Miller	UNE   SEN	70501	Delegate / Délégué	
Joy	Morgan			Delegate / Déléguée	NCRC Executive - ORWC / Bureau de Direction - CRFO
Jo-An	Munday			Delegate / Déléguée	NCRC Executive - MDAC / Bureau de Direction - CAMAH

Tony	Nicolas			Delegate / Délégué	NCRC Executive - Member at Large / Bureau de Direction - Membre Hors- Cadre
Margret	Nikolic	UHEW   STSE	70018	Delegate / Déléguée	
Annie	Noel			Delegate / Déléguée	NCRC Executive - Member at Large / Bureau de Direction - Membre Hors- Cadre
Megan	O'Neil	UNDE   UEDN	70607	Delegate / Déléguée	
Lee	Pallotta	UTE   SEI	70000	Delegate / Délégué	
François	Pays	DCL   SLCD	75100	Delegate / Délégué	
David	Pengelly	UNE   SEN	70392	Delegate / Délégué	
Ayrin	Proulx			Delegate / Déléguée	NCRC Executive - YWC / Bureau de Direction - CJT
Chantal	Rajotte	CIU   SDI	70066	Delegate / Déléguée	

Bill	Riopelle	DCL   SLCD	73100	Delegate / Délégué	
Joanne	Robinson	UNDE   UEDN	70605	Delegate / Déléguée	
Paul	Robinson	UNE   SEN	70130	Delegate / Délégué	
Annie	Rochon	CIU   SDI	70066	Delegate / Déléguée	
Carla	Ross	UNE   SEN	70059	Delegate / Déléguée	
Jena	Russell	USJE   SESJ	70125	Delegate / Déléguée	
Janice	Schauer	GSU   SSG	70019	Delegate / Déléguée	
Louise	Sicard	UHEW   STSE	70008	Delegate / Déléguée	
Alex	Silas			Delegate / Délégué	NCRC Executive - Alternate REVP / Bureau de Direction - VPER Suppléant
Kimberly	Sweeney	CIU   SDI	70027	Delegate / Déléguée	
Denise	Tremblay	UPCE   SEPC	70180	Delegate / Déléguée	
Kira	Turner	UTE   SEI	70001	Delegate / Déléguée	
Stephen	Viens	USJE   SEJG	70093	Delegate / Délégué	
Linda	Walters	UTE   SEI	70030	Delegate / Déléguée	

Richard	Weintrager	UTE   SEI	70030	Delegate / Délégué	
Francois	Zarraga			Delegate / Délégué	NCRC Executive - Pride / Bureau de Direction - Fierté