PSAC · NCR
Public Service Alliance of Canada

Report of the PSAC-NCR
9th Regional Triennial Convention

Ottawa, Ontario

June 16 – 18, 2023

FRIDAY, JUNE 16, 2023 – A.M. SESSION

CALL TO ORDER

Alex Silas, PSAC Regional Executive Vice-President (REVP) for the National Capital Region (NCR) welcomed delegates and guests to the 9th PSAC National Capital Region Triennial Convention.

Before proceeding with the official opening, REVP Silas offered words of welcome and encouraged attending delegates to speak in the language of their choice: either in English or in French. REVP Silas recognized the talented team of simultaneous interpreters and technicians and thanked them in advance for their work during the convention.

REVP Silas acknowledged that the convention was being held on the ancestral and unceded territory of the Algonquin Anishinaabe peoples and wished the delegation a happy Indigenous History Month.

KNOWLEDGE KEEPER OPENING

REVP Silas announced that, regretfully, Algonquin Elder and Knowledge Keeper Verna McGregor would not be able to deliver the convention's opening and closing remarks due to illness.

In lieu, REVP Silas invited the co-chair of the Indigenous Action Circle, Lester Maiczan to share some reflections with the delegation.

An offering was given to Lester, which he will ensure gets presented to Elder Albert Dumont.

OPENING REMARKS BY PSAC NCR REVP ALEX SILAS

REVP Silas encouraged the delegation to remember to ground themselves in the principles of mutual respect and solidarity when passionately discussing the future of our union both during this convention and beyond it.

In celebration of Pride Month, announcements were made regarding upcoming events organized by the PSAC-NCR Pride Committee.

REVP Silas officially declared the 9th National Capital Region Triennial Convention opened, and again, welcomed all delegates, observers, guests, PSAC staff, interpreters, technicians, and hotel staff.

**Point of privilege – David Lanthier

Delegate Lanthier requested that REVP Silas ask the PSAC National Board of Directors to provide a complete review and dedicated debrief meeting following the strike actions held by Treasury Board and Canada Revenue Agency employees between April 19 and May 3, 2023.

**Chair

Point well taken, thank you. REVP Silas committed to bringing this discussion to the National Board of Directors to plan a debriefing session.

**Point of privilege – Alan Craig

Delegate Craig asked that future NCR Conventions not be held during Father's Day weekend.

** Chair

Point well taken. The Chair expressed that efforts would be made for future Regional Conventions.

INTRODUCTION OF SPECIAL GUESTS

REVP Silas introduced the following guests to this Convention:

Sharon DeSousa, PSAC National Executive Vice-President

Yvon Barrière, REVP, PSAC-Quebec

Marc Brière, UTE National President

Teresa Eschuk, UCTE National President

Shimen Fayad, UHEW National President

Claudia Labonté, UPCE National President

David Neufeld, USJE National President

Bruce Roy, GSU National President

Virginia Vaillancourt, UVAE National President

June Winger, UNDE National President

Larry Rousseau, former PSAC-NCR REVP and current CLC Executive Vice-President

Magali Picard, President of the Quebec Federation of Labour

Nicholas Thompson, Executive Director of the Black Class Action lawsuit

Laura Walton, President of CUPE's Ontario School Board Council of Unions

Ed Cashman, former PSAC-NCR REVP and current Chair of the Ottawa Health

Coalition

Kevin King, former UNE National President

Martine Babcook, GSU National Vice-President

Brea Baresinkoff, CIU 2nd National Vice-President

Toufic El-Daher, UVAE Executive Vice-President

Paul Jones, UNDE Executive Vice-President

Christopher Little-Gagné, UNE Deputy Trustee for the NCR

Patrick St-Georges, AGR 1st National Vice-President

Benoît Thibault, UHEW National Vice-President

Crystal Warner, CEIU National Executive Vice-President

REVP Silas also acknowledged and thanked the organizations joining the Convention, and encouraged the delegation to visit them in the Exhibitor Hall:

PSAC Social Justice Fund

Justice For Workers – Ottawa Chapter

Cavan Advertising and Promotions

Horizon Ottawa

Joint Learning Program

PSAC Still Thirsty for Justice Campaign

Ottawa-Gatineau ACORN

Orbit Insurance (formerly AGR Insurance)

FTQ Conseil Regional de Gatineau

Coughlin & Associates

Black Class Action

Workers History Museum

REVP Silas added that the Workers History Museum was looking for members to interview as part of a retrospective on the recent Treasury Board and CRA strike actions. Members interested in sharing their strike stories were invited to visit the Workers History Museum table in the Exhibitor Hall.

INTRODUCTION OF THE PSAC-NCR COUNCIL EXECUTIVE

REVP Silas recognized members of the PSAC-NCR Council Executive:

Chantal Fortin, Alternate REVP and Chair of the Education Committee

Diane Girouard, Treasurer
Ruth Lau-MacDonald, Chair of the Ottawa Area Council
Rasha Alnaqeeb, Co-Chair of the Racially Visible Action Committee
Charles Baril, President of the Pride Committee
William Cornet, Chair of the Directly Chartered Locals Committee
Kerry Gervais, Chair of the Ottawa Regional Women's Committee
Christine Griffin, Chair of the Health and Safety Committee
Sandra Griffith-Bonaparte, Co-Chair of the Racially Visible Action Committee
Kevin Hanson, Co-Chair of the Young Worker's Committee
Karen Kenniphaas, Chair of the Members with Disabilities Action Committee
Lester Maiczan, Co-Chair of the Indigenous Action Circle
Sandrine Oka, President of the Comité régional des femmes francophones
Tara Shapransky, Co-Chair of the Young Workers' Committee
Alan Craig, Member-at-Large
Insa Fall, Member-at-Large
Kyle MacDonald, Member-at-Large
André Miller, Separate Employer Representative
Tony Nicolas, Member-at-Large
Stephen Richards, Member-at-Large
Vanessa Sandsmark, Member-at-Large
Richard Weintrager, Separate Employer Representative

REVP Silas also thanked PSAC staff for their relentless work for our Union.

HONOUR ROLL

REVP Silas invited all participants to stand, if able, and observe a moment of silence in memory of those who lost their battles and are no longer with us today.

The following names were shown on the screen:

Christine Collins, former UCTE President
Murray Oickle, CEIU Local 70705
Kevin McGrath, GSU Local 70013
Maureen Green, GSU Local 70013

Robert O'Connell, GSU Local 70013

Jacques Sauriol, GSU Local 70019

Jean-Christophe Rozon, GSU Local 70019

Michael Chua, GSU Local 70055

Simo Dzunkam, GSU Local 70013

Dave Clark, President UCTE

Stéphane Loyer, former UNE Vice-President, Local 70408

Tammy Donnelly-Munroe, UNE

Sandra Davis, UTE

Sheila Doyle, USJE

Louise Gagnon, USJE

Maria Sanchez, USJE

Angela Buck, USJE

Stephen Bulger, USJE

Martine Lussier, USJE

The following names were added from the convention floor:

Yves Labrèche, UNE Local 70390

Sébastien Beauvais, CEIU Local 70704

Suzanne Fillion, UTE Local 70030

Gary Miller, CIU Local 70066

DECLARATION ON HARASSMENT

REVP Silas invited Sandra Griffith-Bonaparte and Sandrine Oka to read PSAC's Anti-Harassment Statement in English and in French.

> *Our union is made strong by working together to improve our working lives and to preserve the rights that we have struggled to achieve. Mutual respect is the cornerstone of this cooperation. The PSAC Constitution states that every member is entitled to be free from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, disability, sexual orientation, gender identity or expression, language, social and economic class or political belief. Members are also entitled to be free from personal harassment.*
>
> *If you experience harassment at this event, contact the identified Anti-Harassment Resource Person to discuss the situation and possible responses. Our initial approach is to encourage early and informal resolution and to facilitate our members speaking*

directly with one another to resolve the matter. If this is not successful or possible, the Constitutional and policy mandates on the issue of harassment will be fully and quickly enforced.

Harassment in all its forms detracts from our common purpose and weakens our union. Let each one of us, as we work together on the important task at hand, treat each other with dignity and respect.

REVP Silas reminded the delegation to not hesitate to contact the Anti-Harassment Resource Persons assigned to this convention, should they feel the need, regarding any harassment-related matters as this policy applies to everyone taking part in PSAC conventions: delegates, observers, guests, staff, technicians and service providers.

Holmann Richard, PSAC Atlantic Coordinator

Brenda Shillington, PSAC Negotiations Branch Assistant Coordinator

HOUSEKEEPING

REVP Silas provided information on administrative and logistical matters, such as member expense claims, door tiling guidelines and where to find the Administration Room.

RATIFICATION OF THE CREDENTIALS COMMITTEE

m/s Sandrine Oka and André Miller

That the following members form the Credentials Committee for this Convention, and that the Committee be ratified:

Insa Fall

Linda Walters

MOTION CARRIED.

FIRST REPORT OF THE CREDENTIALS COMMITTEE

m/s Insa Fall and Linda Walters

That the following credentials report be adopted:

Accredited Delegates	160
Observers	20
Guests	2
Staff	32

Total 214

MOTION CARRIED.

RATIFICATION OF THE RESOLUTIONS COMMITTEE

m/s Sandrine Oka and Lisa Gregory

That the following members form the Resolutions Committee for this Convention, and that the Committee be ratified:

Chantal Fortin, Co-chair
Diane Girouard, Co-Chair
Rubin Kooner, Committee Member
Vanessa Sandsmark, Committee Member
Stéphanie Penwarden, Technical Advisor
Daphnée Orizier, Technical Advisor
Verda Cook, Technical Advisor

MOTION CARRIED.

RATIFICATION OF THE NOMINATIONS COMMITTEE

m/s André Miller and Lisa Gregory

That the following members form the Nominations Committee for this Convention, and that the Committee be ratified:

Stephen Richards, Committee Member
Jennifer Tattersall, Committee Member
Karen Kenniphaas, Committee Member
Verda Cook, Technical Advisor

MOTION CARRIED.

INTRODUCTION OF THE FINANCE COMMITTEE

REVP Silas introduced the following members of the Finance Committee and reminded the delegation that this committee does not require ratification as these members were elected during the last PSAC-NCR Annual General Meeting.

Diane Girouard, Regional Treasurer
Rasha Alnaqeeb, Committee Member
Kerry Gervais, Committee Member
Christian Smith, Committee Member
Chantal Fortin, Alternate Committee Member
Ruth Lau MacDonald, Alternate Committee Member
Hayley Millington, Alternate Committee Member
Daphnée Orizier, Technical Advisor

ADOPTION OF THE RULES OF ORDER

m/s Eugene Stone and June Dale

That the Rules of Order for PSAC Conventions, which are included in the Convention's delegate guidebook, be adopted.

MOTION CARRIED.

ADOPTION OF THE AGENDA AND HOURS OF SESSION

m/s Christine Griffin and Gilles Lavigne

That the Agenda and Hours of Session, which are included in the Convention's delegate guidebook, be adopted.

MOTION CARRIED.

ADOPTION OF MINUTES

Minutes of the 2022 PSAC-NCR Annual General Meeting – June 18-19, 2022

REVP Silas reminded the delegation that only those in attendance during the 2022 PSAC-NCR Annual General Meeting could vote for the adoption of the minutes.

m/s Lisa Gregory and Yagusha Bodnar

That the minutes of the 2022 PSAC-NCR Annual General Meeting, be adopted.

MOTION CARRIED.

Minutes of the 2021 PSAC-NCR Regional Triennial Convention – May 13-16, 2021

REVP Silas reminded the delegation that only those in attendance during the 2021 PSAC-NCR Regional Triennial Convention could vote for the adoption of the minutes.

m/s Karen Kenniphaas & Richard Weintrager

That the minutes of the 2021 PSAC-NCR Regional Triennial Convention, be adopted.

MOTION CARRIED.

OPENING REMARKS FROM PSAC-NCR REVP ALEX SILAS

"*I'd like to take a moment to thank each of you for being here.*

As you know, we're not just here for procedural or governance purposes... Our participation in this Convention over the next few days is of the utmost importance for the healthy functioning and active democracy of our union, and our region, and for setting the course of PSAC-NCR in this upcoming three-year cycle.

Our region just came out of the biggest strike in Canadian history. We're still trying to wrap up loose ends, ensure strike pay is paid out and issues are resolved, and facilitate the ratification vote process, while turning our attention to ensure fair deals are also reached for other bargaining units that are still in bargaining – from the FB table to agencies like Parks Canada and CFIA, to other units like IDRC and the House of Commons – and harnessing the incredible engagement and enthusiasm we saw at the picket lines and finding ways that we can build on that momentum.

I don't know about you, but I've never been able to give out union swag so quickly. PSAC swag was HOT. Those "Solidarity/Solidarité" ball caps? Limited special edition swag! I've never seen so much union pride in PSAC. It was amazing and inspiring.

I had this moment on the first day of the strike – in a sea of members' faces, their eyes brimming with pride and courage and the kind of audacity I'll never forget. Look at what we just did, look at us now.

We are right in the middle of learning the lessons from the strike and the challenges we had leading up to the strike. We are still processing the incredible moments of raw union power and the beauty of solidarity, while also learning from missteps and "what could have been's" – we are still learning from those lessons to improve for next time, to come out even stronger.

We are right in the middle of the past and the future, looking back in order to sharpen our focus for what's ahead.

And now we're at the Convention, trying to plot a course for the next three years and where our union needs to go.

These next three years will see the Treasury Board and Agency tables back in bargaining, along with several other regional bargaining units. We could also see political change at the federal level, with the rise of the far right and the looming threat of a Pierre Poilievre Conservative government. We could see strikes, we could see challenging campaigns, we could see lobbying efforts, we could see member engagement drives and local building efforts, we could see the need to work through difficulties and find answers to tough questions, we could see direct actions and rallies – okay, we're definitely going to see rallies – but regardless of what the next three years hold, regardless of the challenges ahead – we'll face those challenges together.

And the decisions we make at this Convention will guide us over the next three years. I'm so proud to be here with you all and grateful for the work we'll engage in throughout this Convention.

L'union fait la force! Solidarity my friends!"

ANNOUNCEMENTS

Verda Cook assumed the Chair and made the following announcement:

- UNDE members are asked to meet for a group picture in the Carleton Room during the break.

The Convention recessed for a 15-minute health break and returned at 10:20 AM EDT.

REPORT OF THE PSAC-NCR REVP, ALEX SILAS

Chantal Fortin, Alternate REVP – PSAC-NCR, assumed the Chair.

REVP Silas delivered the following remarks:

The last time I was doing this was the first time I was doing this, and I was in a big warehouse studio looking at giant screens instead of looking out at all of you here in real life… and as I was preparing for convention and looking back at the report from our last convention, I remembered that at the end of 2019 and in the early months of 2020, we were heading towards a strike for Treasury Board and CRA. What's now a familiar moment.

In the context of the pandemic, in 2020 we called off strike votes that had already started and we settled at the table. With so much uncertainty, with a deadly and

largely not well-understood virus spreading in our communities, and with an entire country in upheaval and new social supports rolling out overnight—we knew we needed to be there for Canadians and the timing for a strike in 2020 wasn't right.

The dedication of Treasury Board and Agency members deserves to be underlined. We put that fight on hold, until after PSAC members did what we do: help serve and support Canadians through the worst of the pandemic.

And in this story there's a remarkable lesson: what isn't settled in one round of bargaining inevitably comes roaring back in the next round. As long as we are ready to fight.

But knowing what we know now, what might we want to tell ourselves in 2020? Or in 2021 and 2022? In the lead up to the strike of 2023?

And as we look towards future rounds of bargaining and look back at this historic strike, what will be the lessons we want to learn to be even better prepared for that fight next round?

How do we make sure we are ready to face the next big fights, whether that's at the bargaining table, in the workplace, in our streets, in the political sphere, or facing off against a potential Conservative government intent on cutting and slashing the public service?

How can we take what we learned from this experience and integrate these lessons into our union to come out of this stronger?

What can we be doing to build on the momentum and energy that members brought to the picket line? How do we transfer that momentum into strengthening our locals and better engaging with our members?

In the post-strike period, while we have the luxury of reflection, of time to prepare, it's time to get back to basics.

Strong locals make the union strong. Organizing is fundamental.

Virtual and hybrid workplaces challenged us to think outside the shop floor for the strike, and now we must continue to strategize to find new ways of reaching members and doing union organizing.

How do we welcome new members and provide union orientations in the hybrid workspace, especially when it comes to members reporting to various available desk bookings at different buildings across the city?

How do we build the strong union culture of togetherness, solidarity and mutual support that we saw on the picket lines in these working environments?

It starts with us. The leaders in this room. It starts with strengthening our capacity to engage with members at the local level. It's ensuring that all locals have good contact lists for their members, that we're using the technology and communication tools available to us and that we're pushing the employer for up-to-date member lists when they're not providing them.

If in the hybrid workplace it's not easy to greet new members and organize traditional union orientations, we can innovate with our digital tools. We can even set up communication systems that automatically email new members an invitation to a union orientation and when they RSVP, the local is notified.

Going into the strike, we had a significant gap in our data for members' personal email addresses. It makes sense: the pandemic really affected our ability to do things as we'd done them before, face-to-face meetings, orientations and RAND cards—those essential organizing tools for contact list building and maintenance. But we need to be honest with ourselves and acknowledge that this was a major challenge for our ability to organize. This meant members were not receiving bargaining updates but often instead hearing about bargaining through the media, through social media, through gossip and rumours—or worse, through the employer.

This also meant members didn't hear about various townhalls and mobilization activities and ways to plug in. Since February 28, we have nearly doubled the contact information of Treasury Board and CRA members in the NCR—and for everyone involved in this effort, I thank you for your incredible work.

Much of this was accomplished through efforts like our Membership Engagement Program. Members calling members one-on-one to say, "Hi there, I'm a PSAC member and we're working to build our lists to make sure we're able to communicate important information about bargaining with you. Could I please get your personal email address and cell phone?"

This also means there's around 20,000 members for whom we only recently got email addresses, so now is a great time to introduce them to their union, send them information about union education and trainings, local meetings, and union events.

Before the strike, we had 64% of member contact information in our database for Treasury Board and CRA members, which was an increase from 48% in February. Coming out of the strike, we're currently at 77%, so we still have a gap to close in the lead up to the next round of bargaining. And in my work with other bargaining units, this issue also persists across the board. We can close this gap together, but it will take all of us prioritizing this member engagement in all our various roles.

I think of our siblings at DCL 76000, workers at the International Development and Research Centre. They're currently in the first strike mandate of the unit's history.

For their recent strike votes, they had a turnout of over 80% and came out with a 92% strike mandate.

We're talking to workers who've only been unionized since 2015 and who've never gone through anything like this before.

They accomplished that because they put in the work of member-to-member outreach. Their executive, stewards, and volunteers called members individually to speak about bargaining and why it was so important for everyone to get involved and support the bargaining team.

And this is a local of just over 200 members. Many of your locals are over 2000. But the fundamentals remain the same.

And PSAC-NCR will support you in building up your lists.

To get to 100% full contact lists with members' personal email addresses, we can continue organizing phone campaigns and outreach strategies to keep closing the gaps.

Whether your workplace is remote, hybrid, or entirely in-person, we can combine traditional and digital organizing strategies so that we know members are receiving information from their union and are able to keep up to date on the latest issues.

And this doesn't just apply to Treasury Board and CRA members. The key lessons learned here, as well as the promise to help support your locals, apply to all locals.

The offer is there. If you want to take the time to phonebank your members to build up your lists, we will support you however we can. Whether that's finding budget to provide union leave to make calls or helping you learn to navigate new tools and strategies.

Regardless of the challenges facing us, my friends, I'm confident if we put the work in, if we do the organizing, if we do the outreach to our members, we can build the sort of capacity and unity we need to overcome any challenges and come out the other side stronger, together.

In my report, which you can find online and in your delegate handbook, there's a timeline of Treasury Board and Agency mobilization activities from the last reporting period up to and including the strike. There's also lots of other great info and updates in there. There's simply too much that could be said about this timeline.

I also want to note that our last rally before the strike was a particularly beautiful one. USJE got in touch to do a rally around the return-to-office mandate deadline, and we also knew that the National Women's conference was in town around the same date. So we worked to focus the rally on highlighting the disproportionate impact that the return-to-office mandate has on women, single mothers and

caregivers. We also worked to ensure that the rally profiled the amazing women leaders in our union.

From January right up until April 18, we were in the final sprint of getting ready to go on strike, and I know that folks in this room were also working around the clock to get ready as well, answering hundreds of questions from members in those final days.

On April 17, the Monday before the strike kicked off, we set up a REVP Q+A Zoom webinar that was also livestreamed to Facebook as a way to innovate our communications with members around the strike and find ways of reaching as many members as possible in this critical timeline. Over 3,000 members attended the webinar on Zoom and thousands more watched live on Facebook, reaching a total of 27,100 people.

The next day I also did an "Ask Me Anything" session on Reddit to again try to get good information out there about what we were heading into and answer as many questions as I could.

These are examples of how we innovate and modernize the way we engage and communicate with members. They're also examples of how we need to meet our members where they are. I'd never been on Reddit before, but you know who is on Reddit? Thousands of PSAC members. Just like there's thousands of PSAC members on TikTok. And just like the thousands of members still get the majority of their union information through social media groups—so it's important we're in those spaces and that we create our own spaces on those platforms—like local Facebook groups which I know many of you run—to provide accurate information to members and engage them in their union.

On April 19, tens of thousands of members showed up to picket lines across the region. They showed up early. And they showed up determined.

Let's keep in the mind the data gap I mentioned earlier. Most of these tens of thousands of members hadn't been receiving emails or updates from the union at that point. A lot of them didn't know which local or component they belonged to. They called PSAC "peesack". They had never been involved in their union or any labour action. And they heard about the strike through the media and found their picket line with the picket line locator.

But they showed up. They did the right thing. They respected the picket line. They understood the call to fight, to strike.

It was inspiring to see thousands of PSAC members showing and really feeling the collective strength we have as workers—and just how strong of a union PSAC can be.

But we can't always rely on hoping members do the right thing. Hope will always have its place, especially in our movement, but we need to plan, too. We need to

learn the key lessons from missteps and mistakes made—to be even better prepared and stronger as we head into the fights to come.

During the strike, as your REVP I felt where I needed to be was on the ground. That's the kind of leader I committed to be and the kind of leader I am. So, I was on the picket lines, from the time the first picket captain arrived in the morning to the time we brought down the line at the end of the day and packed up our tents. I did my best to tour all of our picket lines and split my time between them, helping coordinate actions, bringing some hype to the crowd and getting chants and cheers going, talking about ways to escalate, sometimes taking on picket captain duties myself, blocking a few doors, answering questions from members, providing live updates on Facebook from the picket line, and trouble-shooting issues. I also did more interviews with the media that I can remember and was ready to get arrested at the infamous hot dog standoff of 2023.

When I think about the strike, I think about the incredible energy at the picket lines. I think about all the leaders who stepped up and filled in gaps and took on various roles and took ownership of the strike. Component leaders, local leaders, regional council leaders, shop stewards, rank-and-file members, new members with no prior union experience—you all stepped up in such a big way and you're the reason we won this strike.

Together, we did something our union hadn't done since 1991. Together, we sent a strong message to the current government and any future government: federal public service employees are ready to fight for the respect and fairness we deserve for the work we do to serve Canadians.

At Place du Portage, our picket line was irrepressibly upbeat. We organized daily block parties to show that worker solidarity can also mean dancing in the streets.

At 90 Elgin, our picket line took the fight directly to Treasury Board headquarters, delaying people's entry to the building to show that if workers aren't respected, we'll shut it down.

At Steve MacKinnon's office in Gatineau, our picket line was the largest in the country, showing our incredible strength in numbers.

At Marie-France Lalonde's office in Orleans, our picket line was impressive in size. We organized activities for families and children and kept up the festive atmosphere as we rallied to put pressure on our employer.

At 750 Heron, our picket line was huge and went further than the eye could see, and we made sure we kept up the pressure on the CRA as well.

At the Tunney's Pasture buildings, our picket line delayed entry while keeping energy levels high and ensuring we were seen in one of the city's largest transit hubs.

At Treasury Board president Mona Fortier's constituency office in Vanier, Ms. Fortier watched our picket line as we expressed our extreme dissatisfaction with her lack of respect for the value of our work.

And at the Prime Minister's office, our picket line made sure Justin Trudeau couldn't ignore us as we delayed entry to his office and made ourselves seen and heard directly at the seat of power.

In addition to stepping up the action at picket lines, we organized a massive rally on Parliament Hill so that MPs would hear our demands for equity and respect. We then marched to the Portage Bridge in a major demonstration of PSAC-NCR solidarity.

We also had members requiring accommodation who provided invaluable support in the form of a virtual 9th picket line by contributing essential logistical and communications work to our strike efforts.

What's more, spontaneous picket lines emerged during the strike, organized by local leaders at Agriculture Canada headquarters on Baseline, at the Pension Centre on Coldrey and at the RCMP office on Vanier Parkway.

When the Treasury Board tables reached tentative agreements but CRA employees didn't receive the same offer and remained on strike, the frustration of CRA members was obvious and it was high time to ramp up our efforts once again.

We concentrated on more CRA-specific targets, such as the call centre on Chemin de la Savane in Gatineau and the Connaught building in Ottawa, which houses CRA management.

We targeted the Liberal Party's national convention and informed the media of our plans to put pressure on the employer.

We also appealed to the entire labour and social justice community to organize solidarity pickets.

Treasury Board members were invited to join us in a show of solidarity, and many were keen to do so.

Fortunately, the CRA bargaining table reached an agreement before the convention, but we had confirmations that that hundreds of supporters were ready to join the solidarity picket lines for UTE members.

With the strike concluded, the Office of the REVP organized a debrief with regional Component leaders on May 17 and a debrief with the frontline team of Strike Captains, Picket Captains and Scanners on May 18. Thanks to all who attended to share their reflections, suggestions and analysis.

And with the pattern set at Treasury Board, there still remains a fight for a fair contract at Parks Canada, CFIA, the FB table at CBSA, Non-Public Funds—and for all of our regional bargaining units like IDRC, the House of Commons and all our units on the Hill, Bank of Canada Security, Parliamentary Protective Services, all our units in the Museum sector, our units in the academic sector, and for all PSAC members.

Members who are here from these units, I'd urge you to speak to your union siblings from Treasury Board and CRA on their recent experiences and lessons learned from the strike.

On the political front, I've worked to make sure that the political action we take is anti-racist, pro-2SLGBTQIA+, pro-feminist, pro-worker solidarity, pro-public services, pro-public health, pro-climate, and in solidarity with Indigenous communities.

For the past two National Truth and Reconciliation Days, we put in a big effort to make sure we were commemorating the day in a significant way by connecting with Indigenous organizers in the community and supporting their events. As it is a new statutory holiday for many federally regulated workers, it was important to set the tone and provide accessible ways for members to join in these activities. And with September 30th on the horizon, I'm hoping we can get an even bigger delegation of NCR members out next time. Thank you to Brother Les Maiczan and everyone involved in the Indigenous Action Circle for helping guide this important solidarity work.

PSAC has also been supporting the Black Class Action lawsuit—though our first guest speaker today will be telling you much more about that but I wanted to mention it now because it's important for our union to get involved in this fight and to bring the full strength of the labour movement to issues of racism in the workplace—not just at the bargaining table, but in these important fights too.

We are also living in challenging political times, with the rise of the far right culminating in the convoy that affected many of our and other unions' locals in the downtown core, like the members at the NAC and of course, the striking workers at the Office of the Auditor General.

And now we see these far-right groups targeting trans and queer youth outside high schools, or outside a drag story time performance at the National Arts Centre.

When I heard that they were targeting an event where PSAC members work I got in touch with the local and checked in with members about their safety, and also liaised with Capital Pride and Community Solidarity Ottawa to put on a rainbow-filled counter demonstration and keep the dance tracks vibing and spirits high. PSAC members at the NAC came out to join the colourful counter demonstration and appreciated seeing their union, pride and trans flags in the crowd.

At the Canadian Labour Congress Convention, delegates passed an emergency resolution encouraging affiliates to condemn attacks on the trans, drag and 2SLGBTQIA+ communities and to create flying squads to provide meaningful support to workers, organizations and communities facing these attacks.

And while the fight against the privatization of health care is largely a provincial issue, it affects our families, our communities and our own access to health care when we need it. Doug Ford has treated health care workers with utter contempt—during a global health crisis no less. That's why we've participated in the Ontario Federation of Labour and Ottawa Health Coalition days of action to stop the privatization of health care. An attack on one is an attack on all.

That's also why I felt it was important to show up and organize solidarity picketing with the education folks at CUPE OSBCU who took on Doug Ford in the fall and won. In this fight it was an existential question of whether a government could use the notwithstanding clause to legislate away basic workers' rights in Ontario. The OFL was teetering towards calling for a general strike. It was a moment to which all of labour had to respond and get involved. And I also want to note that we made amazing friends and allies with the CUPE OSBCU organizers in the Ottawa region, who then regularly came out to our actions and picket lines. Showing that solidarity is a two-way street.

On that note, I want to invite all delegates to use this QR code, which I'll now ask the technicians to display on screen. Scan this QR code to sign up to join a political action list so we can organize flying squads and strong NCR delegations when the time comes for action.

On the union education front, I'm pleased to announce that a condensed version of Talking Union Basics and Grievance Handling is now available on the PSAC-NCR website. The course is being offered June 27 and June 29 bilingually with interpretation. It will be virtual and not have an attendance cap, so please urge your new stewards and those amazing rank-and-file leaders we know are out there to sign up.

We are looking forward to relaunching our regular education schedule in the fall. In the NCR, it's been a struggle to maintain the education program. I'm just going to say it: we've had to engage in major mobilizations over the past year and we don't have enough staff in the region for our membership density. This is an issue I've raised at AEC and NBoD numerous times and a problem I'll keep pushing for a resolution on.

Planning is also underway for the NCRC Executive training retreat happening July 13 to 14. I am very much looking forward to that.

I'm also happy to report that the PSAC family has grown since the last convention. Workers at NewFound Recruiting in Montréal have joined PSAC local 77011. This

is a new NCR local representing employees in the same workplace in Ottawa that ratified its first collective agreement in 2022. As a matter of fact, Frédéric Ravix, the new local's president, is attending the convention for the first time on its behalf! Welcome to Frédéric and to the new members from NewFound Recruiting!

What I'd like to say in conclusion is just how proud I am of our region and of the work we've accomplished in this last cycle.

The way we've shifted the tone together, prioritized mobilization, the important campaigns we've led, the presence we've had from picket lines to the halls of Parliament, the work we've done to create a more equitable and inclusive society, the work we've done on the path to reconciliation and our commitment to taking action, the way we've prioritized anti-racism and anti-oppression, innovated our engagement tactics and strategies, welcomed new members into our union family, made our union more accessible and strived to better engage and communicate with members, shown solidarity to workers across our movement and to communities seeking justice, stood up to those seeking to drown out our voices, how we've created new leaders (some of you in this room!), and how we've seen wallflowers turn into wild flowers!

In the words of Nycole Turmel: "We took on the employer, and we became leaders overnight."

And with that I move my report. Thank you.

REVP Silas answered questions from the Convention delegates.

m/s Alex Silas and Stephen Richards

That the report of the Regional Executive Vice-President, NCR be adopted.

MOTION TO ADOPT THE REVP NCR REPORT CARRIED.

REVP Silas resumed the Chair.

ANNOUNCEMENTS

Verda Cook assumed the Chair and made the following announcements:

Elections:

- Reminder that elections would be conducted during this Convention for the positions of Regional Executive Vice-President, Alternate Regional Executive Vice-President, Regional Treasurer, 3 Member-at-Large positions, 3 Alternate Member-at-Large positions, 3 Standing Finance Committee positions, 3 Alternate Standing Finance Committee positions.
- Elections for these positions would be chaired by former NCR REVP, and current Executive Vice-President of the Canadian Labour Congress Larry Rousseau on Sunday, June 18.
- Elections for the positions of Separate Employer Representative and Alternate Separate Employer Representative would be conducted on Saturday, June 17 during the Separate Employer Caucus. Only members of this Caucus were eligible to vote. Elected representatives would be sworn in on the Convention floor with the other elected officers on Sunday, June 18.
    - Nomination forms could be found in the Administration Room and submitted directly to Verda Cook, technical advisor of the Nominations Committee, by 12:00 PM (noon) on Saturday, June 18. Nominations would also be accepted from the Convention floor.
- If more than one nomination was to be received for the positions of Regional Executive Vice-President and Alternate Regional Executive Vice-President, an All-Candidates Debate would be held at 5:15 PM on Saturday, June 17. Debate questions could be submitted to the Administration Room, by 12:00 PM (noon) on Saturday, June 17.

Caucuses:

- The UNE caucus would be held at 8:00 AM on Saturday, June 17 in the Cartier Room.
- The Racially Visible Members' Caucus would be held immediately following these announcements in the plenary room.

The Convention recessed and returned at 1:30 PM EDT.

FRIDAY, JUNE 16, 2023 – P.M. SESSION

REPORT OF THE CREDENTIALS COMMITTEE

m/s Insa Fall and Linda Walters

That the following credentials report be adopted:

Accredited Delegates	161
Observers	21
Guests	3
Staff	32
Total	**217**

MOTION CARRIED.

GUEST SPEAKER – NICHOLAS MARCUS THOMPSON

REVP Silas introduced Nicholas Marcus Thompson, Executive Director of the Black Class Action, to speak to the convention.

Nicholas is an award-winning advocate, labour union and non-profit executive who strives to dismantle systemic racism, and discrimination from Canada's civil services, labour unions, and all other areas of Canadian life. He has been featured as a speaker at many prestigious institutions such as Amnesty International and the United Nations in Geneva, Switzerland, and is the proud recipient of the Bob Marley Humanitarian Award and the Bromley Lloyd Armstrong Award.

Nicolas's relentless advocacy for marginalized workers and the work of the Black Class Action has led to significant legislative and policy changes to remove the barriers workers face.

Nicholas has served in many elected roles in Canada's labour movement. Since 2018, he has served as the President of the Union of Taxation Employees Toronto North, representing workers at the Canada Revenue Agency.

Following his presentation, Nicholas answered questions from the convention floor.

m/s David Lanthier and André Miller

That, on behalf of PSAC-NCR, a donation of $1,500 be made to the Black Class Action.

m/s Christine Griffin and Doug Nascimento

That, on behalf of PSAC-NCR, the donation to the Black Class Action be amended and raised to $5,000.

MOTION CARRIED AS AMENDED.

m/s Christine Griffin and Doug Nascimento

That, on behalf of PSAC-NCR, a donation of $5,000 be made to the Black Class Action.

MOTION CARRIED.

**Point of Privilege – Pinar Sahin-Canturk

On behalf of Local 70017, announced a $500 donation to the Black Class Action.

**Point of Privilege – Lester Maiczan

On behalf of Local 70709, announced a $500 donation to the Black Class Action.

**Point of Privilege – Vanessa Sandsmark

On behalf of CEIU-NCR, announced a $1,000 donation to the Black Class Action.

**Point of Privilege – Louise Sicard

On behalf of Local 70008, announced a $1,000 donation to the Black Class Action.

**Point of Privilege – Christian Smith

On behalf of Local 70019, announced a $500 donation to the Black Class Action.

**Point of Privilege – Michelle Boustead

On behalf of Local 70055, announced a $500 donation to the Black Class Action.

**Point of Privilege – Charles Khoury

On behalf of CEIU HQ Ottawa, announced a $500 donation to the Black Class Action.

**Point of Privilege – Chantal Fortin

On behalf of Local 70708, announced a $500 donation to the Black Class Action.

**Point of Privilege – Edith Nganga

On behalf of Local 70030, announced a $1,000 donation to the Black Class Action.

**Point of Privilege – Renée Amyotte

On behalf of Local 70702, announced a $500 donation to the Black Class Action.

**Point of Privilege – Gloria Sherrington

Announced a personal donation of $200 to the Black Class Action.

REVP Silas thanked the delegation for their generous donations in support of the Black Class Action and announced that a total of $11,700 had been donated.

REVP Silas thanked Nicholas for presenting this important work and encouraged the delegates who made donations to visit the Black Class Action exhibitor table to find out how and where to send their donations.

REPORT OF THE ALTERNATE PSAC-NCR REVP, CHANTAL FORTIN

Alternate REVP-NCR Chantal Fortin thanked the delegates for their support and engagement, not only during the Treasury Board strike but at all times.

As chairperson of the Education Committee, Chantal thanked the committee members for their work during this cycle. Chantal also spoke about the mentorship program and announced that its pilot project had gone very well. The mentorship program would be set to fully launch within the regional membership in the Fall and all delegates were encouraged to join this project as mentors.

Chantal spoke about the School for Human Rights, a regional conference of sorts, where different workshops relating to Human Rights would be offered to the NCR membership. This conference would not be in “silo” setting, but rather, the offered workshops would be organized in a way for all to co-mingle and learn from each other.

Finally, Alternate PSAC-NCR REVP Fortin answered questions from the Convention delegates.

m/s Chantal Fortin and Christine Griffin

That the Alternate PSAC-NCR REVP Report be adopted.

MOTION TO ADOPT THE ALTERNATE PSAC-NCR REVP’S REPORT CARRIED.

ANNOUNCEMENT OF RATIFICATION VOTE RESULTS (CRA & TB)

REVP Silas announced the following results of the Canada Revenue Agency (CRA) and Treasury Board (TB) ratification votes:

CRA – 88% in favour of ratifying the tentative agreement.
TB-PA – 87% in favour of ratifying the tentative agreement.
TB-SV – 90% in favour of ratifying the tentative agreement.
TB-TC – 93 in favour of ratifying the tentative agreement.
TB-EB – 97% in favour of ratifying the tentative agreement.

The strike was officially over!!

REPORTS OF REGIONAL COMMITTEES AND AREA COUNCILS

m/s Sandrine Oka and Lisa Gregory

That the Regional Committees and Area Councils reports be voted upon and adopted as a block, rather than individually.

MOTION CARRIED.

REPORTS ADOPTED.

REPORTS OF SEPARATE EMPLOYERS AND MEMBERS-AT-LARGE

m/s André Miller and Lisa Gregory

That the Separate Employers and Members-at-Large reports be voted upon and adopted as a block.

m/s Eugene Stone and Jeffory Wrinn

That the motion to have the Separate Employers and Members-at-Large reports voted upon and adopted as a block be amended to have these reports voted upon and adopted individually.

REVP Silas explained that no report had been received from the Separate Employers representative but that an oral update could be provided. A vote would still be required, even without a report having been submitted.

A hand vote was conducted but the count was too close to call.

A standing vote with tiled doors was then conducted.

Results on the motion to amend the original motion to vote upon the reports individually:

IN FAVOUR of amending the original motion: 52
AGAINST amending the original motion: 58

MOTION TO VOTE ON REPORTS INDIVIDUALLY DEFEATED.

André Miller, Separate Employer Representative, provided a brief oral update.

REVP Silas encouraged delegate Miller to submit a written report to Daphnée Orizier who, in turn, would share it with the delegation.

m/s André Miller and Lisa Gregory

That the Separate Employers and Members-at-Large reports be voted upon and adopted as a block.

MOTION CARRIED.

** Point of Privilege – Charles Baril

Delegate Baril asked the Chair if delegates could identify their pronouns when speaking at the mic.

** Chair

Point well taken.

REVP Silas thanked both Representatives for their work and encouraged all Committees to submit written reports to demonstrate their activities and commitment to the membership.

** Point of Privilege – Mike Chartrand

Could the following be corrected on the Members-at-Large Committee Report:

- on the English report, AFPC be corrected to PSAC
- on the French report, PSAC be corrected to AFPC

** Chair

Yes, we will ensure that these amendments be made to the reports, thank you.

REPORTS ADOPTED.

REPORT OF THE RESOLUTIONS COMMITTEE

REVP Silas invited all members of the Resolutions Committee onto the stage.

** Point of Order – June Dale

Delegate Dale asked how resolutions were submitted to this Convention, as some resolutions are found under the Resolutions Committee report, and others under the PSAC-NRCC By-Laws Review Committee.

** Chair

Resolutions are submitted to this convention by accredited resolution-submitting bodies such as the Area Councils, Regional Committees, Locals that are affiliated to PSAC-NCR and the NCRC Executive.

The By-Laws Review Committee is an ad-hoc committee that was created by the REVP as part of the NCRC Executive with a mandate to review the bylaws, propose housekeeping changes, as well as conduct a review analysis and propose other changes to be debated at this convention.

> ** Follow-up question – June Dale
>
> Were these major proposed additions to the by-laws reviewed by the NCRC Executive prior to being submitted to this convention?
>
> ** Chair
>
> Yes, the changes proposed by the Ad-Hoc By-Laws Review Committee, which was formed of members of the NCRC Executive as well as one Finance Committee member, were brought forward to the NCRC Executive, but were not ratified. The Ad-Hoc Committee was mandated by the REVP to prepare and submit these resolutions to this convention.
>
> ** Follow-up question – June Dale
>
> Should the submitting body for Resolutions BL-002 to BL-012 therefore be the NCRC Executive, and not the By-Laws Review Committee?
>
> ** Chair
>
> As an ad-hoc committee of the NCRC Executive, the By-Laws Review Committee can be the submitting body.

** Follow-up question – June Dale

Is the Ad-Hoc Committee constitutionally recognized and able to submit resolutions to convention?

** Chair

There is a precedent, whereas in the past, there have been similar ad-hoc committees created as sub-committees of the NCRC Executive. It is not in the Constitution because it is an ad-hoc committee, but as REVP, I was able to give this ad-hoc committee this mandate. Each resolution remains to be debated and adopted on this convention floor, with 2/3 majority as they involve changes to the bylaws.

** Follow-up question – June Dale

Who were the members of the Ad-Hoc By-Laws Review Committee?

** Chair

- Chantal Fortin
- Diane Girouard
- Christian Smith
- Stephen Richards

** Follow-up question – June Dale

At what point should I make my motion known that I question how these resolutions can be debated on the floor?

** Point of Order – David Lanthier

Delegate Lanthier challenged the Chair's decision to allow these resolutions to be put forward, as these resolutions were not submitted through the proper channels to be debated and discussed on the convention floor.

** Chair

The Chair's reason for creating this Ad-Hoc Committee was to conduct a thorough review and update of the bylaws, as well as to propose resolutions. Similar Ad-Hoc Committees have been established in the past, and these committees had submitted resolutions directly to conventions.

The Chair explained that following this vote, if the Chair was Sustained, convention would move forward with the resolutions presented by the Ad-Hoc Bylaws Committee. If the Chair was Defeated, the resolutions would be deemed out of order.

m/s David Lanthier and June Dale

That the Ad-Hoc Bylaws Committee is not allowed to submit resolutions to this convention.

CHAIR SUSTAINED.

REVP invited the members of the General Resolutions Committee onto the stage and explained that the resolutions would be presented in the following order:

- 10 priorities of the Bylaws Resolutions
- 10 priorities of the General Resolutions
- Remainder of the Bylaws Resolutions
- Late Resolutions

REVP Silas explained that the delegation would be voting on recommendations of Concurrence and Non-Concurrence, not on the resolutions themselves.

The Chair of the General Resolutions Committee read aloud the following report:

> *Subject to ratification by the delegates to the PSAC NCR Triennial Convention, 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*
> - *Rubin Kooner, Union of Health and Environment Workers (UHEW), Local 70712*
> - *Vanessa Sandsmark, Canada Employment and Immigration Union (CEIU) Local 70708*
>
> *Staff Resources:*
>
> - *Daphnée Orizier, Executive Assistant to the REVP-NCR*
> - *Verda Cook, Regional Coordinator, PSAC-NCR*
> - *Stéphanie Penwarden, Regional Representative, PSAC-NCR*
>
> *The Committee met on May 10th, May 24th, and May 25th by teleconference, and in person on June 15th to discuss and review the 19 resolutions received.*
>
> *Resolutions BL-001 and BL-012, as well as GEN-001 to GEN-006 are proposed by Co-Chair of the Committee, Chantal Fortin, and seconded by Co-Chair of the Committee, Diane Girouard.*
>
> *The Committee has also reviewed a Late resolution that is proposed by Vanessa Sandsmark and seconded by Chantal Fortin.*

Resolutions GEN-006 and the Late resolution were not included in the convention booklet but will be shared with the delegation shortly.

The Committee recommends concurrence in all the resolutions received.

The Committee wishes to thank Daphnée Orizier (Committee Assistant), and Verda Cook (Committee Technical Advisor) who contributed to the preparation of this report.

Respectfully submitted on behalf of the Committee by

Chantal Fortin and Diane Girouard, Co-Chairs

RESOLUTION BL-001 – REGIONAL BYLAWS HOUSEKEEPING

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

WHEREAS the PSAC-NCR needs to ensure that its Bylaws is reflective of current practices as well as the interpretation of these Bylaws and the PSAC Constitution and Regulations;

WHEREAS the PSAC-NCR needs to ensure that the language in its Bylaws is consistent with grammatical conventions as well as the language used in the PSAC Constitution and Regulations, and would benefit from the addition of definitions to certain terms; and

WHEREAS the proposed changes do not change the intention of the NCRC Bylaws and Regulations or any proposed or adopted resolutions at this convention;

BE IT RESOLVED THAT the proposed changes in the Appendix be adopted in their entirety.

RATIONALE:

The PSAC-NCRC Bylaws must conform to current practices, the PSAC Constitution and Regulations as well as grammatical conventions. The proposed changes do not alter the intention of the NCRC Bylaws and Regulations or current practices. In addition, the proposed changes will bring greater clarity to the NCRC Bylaws and Regulations.

m/s David Lanthier and Richard Weintrager

That Resolution BL-001, which contains many inconsistencies, be tabled and addressed at the next Annual General Meeting.

MOTION TO TABLE RESOLUTION BL-001 CARRIED.

The Convention recessed for a 20-minute health break and returned at 4:30 PM EDT.

GUEST SPEAKER – MAGALI PICARD

REVP Silas introduced Magali Picard, President of the Quebec Federation of Labour (QFL) and former PSAC National Executive Vice-President.

Magali was elected President of the QFL this past January at the 33rd QFL Convention, after serving as Vice-President of the QFL and the QFL Solidarity Fund, National Executive Vice-President of the PSAC and President of the PSAC Quebec Council.

She is a proud member of the Wendat nation and an activist for the rights of Aboriginal peoples, women and workers. Throughout her career, she has campaigned for greater social justice for workers so that everyone can live in dignity.

She began her career as a union activist in 1999 as President of Local 10042 of the Union of Veterans' Affairs Employees (UVAE). Her great skills and enthusiasm were quickly noticed, and she rapidly climbed PSAC's ranks.

Magali addressed the convention and sincerely thanked attendees for their courage and strength during the largest strike in Canadian history and for all their work across all bargaining units.

REVP Silas thanked Magali and encouraged everyone to visit the QFL table in the Exhibitors' Hall.

ANNOUNCEMENTS

REVP Silas made the following announcements:

- Day 2 of the convention would start at 9:00 AM the following morning.
- A meeting of the Regional Council Executive would be scheduled for the following day. Its members should watch their emails for details.
- A social reception would be held from 6:00 PM to 9:30 PM in the Summit Room on the 29th floor.

Verda Cook made the following announcements:

- Workers' History Museum 50/50 draw prize for Friday is $200. The owner of the winning ticket was asked to go to the Exhibitor Hall to claim their prize.
- Coughlin prize draws of five (5) $100 prepaid Visa gift cards – Winners were: Kevin King, Mike Chartrand, Shawn King, Zurina Khan and Lester Maiczan.
- Young Workers Caucus to meet in plenary immediately following the day's adjournment.
- Meeting of the Women's Caucus scheduled for Saturday, June 17 at 12:15 PM in the Dalhousie Room.
- Meeting of Separate Employers Caucus scheduled for Saturday, June 17 at 12:15 PM in plenary. Elections for representatives would be held.

The Convention recessed at 5:04 PM EDT.

SATURDAY, JUNE 17, 2023 – A.M. SESSION

REPORT OF THE CREDENTIALS COMMITTEE

m/s Insa Fall and Linda Walters

That the following credentials report be adopted:

Accredited Delegates	164
Observers	22
Guests	3
Staff	32
Total	**221**

MOTION CARRIED.

OVERVIEW OF ELECTION PROCESS

Larry Rousseau, Executive Vice-President of the Canadian Labour Congress, and former PSAC REVP-NCR explained the election process to delegates.

Larry reminded the delegates that the deadline to submit nominations was at noon the same day, and that an All-Candidates debate would be held at 5:15 PM.

ADDRESS FROM SHARON DESOUSA, NATIONAL EXECUTIVE VICE-PRESIDENT

REVP Silas introduced the next guest speaker, PSAC National Executive Vice-President Sharon DeSousa.

Sharon became the first racialized regional executive vice-president (REVP) for Ontario in PSAC's history in 2011 and was subsequently re-elected in 2014 and 2017. At PSAC's 19th National Triennial Convention in June 2022, Sharon was elected National Executive Vice-President of the Public Service Alliance of Canada, a position she has held since September 2020.

A passionate, driven and experienced leader within the labour movement, Sharon has a strong interest in grassroots activism and political action, and is committed to breaking down barriers, building a more inclusive and equitable labour movement, and raising employment standards for all workers.

NEVP DeSousa delivered the following message to the convention:

> *"Hello everyone! I'd like to acknowledge that we are gathered on unceded traditional Algonquin Anishinaabe territory.*

I'm delighted to be with you in Ottawa for the ninth National Capital Region Convention.

As many of you know, I moved to Ottawa in July of 2021, after I started my role as PSAC National Executive Vice-President. And I have to tell you: There's something special about PSAC-NCR members.

NCR members are passionate. There's a strong collective power when you stand up to fight to defend your rights. I felt that power when we took the streets together, this spring.

You are the lifeblood of our movement. We've just been through a historic strike with the Treasury Board and Canada Revenue Agency.

You stood your ground. You inspired people across the country.

I saw how engaged you were. I felt your solidarity. Even when things were not easy, you did not back down. You showed up.

We faced some challenges in this round of bargaining, and during the strike. I know that not everything went smoothly. Some members felt disappointed with the way things were handled.

I see you, and I hear you.

Was it a perfect round of bargaining? No.
Was it a perfect strike? No.
I think we can all agree on this.

We must learn from our mistakes and understand what we can do differently in the future. And there are also good shots we should celebrate.

For the past two years, dedicated bargaining team members gave everything they had at the table. Many of you are in the room today. I want to thank you for the great work you did.

Let's not forget: we all have one goal in mind when negotiating with the employer: to get the best deal possible.

Because of your dedication, we secured fair wages that close the gap with inflation, so no one falls behind. Wages that are higher than the Public Interest Commission recommendations and the employer's original offer.

We also won other gains, such as:

- *paid leave for Indigenous members to practise traditional activities,*
- *the strongest remote work protection in the country, and*
- *an upcoming review of the bilingualism bonus.*

For many of you, this was your first union action. To this new generation of activists, I say: keep getting involved. Your voice counts. It's vital to PSAC's future.

We are agents of positive change. And it starts with making sure our movement is inclusive and anti-racist.

Racism is pervasive and persistent. We live in a world where right-wing political groups and individuals are becoming more and more emboldened.

It's our duty to fight back, and this is why we are developing an Anti-Racism Action Plan.

Working towards racial justice starts by taking concrete steps to build inclusivity, equity and belonging in the union. It's essential to our collective strength. The fact is that there is an underrepresentation of Indigenous, Black, Asian, and other racialized members in all areas of PSAC. That includes leadership roles.

This plan will help us identify, and break down, the barriers that continue to prevent PSAC members from fully participating in the union. We are far from a one-time effort. This is an ongoing commitment that will create profound changes. Our goal is to get to the bottom of the barriers faced by racialized members. I know a lot of people in this room participated in the consultations for this plan. We look forward to using your input to create change within our union.

If you want to get involved, or learn more about the Anti-Racism Action Plan, I invite you to visit the new hub available on the PSAC's national website.

Everyone must be treated with respect, regardless of their origin, gender or sexual orientation. We need to build a better future, especially for marginalized women and girls, who are already facing many challenges. We can make a difference.

This means having important conversations around gender equity, with an intersectional lens. Yes, we are still far away from gender parity, but we are making sure things are changing.

It starts by eliminating systemic problems that prevent women from participating at all levels of the union. The PSAC Gender Equity Task Force published a great report, with many recommendations, that will help us address this gap.

One of the recommendations is to facilitate women's access to the bargaining process. Well, this is the first time in PSAC history that so many women were involved in a round of bargaining.

Let's keep democratizing the process so that even more women get involved. That would be a step in the right direction.

The Gender Equity Task Force report sheds light on steps and recommendations PSAC will implement to move towards more gender equity in the union. This work is crucial to increase women's participation at every level in our union.

With union power comes responsibility. As PSAC members, we have a duty to defend our rights, improve our working conditions, and build a better future for ourselves, our coworkers, and our fellow citizens.

Our unity is our strength, and this will be very important for the months ahead. Whether we like it or not, we are on our way to a federal election. And the Conservatives are eager to regain power.

Hear me out: Pierre Poilievre is no friend to unions. On many occasions, he has introduced anti-labour laws. And let's not forget the devastating impact of the Harper years, which Poilievre was part of. That period was catastrophic for our public services. We saw cuts to health care and forced austerity measures.

Right-wing politics poses a significant threat to the progress we are making to achieve equity and justice for all. It undermines our collective efforts to address systemic issues and perpetuates discrimination against already marginalized people. Right-wing rhetoric fuels racism, homophobia, biphobia, transphobia, xenophobia, colonialism, ableism and classism. It's fostering a climate of hostility and division.

The last thing we want in the next round is to be at looking across the bargaining table at Conservatives.

One of the lessons we can learn from the strike is that it is never too early to start getting to work. The time is now to fight for our rights as workers and union activists. Let's get ready to win this battle and work towards a more just and inclusive Canada.

And it starts with the work you're doing here. This convention is the perfect opportunity to get involved for a better future.

Let's take pride in our solidarity. Together we are stronger! Thank you."

REVP Silas thanked NEVP DeSousa for the inspiring words.

** Point of Privilege – Sandrine Oka

Delegate Oka informed the convention that the Women's Caucus would be held in the Dalhousie Room at 12:15 PM.

** Chair

Point well taken, thank you.

IDRC BARGAINING UPDATE

Before moving to the next agenda item, REVP Silas asked for a bit of indulgence from the convention floor to allow for a brief intervention.

After reaching impasse with their employer, members of DCL 76000, working at International Development and Research Canada (IDRC), recently voted on a strike mandate, the first in the unit's history.

The bargaining team was at the table the day prior with a mediator, and while some small progress was made, unfortunately a deal had not yet been reached.

REVP Silas invited DCL 76000 Local President Arjan De Haan to provide an update.

The IDRC, a Crown Corporation with approximately 200 unionized workers, joined PSAC in 2016 and reached their first collective agreement in 2018. Having been back at the bargaining table for the past 18 months, the two main issues that remained on the table pertained to fair wages and precarious work. Bargaining with the employer would resume on July 8, 2023.

REVP Silas thanked Arjan, the entire local executive and the bargaining team for their efforts in reaching a deal for workers at IDRC. REVP Silas commended Arjan for the incredible engagement work and the fantastic turnout at all bargaining updates and strike trainings.

** Point of Privilege – Patrick Bourassa

Delegate Bourassa asked if REVP Silas knew when the newly ratified Treasury Board collective agreements would be signed.

** Chair

REVP Silas advised that no signing date had yet been confirmed but was hopeful that the Treasury Board would be signing before the Cabinet's summer recess.

2020-2022 AUDITED FINANCIAL STATEMENTS

REVP Silas invited the Finance Committee to the stage and asked Diane Girouard, Regional Treasurer, to present the 2020-2022 NCR Audited Financial Statements.

** Point of Order – David Lanthier

Since many documents were only uploaded to the website the night prior, delegate Lanthier asked if printed copies could be distributed amongst the delegates.

** Chair of the Finance Committee

The Chair of the Finance Committee apologized for the tardiness of the documentation and explained that the Finance Committee's presentation was structured in a way to easily understand the information provided in the newly uploaded documents. The Chair of the Finance Committee also reminded the delegate that questions could be asked during the upcoming question period.

** Point of Order – Patrick Bourassa

Delegate Bourassa asked if the Auditor's recommendations could be projected on screen instead of the numbers.

** Chair

REVP Silas advised that the delegate's point was out of order. The Chair of the Finance Committee would finish their presentation and the delegate could ask this question and request sharing the recommendations on screen during the question period.

The Convention recessed for a 20-minute health break and returned at 10:50 AM EDT.

Diane Girouard, Regional Treasurer, continued to present the Audited Financial Statements and answered questions from the delegation.

m/s Diane Girouard and Chantal Fortin

That the 2020-2022 Audited Financial Statements be adopted.

MOTION CARRIED.

REVP Silas thanked the members of the Finance Committee, as well as staff, for their hard work and dedication.

The Convention recessed and returned at 1:30 PM EDT.

SATURDAY, JUNE 17, 2023 – P.M. SESSION

REPORT OF THE CREDENTIALS COMMITTEE

m/s Insa Fall and Linda Walters

That the following credentials report be adopted:

Accredited Delegates	165
Observers	23
Guests	3
Staff	32
Total	**223**

MOTION CARRIED.

IQALUIT HOUSING AUTHORITY – SOLIDARITY VIDEO

Workers at the Iqaluit Housing Authority, who are members of the Nunavut Employees Union, had been locked out since March 17, 2023, a total of 91 days to date.

Rather than negotiating a fair deal that respects and values these workers, the Iqaluit Housing Authority and the Nunavut Housing Corporation had been flying in scab workers from down south and paying them better than what they paid their locked out workers.

These workers, for the most part young Inuit, call Iqaluit home and care deeply about their work serving their community.

A video message from Nunavut Employees Union President Jason Rochon was projected on screen asking for support from the NCR delegation.

REVP Silas announced that the PSAC-NCR Executive Council made a $1,000 contribution to this Local's strike fund earlier in the lock-out and would be more than happy to accept a motion for a new contribution.

m/s Christine Griffin and Stephen Richards

That the contribution from the PSAC-NRC Executive Council to the Iqaluit Housing Authority Hardship Relief Fund be amended and raised to $5,000.

MOTION CARRIED.

Point of Privilege – Diane Girouard

On behalf of the UHEW-NCR, announced a $1,000 donation to the Iqaluit Housing Authority Hardship Relief Fund.

Point of Privilege – Eugene Stone

On behalf of the UNDE-NCR, announced a $1,000 donation to the Iqaluit Housing Authority Hardship Relief Fund.

Point of Privilege – Vanessa Sandsmark

On behalf of the CEIU-NCR, announced a $1,000 donation to the Iqaluit Housing Authority Hardship Relief Fund.

Point of Privilege – Christian Smith

On behalf of GSU Local 70019, announced a $1,000 donation to the Iqaluit Housing Authority Hardship Relief Fund.

Point of Privilege – Sharon Bulger

Delegate Bulger asked if a bag could be circulated across the convention floor to collect personal cash donations for the Iqaluit Housing Authority Hardship Relief Fund.

REVP Silas enthusiastically accepted this request.

It was later announced that a $800.30 cash donation was collected, and REVP Silas personally pledged an additional $200.

Point of Privilege – Chantal Fortin

On behalf of CEIU Local 70708, announced a $500 donation to the Iqaluit Housing Authority Hardship Relief Fund.

Point of Privilege – Zarina Khan

On behalf of UVAE-NCR, announced a $500 donation to the Iqaluit Housing Authority Hardship Relief Fund.

Point of Privilege – Michelle Boustead

On behalf of GSU Local 70055, announced a $500 donation to the Iqaluit Housing Authority Hardship Relief Fund.

Chair

REVP Silas gave heartfelt thanks for all pledged contributions to the Iqaluit Housing Authority Hardship Relief Fund and announced that a grand total of $11,500.30 was raised.

GUEST SPEAKER – LAURA WALTON

REVP Silas introduced Laura Walton, President of the CUPE Ontario School Board Council of Unions (OSBCU).

Laura is an inspiring leader in the labour movement, and a fierce defender of workers' rights.

In the fall of 2022, the entire labour movement was inspired by the fight of CUPE OSBCU members, who directly took on Ford's Conservative Government and won!

They successfully pushed Ford to repeal his own anti-worker legislation which aimed at removing their right to strike. The membership reacted by saying, "Oh, yeah? Watch us strike." When other unions rallied around their cause, they came close to triggering a general strike in Ontario. This fight demonstrated the collective power of workers.

Laura provided inspiring words to the convention and encouraged them to continue striving for equality and fairness for all workers, not only within the NCR, but across the country.

REVP Silas thanked Laura for speaking to the convention and for reminding everyone that when we unite, we win.

REPORT OF THE RESOLUTIONS COMMITTEE – *CONTINUATION*

REVP Silas invited the Resolutions Committee to the stage and asked the Co-Chairs to continue presenting the resolutions.

RESOLUTION BL-002 – FREQUENCY OF COUNCIL MEETINGS

m/s Chantal Fortin and Diane Girouard

That Convention adopts the Committee's recommendation of Concurrence in Resolution BL-002, which reads as follows:

> **WHEREAS** the NCR Council Executive is responsible for the issues arising between the conventions of this region; and
>
> **WHEREAS** the NCR Council meetings are labour-intensive, involving tasks such as registering delegates, duties related to supporting regional committees, and

other related administrative work, while also organizing other activities in this region.

BE IT RESOLVED THAT the PSAC-NCR Council Bylaws Section 7.1.2, be amended to read as follows:

Prior to the PSAC National Board of Directors (NBoD) meetings, the PSAC NCRC shall meet as follows:

- *One regular NCR Council meeting, during the months of January, February or March;*
- *A two-day Annual General Meeting (AGM) during the months of April, May or June; and*
- *One Regional Membership Engagement Town Hall during the months of September, October or November.*

RATIONALE:

Removing the requirement for three (3) formal Council meetings would give this Council more flexibility by maintaining the same number of meetings while reducing the duties associated with organizing formal Council meetings.

MOTION OF CONCURRENCE IN RESOLUTION BL-002 DEFEATED.

RESOLUTION BL-003 – AREVP – DELEGATE TO CONVENTION

m/s Chantal Fortin and Diane Girouard

That Convention adopts the Committee's recommendation of Concurrence in Resolution BL-003, which reads as follows:

WHEREAS Section 16 Sub-Section (6) of the PSAC Constitution dictates the allotment of delegates to the PSAC regional conventions but does not state that an AREVP is an automatic delegate to these conventions;

WHEREAS prior to the changes to the PSAC Constitution and Regulations, the PSAC-NCR Alternate Regional Executive Vice-President (AREVP) was a delegate to the National Capital Region Council (NCRC) Convention;

WHEREAS the NCRC Bylaws would need to specify that the AREVP be a delegate to NCRC Conventions in accordance to PSAC Constitution 16(6)(b);

BE IT RESOLVED that the NCRC Bylaws be modified to add a new sub-section

to Section 14.3 and to read as follows:

b) The Alternate Regional Executive Vice-President (AREVP) shall be included in the delegate allocation at 7.1.1(a) v) of these Bylaws;

RATIONALE:

The PSAC-NCR AREVP used to be a delegate to regional conventions. This resolution would reinstate this.

MOTION OF CONCURRENCE IN RESOLUTION BL-003 DEFEATED.

** Point of Privilege – Jennifer Tattersall

Kind reminder to please speak slowly when at the microphone to ensure interpreters can properly understand and simultaneously interpret.

Chair

Point well taken.

RESOLUTION BL-004 – SECOND (2nd) ALTERNATE REVP

m/s Chantal Fortin and Diane Girouard

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

WHEREAS Article 16(4) of the PSAC Constitution and Regulations permits regions of the PSAC to create the position of a second (2nd) AREVP;

WHEREAS the PSAC-NCR would benefit from the creation of a leadership position in order to assist in succession planning for the REVP and AREVP positions;

WHEREAS adopting this resolution would not lead to an increase in the NCRC budget;

BE IT RESOLVED that the National Capital Region Council (NCRC) create the position of a second (2nd) AREVP;

BE IT RESOLVED that this position be deemed a delegate of the NCRC and its conventions;

BE IT FURTHER RESOLVED that the PSAC-NCR Bylaws and Regulations be modified as follows:

- Add a reference to "Second AREVP" to the NCRC Bylaws at sections
    - 7.1.1, 7.1.4, 7.2.6, 14.3 a) and 15.2 b), c), e), h), j), k).
- Add new text to sections 7.2.2, 14.3 and Regulation 3 as shown below in italics:

Section 7.2.2

[Change to existing text] *c) A vacancy in the office of the first AREVP shall be filled by the second AREVP.*

[Addition of new bullet] *d) A vacancy in the office of second AREVP occurring six months or more prior to the NCR Triennial Convention shall be filled in the following manner:*

i) Nominations shall be called by the Alliance Executive Committee (AEC) from amongst all members in the NCR.

ii) The AEC shall ensure that all nominees are members in good standing of the PSAC-NCR, and that the nominator and seconder were delegates at the previous NCR Triennial Regional Convention.

iii) The nominations process will be concluded within 60 days from the date of notice of vacancy in the position of second AREVP.

iv) If there is more than one nominee for the office of second AREVP, and an election is necessary, it shall be conducted by the AEC from amongst those members in good standing who were voting delegates at the preceding NCR Triennial Regional Convention.

Regulation 3 [this text will be added to the regulation below the text for the AREVP-NCR]

The second (2nd) AREVP-NCR is responsible for:

a. should the first AREVP-NCR be unable to complete their term of office, the second AREVP-NCR shall assume the responsibilities and duties of the first AREVP-NCR for the remainder of the NCRC cycle;

b. should the first AREVP-NCR be temporarily unavailable (i.e., vacations, illness, national meetings, training, etc.), the REVP may assign their responsibilities and duties to the second AREVP on an

interim basis;

c. the REVP-NCR may request from the second AREVP-NCR a report on their activities and recommendations to be presented at an annual meeting of the NCRC;

d. the second AREVP-NCR shall perform other responsibilities as determined by the NCRC Executive and/or the REVP-NCR.

Section 14.3 [addition of text below item "b)"]

c) The Second Alternate Regional Executive Vice-President (2nd AREVP) shall be included in the delegate allocation at 7.1.1(a) v) of these Bylaws

RATIONALE:

This will assist in succession planning for the REVP and the first AREVP positions. In addition, this will help grow the leadership in the NCRC. Moreover, adopting this resolution would not lead to an increase in the NCRC budget.

m/s Tony Nicholas and Stephen Richards

That Resolution BL-004 be divided into three (3) separate resolutions based on the "BE IT RESOLVED" clauses.

MOTION TO DIVIDE RESOLUTION BL-004 INTO THREE (3) RESOLUTIONS CARRIED.

RESOLUTION BL-004-A – SECOND (2nd) ALTERNATE REVP

m/s Chantal Fortin and Diane Girouard

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

WHEREAS Article 16(4) of the PSAC Constitution and Regulations permits regions of the PSAC to create the position of a second (2nd) AREVP;

WHEREAS the PSAC-NCR would benefit from the creation of a leadership position in order to assist in succession planning for the REVP and AREVP positions;

WHEREAS adopting this resolution would **not** lead to an increase in the NCRC budget;

BE IT RESOLVED that the National Capital Region Council (NCRC) create the position of a second (2nd) AREVP.

RATIONALE:

This will assist in succession planning for the REVP and the first AREVP positions. In addition, this will help grow the leadership in the NCRC. Moreover, adopting this resolution would not lead to an increase in the NCRC budget.

MOTION OF CONCURRENCE IN RESOLUTION BL-004-A DEFEATED.

RESOLUTION BL-004-B – SECOND (2nd) ALTERNATE REVP

m/s Chantal Fortin and Diane Girouard

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

WHEREAS Article 16(4) of the PSAC Constitution and Regulations permits regions of the PSAC to create the position of a second (2nd) AREVP;

WHEREAS the PSAC-NCR would benefit from the creation of a leadership position in order to assist in succession planning for the REVP and AREVP positions;

WHEREAS adopting this resolution would not lead to an increase in the NCRC budget;

BE IT RESOLVED that this position be deemed a delegate of the NCRC and its conventions.

RATIONALE:

This will assist in succession planning for the REVP and the first AREVP positions. In addition, this will help grow the leadership in the NCRC. Moreover, adopting this resolution would not lead to an increase in the NCRC budget.

MOTION OF CONCURRENCE IN RESOLUTION BL-004-B DEFEATED BY DEFAULT.

RESOLUTION BL-004-C – SECOND (2nd) ALTERNATE REVP

m/s Chantal Fortin and Diane Girouard

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

> **WHEREAS** Article 16(4) of the PSAC Constitution and Regulations permits regions of the PSAC to create the position of a second (2nd) AREVP;
>
> **WHEREAS** the PSAC-NCR would benefit from the creation of a leadership position in order to assist in succession planning for the REVP and AREVP positions;
>
> **WHEREAS** adopting this resolution would not lead to an increase in the NCRC budget;
>
> **BE IT RESOLVED** that the PSAC-NCR Bylaws and Regulations be modified as follows:
>
> - Add a reference to "Second AREVP" to the NCRC Bylaws at sections
> - 7.1.1, 7.1.4, 7.2.6, 14.3 a) and 15.2 b), c), e), h), j), k).
> - Add new text to sections 7.2.2, 14.3 and Regulation 3 as shown below in italics:
>
> <u>Section 7.2.2</u>
>
> [Change to existing text] *c) A vacancy in the office of the first AREVP shall be filled by the second AREVP.*
>
> [Addition of new bullet] *d) A vacancy in the office of second AREVP occurring six months or more prior to the NCR Triennial Convention shall be filled in the following manner:*
>
> *v) Nominations shall be called by the Alliance Executive Committee (AEC) from amongst all members in the NCR.*
>
> *vi) The AEC shall ensure that all nominees are members in good standing of the PSAC-NCR, and that the nominator and seconder were delegates at the previous NCR Triennial Regional Convention.*
>
> *vii) The nominations process will be concluded within 60 days from the date of notice of vacancy in the position of second AREVP.*
>
> *viii) If there is more than one nominee for the office of second AREVP,*

and an election is necessary, it shall be conducted by the AEC from amongst those members in good standing who were voting delegates at the preceding NCR Triennial Regional Convention.

Regulation 3 [this text will be added to the regulation below the text for the AREVP-NCR]

The second (2nd) AREVP-NCR is responsible for:

a. should the first AREVP-NCR be unable to complete their term of office, the second AREVP-NCR shall assume the responsibilities and duties of the first AREVP-NCR for the remainder of the NCRC cycle;

b. should the first AREVP-NCR be temporarily unavailable (i.e., vacations, illness, national meetings, training, etc.), the REVP may assign their responsibilities and duties to the second AREVP on an interim basis;

c. the REVP-NCR may request from the second AREVP-NCR a report on their activities and recommendations to be presented at an annual meeting of the NCRC;

d. the second AREVP-NCR shall perform other responsibilities as determined by the NCRC Executive and/or the REVP-NCR.

Section 14.3 [addition of text below item "b)"]

d) The Second Alternate Regional Executive Vice-President (2nd AREVP) shall be included in the delegate allocation at 7.1.1(a) v) of these Bylaws

RATIONALE:

This will assist in succession planning for the REVP and the first AREVP positions. In addition, this will help grow the leadership in the NCRC. Moreover, adopting this resolution would not lead to an increase in the NCRC budget.

MOTION OF CONCURRENCE IN RESOLUTION BL-004-C DEFEATED BY DEFAULT.

** Point of Privilege – Stephen Richards

Although not included at this point in the agenda, delegate Richards requested that the Chair allow time for a quick health break.

** Chair

Point well taken, thank you.

The Convention recessed for a 15-minute health break and returned at 4:15 PM EDT.

** Point of Privilege – Mike Chartrand

With retirement quickly approaching, delegate Chartrand took the opportunity to thank all the dedicated and passionate union activists with whom they have had the honour to work alongside over the years.

** Chair

REVP Silas thanked delegate Chartrand for their years of service and dedication to the union movement.

RESOLUTION BL-007 – SIGNING AUTHORITY

m/s Chantal Fortin and Diane Girouard

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

> **WHEREAS** Section 10 of these Bylaws does not specify the identity of the third signatory for disbursements;
>
> **WHEREAS** the Treasurer generally keeps the Alternate-Treasurer informed of the NCRC finances, the Finance Committee and the financial practices of the NCRC.
>
> **BE IT RESOLVED** that the third (3rd) signatory be the Alternate-Treasurer.

RATIONALE:

It would be ideal to name the Alternate-Treasurer as the third (3rd) signatory for practicality, knowledge purposes and in the event that the Treasurer is unavailable.

MOTION OF CONCURRENCE IN RESOLUTION BL-007 CARRIED.

RESOLUTION BL-010 – AUTHORIZATION FOR A FORENSIC AUDIT

m/s Chantal Fortin and Diane Girouard

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

> **WHEREAS** Section 10(h) stipulates that the responsibility of making a decision to conduct a forensic audit lies with the NCR Council;

WHEREAS there may be an urgent reason for conducting a forensic audit that could not wait until the next formal NCR Council meeting;

WHEREAS the NCRC Executive is responsible for the good function of the PSAC NCRC between its meetings and is kept apprised by the Treasurer of the financial status of the NCRC on a regular basis.

BE IT RESOLVED that Section 10(h) be modified to read as follows:

> *The Standing Finance Committee or a member of the PSAC NCRC Executive may recommend a forensic audit. Such a decision will be made at a meeting of the NCRC Executive. A clear majority (50%+1) of the votes will be required to retain the services of an auditing firm to conduct this audit.*

RATIONALE:

The NCRC Executive is kept apprised by the Treasurer of the financial status of the NCRC on a regular basis and can make decisions more quickly than waiting for the next formal NCRC meeting.

MOTION OF CONCURRENCE IN RESOLUTION BL-010 DEFEATED.

RESOLUTION BL-008 – NCRC FINANCIAL PRINCIPALS

m/s Chantal Fortin and Diane Girouard

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

WHEREAS there are inconsistencies in providing committee record of decisions and documentation where motions requiring disbursements are carried;

WHEREAS the REVP's Office and Treasurer must ensure to have the necessary documentation for auditing purposes, authorization for disbursement and full transparency to the membership.

BE IT RESOLVED that Regulation 4 be amended to add the following after item "1)":

> *2. That the NCRC Committees requesting disbursement from their respective budget, must provide to the REVP's Office the following documentation:*
>
> - *the record of decisions (meeting minutes) containing*

motions requiring disbursements,

- *receipts or invoices (if any),*
- *completed expense claim forms, if requested by the REVP's Office or the Treasurer.*

3. That the said documentation be submitted to the REVP's Office within three (3) months of the motion being adopted by the committee.

RATIONALE:

This resolution brings clarity to the By-Laws and Regulations to follow current financial practices. It is to be understood that the current items 3 and 4 in Regulation 4 would be renumbered to 4 and 5 respectively.

m/s Christine Griffin and Carl Laguerre

That the Resolution be referred back to the Committee to amend the "**BE IT RESOLVED**" as follows:

- *completed expense claim forms, ~~if requested~~* ***required*** *by the REVP's Office or the Treasurer.*

MOTION TO AMEND RESOLUTION BL-008 CARRIED.

MOTION OF CONCURRENCE IN RESOLUTION BL-008 AS AMENDED CARRIED.

REVP Silas thanked the members of the Resolutions Committee and invited them back to the convention floor.

WHEEL OF PRIZES

An electronic randomizing wheel containing all delegates' names was displayed on screen. Names were drawn and the prize winners were:

- Kristen Muden
- Renée Amyotte
- Jean-François Dufault
- Janine Redman
- Charles Khoury
- Jennifer Tattersall
- Kerry Gervais
- Louise Sicard
- Rafaella Balla
- Danielle Moffet
- James Valois

- André Renaud
- Andrew Lentini
- Mike Chartrand
- Patrick Guillot
- Julien Gagnon-Crabtree
- Sadik Ahmad
- Stephen Richards
- Imre Bene

ANNOUNCEMENTS

Verda Cook assumed the Chair and made the following announcements:

- The winners of the Social Justice Fund's raffle were Lisa Gregory and Sonia Colterman.
- The winner of the Workers History Museum's 50/50 draw of $240 was Imre Bene.
- The All-Candidates debate for the positions of Regional Executive Vice-President and Alternate Regional Executive Vice-President would occur in plenary immediately following the day's adjournment.

The Convention recessed at 5:15 PM EDT.

ALL-CANDIDATES DEBATE

The All-Candidates debate was chaired by Larry Rousseau, Canadian Labour Congress Executive Vice-President, and former PSAC-NCR Regional Executive Vice-President.

There were four (4) nominations received by the deadline of 12:00 PM on Saturday, June 17, 2023.

Nominated, and seconded, for the role of Regional Executive Vice-President, NCR:

- Alex Silas

Nominated, and seconded, for the role of Alternate Regional Executive Vice-President, NCR:

- Chantal Fortin
- Antoine Gomis
- Ruth Lau MacDonald

Questions received and answered by the candidates were reviewed and approved by the Nominations Committee prior to the All-Candidates debate.

The debate was held from 5:30 PM to 6:35 PM.

SUNDAY, JUNE 18, 2023 – A.M. SESSION

REPORT OF THE CREDENTIALS COMMITTEE

m/s Insa Fall and Linda Walters

That the following credentials report be adopted:

Accredited Delegates	165
Observers	26
Guests	3
Staff	32
Total	**226**

MOTION CARRIED.

ELECTIONS

REVP Silas invited Jennifer Tattersall to introduce Larry Rousseau, Canadian Labour Congress Executive Vice-President, and former PSAC-NCR Regional Executive Vice-President to explain and chair the election process.

Larry Rousseau assumed the Chair.

The Chair introduced members of the Nominations Committee:

- Karen Legare-Kenniphaas
- Stephen Richards
- Jennifer Tattersall

The Chair explained that elections would be held for the following positions:

- Regional Executive Vice-President
- Alternate Regional Executive Vice-President
- Treasurer
- Member-at-Large (3 positions)
- Alternate Member-at-Large (3 positions)
- Standing Finance Committee Member (3 positions)
- Alternate Standing Finance Committee Member (3 positions)

The election procedures were further explained, and a test vote was conducted.

Regional Executive Vice-President, NCR

The Chair informed the delegation that only one nomination had been submitted as follows:

- Alex Silas, nominated by Lester Maiczan and seconded by Ruth Lau MacDonald.

The Chair asked for nominations from the floor, then declared nominations closed.

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

** Point of Privilege – Alex Silas

REVP Silas thanked nominator Lester Maiczan, seconder Ruth Lau MacDonald, former PSAC-NCR REVP Larry Rousseau, campaign manager Steve Colterman, local vice-president Patrick Tessier and all the NCR membership.

> "*To be acclaimed for a second time is such a great honour. Thank you for trusting in me; you all inspire and motivate me beyond compare. I am so proud of our region, and so very proud of all of you*."

Alternate Regional Executive Vice-President, NCR

The Chair informed the delegation that three (3) nominations were submitted as follows:

- Chantal Fortin, nominated by Diane Girouard and seconded by Christine Griffin.
- Antoine Gomis, nominated by David Lanthier and seconded by Sandra Griffith-Bonaparte.
- Ruth Lau MacDonald, nominated by Noha Haydari and seconded by Shawn King.

The Chair asked for nominations from the floor, then declared nominations closed.

The Chair asked whether they agreed to accept the nomination and if they would speak for themselves or their nominator would speak on their behalf.

** Point of Privilege – Stephen Richards

Delegate Richards if the Chair could explain the voting process when there were more than two (2) candidates.

** Chair

Point well taken, thank you. The Chair proceeded to explain that the candidate with the lowest number of votes would be removed from the voting roster, and further votes would be conducted with the remaining candidates until one (1) candidate received the majority of votes. This candidate would then be declared as elected.

Following the voting process, Ruth Lau MacDonald was elected and declared as Alternate Regional Executive Vice-President for the National Capital Region.

Treasurer

The Chair informed the delegation that only one nomination had been submitted as follows:

- Diane Girouard, nominated by Philip Griffin and seconded by Christine Griffin.

The Chair asked for nominations from the floor, then declared nominations closed.

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

** Point of privilege – Alex Silas

REVP Silas took a moment to sincerely thank his partner, Samiha.

Members-at-Large

The Chair informed the delegation that eight (8) nominations had been submitted as follows:

- Luke Periard (observer), nominated by Alex Silas and seconded by Ruth Lau MacDonald
- Christian Smith, nominated by Janice Schauer and seconded by Monica Martin
- Leslie Pamphile, nominated by Vanessa Sandsmark and seconded by Noha Haydari
- Alan Craig, nominated by Sandrine Oka and seconded by Insa Fall
- Jolena Di Michele, nominated by Edith Nganga and seconded by Richard Weintrager
- Insa Fall, nominated by Alan Craig and seconded by Stephen Stille
- Candice McMullen, nominated by Gordon Marshall and seconded by Kevin Kakonge
- Addison Herman, nominated by Vanessa Sandsmark and seconded by Leslie Pamphile

The Chair asked for nominations from the floor, then declared nominations closed.

The Chair asked whether they agreed to accept the nomination and if they would speak for themselves or their nominator would speak on their behalf.

Alan Craig was elected to the position of Member-at-Large during the previous Annual General Meeting and would serve in the position until 2024, therefore, Alan's name was withdrawn from the list of candidates.

Following the voting process, Christian Smith was elected and declared as First (1st) Member-at-Large for the National Capital Region.

Member-at-Large #2

The Chair informed the delegation that the six (6) remaining candidates from the previous voting round would be resubmitted as follows:

- Luke Periard (observer), nominated by Alex Silas and seconded by Ruth Lau MacDonald
- Leslie Pamphile, nominated by Vanessa Sandsmark and seconded by Noha Haydari
- Jolena Di Michele, nominated by Edith Nganga and seconded by Richard Weintrager
- Insa Fall, nominated by Alan Craig and seconded by Stephen Stille
- Candice McMullen, nominated by Gordon Marshall and seconded by Kevin Kakonge
- Addison Herman, nominated by Vanessa Sandsmark and seconded by Leslie Pamphile

The Chair asked for nominations from the floor, and one (1) nomination was received:

- Tony Nicolas, nominated by Jeffory Wrinn and seconded by Eugene Stone

The Chair once more called for nominations from the floor, and seeing none, declared nominations closed.

Following the voting process, Leslie Pamphile was elected and declared as Second (2nd) Member-at-Large for the National Capital Region.

Member-at-Large #3

The Chair informed the delegation that the six (6) remaining candidates from the previous voting round would be resubmitted as follows:

- Luke Periard (observer), nominated by Alex Silas and seconded by Ruth Lau MacDonald
- Jolena Di Michele, nominated by Edith Nganga and seconded by Richard Weintrager
- Insa Fall, nominated by Alan Craig and seconded by Stephen Stille
- Candice McMullen, nominated by Gordon Marshall and seconded by Kevin Kakonge
- Addison Herman, nominated by Vanessa Sandsmark and seconded by Leslie Pamphile
- Tony Nicolas, nominated by Jeffory Wrinn and seconded by Eugene Stone

Following the voting process, Luke Periard was elected and declared as Third Member-at-Large for the National Capital Region.

The Convention recessed for a 15-minute health break and returned at 12:15 PM EDT.

Alternate Members-at-Large

The Chair informed the delegation that only one (1) nomination had been submitted as follows:

- Gordon Marshall, nominated by Matt Johnson and seconded by Jérémie Bérubé

The Chair asked for nominations from the floor, and four (4) nominations were received:

- Candice McMullen, nominated by June Dale and seconded by Cindy Dalessio
- Addison Herman, nominated by Christine Griffin and seconded by Stephen Richards
- Insa Fall, nominated by Sandrine Oka and seconded by Carl Laguerre
- Tony Nicolas, nominated by Jeffory Wrinn and seconded by Alastair Holmes

The Chair once more called for nominations from the floor, and seeing none, declared nominations closed.

The Chair asked whether they agreed to accept the nomination and if they would speak for themselves or their nominator would speak on their behalf.

As nominee Insa Fall was not in the plenary room at the time, their name was removed from the voting ballot.

The Chair advised the delegation that the three (3) candidates receiving the highest number of votes would be declared as Alternate Members-at-Large.

Candice McMullen was elected and declared as First (1st) Alternate Member-at-Large for the National Capital Region.

Gordon Marshall was elected and declared as Second (2nd) Alternate Member-at-Large for the National Capital Region.

Tony Nicolas was elected and declared as Third (3rd) Alternate Member-at-Large for the National Capital Region.

Standing Finance Committee Members

The Chair informed the delegation that two (2) nominations had been submitted as follows:

- Christine Griffin, nominated by Diane Girouard and seconded by Philip Griffin
- Christian Smith, nominated by Janice Schauer and seconded by Monica Martin

The Chair asked for nominations from the floor, and two (2) nominations were received:

- Patricia Pichette, nominated by Stephen Richards and seconded by Todd Johnson
- Rubin Kooner, nominated by Diane Girouard and seconded by Alex Silas

The Chair once more called for nominations from the floor, and seeing none, declared nominations closed.

The Chair asked whether they agreed to accept the nomination.

Following the voting process, Patricia Pichette, Christian Smith and Christine Griffin were elected to sit on the Standing Finance Committee.

Alternate Standing Finance Committee Members

The Chair informed the delegation that no nominations had been submitted.

The Chair asked for nominations from the floor, and two (2) nominations were received:

- Rasha Alnaqeeb, nominated by Behiye Cinkilic and seconded by Christine Griffin
- Rubin Kooner, nominated by Christine Griffin and seconded by Christian Smith

Rasha Alnaqeeb was declared as First (1st) Alternate Standing Finance Committee Member for the National Capital Region.

Rubin Kooner was declared as Second (2nd) Alternate Standing Finance Committee Member for the National Capital Region.

Separate Employers Representative

The Chair announced that André Miller had been elected as the Separate Employer Representative during their caucus held the day prior.

Alternate Separate Employers Representative

The Chair announced that Eugene Stone had been elected as the Alternate Separate Employer Representative during their caucus held the day prior.

DESTRUCTION OF ELECTION DATA

m/s Dave Lanthier and Christine Griffin

That the electronic data containing voting ballot results be destroyed.

MOTION CARRIED.

ADMINISTRATION OF OATH OF OFFICE

Larry Rousseau, Chair of the elections process, administered the oath of office to the newly elected representatives, officers, and alternates.

Regional Executive Vice-President, NCR

Alex Silas

Alternate Regional Executive Vice-President, NCR

Ruth Lau MacDonald

Treasurer

Diane Girouard

Members-At-Large

Christian Smith
Leslie Pamphile
Luke Periard

Alternate Members-At-Large

Candace McMullen
Gordon Marshall
Tony Nicolas

Standing Finance Committee Members

Patricia Pichette
Christian Smith
Christine Griffin

Alternate Standing Finance Committee Members

Rasha Alnaqeeb
Rubin Kooner

Separate Employers Representative

André Miller

Alternate Separate Employers Representative

Eugene Stone

Newly re-elected REVP Alex Silas resumed the Chair.

REMAINING CONVENTION RESOLUTIONS

m/s Chantal Fortin and Diane Girouard

That all remaining convention resolutions be referred to the NCR Executive Committee.

MOTION CARRIED.

ANNOUNCEMENT

Ottawa National Indigenous Peoples' Day parade was taking place at 1:00 PM at 400 Sparks Street. All were welcomed!

ADJOURNMENT

m/s Dave Lanthier and Gilles Lavigne.

That the PSAC-NCR 9th Regional Triennial Convention be adjourned.

MOTION CARRIED.

REVP Silas thanked everyone for their participation and productive conversations.

The 2023 PSAC-NCR 9th Regional Triennial Convention adjourned at 12:30 PM EDT.