



**NCR · RCN**

Public Service Alliance of Canada  
Alliance de la Fonction publique du Canada

**REPORT  
OF THE 2021  
NCR CONVENTION**

**May 13 - 16, 2021**

**OTTAWA**

## **THURSDAY, MAY 13, 2021 – A.M. SESSION**

The Regional Executive Vice-President for the National Capital Region (NCR), Alex Silas, welcomes the delegation to the 8<sup>th</sup> National Capital Region Convention.

Before proceeding with the official opening, Brother Silas offers a few words of welcome. He mentions that he will be chairing the convention in both official languages; some parts will be in English and others in French.

Delegates can speak in the language of their choice. Brother Silas recognizes the talented team of simultaneous interpreters and thanks them in advance.

### **Opening Ceremony**

Brother Silas begins by acknowledging the ancestral and unceded territory on which we are currently gathered, and all the places and lands where members are connecting from. Before the arrival of Europeans, Indigenous Peoples inhabited these lands since time immemorial, enjoying distinct cultures and systems of governance, and taking good care of the land, air, and water.

The first activists on these lands were those who resisted colonization, and we join them in their 500-plus-year-old struggle for justice on these lands.

*“I myself was born and raised on Mi’kma’ki territory, in an area now known as Moncton, New Brunswick. I now reside in Ottawa, and we are gathered on Algonquin Anishinabe territory today. The places that we call home are home to ongoing fights against colonialism. Indigenous Peoples have been asking governments to bargain in good faith for many years. This is something to keep in mind as we ourselves are aspiring to enter good faith negotiations with our government and employers. It’s a reminder of the bond that we share as workers and as people collectively striving to achieve fairness, equity, and respect. And it’s why we must show our solidarity in the struggle against oppression.”*

Brother Silas invites the co-chair of the Aboriginal Action Circle, Brother Les Maiczan to present Elder Barbara Dumont Hill.

### **Les Maiczan**

*Barbara Dumont-Hill, a First Nation Algonquin, was born on the Kitigan Zibi Anishinabeg Reserve and has resided in her traditional territory ever since. Barbara is Turtle Clan and has been following the red road for over 30 years.*

*She has been working with several organizations including serving as a grandmother with the 2015 Walking with Our Sisters memorial installation in Ottawa, with the RCMP, Carleton University, Algonquin College, and as advisor to the Canadian Department of*

*Justice legal team working with the National Inquiry into Missing and Murdered Indigenous Women and Girls.*

*Barbara is intent on educating Canadians about Indigenous history as a way to promote reconciliation by providing teachings and prayers and by facilitating Kairos Blanket Exercises. She continues to deepen her culture by studying her language, drumming, and singing the songs that honour her ancestors.*

*Please join me in welcoming Barbara Dumont-Hill.*

Brother Maiczan welcomes Barbara Dumont-Hill who provides words of wisdom prior to the event.

### **Official Opening**

Brother Silas declares the 8<sup>th</sup> NCR Triennial Convention officially open.

He again welcomes all delegates, observers, guests and staff.

He salutes the presence of several honoured guests:

- Chris Aylward, National President.
- Sharon Desousa, National Executive Vice-President.
- Yvon Barrière, vice-président exécutif régional de l'AFPC-Québec.
- Craig Reynolds, Regional Executive Vice-President of PSAC Ontario.
- Eddy Bourque, Président du Syndicat de l'Emploi et de l'Immigration du Canada (SEIC)
- Marc Briere, Président du Syndicat des Employé.e.s de l'Impôts (SEI)
- Brother Dave Clark, President of the Union of Canadian Transportation Employees (UCTE)
- Milton Dyck, President of the Agriculture Union (AGU)
- Shimen Fayad, President of the Union of Health and Environment Workers (UHEW)
- Randy Howard, President of the Government Services Union (GSU)
- Kevin King, President of the Union of National Employees (UNE)
- Claudia Labonté, nouvellement élu présidente du Syndicat des employé.e.s des postes et communications (SEPC). Je mentionnerai aussi que Consœur Labonté est une déléguée de la RCN.
- Stan Stapleton, President of the Union of Safety and Justice Employees (USJE)
- Virginia Vaillancourt, President of the Union of Veterans Affairs Employees (UVAE)
- June Winger, President of the Union of National Defense Employees (UNDE)

Brother Silas also welcomes the following guests:

- Toufic El-Daher, Vice-président exécutif national du SEAC.
- Francois Paradis, ancien président du SEPC, ici en tant que délégué de la RCN.
- Chantal Rajotte, 2e vice-présidente nationale du SDI. Aussi une déléguée à notre congrès.
- Bruce Roy, Vice-président national du SSG.
- Larry Rousseau, National Executive Vice-President of the Canadian Labour Congress and former PSAC-NCR REVP.
- Andrew Shaver, National Executive Vice-president of UNE.
- Patrick St-Georges, 1er vice-président exécutif national du Syndicat de l'agriculture et un délégué de la NCR.
- Denise Tremblay, National Vice-President UPCE. Also, an NCR delegate.
- Crystal Warner, National Executive Vice-President of CEIU.
- Benoit Laberge, National Executive Vice-President of UNDE.

### **Housekeeping**

Brother Silas provides the following notes on administrative and logistical matters.

Few technical reminders:

You are encouraged to be on-screen when you are speaking at the virtual microphone. Please feel free to use a PSAC virtual background.

What's essential is your participation in convention. When you line up at the mic, staff will greet you and ensure you are ready to go on-screen.

While you wait in line, you will be able to hear the convention floor. Just like on the convention floor, there is a slight delay as each speaker is recognized at the mic, so please be patient.

All delegates are muted on the platform until recognized by the Chair.

We'd ask delegates to please refrain from asking technical support questions at the mic whenever possible. This will allow us to spend more time discussing convention business and ensuring we're able to get through our business over the next few days.

Encore technicians are here to help resolve any issues you may experience with the platform. If you are having a problem with the platform, contact tech support for help.

In the resources section you will also find a list of connectivity tips, I won't go through the full list but a few good tips to keep in mind is that the optimal experience for this platform is on a laptop or a desktop computer, using the Google Chrome browser, and in a quiet calm environment. Please do not use your phone to access the platform. You will not

have an optimal experience if you switch back and forth from one device to another, and you will hear feedback if you have multiple devices connected simultaneously.

It's also recommended that you close any ad-blocks or any applications or webpages that may be accessing your webcam or microphone and taking up internet bandwidth – and for the best audio experience it is recommended to use a headset if available.

Of course, you are welcome to bring forward any points of privilege or points of order by clicking on the appropriate button. For delegates, you will see that there are separate buttons for signalling a point of order or question of privilege and to move & second.

When rising on a point of order or question of privilege, please clearly state which before beginning your intervention. Please do not use a point-of-order button as a shortcut to enter debate—you will be removed from the point list and asked to join the floor mic list which is the mic intended for debate and questions.

To line up at the floor mic, please use the button indicated for that purpose.

When you line up at the mic, you'll be brought into a zoom break-out where staff will greet you and ensure you're ready to go on-screen.

While you wait in line, you'll be able to hear the convention floor. There is a slight delay as each speaker is recognized at the mic, so please be patient.

I'll remind delegates to please identify their names, delegate number, and local or body represented - when called upon to speak at the mic, each time they are the mic. This is for purposes of the record. I'll also remind delegates that their delegate number can be found in the Resources Tab.

Another good tip would be to download any documents you want to have ready and in front of you as we conduct convention business because when navigating to the documents tab you will lose the video feed for convention until you come back to this tab.

Please log into the platform before 09:00am, and thanks to those who were on early this morning. We suggest folks log on at around 0840. On the technical side, it's important to log on before the start of each convention day, so that we can have an accurate delegate count, confirm quorum, and ensure that you are not experiencing any connectivity problems.

We can expect some slight delays when using the platform – this is normal. Delays can occur when there is a need to consult, when receiving translation, or as the system switches to delegates at the mic who are recognized by the Chair.

Just as we can have delays at an in-person convention, they can occur in our virtual convention too.

We are also all at the mercy of our internet connection. If you're having connection issues, or if there are others using your internet at the same time, you may experience delays when using the platform.

I'll remind delegates to check the connectivity information sent in advance. Again, for any questions or support PSAC and Encore staff are here to help through the Support Tabs.

If you have any announcements, please put them in writing and send them to staff through the PSAC Support tab. We will take a few minutes to read the announcements before the lunch break and before the day closes.

## Claims

NCR Regional Coordinator Elisabeth Woods provides instructions on the submission of claims for delegates to this convention.

## Declaration on Harassment

Alex invites Sister Joy Morgan and Confere Alan Craig to the microphone to read PSAC's Anti-Harassment Statement.

The anti-harassment resource staff during this event are: Suzanne Brandon, Christopher Wilson, Elisabeth Woods and Meera Chander.

The telephone number to reach them is 1-844-753-0062. This contact info can also be found in the anti-harassment tab. Do not hesitate to contact either of them regarding any harassment-related matters.

This anti-harassment policy applies to everyone taking part in our conventions: delegates, observers, guests, staff, technicians and service providers – so let's all work together to create a healthy environment.

I would also ask everyone for their patience in the days ahead. We're all working with a new platform and new way of conducting convention business while also dealing with the inevitable technical and connection issues that may arise.

We're in this together and we're learning together and with everyone's patience and cooperation I'm sure that we will get through this convention smoothly and productively and we may even have a bit of fun!

## Test Vote

We are now going to proceed to our first test vote:

- Show of hands
- Secret ballot
- Vote that resembles an election

## Report of the Credentials Committee

Confrère Imre Bene and Consoeur Lorraine Boyce.

**m/s** June Dale Eugene Stone

That the following report be adopted:

Accredited Delegates	113
Observers	16
Guests	<u>9</u>
Total	138

**MOTION CARRIED.**



## **Rules of Order**

m/s Patrick Ouillot

Lisa Gregory

That the Rules of Order, which are included in the Convention booklet, be adopted.

**MOTION CARRIED.**

## **Point of order**

David Lanthier #984

- Possible double vote – The vote screen appeared twice on the first vote. Brother Lanthier asked that we make sure the vote count is accurate.
- Brother Alex Silas advised that the only vote counted is the last vote entered. However, we will make sure that the vote is accurate.

## **Late Registrations**

Alex informs the delegation that under the PSAC Constitution and Regulations, members who register late cannot attend unless their late registration is adopted unanimously by Convention delegates. These late registrants are sitting in the observer section.

m/s Lisa Gregory

Stephanie Torrealba

That late delegates be allowed on the Convention floor.

**MOTION DEFEATED FOR LACK OF A UNANIMOUS VOTE.**

## **Honour Roll**

Brother Alex Silas advises that we will take a moment of silence to remember the following brothers and sisters who have left us since our last convention:

### **CIU SDI 70027**

Patrick Cooper

### **CIU SDI 70066**

Steve Gail

Amarinder Singh

### **GSU SSG 70013**

Philippe Desmarais

Bob Haywood, Senior Advisor to the GSU National President /

Conseiller principal au président national de SSG

**UNDE UEDN 70608**

Bobby Bonne  
Linda Gagnon

**UNDE - UEDN 70654**

Bruce Campbell  
Gilles Gregoire  
Robert Lisk  
Benoit Renaud  
Ron Wulf

**UNE SEN 70059**

Dorothy Blouin  
Michael Hall-Jones  
Liz Morisson  
Ginette Prévost

**UNE SEN 70125**

Guy Carrière  
Margaret Diane (Peggy) Jones,  
National Director for Countries Outside Canada /  
Directrice Nationale pour les pays à l'extérieur du Canada

**UNE SEN 70130**

Chantal Bernier  
Lucie Gagnon  
Diane Nefat  
Marie-Claire Parent  
Richard Perrin  
Gérald Perry  
Jocelyne Thivierge  
Tara Wakeling

Teresa Dancey, Mother of Rose Touhey

**UTE SEI 7000**

Anne Charbonneau  
Dina Ribeiro  
Thavarajah Sankarapillai

**UTE SEI 70004**

Lynne Scott-Cadieux  
Nancy Turner

**UTE SEI 70010**

Rick Tersteeg

**UTE SEI 70030**

Barry Curran  
Eldon Dodds  
Gordana Marinkovic  
Greg McCambley

Bob Campbell, Former UTE President and NBoD member | Ancien Président de SEI et membre du CNA

**USJE SESJ 70005**

Daniel James Vanbuskirk

**USJE SESJ 70041**

Danielle Belleau  
Myshell Smith

**UVAE SEAC 70012**

Imran Chaudhari

The following names have been added to the list as they passed away since the last Council meeting in January:

1. Melissa Dumont, UHEW
2. Loral Randall, SEI
3. Paul Hurst, CIU
4. Ashley Louis, UCTE

A moment of silence is observed.

**Brother Silas welcomes the following members of the NCR executive: (PPT)**

- Chantal Fortin – VPER-suppléante et présidente du comité d'éducation
- Diane Girouard- Trésorière
- Moussa Berthe – co-président du comité d'action pour membres raciaux visibles
- Alan Craig - Président du conseil régional d'action politique de l'Outaouais
- Roddie Dafoe - Président du comité régional de santé et sécurité
- Kenny Kashirahamwe- co-président du comité des jeunes travailleuses et travailleuses
- David Lanthier – Président du conseil régional d'Ottawa
- Kyle MacDonald- co-président du comité des jeunes travailleuses et travailleuses
- Les Maiczan – co-président du cercle d'action autochtone
- Sandrine Oka – présidente du comité régional des femmes francophones
- Carla Ross - Présidente du comité régional des femmes d'Ottawa
- Doreen Grant-Thompson- co-présidente du comité d'action pour membres raciaux visibles

- Linda Walters - présidente du comité d'action pour les membres ayant un handicap
- François Zarraga - président du comité fierté
- Sean Burns – président du comité des sections locales a charte directe
- Kim Cardinal- représentante des membres d'employeurs distincts
- Richard Weintrager - représentant des membres d'employeurs distincts
- Raynald Leroy- membre hors cadre
- Tony Nicolas – membre hors cadre
- Lorraine Boyce- membre hors cadre
- Steve Viens – membre hors cadre
- Heather Ross - membre hors cadre
- Joy Morgan - membre hors cadre

**Brother Silas provides the following greetings:**

Consœurs, Confrères, Camarades de l'AFPC-RCN,

Sisters, Brothers, Comrades of PSAC-NCR,

It's not what we thought it would be. It's not when we thought it would be. But we finally made it to our eighth triennial regional convention.

I want to thank every delegate and observer for signing up to attend our first ever virtual convention. Thank you for your commitment to upholding union democracy. Thank you for taking part in the governance of our union. Especially in a pandemic, when everything is virtual—willingly spending any additional time on a screen is truly a service. So, thank you for making union work a priority. Your commitment keeps us strong.

Depuis notre dernier AGA en 2019, beaucoup de choses ont changé. Nous avons dû changer. Et s'adapter.

Notre région a traversé une période de turbulences au cours des dernières années, et je tiens à souligner le travail incroyable que les militants syndicaux et le personnel du bureau régional ont accompli pour soutenir notre syndicat. Organiser le conseil et l'exécutif de la RCN, soutenir les membres dans les négociations et les campagnes, et bien plus encore.

Le personnel du bureau régional et les membres de la RCN qui ont gardé les choses ensemble pendant cette période méritent notre profonde reconnaissance. Au nom de la région, j'aimerais donc exprimer ma gratitude à tous ceux qui ont affronté l'inconnu et l'incertitude et ont fait face aux défis.

Cette pandémie a exposé les profondes inégalités dans notre société. Mais pour beaucoup d'entre nous, nos valeurs - nos croyances fondamentales sur les personnes et l'humanité et notre objectif commun - ont été validées, nos croyances ont été solidifiées. Depuis des années, nous disons que renforcer les services publics est la voie vers un avenir équitable, vers des communautés sécuritaires, vers une société juste.

It's what we do in this moment that is key.

It takes immense courage to keep organizing during a global tragedy—the proportions of which we can't even fully grasp yet. Everyone here shares a trait in common—that seemingly bottomless optimism of an activist. The ones who believe that things can change. The ones who know they have a role to play to push for that change.

The vision we have held on to in the long and lonely moments of the Harper era and during the endless cutbacks over the decades—the vision at the very core of the reason of why we do the organizing that we do comes down to something simple: it doesn't have to be this way. It could be so much better. Someone should do something. That someone is you. That someone is me. It's us.

I look at the list of delegates attending this convention during such challenging times, and I see a list of changemakers. People who know when it's time for action.

And these really are challenging times. And we don't have all the answers. But we push on, navigating this moment with the wisdom our mentors instilled in us while also learning to improvise and create new ways of doing things.

We are the ones we've been waiting for.

Let's put all of our collective passion and will together over the next few days, let's treat each other with kindness, understanding, and compassion—even when we firmly disagree with one another in debate—and recognize that we're just trying to do our best and chart a path forward together in some very difficult times. With that, I want to wish everyone a great convention and during this upcoming break we have a special video to show you that features photos of members from our region over the past few years.

### **Convention Program**

**m/s** Patrick Davy                      Sandrine Oka

That we adopt the Convention program.

### **MOTION CARRIED.**

### **Credentials Committee 10:27AM**

**m/s** Imre Bene      Lorraine Boyce

That the following report be adopted:

Accredited Delegates	126
Observers	22
Guests	<u>17</u>
Total	165

**MOTION CARRIED.**

**Approval of Minutes of June 1 and 2, 2019**

Brother Silas provides the following update:

Now before going to this next part, let me just say for guests joining us from other regions that the NCR is bit unique in how our Council functions. Biggest difference being that our region actually holds regional council Annual General Meetings in addition to full delegate council meetings twice a year, so this next part may seem different than the practices in other regions.

Our most recent Council meeting was held on January 30, 2021. Given that this meeting today is also an AGM, we will be approving the minutes from our last AGM in 2019 as our 2020 AGM was cancelled due to COVID.

I would also remind you that the Council's budget is always reviewed and adopted at the January council meeting. That is why we are not introducing a budget at this convention.

However later on in our agenda, tomorrow, during the Treasurer's Report, we will be voting on the auditors' reports for 2019. A 2020 audit could not be conducted due to COVID-19 safety regulations and the closure of the PSAC building on Gilmour - this was done in order to keep our staff safe as well the external auditors safe.

So we'll be voting on the 2019 audit and conducting the 2020 audit as soon as possible when restrictions are lifted to then be ratified at the subsequent AGM.

We will now proceed with the approval of the minutes of the PSAC-NCR Annual General Meeting held on June 1st and 2nd 2019.

I'll remind delegates that minutes can be found in the resource section of the platform and that only delegates who attended the 2019 AGM are able to vote.

If you get the pop up but you know you weren't there, please do not vote.

**m/s** David Lanthier      Jeremy Dumont

That the Minutes of the June 1-2, 2019 AGM be approved.

**MOTION CARRIED BY THE DELEGATES WHO ATTENDED THE 2019 MEETING.**

### **General Resolutions Committees**

Chantal Fortin, co-présidente  
Diane Girouard, co-présidente  
Tony Nicolas  
François Zarraga

**m/s** Diane Girouard      Jean-Emmanuel Vaillanbourc

That the composition of the Committee be adopted.

**MOTION CARRIED.**

### **Nominations Committee**

Carl Laguerre  
François Zarraga.

**m/s** Lisa Gregory      Diane Girouard

That the composition of the Committee be adopted.

**MOTION CARRIED.**

### **Convention Organizing Committee**

Brother Silas thanks the convention organizing committee:

*“Of course, when this convention was being planned in 2019 for an April 2020 convention, the circumstances were much different, and we were all looking forward to an in-person in-residence convention at Lac Leamy – and I greatly look forward for us to be able to gather in-person once again when it's safe to do so, hopefully soon.*

*But for all the work that went into planning for the postponed 2020 PSAC-NCR Convention – I just want to recognize and thank Susan Bureau, Antoine Gomis, Joanne Robinson, Louise Sicard as well as technical Staff Advisors: Elisabeth Woods and Claudine Prophete.”*

### **REVP's Report (Appendix I)**

Chantal Fortin, Alternate REVP, assumes the chair.

Brother Silas presents his report and provides the following verbal update:

Au cours de la période couverte par ce rapport, notre région a réalisé des gains inédits en matière de négociation. Qu'il s'agisse d'un nouveau libellé concernant les congés familiaux, pour prestation de soins, les congés pour violence conjugale ou les comités mixtes chargés de mener des études sur la santé mentale, notre syndicat continue de réclamer du soutien empreint de compassion qui tient compte des nombreux défis auxquels les membres sont confrontés.

Nous avons obtenu des augmentations salariales équitables et progressé dans les enjeux de disparité salariale, nous avons obtenu des allocations et des augmentations spécifiques à certains groupes, apporté des améliorations aux primes de quart et avons réalisé plusieurs améliorations clés pour nos conventions collectives.

Les membres de la région se sont mobilisés pour soutenir les négociations du Conseil du Trésor et des Agences par le biais de campagnes de courriel, d'appels aux députés, de lobbying, d'affichage, d'actions de distribution de lettres, d'actions de sensibilisation devant les lieux de travail, des piquets d'information et des manifs. Nous avons continué à maintenir la pression sur l'employeur alors que nous nous dirigeons vers des votes de grève historiques incluant notre unité ARC, les unités PA, TC, SV et EB, et d'autres unités qui auraient potentiellement joint par la suite.

En 2020, nous étions sur le point de déclencher une grève générale de l'AFPC qui aurait même pu rivaliser la grève générale de 1991.

En février 2020, les membres du SEI ont commencé à tenir des votes de grève d'un bout à l'autre du pays. Les dirigeants et dirigeantes des sections locales de la RCN ont fait un excellent travail pour mobiliser leurs membres sur la question d'une grève. Mais fin février, la COVID-19 a fait son apparition au pays et nous avons été obligés de reporter indéfiniment les séances de vote de grève et toutes les activités syndicales en personne.

Les membres de l'AFPC se sont rapidement adaptés pour s'attaquer à la crise de santé mondiale et fournir à la population canadienne, ici et à l'étranger, les services publics ainsi qu'un soutien urgent. Nous avons assuré la sécurité de la population canadienne et avons rempli notre devoir dans une démonstration de dévouement sans précédent à l'égard du public que nous servons.

Dans le cadre des négociations, notre syndicat a aussi dû pivoter. Nous avons poussé l'employeur à revenir à la table et fait avancer les choses dans les négociations avec le Conseil du Trésor, l'Agence du revenu du Canada, l'Agence canadienne d'inspection des aliments, et Parcs Canada. Les membres de l'AFPC-RCN ont participé à des actions en ligne pour faire pression sur l'employeur et nous avons trouvé des moyens créatifs de faire pression sur les député.e.s de la région.

Pour la première action en distanciation sociale de notre région, le Conseil régional d'action politique de l'Outaouais a organisé une action de distribution d'affiches et de lettres au bureau du député Stéphane Lauzon à Buckingham pour exiger qu'il appuie la demande de l'AFPC de retourner à la table pour négocier une convention équitable.



Once Treasury Board and Agency groups reached tentative agreements, our region held over 70 online ratification sessions—another first for our union. Thousands of members participated in these virtual sessions and cast ballots while navigating a new online system with the incredible support from regional office staff.

Our fight continues in bargaining, and we continue to put pressure on the Canada Border Services Agency through online actions and mobilizations from CIU members in support of the FB bargaining team. The employer has repeatedly delayed talks and fails to acknowledge the dedication of Border Service Officers and non-uniformed CBSA workers to keeping Canadians and our border crossings safe.

In October 2020, the NCR hosted PSAC's first ever virtual bargaining conference where members elected a strong UCTE bargaining team for negotiations with Nav Canada. During the pandemic, our union has had to diversify our tactics and develop online campaign strategies to complement the on-the-ground organizing efforts of members. For bargaining at Université du Québec en Outaouais, this meant setting up an online action that targets decision makers and calls on them to show student workers fairness.

To support bargaining at the Communications Security Establishment and the Office of the Auditor General, members came up with creative digital ways of showing their support for the bargaining team, including the use of virtual backgrounds during meetings, email signature block messages supporting bargaining, email campaigns, and petitions to the employer.

Of course, online actions are complementary to, and can never fully substitute in-person mobilizations, but it is an important way of asking members to show support for their bargaining team and to build solidarity among members.

As we hit impasse with CSE, members of UNDE 70654 voted for a strike mandate for the first time in the unit's history. This presented another challenge: how to escalate pressure on the employer during a pandemic. What's safe? What's strategic? How do we show our strength when there are caps on outdoor gatherings?

Members organized weekly information pickets, maintaining COVID safety guidelines while passing out bargaining update leaflets to members on their way to work. They have now reached a tentative agreement and I want to congratulate the local for their perseverance and courage in these challenging times.

We are also still facing an uphill battle at the bargaining table for PSAC members at Salvation Army Ottawa Booth Centre where members of DCL 73100 provide essential services to our city's most vulnerable people. The employer refuses to provide these workers with fair wage increases which has resulted in an impasse. This is not how you treat the frontline heroes of this pandemic.

We have several other regional bargaining units at various stages of bargaining, and we are sending the bargaining teams and members mobilizing on the ground our support and solidarity.

## Phoenix

I think we all can't wait for the day when we can finally put the Phoenix fiasco behind us and no longer reserve entire sections of reports on the Government of Canada's inability to properly pay workers in the federal public service.

Unfortunately, 5 years later, they're even *Phoenixing* Phoenix damages.

PSAC negotiated the best Phoenix damages settlements in the federal public service. Our union carefully worded the agreement to reflect a wide range of impacts suffered by PSAC members, including for "stress, aggravation, pain and suffering" and for the late implementation of collective agreements.

There is a strong precedent of damages for those purposes being deemed non-taxable by the CRA. But Treasury Board is clearly frustrated that we negotiated a lump-sum compensation deal and it seems like they're trying to sabotage attempts to get a positive tax ruling.

Here's the thing: the CRA agreed to review whether Phoenix damages should be taxable if Treasury Board signed an agreement recognizing that the damages were to be paid to members for pain and suffering. Which is what's written in the contract we signed. The government is refusing to cooperate so we're now exploring every legal option available to remedy this situation, and members are invited to take action by sending a letter to Minister Duclos and calling their MPs.

PSAC members didn't fight like hell for five years just to be disrespected at the end of a process where we thought we had finally come to an agreement.

On the 3rd anniversary of Phoenix in 2019, the cold didn't stop us from shutting down the Ottawa core with hundreds of members marching in the streets to the Prime Minister's Office. And on the 4th anniversary of Phoenix we returned to the PMO to hold a press conference to demand that the government make this right.

It almost looked like the 5th anniversary of Phoenix was going to come and go without any fuss, because we believed that we were finally getting somewhere with the damages settlement. But when the news came that the government was moving ahead on processing taxed Phoenix damages, NCR members knew it was time to take action.

On February 28th with very short notice, members took part in a rapid-response letter delivery blitz to every Liberal MP in the NCR. Members delivered letters and posted signs on MP offices, took photos of their action, and then we posted the images on social media to continue to push the click-to-call digital action that connected members with their MPs

by phone. Hundreds of phone calls were made that day due to these efforts. Thank you to everyone who answered the call, made calls, and participated!

It's also important to note that there are still many PSAC members who do not yet have a damages agreement for the Phoenix pay system. Members who work on Parliament Hill face a protracted fight to get any kind of Phoenix damages agreement. We must show these members our solidarity in their fight for fair compensation in the days to come.

After five years of stress, financial uncertainty, and psychological harm that PSAC members have suffered under Phoenix – we are committed to fight until all pay issues are resolved, and until members, former members and retirees are paid the full damages amount they are owed.

Though this fight has been long, frustrating, and demoralizing, our collective struggle against Phoenix will be woven into the great history of our union as an example of perseverance and solidarity, as we raised the rallying cry, “we are all affected!”

### Anti-racism

Over the last year, we have witnessed a cultural shift regarding systemic racism and oppression. This is a fight that our union must engage in, and it's a struggle that calls on all of us to be leaders in this moment to uphold the values of solidarity that our movement is founded on. We must take action on racism in the workplace, within our own structures, and in our communities.

The PSAC-NCR Racially Visible Action Committee issued an important call in June 2020 asking union leadership to address racism and discrimination. It's a call we must answer.

This call from RVAC led to a round table listening session with PSAC National President Chris Aylward, National Executive Vice-President Sharon DeSousa, and myself as the REVP.

In the NCR I've committed to meaningful and proactive consultation on anti-racism issues with members of RVAC and the Indigenous Action Circle, as well as consultations on equity issues with the PRIDE Committee, Members with Disabilities Action Committee, Ottawa Regional Women's Committee, et le Comité régional des femmes francophones.

PSAC is committed to taking steps to combat racism and oppression. We've developed an Anti-Racism Action Plan which was just recently adopted by the AEC. Through our Education program we will provide anti-racism education and tools for stewards to assist members facing discrimination in the workplace.

PSAC-NCR is also set to host a national webinar on systemic racism on May 26 in English and on May 27 in French. The webinar will feature panelists talking about their experiences of racism in the labour movement.

There is still so much work to be done but I believe that together we can create real change and build more inclusive movements. This work will require profound self-reflection and acknowledgment of the different ways that systems of colonial oppression are upheld.

But we must take action with an intersectional approach to dismantling systems of oppression in order to root out systemic racism and discrimination. An injury to one is an injury to all.

### Solidarity

La solidarité est la pierre angulaire de notre mouvement. Si nous levons la barre pour l'ensemble des travailleurs et travailleuses grâce aux gains réalisés dans le cadre de nos négociations, nous avons aussi un pouvoir immense lorsque nous travaillons ensemble en solidarité pour remporter des victoires avec nos alliés et camarades.

Que nous travaillions avec la Fédération du travail de l'Ontario et que nous nous mobilisions contre les attaques de Ford contre l'éducation, les droits des travailleurs, les droits des migrants, les droits des personnes handicapées et les droits des francophones, ou que nous nous joignons aux actions nationales de la journée de lobbying du CTC sur l'assurance-médicaments, le mouvement syndical dans son ensemble a une immense puissance lorsque nous sommes unis.

Les membres de l'AFPC-RCN se sont aussi joints à la délégation du Conseil du travail d'Ottawa dans un autobus à destination Niagara en février 2020 pour se joindre à une manifestation de la FTO au congrès conservateur de l'Ontario. Nous nous sommes joints aux délégations de l'AFPC-Ontario de Niagara, London, Kingston et Toronto pour montrer notre solidarité avec le mouvement syndical en Ontario.

En octobre 2020, alors que le personnel de soutien à l'Université d'Ottawa était en grève au milieu d'une pandémie, le Conseil de la RCN et le Conseil régional d'Ottawa se sont montrés solidaires en visitant la ligne de piquetage et en contribuant au fonds de grève.

Alors que les expressions de solidarité sont devenues plus virtuelles pendant la pandémie, les membres ont participé à des actions de zap téléphonique et à des rassemblements virtuels organisés par \$15 and fairness et ACORN.

Notre région a joué un rôle actif dans l'organisation de la journée d'action #10pour10 le jour de deuil de cette année, qui encourageait les membres à prendre 10 minutes pour demander 10 jours de congé de maladie payé. Nous avons aussi participé à des actions d'installation d'enseignes ciblant les députés conservateurs de la région d'Ottawa le 1er mai.

### Community

Solidarity also means community. As a region, we are prioritizing building relationships with community allies and joining in their struggles for justice.

We've supported Ottawa ACORN in their actions and campaigns for housing rights, tenant rights, and disability rights, including the Oct. 28, 2020, rally against "demo-viction" of Manor Village residents.

Our region also contributed to a fundraiser for the family of Joyce Echaquan, an Indigenous woman who died in hospital while being subject to racist comments. Members also attended the July 22, 2020 "Justice pour Joyce" vigil. Solidarity with Indigenous people must be a priority for our region.

During the pandemic, when Treasury Board took away code 699 leave for members who were using it to deal with school closures and daycare shut downs, we knew that the child-care crisis was escalating, and we needed to find allies in the community to mount a united front. NCR Council and the Young Workers Committee joined forces with Child Care Now Ottawa and organized a series of actions and lobby meetings with key MPs in the region. We lobbied MPs over important issues like the shutdown of Tunney's Daycare, immediate supports for child care centres, and the restoration of 699 leave—because a pandemic is not the time to take away child care options. We held a virtual lobby action outside Liberal MP Marie-France Lalonde's office, and later that evening met with Hull-Aylmer MP Greg Fergus to call on him in his role as Parliamentary Secretary to the President of Treasury Board to restore access to 699 leave.

These efforts, along with other actions, ultimately led to the reopening of the Tunney's Daycare, one of Ottawa's few bilingual daycare centres. We are still calling on Treasury Board to reverse their discriminatory policy change on code 699 leave for child care with policy grievance hearings soon approaching. Any and all members being denied 699 leave are encouraged to file a grievance so that we have documentation for the policy grievances.

Sometimes solidarity means supporting causes with our time and resources. Sometimes solidarity means identifying a common front and working together to push for change. But solidarity always means community.

### Campaigns

La RCN a participé à des campagnes nationales de lutte contre la privatisation, telles que la campagne AFPC-UEDN Exposez les coûts à la Défense nationale. Ces campagnes ont été lancées pendant la pandémie et ont jusqu'à présent consisté d'une conférence de presse virtuelle où j'ai agi en tant que porte-parole francophone, on a organisé des webinaires régionaux, de la promotion des outils d'action en ligne. Et notre travail contre la privatisation se poursuit avec une campagne contre la sous-traitance des centres d'appels de l'Agence du Revenu.

Notre campagne régionale pour un lieu de travail sain aux Terrasses de la Chaudière a permis de réaliser des progrès significatifs. Le vice-président exécutif national du SEN, Confrère Andrew Shaver, et moi-même continuons à rencontrer régulièrement le sous-ministre adjoint aux SPAC, Stéphan Déry. Les discussions ont été positives, et il y a eu une communication continue ainsi que des mises à jour sur le travail effectué pour moderniser LTDLC et créer un environnement de travail plus sain.

La RCN a aussi participé à la campagne « Nationalisons Revera », “Make Revera Public” qui demande au gouvernement de faire en sorte que les établissements de soins de longue durée privés à but lucratif deviennent des propriétés publiques. En tant que VPER, j'ai participé à un panel organisé par Free Transit Ottawa pour parler de la campagne.

### Éducation

Depuis que la pandémie a tout déplacé en ligne, l'équipe de l'éducation de l'AFPC s'est commis à modifier notre programme d'éducation pour qu'il soit dispensé au moyen de modules virtuels et d'apprentissage en ligne. Nous encourageons les membres à profiter de la nouvelle formation en ligne disponible sur le site web national de l'AFPC. Et avec le lancement de l'ABC du Syndicat virtuel au printemps 2021, nous attendons maintenant avec impatience le lancement du cours de Traitement des Grieffs.

Au niveau régional, nous avons organisé plusieurs webinaires sur le retour au travail, l'utilisation du congé spécial 699, l'organisation virtuelle et la violence sur le lieu de travail. Nous avons aussi offert des formations virtuelles sur la grève et des formations spécialisées pour répondre à des besoins spécifiques de sections locales. J'aimerais aussi souligner le travail de notre Consœur Chantal Fortin, qui, à titre de présidente du Comité de l'Éducation et de VPER suppléante, a pris l'initiative d'élaborer un programme de mentorat AFPC-RCN.

### National Portfolios

Au niveau national, je suis affecté aux portfolios de négociation de NavCanada et de Parcs Canada, le portfolio des jeunes travailleuses et travailleuses en collaboration avec le confrère Jamey Mills VPER AFPC-CB. Et avec le Confrère Yvon Barriere, VPER AFPC-QC, je co-préside aussi le portfolio des sections locales à charte directe et le portfolio des langues officielles.

### Conclusion

The times ahead will be challenging. The pandemic has changed the nature of our work and brought with it challenges to our mental health. We are facing a crisis at the political, social, and economic level that our generation has never seen before.

Gaps and inequities in our society have been laid bare. We are obligated to reckon with the systemic racism that exists in our society and the oppression that is experienced by so many communities. The holes in our social safety net are causing suffering and harm to workers. We are seeing a rise in anti-worker legislation and hate-speech rhetoric. We

must tackle these injustices head on, root out discrimination and colonial oppression in our structures, and work to create a more just world for all.

This moment calls on us to be leaders as members of the Public Service Alliance of Canada. We are faced with challenges we don't have the solutions for and questions that we don't have the answers to – but we are the ones who will find those solutions. We are the ones who will find the path forward. We are the ones we've been waiting for.

Our union will have to adapt. We will need to show creativity, innovation, and passion to bring our movement forward. We will need to show grit and determination in facing the fights ahead. We will need to re-focus on the labour movement's true strength: its people. We will need to engage with members on-the-ground to build capacity and unify our movement to meet the challenges of our time. But be not discouraged in the face of the challenges before us sisters, brothers, and comrades, consoeurs, confreres, camarades, – be hopeful. Be purposeful, willful, and determined.

Because united, we, the workers, have the power.

L'union fait la force.

Solidarity, Solidarité.

m/s Alex Silas Francois Zarraga

That the REVP NCR Report be adopted.

**MOTION TO ADOPT THE REVP NCR REPORT CARRIED.**

**Point of privilege**

Alan Craig

- De la part du Gîte Ami, si vous avez le temps, des habits ou d'autres dons à leur consacrer – ils sont les bienvenus.

**Alternate REVP's Report**

Chantal Fortin provides the following report:

I have been honoured to uphold your trust as your Alternate REVP since June 2020 and the Education Committee's chairperson for the past 10 years. I hope to keep earning the faith you have placed in me as I seek to be elected for a renewed mandate in both of these positions.

Education

As you know, the pandemic has disrupted our normal learning activities. I am really proud of our fantastic PSAC staff who have had to reimagine our core learning events, such as Talking Union Basics, and transform them into virtual learning. It has not been easy! And because they are devoted professionals, they make it look effortless. Please join me in thanking all of them!

### A panel discussion on the “Future of Work”

The Education Committee is hard at work planning a panel discussion for next September on the “Future of Work.” With the help of some guest experts, we will seek to explore the topic of what “work” will look like post-pandemic, in one (1) year, five (5) years and 10 years. I don’t want to give out any spoiler alerts just yet. Be on the lookout for more information soon!

### Mentoring Program, Pilot Project

Mentorship facilitates the sharing of knowledge, skills, insight, and experience from one generation of activists to the next.

During the past year, I have been working on designing the framework for a Mentorship Program for the NCR – including the program’s goals, the criteria to match mentors and mentees, some guidance documents to help partnerships, potential challenges to be on the lookout for and how to overcome them.

I am happy to announce that we will be starting with a pilot project with a limited number of participants sometime after convention. If you are interested in becoming a participant in the pilot project, please contact the REVP’s office. I believe this will be a great tool towards strengthening Locals and our region as a whole.

### Guide for Members of the Executive of the PSAC-NCR Council

Another one of the projects that has been consuming my free time is a guide to assist new members of the Executive of the PSAC National Capital Region Council (NCRC) in help them understand their new role and carry out the tasks that come with this role.

I wrote the first version of this guide in 2013. Eight years later, I’m delighted to announce that the updated version will be released in the coming months. And I will personally ensure that all newly elected members of the Executive and alternates receive a copy once available.

This reference guide is also useful for those who aspire to be elected to a position on the Executive and for grassroots members who wish to understand the role and function of the Council and its Executive.

### Human Rights, Anti-Racism and Anti-Discrimination



Even before my election as the Alternate REVP, human rights has always been a focus or a consideration in my union activities. I believe it is important to educate myself and to listen to the experiences of others.

### LGBTQ2+

I took an excellent training with GRIS Québec that explained concepts of gender, sex, attraction and gender expression. I plan to collaborate with Pride committee so we can bring similar awareness training in the NCR.

### Indigenous Issues

I am currently taking the course Indigenous Canada with the University of Alberta which explores from an Indigenous perspective, the historical and contemporary issues that Indigenous peoples are facing. This has definitely been very eye-opening for me!

### Anti-Black Racism

I continue to learn how discrimination, racism and the “white perspective” are intertwined into our relationships, our social practices, our institutions and how our history is presented. In the past year, I attended several webinars and online discussions on Anti-Black Racism with the PSAC, the Canadian Labour Congress and the Ontario Federation of Labour.

### Anti-Discrimination

I don't shy away from these difficult conversations that are important to be had. Even when they challenge me on a personal level. In addition, as a person living with a disability and a French-Canadian living outside Québec, I aim to bring greater awareness to the challenges that are brought on by disabilities, language and cultural barriers.

Once in-person learning resumes, it is my goal to have a “Human Rights School” in our region so that we may deepen these conversations and increase the understanding of our differences, so that we can come together and push for changes in our workplaces and in society.

### Concerns with Working and the Home-Schooling of Children

I am very concerned with the well-being of parents, many who are exhausted at working and home-schooling their children at the same time. While simultaneously, many are feeling pressure and lack of support from their employer.

I continue to bring these stories to the forefront so that these workers and their families are not forgotten!

## Canadian Social-Safety Net and Privatization

The pandemic has exposed problems and inequities due to privatization and gaps in our social-safety net. We have all heard or witnessed for ourselves how some individuals and communities are being adversely affected by the pandemic, including seniors, vulnerable workers, differently able people and minority groups. They must not be forgotten!

I am very proud to work with our partners as we demand greater accountability and fairness from the Federal government as well as the Ontario and Québec provincial governments. I represent the PSAC with the following organizations:

### **Équité Outaouais**

An organization that advocates for the equitable provincial funding of health and education in the Outaouais region.

### **Ottawa Health Coalition**

An organization dedicated to the protection and improvement of the Canadian healthcare system including advocating for improved senior care in long-term homes.

### **Ontario Federation of Labour (OFL)**

As a member of the Executive Board, representing the PSAC-NCR, I help to steer the OFL's work in advocating in positive changes for Ontario workers.

m/s Chantal Fortin      Tony Nicolas

That the Alternate REVP Report be adopted.

## **MOTION TO ADOPT THE ALTERNATE REVP'S REPORT CARRIED.**

### **Report of the Bylaws Resolutions Committee**

Before proceeding to the Bylaws Resolutions Committee Report, Brother Silas informs the delegation that in total, we've received 23 resolutions: 2 Bylaws Resolutions, 14 general resolutions, and 7 late general resolutions.

In addition to the 23 resolutions before this convention, 3 resolutions were found out of order by the National President. The numbers are preceded by GEN or BL which designates to which committee the resolution was assigned: GEN for the General Resolutions Committee and BL for the Bylaws Committee.

The NCRC Executive has formed one Resolutions Committee to review, make recommendations, and produce reports on both the General and Bylaws resolutions.

You'll also find a Late Resolutions report. These resolutions were deemed late as they came in after the initial deadlines and were deemed items that could have been

addressed by a resolution before that initial deadline. Meaning they did not specifically touch on events that couldn't have been addressed prior to 2020 or 2021.

A point I'd like to make about resolution debate is that delegates will have 3 minutes at the mic for debate. You do have the ability to ask a question before entering debate but it really has to be a question... you can't talk for a minute and a half and end it with a question mark, that would be considered entering debate and as the chair if I feel you are entering debate instead of getting to your question, I will stop you and ask you to get to that question, or I will stop you and start the debate clock.

With that said, I'm looking forward to a healthy debate on the resolutions before our convention. I'll now give the floor to the co-chairs of the Resolutions Committee Sister Chantal Fortin and Sister Diane Girouard.

### Presentation of Resolutions

The co-chairs of the General Resolutions Committee provide the Report as follows:

The following delegates to Convention were named to the General Resolutions Committee:

- Chantal Fortin, Co-Chair of the Committee, Canada Employment and Immigration Union (CEIU), Local 70708
- Diane Girouard, Co-Chair of the Committee, Union of Health and Environment Workers (UHEW), Local 70008
- Renelle Chalifoux, Agriculture Union (AGR), Local 70139
- Tony Nicolas, Canada Employment and Immigration Union (CEIU), Local 70704
- Ayrin Proulx, Government Services Union (GSU), Local 70013
- François Zarraga, Government Services Union (GSU), Local 70013

The Committee met on February 17<sup>th</sup> at the Ottawa Regional Office and by teleconference on February 26<sup>th</sup> and March 3<sup>rd</sup>. The Committee discussed and reviewed the bylaws resolutions.

The Committee determined the following order of priority:

### Recommendations of Concurrence – Priorities

BL-001 NCR Council meetings

### Recommendations of Non-Concurrence

BL-002 Special Meetings of the PSAC-NCR Council

### Out of order

BL003 – Interim REVP  
BL004 – Interim REVP

The Committee thanked Claudine Prophète (Committee Secretary), Nairra Tariq and Elisabeth Woods (Committee Technical Advisor) who contributed to the preparation of this report.

### **Point of order**

Tony Nicolas

- Brother Nicolas asked how to abstain within the electronic voting system.
- Brother Silas advised that those who wish to abstain should simply not cast their vote; it will be counted as an abstention.

### **Resolution BL-001 NCR Council meetings**

**m/s** Chantal Fortin      Diane Girouard

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BL-001, which reads as follows:

**WHEREAS** the PSAC-NCR Council (NCRC) meetings are filled with updates and reports that could be handled with other communication tools such as video conferencing; and

**WHEREAS** the NCRC Executive is responsible for the issues arising between the conventions of the region; and

**WHEREAS** this would represent a savings of approximately \$6,000/year, which does not include the cost of interpretation and technical services, and

**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 twice per year, prior to meetings of the National Board of Directors (NBoD). A two-day Annual General Meeting (AGM) shall be included as one of these two meetings during the months of April, May or June.

### **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.

**MOTION OF CONCURRENCE IN RESOLUTION BL-001 DEFEATED.**

**Report of the Credentials Committee** 1:10pm

m/s Lorraine Boyce Imre Bene

That the following report be adopted:

Accredited Delegates	128
Observers	26
Guests	<u>18</u>
Total	172

**MOTION CARRIED.**

**Report of the General Resolutions Committee**

The co-chairs of the General Resolutions Committee provide the Report as follows:

The following delegates to Convention were named to the General Resolutions Committee:

- Chantal Fortin, Co-Chair of the Committee, Canada Employment and Immigration Union (CEIU), Local 70708
- Diane Girouard, Co-Chair of the Committee, Union of Health and Environment Workers (UHEW), Local 70008
- Renelle Chalifoux, Agriculture Union (AGR), Local 70139
- Tony Nicolas, Canada Employment and Immigration Union (CEIU), Local 70704
- Ayrin Proulx, Government Services Union (GSU), Local 70013
- François Zarraga, Government Services Union (GSU), Local 70013

The Committee met on February 17<sup>th</sup> at the Ottawa Regional Office and by teleconference on February 26<sup>th</sup>. The Committee discussed and reviewed the general resolutions.

The Committee determined the following order of priority:

**Recommendations of Concurrence – Priorities:**

- GEN-002 – National Young Workers Conference
- GEN-010 – Training for NCRC Committee/Area Council Members

GEN-007 – Climate change: Carbon Footprint Offset  
GEN-008 – Climate change: Carbon Footprint Offset  
GEN-004 – Young Workers Delegates at the Triennial PSAC Regional Convention  
GEN-005 – Young Workers Delegates at the Triennial PSAC National Convention  
GEN-013 – Promote Every Canadian Counts’ efforts to establish a National Disabilities Program  
GEN-012 – Promote Every Canadian Counts’ efforts to establish a National Disabilities Program  
GEN-009 – Stop Privatization within the Federal Government

#### Recommendations of Non-Concurrence

GEN-001 – National Young Workers Committee  
GEN-003 – Annual Regional Young Workers Seminar  
GEN-011 – Homelessness Donation  
GEN-014 – Inclusion of Digital Communication Methods  
GEN-015 – Create an Ottawa Universal Childcare Coalition

#### Out of Order

GEN-006 – Climate change: PSAC Partnering with Tree Canada

The Committee wishes to thank Claudine Prophète (Committee Secretary), Nairra Tariq and Elisabeth Woods (Committee Technical Advisor) who contributed to the preparation of this report.

#### **GEN-002 – National Young Workers Conference**

**m/s** Chantal Fortin      Diane Girouard

That Convention adopts the Committee’s recommendation of **Concurrence** in Resolution GEN-002, which reads as follows:

**WHEREAS** young workers are the future of every organization and the union and it is necessary to invest in and educate young workers; and

**WHEREAS** young workers are increasingly present and involved in political activities within our union organizing in the university and federal sector; and

**WHEREAS** young workers require a venue to address unique issues that affect them; such as precarious work, childcare, two-tiered bargaining, etc.; and

**WHEREAS** there is significant increase in the number of young workers, we represent and the union is growing stronger; and

**WHEREAS** we have PSAC Young Workers Committees and Regional Council elect Young Workers representative in order to ensure their voice for the young workers is represented within their own union structure; and

**WHEREAS** other large unions such as UNIFOR, CUPE and OPSEU have National Young Workers Conferences; and

**WHEREAS** under our current structure of financial commitments, there is no funding to have a PSAC National Young Workers Conference;

**BE IT RESOLVED THAT** the PSAC organizes a fully funded National Young Workers Triennial Conference to network and find solutions to integrate some of the challenges that they face as young workers.

### **Rationale**

It is important to provide the regional Young Workers Committees a space to connect nationally.

### **Motion to call the question:**

**m/s:** Christine Griffith      Ginette Foucault

Motion to call the question is carried.

**MOTION OF CONCURRENCE IN RESOLUTION IS CARRIED.**

### **Point of privilege**

Mike Chartrand  
Steve Viens

- Both give thanks to the technical team and staff behind the scenes.

## **FRIDAY, MAY 14, 2021 – A.M. SESSION**

### **Report of the Credentials Committee** 9:00AM

**m/s** Imre Bene      Lorraine Boyce

That the following report be adopted:

Accredited Delegates	83
Observers	17

Guests  $\frac{3}{103}$   
Total

**MOTION CARRIED.**

**Address by PSAC National President**

Brother Alex Silas introduces the PSAC National President Chris Aylward who shares the following message:

Sisters, brothers and friends, it's so good to be with you at the 2021 NCR Regional Convention.

Before I start, I want to acknowledge that I am joining the convention from the traditional unceded territory of the Algonquin Anishnaabeg people.

Of course, I wish that we were meeting in-person. We all do. We made the difficult decision last year to postpone all our regional and component conventions as well as our national conferences in the hope that the pandemic would have been well under control by now – and that we'd be able to come together as we always have.

Unfortunately, that's just not the case and there are still some difficult days ahead. But we're not going to let that stop us. We know that long on-line meetings are not ideal and that they have their limitations but it's important for our union to keep our important work moving forward – and that means bringing members together. And we're going to that despite the current challenges.

The next couple of days will be your opportunity to review all that we've accomplished together since we last met and decide where we want to take the union over the next two years. The NCR might be the smallest geographical region within PSAC, but the NCR has the largest proportion of the total PSAC membership than any of the other regions. Alex and Chantal's reports yesterday highlighted your many accomplishments and activities over the last few years – and I know you will give every matter discussed over these couple of days careful consideration and make good decisions together.

I want to take this opportunity to thank Alex and acknowledge his leadership over this last year. He stepped up and into the role during a difficult time – and despite all the challenges we have faced as result of the pandemic, Alex has remained focused on the membership and demonstrated his commitment to finding new ways to increase membership engagement and visibility of our union – in the workplace and in the community. I appreciate the perspective Alex has brought to our discussions at the AEC including his experiences as a young worker and a member of DCL.

As you all know, we received some very disappointing news last week from CRA on the taxability of Phoenix damages. CRA is not going to review their decision to tax Phoenix



damages – and why? Because Treasury Board refuses to provide CRA with a joint statement of facts which corrects CRA's understanding of the purpose of our damages settlement. They refused to cooperate – that's what it all came down to – they refused to sign off on a joint statement of facts. Not opinions, not analysis, but facts.

Treasury Board is frustrated that we negotiated a better deal for our members than the other unions. They're angry that they have to pay out the top-up clauses they signed with the other unions. They didn't want to do that - and now they're taking it out on PSAC members.

I can tell you that PSAC will do everything we can - including taking legal action - to reverse this and ensure our members receive the full compensation they deserve. The fair compensation that you deserve for years of misery, years of stress, aggravation, and pain and suffering. We will continue to keep you all updated. And I hope that all of you impacted by this have used our online tool to contact Minister Duclos to tell him to sign the statement – and that you've encouraged everyone in your local to do the same. He needs to hear from you too.

So much has happened here in the NCR since you came together at the last Convention. The same upheaval you have experienced because of COVID-19 has rippled across the country, and around the world.

We're now into a second year of major disruption. The pandemic has exposed the long-standing and deep systemic inequity in this country.

In the early months, women's participation in the paid work force fell to its lowest level in three decades. For one thing, women predominate the industries hit hardest by the pandemic and as a result many lost their jobs. But also, many mothers were forced to quit, or limit their paid working hours, to care for their children when the pandemic disrupted schools and childcare arrangements.

Indigenous, Black, Asian and racialized communities have experienced far higher rates of infection and mortality than white people because of health, social, and economic inequities. The pandemic also brought spikes in racism like the disgusting attacks directed at Canadians of Asian descent.

But in the face of all this, labour activists have responded by coming together for justice. Take the issue of sick leave, for example. PSAC has fought hard to protect our sick leave. COVID-19 outbreaks and transmissions in workplaces across the country have made it clear to everyone that paid sick leave is critical to protecting public health.

Many Federations of Labour and their affiliates, including the PSAC, have been putting pressure on provincial governments to implement sick leave. We want sick leave that is: paid, sufficient, seamless to access, universal and permanent. Workers need paid sick during the pandemic – AND after.

The majority of workers in Canada – I believe it's 58% of workers – have no paid sick leave – and that percentage rises as wages drop. Being told “stay home if you're feeling sick” just isn't an option for workers without paid sick leave. Employers should be forced to implement sick leave - they have a responsibility to provide a healthy and safe workplace and to provide decent benefits to the workers they employ – and we must continue to fight to ensure that all workers have access to this.

Our union has also come together to address the fight for racial justice that has grown so strong during the pandemic.

We have moved from words to action.

The Alliance Executive Committee recently approved an ambitious member-focused Anti-Racism Action Plan, and this will be discussed at the upcoming meeting of the National Board of Directors. Members will be able to access training, provide input, and help lead the fight against racism in all of our workplaces. And we're making big changes in our own union house. We have held several anti-racism training sessions for the National Board of Directors, and we're committed to doing more ongoing training. We're working to roll out more training to all staff – and we are determined to do everything necessary to eradicate systemic racism in our union. It's long overdue, and I'm proud that our union is at the forefront of this fight.

The pandemic has changed so much including the federal public service where most PSAC members work. New federal support programs have been created in record time and service delivery has been radically altered. Work has been restructured, reassigned, within departments and between departments—all at an accelerated pace.

Most PSAC federal public service workers are working from home. Our recent Treasury Board and Agency bargaining survey tells us that 3 out of 4 members have been working remotely since the start of the pandemic.

Those members that are not working remotely are working in completely changed environments – and front-line essential work is being carried out in extraordinary and often higher-risk circumstances.

Wherever our members are working, the toll on their mental health and physical well-being cannot be overstated.

All of the changes brought on by the pandemic will have a profound impact on how we do our union work for months, maybe years, to come. Even once the vaccine rollout has achieved herd immunity, telework will likely be the norm. In our own membership survey, 81 per cent said they will want to keep working from home at least part of the time - permanently. And the government has indicated that it will likely be the case for many of them.

We have to come to terms with this new reality – and as quickly as possible. We have to rethink how we engage members in collective bargaining, how we carry out political action, and how we represent and service our membership.

Plant-gate leafleting—something we've relied on to speak to members—won't be effective if only 1/4 of employees are heading into their workplace at any given time. Getting members to attend union meetings is going to be an even bigger challenge than it always has been. We won't be able to rely on conversations in the lunchrooms, or at the water cooler. And not many people are going to see notices on their union bulletin board.

We have to ask – and answer – some big questions: Like how does a member quickly chat with their steward if one or the other is no longer working on site? How are we going to reach new employees and encourage them to sign a union card? How do we ensure health and safety for workers who are largely off-site working in their own homes?

We are going to find new and different ways to reach our members. And we can't rely only on one-way electronic communication. We're going to have to explore new engagement tools, and new organizing and mobilizing methods. Because the strength of our union is our members – engaging and mobilizing them when it matters makes the difference between success and failure, every time.

Membership strength is going to be especially important given the uncertain economic times ahead.

The federal budget that was just tabled is far from an austerity budget. The liberal government is planning on spending billions to stimulate the economy and provide supports to collapsed industries and workers who are struggling. This is a good thing and jobs in the public service will either be maintained or even grow slightly.

But none of this will make bargaining any easier for us; in fact, it could make it a lot harder. There is no doubt in my mind that we are going to be told our concerns as federal public service workers are not the priority. They are going to say, we have it good compared to other workers. They are going to tell us we are lucky to have jobs, paid sick leave, benefits, and other rights given that so many other workers have lost.

But we can't let any of those arguments lower our expectations for improved conditions and better pay. In fact, it's more important than ever that we raise the bar to stop other workers from being crushed.

The Trudeau government has said time and time again that the only way to rebuild the economy and come out of the pandemic stronger as a nation is to build back better. And that should apply as much to the federal public service as it does to every other sector. The federal public service was there for Canada through COVID-19. PSAC members demonstrated their commitment and their value again and again, day after day. It is only right that their worth be recognized with fair compensation.

The same is true for PSAC workers in other sectors like those who work at airports, or in security, and other key parts of the economy. During the pandemic there was a lot of talk about some workers being essential, others not. The fact is every employer depends on the labour of its workforce. That makes every worker essential. And that means every worker regardless of the work performed has a right to a decent wage and decent working conditions.

If we organize with heart and grit, if we raise the expectations of our members and if we show every employer that we are ready to fight, we can win what's right.

I know the last year has been tough—it has exposed everything that is wrong with how our economy and society is organized. But the last year has also been filled with acts of kindness, and demonstrations of solidarity and strength. Let's build on that to move forward. I will work together with you to ensure that we hold the liberal government to account – and ensure that they deliver on their recent promises – and recovery plan for this country that is just. I will work you to keep pushing for workers' rights, racial justice, gender equality and social justice.

I'm looking forward to the debates and the decisions that will be taken in the coming days. As many of you will know, the NCR is my region, and I am also a voting delegate to this convention.

At this convention, you will elect your REVP and Alternate, your Treasurer and other positions on the NCR Regional Council. You will set the priorities for our union in this great region. And you will help develop the strategy our solidarity, and to organize and mobilize members in these uncharted times.

Let's have a great convention.

### **General Resolutions Committee Continued**

#### **GEN-010 – Training for NCRC Committee/Area Council Members**

m/s Diane Girouard Chantal Fortin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-010, which reads as follows:

**WHEREAS** current training opportunities for PSAC-NCR Council (NCRC) committees / councils are scattered throughout the PSAC-NCR Education Schedule; and

**WHEREAS** members of NCRC committees/councils would benefit from a focused training that is geared specifically towards their needs; and

**WHEREAS** this would also provide an opportunity for members of NCRC committees/councils to network, exchange ideas on best practices and work together on campaigns or projects:

**BE IT RESOLVED THAT** the PSAC-NCR offers a training of a duration of up to two days that is offered jointly to all NCRC committees and councils; and

**BE IT RESOLVED THAT** this training is offered at least once every two years; and

**BE IT RESOLVED THAT** committees and area councils be consulted in the choice of topics to be covered in this training in order to adequately meet their needs; and

**BE IT FURTHER RESOLVED THAT** topics such as strategic campaigning, leadership skills and facilitation skills be considered for this training.

### **Rationale**

This resolution will allow the committees to work together and not in silos as is one of the PSAC national priorities of “working together.” Also, there needs to be consistency around how NCR committees operate.

### **Point of order:**

Brother Patrick St-Georges notes that Sister Diane Girouard cannot enter debate and add a motion to refer back to the committee.

### **Point of order:**

David Lanthier notes that the motion cannot change the intent of the Resolution. Brother Alex Silas advised that the committee will have to make that determination and rule it out of order if necessary.

### **Motion to refer back to committee**

The motion is for the purpose of adding the following: BE IT RESOLVED that any funding for training would come from the committee budgets.

**m/s** June Dale Christine Griffith

**MOTION TO REFER BACK TO THE COMMITTEE IS DEFEATED.**

**MOTION OF CONCURRENCE IN RESOLUTION GEN-010 IS CARRIED.**

### **GEN-007 – Climate change: Carbon Footprint Offset**

m/s Chantal Fortin Diane Girouard

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-007, which reads as follows:

**WHEREAS** there is an astronomical negative impact of greenhouse gas emission released into the atmosphere from polluting factors such as car, train and air travel; and

**WHEREAS** it can be challenging for the PSAC-NCR to offer alternative and greener travel arrangements for members attending the various PSAC events outside their regions; and

**WHEREAS** it can be difficult to arrange chartered public transportation or carpooling as an option to emit lesser greenhouse gas emissions.

**BE IT RESOLVED THAT** the PSAC-NCR commits to play a pivotal role in fighting climate change by actively promoting the carbon footprint offset, and;

**BE IT FURTHER RESOLVED THAT** the PSAC-NCR would adopt a standardized email notification to encourage travelling members to individually and willingly purchase trees to offset their carbon footprint emission through a non-profit organization called [TreeCanada.ca](http://TreeCanada.ca) and using their [carbon calculator](#).

### **Rationale**

As members concerned about our planet's well-being, the Committee wants to encourage positive action and greater awareness. The email to members on travel status will be a step in that direction.

### **Motion to refer back to committee**

m/s Pat St-George Antoine Gomis

Brother St-George proposes adding a BE IT RESOLVED to clarify that the Resolution concerns PSAC events.

### **MOTION CARRIED.**

Sister Chantal Fortin advises that the committee approved the referral and has revised the BE IT FURTHER RESOLVED to read as follows:

- IL EST DE PLUS RÉSOLU que l'AFPC RCN envoie un avis électronique standardisé aux membres qui se déplacent pour assister à un événement ou une activité de l'AFPC-RCN, etc.

**MOTION OF CONCURRENCE IN RESOLUTION GEN-007 IS CARRIED.**

## **GEN-008 – Climate change: Carbon Footprint Offset**

m/s Diane Girouard Chantal Fortin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-008, which reads as follows:

**WHEREAS** there is an astronomical negative impact of greenhouse gas emission released into the atmosphere from polluting factors such as car, train and air travel; and

**WHEREAS** it can be challenging for the PSAC to offer alternative and greener travel arrangements for members attending the various PSAC events outside their regions; and

**WHEREAS** it can be difficult to arrange chartered public transportation or carpooling as an option to emit lesser greenhouse gas emissions:

**BE IT RESOLVED THAT** the PSAC commits to play a pivotal role in fighting climate change by actively promoting the carbon footprint offset, and;

**BE IT FURTHER RESOLVED THAT** the PSAC would adopt a national standardized email notification to encourage travelling members to individually and willingly purchase trees to offset their carbon footprint emission through a non-profit organization called TreeCanada.ca and using their carbon calculator (cost of \$6.00 per tree).

### **Rationale**

Our planet's well-being, the Committee wants to encourage positive action and greater awareness. The national email to members on travel status will be a step in that direction.

### **Motion to refer back to committee**

m/s Steve Viens Philip Griffin

Brother Viens proposes adding a BE IT RESOLVED to clarify that the Resolution concerns PSAC events.

**MOTION CARRIED.**

### **Motion to call the question**

m/s Ginette Foucault Patrick Guillot

**MOTION CARRIED**

**MOTION OF CONCURRENCE IN RESOLUTION GEN-008 IS CARRIED.**

**Point of privilege**

Brother Mike Chartrand noted for the record that he wanted to vote against the motion of concurrence for Resolution GEN-008 but voted in favour by accident.

Brother Chartrand also noted that he was disappointed to see that only one report of members at large was submitted. *“If you run for a position; abide by the bylaws and respect those who supported and voted for you.”*

**Report of the Credentials Committee** 10:47AM

m/s Imre Bene Lorraine Boyce

That the following report be adopted:

Accredited Delegates	126
Observers	16
Guests	<u>12</u>
Total	154

**MOTION CARRIED.**

**Finance Committee**

Sister Diane Girouard advised that due to the pandemic, the finance committee has not been able to get the 2020 financial statements audited. Once they are audited, they will be reviewed at the next AGM.

**Presentation of the 2019 Financial Audited Statement**

m/s Diane Girouard Tony Nicolas

That the audited financial statements be adopted.

Questions are then asked.

**MOTION TO ADOPT THE AUDITED FINANCIAL STATEMENTS CARRIED.**

**2020 NCR Financial Budget Update**

Sister Diane Girouard provides an overview of the 2020 financial budget update.



**Report of the NCR Treasurer**

m/s Diane Girouard

That the NCR Treasurer Report be adopted.

**MOTION CARRIED**

**Report of the Credentials Committee**

m/s Lorraine Boyce Imre Bene

That the following report be adopted:

Accredited Delegates	126
Observers	26
Guests	<u>12</u>
Total	164

**MOTION CARRIED.**

**Report of the Regional Committees and Area Councils**

m/s Sandrine Oka Judith Balthazar

That we vote on all Regional Committee reports at the same time.

**MOTION CARRIED**

**MOTION TO ADOPT ALL REGIONAL COMMITTEES AND AREA COUNCIL REPORTS CARRIED.**

**Reports of the Members-at-Large**

m/s Francois Zarraga Janet Connor

That we vote on all members-at-large reports at the same time.

**MOTION CARRIED**

Tony Nicolas:

- Brother Nicolas advises that he did not provide a written report. He provides a brief overview on the work done with ACORN (fights for rights of tenants). He also reports on the work done as Chief Shop Steward, reviving the stewards' network in the NCR region.

June Dale

- Sister Dale speaks on by-law requirements for members at large that have not been met. She expresses disappointment that there is only one report submitted in writing from a member-at-large.

**MOTION TO ADOPT ALL MEMBERS-AT-LARGE REPORTS CARRIED.**

## **SATURDAY, MAY 15, 2021 – A.M. SESSION**

### **Report of the Credentials Committee** 9:00AM

m/s Lorraine Boyce Imre Bene

That the following report be adopted:

Accredited Delegates	92
Observers	15
Guests	<u>2</u>
Total	109

**MOTION CARRIED.**

### **Point of privilege**

Brother Steve Viens puts forward the following motion:

m/s Steve Viens Ginette Foucault

That the PSAC NRC Council donate \$1,000 to the Origins Arts Centre.

**MOTION CARRIED.**

## **Reports of the Resolutions Committee Continued**

### **GEN-004 – Young Workers Delegates at the Triennial PSAC Regional Convention**

m/s Chantal Fortin Diane Girouard

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-004, which reads as follows:

**WHEREAS** under our current delegate entitlement for the Triennial PSAC Regional Conventions, only one young worker delegate is selected from each Young Workers Committee in the region; and

**WHEREAS** young workers are the future of every organization and the union and it is necessary to invest in and educate young workers; and

**WHEREAS** there is significant increase in the number of young workers, we represent and the union is growing stronger; and

**BE IT RESOLVED THAT** formula for fully funded conventions is modified to include two young workers from each PSAC Young Workers Committee in the region; and

**BE IT FURTHER RESOLVED THAT** Section 16 sub section (6), (g) of the PSAC Constitution be amended as follows;

"Each PSAC Regional Young Workers Committee shall be entitled to elect (2) delegates;

### **Rationale**

The union needs to prepare young workers for its succession. Increasing the representation of young workers at regional conventions will ensure this while giving them a louder voice on the convention floor. It can also serve in recruiting and retaining young workers for the future of the union.

### **Motion to refer back to committee**

m/s Todd Johnson

That the BE IT RESOLVED be amended to include members of each equity group.

### **MOTION CARRIED**

### **Motion to refer back to committee denied**

Sister Chantal Fortin advised that the committee has denied the request for amendment. As such, the resolution remains as is.

### **Motion for secret ballot**

m/s Francois Zarraga

**MOTION CARRIED.**

**Motion to call the question**

m/s Chantale Rajotte -Stephanie Torrealba

**MOTION CARRIED.**

Point of order

Charles Khoury

- The vote should not be open until the chair has called it.

**MOTION OF CONCURRENCE IN RESOLUTION 004 IS DEFEATED.**

**GEN-005 – Young Workers Delegates at the Triennial PSAC National Convention**

m/s Diane Girouard Chantal Fortin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-005, which reads as follows:

**WHEREAS** under our current delegate entitlement for the Triennial PSAC National Conventions, there are no delegate seats specifically allocated to young workers; and

**WHEREAS** young workers are under represented at the PSAC National Convention; and

**WHEREAS** young workers are the future of every organization and the union and it is necessary to invest in and educate young workers; and

**WHEREAS** there is significant increase in the number of young workers, we represent and the union is growing stronger:

**BE IT RESOLVED THAT** each Young Workers Committee be entitled to a delegate at the PSAC National Convention; and

**BE IT FURTHER RESOLVED THAT** Section 19 of the PSAC Constitution be amended to include the following:

“Sub section (7) Young Workers Committees shall have the right to elect at a general membership meeting, held within a period of not more than twelve (12) months and not less than six (6) months prior to the commencement of the regular National Triennial Convention of the PSAC, a delegate to the forthcoming PSAC Convention”.

### **Rationale**

Increasing the representation at the Triennial Convention will help young workers advance their issues within the union. It will also encourage them to become more engaged at different levels of the PSAC.

### **Motion for secret ballot**

m/s Virginia Noble François Zarraga

**MOTION CARRIED.**

### **Point of privilege**

Brother Patrick St-George notes that he takes offence to the previous speaker's remarks saying it would be hypocritical to pass this resolution. *We have a right to a healthy debate.*

### **Point of privilege**

Brother Steve Viens apologizes, and notes that he had no intent to make any hurtful remarks.

**MOTION OF CONCURRENCE IN RESOLUTION GEN-005 IS DEFEATED.**

### **GEN-013 – Promote Every Canadian Counts' efforts to establish a National Disabilities Program**

m/s Chantal Fortin Diane Girouard

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-013, which reads as follows:

**WHEREAS** persons with long-term, chronic disabilities have to reapply for support services as they transition from one stage of life to another, such as childhood to adulthood; leading to periods of no coverage; and

**WHEREAS** fragmented and ineffective provincial and territorial systems leave persons with long-term, chronic disabilities, vulnerable and without coverage when they move from one province or territory to another:

**BE IT RESOLVED THAT** the PSAC-NCR will promote Every Canadian Counts (ECC) efforts to establish a national program that would ensure equitable access, eliminate service gaps, and guarantee a minimum standard of disability supports, by such means as providing ECC information at PSAC-NCR events.

**Rationale**

The PSAC-NCR has long supported members with disabilities and that includes advocating for them to have equitable access to work, public and union spaces. This resolution would allow our members to attain more knowledge and be better equipped to defend their rights and be good allies.

**Report of the Credentials Committee**

m/s Lorraine Boyce Imre Bene

That the following report be adopted:

Accredited Delegates	123
Observers	28
Guests	<u>8</u>
Total	159

**MOTION CARRIED**

**Point of privilege**

Sister Chantale Rajotte notes that delegates are experiencing a delay in audio when a break is called; she asks that the chair be mindful of the delay to allow delegates to make it to the point lists.

**GEN-009 – Stop Privatization within the Federal Government**

m/s Chantal Fortin Diane Girouard

That Convention adopts the Committee’s recommendation of **Concurrence** in Resolution GEN-009, which reads as follows:

**WHEREAS** since 2016 the Federal Government has increasingly filled numerous jobs traditionally occupied by PSAC members by consultants/contractors from various private companies; and

**WHEREAS** the federal government is increasingly using contractors and consultants to perform the work of qualified PSAC members:

**BE IT RESOLVED THAT** the PSAC will lobby the Federal Government to employ PSAC members instead of contractors/consultants.

### **Rationale**

Protecting good quality jobs within the federal public service is part of the mandate of the PSAC.

**MOTION OF CONCURRENCE IN RESOLUTION GEN-009 IS CARRIED.**

### **SUNDAY, MAY 16, 2021, A.M. SESSION**

Brother Alex Silas welcome Larry Rousseau

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

m/s Lorraine Boyce Imre Bene

That the following report be adopted:

Accredited Delegates	117
Observers	26
Guests	<u>9</u>
Total	152

**MOTION CARRIED**

### **Emergency Resolution**

The resolution is submitted by the Regional Francophone women's Committee and the Racially Visible Action Committee.

### **Emergency resolution 001 – Solidarity with Palestinian People**

m/s Diane Girouard Chantal Fortin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution Emergency-001, which reads as follows:

**WHEREAS** after 73 years of Nakba (Catastrophe) Palestinian people continue to be subject to exploitation, arbitrary imprisonment, land theft, ethnic cleansing, house demolitions and wars; and

**WHEREAS** Israeli and international human rights organizations such as B'Tselem and Human Rights Watch have declared Israel an Apartheid state; and

**WHEREAS** in 2012, the PSAC's NBoD passed a resolution supporting the Boycott, Divestment and Sanctions movement, and recently called on Canada to take action on Israel's Gaza attacks and illegal evictions of Palestinians from Jerusalem.

**BE IT RESOLVED THAT** PSAC-NCR express our solidarity with the Palestinian people and call for a halt to planned evictions of Palestinian families from Jerusalem's Sheikh Jarrah, end the attack on Gaza and the suppression of Palestinian citizens of Israel; and

**BE IT FURTHER RESOLVED THAT** we demand Canada's suspension of arms sales to Israel until it complies with international law.

**MOTION OF CONCURRENCE IN RESOLUTION EMERGENCY-001 is adopted**

### **Elections**

Brother Larry Rousseau is chairing; he explains that elections will be held for the following positions:

- Regional Executive Vice-President
- Alternate Regional Executive Vice-President
- Treasurer

Brother Rousseau further explains the election procedures and a test vote is done.

### **Regional Executive Vice-President**

Brother Rousseau informs the delegation that only one nomination has been submitted as follows:

- Alex Silas nominated by Diane Girouard and seconded by Patrick St. George.

Brother Rousseau asks for nominations from the floor, then declares nominations closed.

Alex Silas is declared elected as Regional Executive Vice-President for the National Capital Region by acclamation.



### **Alternate Regional Executive Vice-President**

Brother Rousseau informs the delegation that only one nomination has been submitted as follows:

- Chantal Fortin nominated by Alex Silas and seconded by Diane Girouard.

Brother Rousseau asks for nominations from the floor, then declares nominations closed.

Chantal Fortin is declared elected as Alternate Regional Executive Vice-President for the National Capital Region by acclamation.

### **Treasurer**

Brother Rousseau informs the delegation that only one nomination has been submitted as follows:

- Diane Girouard nominated by Alex Silas and seconded by Chantal Fortin.

Brother Rousseau asks for nominations from the floor, then declares nominations closed.

Diane Girouard is declared elected as Treasurer for the National Capital Region by acclamation.

### **Members-at-large**

Brother Rousseau informs the delegation that two nominations have been submitted as follows:

- Lauraine Boyce nominated by Francois Zarraga and seconder by Linda Walters
- Kyle Macdonald nominated by William Tate and seconded by Steve Colterman

Brother Rousseau asks for nominations from the floor, then declares nominations closed.

Brother Rousseau asks whether they agree to accept the nomination and if they will speak or their nominator will speak on their behalf.

### **Ballot Results – Member at large #1**

Kyle MacDonald: 66  
Lauraine Boyce: 57

Kyle MacDonald is declared elected as first member-at-large for the National Capital Region.

### Ballot Results – Member at large #2

Brother Rousseau asks for nominations from the floor then declares nominations closed.

- Lauraine Boyce is nominated by David Lanthier and seconded by Tony Nicolas

Lauraine Boyce is declared elected as second member-at-large for the National Capital Region by acclamation.

### Ballot Results – Member at large #3

Brother Rousseau asks for nominations from the floor then declares nominations closed.

- Karen Legare-Kenniphaas is nominated by Charles Khoury and seconded by Alan Craig.

Karen Legare-Kenniphaas is declared elected as third member-at-large for the National Capital Region by acclamation.

### Members-at-large Alternates

#### Ballot Results – Member at large Alternate #1

Brother Rousseau asks for nominations from the floor, then declares nominations closed.

- Christine Griffin is nominated
- Insa Fall is nominated

Christine Griffin: 56

Insa Fall: 62

*Insa Fall is declared elected as first alternate member-at-large for the National Capital Region.*

#### Ballot Results – Member at large Alternate #2

Brother Rousseau asks for nominations from the floor, then declares nominations closed.

- Christine Griffin is nominated by Diane Girouard and seconded by Charles Khoury

*Christine Griffin is declared elected as second alternate member-at-large for the National Capital Region by acclamation.*

### Ballot Results – Member at large Alternate #3

Brother Rousseau asks for nominations from the floor, then declares nominations closed. There are no nominations from the floor; as such, the position will remain vacant.

### Standing Finance Committee Members

The following members agree to sit on the Standing Finance Committee:

Christine Griffin  
Lee Pallota  
Jeffory Wrinn

Brother Rousseau congratulates the newly elected members of the Regional Council and invites Brother Chris Aylward to administer the oath of office.

Brother Aylward administers the oath of office.

### Closing Ceremonies

Final word is given by Brother Silas.

Brother Silas then invites the Indigenous Elder, Barbara Hill Dumont, to the floor for the closing ceremony.

Brother Silas thanks Barbara Hill Dumont.

That Convention adjourns.

Brother Silas declares the 2021 National Capital Region Triennial Convention closed at 12:30pm.