PSAC · NCR
Public Service Alliance of Canada

Winter 2025 NCRC meeting
March 1, 2025
Hybrid (Palais de Congrès, Gatineau and Zoom)

List of Attendees

Name	Role
Ruth Lau MacDonald	Chair
Rasha Alnaqueeb	Delegate
Rachel Andrusek	Delegate
Rachel Baker	Delegate
Allan Barnes	Delegate
Georgine Bayomock	Delegate
Keisha Bernier	Delegate
Yagusha Bodnar	Delegate
Patrick Bourassa	Delegate
Yves Cadieux	Delegate
Andrea Caillier	Delegate
Aimée Andree Chauvin Carillo	Delegate
Virgil Chin	Delegate
Behiye Cinkilic	Delegate
Sonia O'Brien-Colterman	Delegate
Steve Colterman	Delegate
Victoria Coxson	Delegate
Alan Craig	Delegate
Zachary Currie	Delegate
June Dale	Delegate
Alexander Decarie	Delegate
Abigail Dionne	Delegate
Nathalie Dumais	Delegate
Tracey Evans	Delegate
Terry Fanning	Delegate
Chantal Fortin	Delegate
Geneviève Fortin	Delegate
Irene Georgieva	Delegate
Diane Girouard	Delegate
Christine Girffin	Delegate
Lynn Guibord	Delegate
Noha Haydari	Delegate
Alastair Holmes	Delegate
Vivian Ike	Delegate

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Charles Khoury	Delegate
Yaroslav Kievsky	Delegate
Rubin Kooner	Delegate
Drew Leblanc	Delegate
Erica Leduc	Delegate
Karen Kenniphaas	Delegate
Steve Leonhard	Delegate
Elaine Lowe	Delegate
Cristina Machado	Delegate
Jason MacLaurin	Delegate
Tracy Marcotte	Delegate
Gord Marshall	Delegate
Juan Melara-Pineda	Delegate
Robert Menezes	Delegate
Danielle Moffet	Delegate
Michele Mongeau	Delegate
Kayli Nelson	Delegate
Junior Ngandu	Delegate
Eduth Nganga	Delegate
Tony Nicolas	Delegate
Sharon Odell	Delegate
Sandrine Oka	Delegate
Kristina Patch	Delegate
Lydia Picknell	Delegate
Angela Potvin	Delegate
Alyson Prince	Delegate
Chantal Rajotte	Delegate
Janine Redman	Delegate
Annie Rochon	Delegate
Elissa Rogolino	Delegate
Bruce Roy	Delegate
Vanessa Sandsmark	Delegate
Christian Smith	Delegate
Stephen Stille	Delegate
William Tait	Delegate
Tin Tang	Delegate
Patrick Tessier	Delegate
Jessica Turner	Delegate
Jean-Emmanuel Vaillant-Bourque	Delegate
Paula Williams	Delegate
Danielle Xie	Delegate
Alex Anderson	Observer

Gurpreet Bajwa	Observer
Vadim Ehlers	Observer
Julie Headlam	Observer
Nathalie Pelletier	Observer
Julie Tremblay	Observer

Staff Support:

- Jade Conrad, Regional Political Communications Officer
- Dana Ouellette, Executive Assistant
- Rose Touhey, Regional Representative
- Karl Lafreniere, Regional Representative
- Mathew Ashworth, Regional Representative
- Lise Rochon, Administrative Assistant
- Elisabeth Woods, A/Regional Coordinator

Meeting minutes		
9:10 AM	Meeting called to order. Gill's Hootenanny team opened the meeting with a collective singalong of "Solidarity Forever".	All
9:20 AM	• The session was opened with a land acknowledgement and reading of the PSAC harassment statement. • The agenda was informally accepted as there was not quorum reached at this time. BIRT given the current status of the US and Canada, the Canadian national anthem be sung at this meeting. Moved by Christine Griffin. Seconded by Dave Lanthier. Motion carries. **Report of credentials committee (Will Tait and Alan Craig):** • 73 delegates (54 delegates online and 19 delegates in-person) • 3 observers • 7 staff	Chair (Ruth Lau MacDonald)

	• 0 guests Moved: Will Tait Seconded: Alan Craig Motion carries. The honour roll was presented at 9:40 a.m.	

9:42 AM	**<u>Meeting minute approval:</u>**
	
	• As there was not quorum, it was decided that will the meeting minutes from Winter and Fall 2024 would be reviewed and approved at the next meeting.
	
	<u>Winter 2024 minutes:</u>
	
	• Karen has made a correction to the winter minutes: Charles Khoury's donation should be CIU and not CEIU.
	• Questions were raised about whether the previous meetings met quorum given that the current meeting had not. It was indicated that quorum numbers may change based on the entitlement lists.
	  ○ The Chair committed to providing the quorum number for each meeting in advance.
	• Patrick Bourassa asked whether it would be possible to change the quorum to be a more achievable number?
	  ○ The Chair highlighted that this could be addressed as part of regional governance updates.
	• Dave Lanthier asked whether we could put the quorum on the meeting agenda so people can review them through the past?
	  ○ The Chair committed to providing the quorum number to delegates going forward.
	
	<u>Fall 2024 minutes:</u>	

	• Rubin Kooner noted that for the October minutes, the finance discussions are not included. The notice of motion is specifically not included. ○ The Chair noted that pages 5 and 6 of the minutes have notes about the finance questions. Rubin agreed to provide additional information to include by email.	
10:00 a.m.	**Best Theratronics workers:** • Erica Leduc joined the meeting to talk about the ongoing job action for members at Best Theratronics. They had been on strike since May 10 and were dealing with an employer who refused to come to the table with a clear mandate. • Dave Lanthier called on Components and Locals to go to the picket line in-person. These workers are a small group working hard, and they need a strong force of solidarity. ○ Ruth Lau MacDonald noted that if your Local or Component gives you time to visit these workers, the REVP's office will match it to support workers going out to the picket line. • Cristina Machado noted that Local 70005 made a $1,000 donation on Feb 17 and encouraged others to donate, as well. • Paula Williams suggested picketing the CERB as an alternative to picketing in Kanata.	
10:30 AM	**Health break**	
11:00 AM	**REVP report:** • Numeris CPA was engaged by PSAC-NCR in April 2023 to undertake financial statement audits. During their first audit cycle, Numeris undertook financial statement audits for fiscal years 2020, 2021, and 2022. In the second audit cycle, they undertook the financial statement audit for fiscal year 2023.	

	• The REVP shared additional details on the financial reporting and process changes being undertaken by her office and how it is being shared with members.
	• The REVP gave updates on bargaining for the following bargaining units:
	  ○ Workers at Best Theratronics are still on the picket line.
	  ○ Tentative agreements were reached for Salvation Army Booth Centre and the Ottawa Airport.
	  ○ Members of the SV group voted in favour of arbitration as the dispute resolution process for their next round of bargaining.
	  ○ PSAC served notice to bargain with Treasury Board for PA and TC bargaining groups. The notices to bargain will be served for the Operational Services (SV) and Education and Library Science (EB) bargaining groups in the coming weeks.
	  ○ Members at Parks Canada are encouraged to submit bargaining proposals by March 21.
	• The REVP discussed the actions that had been undertaken to support the provincial election alongside the Ottawa Area Council (OAC), the region's political action committee.
	• The REVP highlighted the ongoing collaboration she has been undertaking with the Ontario Federation of Labour and the Canadian Labour Congress.
	• The REVP highlighted the expected timelines and activities for the upcoming federal election. These activities will be undertaken in collaboration with PSAC National and the OAC.
	• The REVP listed regional events that the region has taken part in from November to February.
	• The REVP highlighted ways her office is planning to work with Committees, Components and the NCRCE in recent months, as well as plans for this work in the future.
	
	Discussion:	

- Chantal Fortin asked for specific updates on Treasury Board bargaining.
    - Ruth discussed her experiences with the Bargaining Conference in February and how competitive the election processes were for bargaining teams.
    - NCR members were elected for PA group (Noha Naydari, Julie Nelson and Terry Fanning) and TC (Jason MacLaurin, Patrick Bourassa, Justin Cooke, and Rubin Kooner
- Dave Lanthier asked about the campaigns of the region in relation to the federal election.
    - Ruth noted that the primary concern she has heard at the tables is the third-party spending limit since the entire PSAC organization is $600,000.
    - Since remote work is a topic in the federal election campaigns, the campaign is being ended prior to the writ drop to avoid hitting the spending limit.
- Juan Melara-Pineda asked about the efforts being put in to improve the administrative side of things that are impacting the work of members in the region.
    - Ruth noted that there has been work on our website and improving communications with members, as well as removing old and redundant content from the web and other platforms.
    - The payment requisition form is being consistently worked on and being improved through testing.
    - On our horizon is a service request form and a clearer sense of the work responsibilities of the REVP's office versus the RO's office. We are working to assess how we are registering members to attend trainings.
- Alan Craig would like to see more events like RVAC's International Human Rights Day (IHRD) event in December and the Sugarcane screening in February. They are important topics, and we should encourage members to bring their friends

	to these events so they can also share the knowledge. ○ Alan also noted that it is important to have a political action committee in the Outaouais as the political landscape is different than in Ottawa. • Sandrine Oka supports taking a proactive approach to prepare for the next federal election but highlighted that the work of CRAPO is distinct from that of the OAC. ○ CRAPO is currently on hiatus, but we could have members join a subcommittee of the OAC and organize to help bring the committee out of this hiatus. ○ We have lots of lessons learned from the provincial election that we will apply to the federal election. • Christine Griffin noted that one item on the REVP report is stewards' initiatives and asked about plans to address volunteerism and poor morale. She has also never seen any awards for people who do great work in the committee. ○ Ruth noted that the steward initiatives budget lines have been under-utilized across the country. She is going to make the most of those budget line items and will continue to report on those activities over upcoming meetings. ○ The REVP's office is working on plans for a member appreciation event to do this acknowledgement of the work being done by our membership. • Terry Fanning asked whether the council for WFA going to be limited only to Component RVPs. ○ The WFA table is at a national level and is not a table that Ruth sits at. ○ For local development and stewards initiatives, Ruth is not currently looking for submissions because the terms of reference have not been set yet. Ruth is planning to bring back more information on it to this body at the next meeting.	

	Juan Melara-Pineda highlighted that Local 70410 who work for Elections Canada are diligently working on preparations for the next federal election. The non-partisanship of their role is a challenge but also a point of pride.	
12:10 PM	Lunch	

1:10 PM	**Credentials report:**
	• 77 delegates
	  ○ 23 in-person
	  ○ 54 online
	• 3 observers
	• 7 staff
	• 1 guest
	
	Moved: Will Tait
	Seconded: Alan Craig
	The credentials report carries.
	
	REVP report (continued)
	
	• Patrick Bourassa noted that members do work in the background that is not visible to the public. Remote work continues to be a priority for the membership, which was emphasized during the bargaining conference. None of the parties in power are on our side and looking to support workers.
	• Diane Girouard expressed concern about comments made regarding to finances.
	  ○ Ruth spoke to the work being done by the REVP's office regarding finances, as well as allocations that we do not hold in the region and what those funds are.
	  ○ Diane asks the REVP to support the Locals in the region, in collaboration with staff in the NCR. She also asked that she connect Locals with the Regional Representatives assigned to support them and ensuring communications between the Regional Reps and the Locals/RVPs.
	  ▪ Ruth noted that a relationship with the Regional Coordinator longer-	

	term will be key for this. With the new staffing in that area, this will be better able to be addressed. Ruth also looks forward to reporting on these issues in future meetings. ○ Diane asked about work force adjustments and whether PSAC have information sessions or townhalls for these members before they leave their positions on the processes that they will need or tools available to them. There should be at least 1 per week being offered by PSAC, regardless of the attendance. Members want to know what the union is doing to protect their jobs. ▪ We will be getting more information on WFA when we have the RC report. These conversations will also be central to the National Officers' table being convened this month. • June Dale noted that there is counselling available for members being impacted by WFA, but not for Local presidents and other members who are being consulted and talked to about the members. The debriefing for those who are activists in Locals and will be front-line for dealing with impacted members will need support. Can PSAC provide funding for counsellors or other support for these members? ○ Ruth has marked this as an action item for us to work through in the REVP's office. ○ June clarified that EAP is available for impacted members, but we need the support specifically for Local executives. • Genevieve Fortin highlighted Mental Health First Aid for Local executives would be a good option as it helps prepare oneself to help or simply hear traumatic stories. BIRT approve the REVP's report as presented. Moved: Ruth Lau MacDonald Seconded: Diane Girouard The motion carries.	

1:35 PM	**Agenda** BIRT for the remainder of the day, we proceed with the agenda as it was indicated starting at 10:45 AM, which is the Treasurer report. Moved: Dave Lanthier Seconded: Christine Griffin Motion carries.	Ruth Lau MacDonald
1:40 PM	**Treasurer's Report** • The audit from last year noted unequivocally that all the monies were accounted for. The issues presented relate to the way that the funds are tagged in the system back-end. • By this AGM and moving forward, we will have transparent data and reporting. • To reduce the burden on members who submit expenses in the region, we have collaborated and made tools that make this accessible. • Christian discussed the length of time it takes to receive payment request from the time of expense in correlation to the length of time it takes for the REVPO to process the reimbursement. This time is decreasing as committees become more familiar with this new process. • The Finance Committee have taken on the labour of reviewing every expense the REVP and Treasurer have signed for. ○ The Finance Committee's report will reflect this work going forward. Though that report was prepared by them on time, it was not submitted by the Regional Treasurer on time. • The Finance Committee will invite 1 Treasurer from each regional committee to join them to do auditing in order to have increased transparency and do skill-building throughout the region. • In creating a draft budget, the Regional Treasurer created the first draft on his own without input before it was brought to the NCRCE. Once	Christian Smith

presented to the NCRCE, the Regional Treasurer refrained from voting at that point onwards.
    - After this, a special meeting was struck to have their questions answered and changes made alongside with the Finance Committee.
    - This is now the 3rd revision, and any changes today would represent the 4th revision.
- Rubin Kooner asked whether we would be able to get the audit report with the membership?
    - Ruth noted that per a letter written on January 13, a forensic audit would not address the concerns of council as it would not capture the information being sought by the membership. The Treasurer will be able to appoint an auditor for the 2024 books.
    - Rubin would like the investigation's report and findings to be shared in writing with the membership.
        - Christian asked what it is that you are looking for so he can deliver that information in a way that is meaningful?
        - Rubin asked for a summary of what the REVP's office did and what was found and what the auditor told us, as a summary for the membership.
        - Ruth noted that what was described is the responsibility of the REVP and their EA, instead of the Regional Treasurer. Ruth can instruct staff to prepare a report in collaboration with Numeris detailing the changes and how they provide greater oversight.
        - In time for the 2025 AGM, Ruth will provide a report detailing the scope of work completed for the charter of accounts and the oversight Numeris has provided to us ensuring everything has been done well and sustainably.

	• June Dale looked at the NCR bylaws, at the AGM, some changes will be needed for the regulations to ensure that it will be reflective of these suggestions. There is a difference between the forensic audit and an audit.
	  ○ Christian noted that per the letter from Numeris, a forensic audit would not do what this council is hoping they will do. In all other situations, it was a standard audit being referenced.
	• Diane Girouard noted that when the 2023 financial statement was presented during the AGM, this was not signed by the Regional Treasurer and therefore could not be adopted, so it still needs to be done. There was a lot of misinformation and a lack of transparency from the REVP's office at that time. The members should have accurate and clear information about the spending being done in the region and that there is clear and transparent information being provided to the membership.
	  ○ Christian moted that the work we do in this office builds off the work of those who come before us. This includes the work of the current Treasurer.
	  ○ Ruth highlighted that we are building a new system to share the responsibility and ensure that we are not able to enter new line items in QuickBooks on the fly, which was what caused a lot of errors.
	  ○ Diane would like the report not to be posted to the website at the last minute.	

2:35 PM	Health break	

2:50 PM	**<u>Credentials report</u>**
	• 77 delegates
	  ○ 23 in-person
	  ○ 54 online
	  ○ 4 observers
	  ○ 7 staff
	  ○ 2 guests	

Moved: Will Tait
Seconded: Alan Craig
The motion carries.

Regional budget

- The Regional Treasurer shared the proposed budget. He explained the breakdown of the document, and he highlighted the line item “NCR Executive and Committee Funds”.

BIRT the budget is approved as presented.
Moved: Christian Smith
Seconded: Christine Griffin
The motion carries with 59 votes in favour.

- Dave Lanthier noted the allocation of funding for area councils is using the 1/3 and 2/3 split for area councils. Out of the $49,000 allocated, plus the $6,00 from AEC or is the $6,000 included within the $49,000?
    - It includes the $6,000 from the AEC.
    - Dave asked whether we are restricted to the budget line item for NCR committee line items, whereas before we could access more funding per the REVP’s decision?
        - Christian noted that the REVP is the decision maker, but they can be collaborative in this work.
        - Ruth highlighted that budgets can be amended but we also have access to different line items as we need to.
- **Diane Girouard:** Great budget; glad to see more funds came to the NCR. For the line item, we should at least try it. The REVP has the right to accept a motion or a case from a committee wanting to have extra activities that go beyond their committee budget.
    - On page 2, the number for 25-27 is lower for the audit than it was for 22-24.
    - On page 2, could you explain the difference between NCR Executive Meetings and NCR Executive and Committee Funds?

	○ Christian noted that these numbers come from quotes that have been procured for the audit. There is a bylaw that says the REVP needs to have executive meetings several times per year and that line item is specific to the financial needs of those meetings. The second line item is under the NCRCE's control to promote cross-committee work and reduce silos. ○ Ruth noted that the support we are receiving for bookkeeping does not make up part of the budget line item. The audit line item is specific to audits only. ○ Diane highlighted accessibility concerns with reading the budget. • Juan Melara-Pineda asked what kind of support would the "Strike Support Committee" line be for? How would this align to going into bargaining for a lot of the NCR's membership? ○ Christian sees a lot of volatility coming, and I expect there will be support needed for the bargaining and situation. ○ Ruth noted that the executive has the authority and responsibility to establish standing committees. The terms of that body and their scope of work would be established by the executive, since they are not determined by the constitution or bylaws. ▪ Juan asked historically, how were those funds spent? • Ruth will work with her staff to respond to this question in detail. • Ryan Ward is happy with the budget. Speaking on behalf of the OAC, we have a higher amount in 2026 and 2027. Why is that the case? Are we able to leverage other funds for the federal election in 2025? ○ Ruth noted that the funds are not determined by the Treasurer year to year. If a committee wanted to access funds from year 2 or 3, they would need to refer to their	

	own terms or reference and regional bylaws to confirm that it in order and then represent that to the members they answer to. That said, there is nothing to stop them from accessing the funds of other years and they will need to communicate it to the members.
	• June Dale noted that on page 4, OAC and CRAPO are listed with the 1/3 and 2/3 split that Dave Lanthier had previously asked about. Based on this, should CRAPO be reestablished, the amount that would be allotted is noted.
	  ○ Ruth flagged that base funding from AEC cannot be reallocated. In this cycle, the $2,000 allocated to that body can only go to that body. What is allocated on page 3 are the funds used to top up the base funding.
	• Yaroslav Kievsky noted that the audit line was the 4th highest budget line. Is there a value in spending so much on the audit, as it is not solving or fixing budget issues? It seems like we can finance several committees with this amount. Can we consider other options or doing this work in-house?
	  ○ Christian noted that we should maintain an independent audit at the very least until we have reached the level of faith in the region in the financials of the region. It is beneficial for the morale of the region, from his perspective.
	  ○ Ruth noted that it is mandated in our bylaws that we have a 3rd party audit.	

3:50 PM	A/REVP report will be submitted in writing and disseminated to follow the meeting.	
3:55 PM	**<u>Regional Coordinator (RC) report</u>** • The new RC will be Jill O'Reilly following maternity leave with Sancia Doret-Robinson as A/RC. • Christine Griffin asked for a list of the educational courses offered, the number of participants and then when it was offered. ○ Elisabeth's team will put this together.	Elisabeth Woods

	• June Dale asked for the interim coordinator, is she in Moncton? Which budget line does that coordinator's travel, accommodations and other come from when they come into the NCR? ○ Elisabeth noted that it will come out of the staff budget for travel and not from the regional budget.	
4:10 PM	BIRT Numeris CPA be hired to do the 2024 audit within the allocated NCR budget. Moved: Christian Smith Seconded: Christine Griffin Motion carries.	

4:15 PM	**<u>Committee reports</u>**
	
	BIRT all committee reports are approved in a block.
	Moved: Sandrine Oka
	Seconded: Dave Lanthier
	Motion carries.
	
	• **Christine Griffin:** The Finance Committee prepared a report, but it was not shared prior to this meeting. Christine will send the report to the REVP NCR to post on the website.
	• **Lydia Picknell:**
	  ○ The Chair position is currently vacant. All 3 positions will be up for election at the AGM.
	  ○ Charles was a major part of the Pride Committee and him stepping down is a major loss to all of us in the community and on this committee. Charles has done a great amount of work and everything he has been contributed.
	  ○ The Pride Committee has a lot of activity in the summer.
	  ○ The Pride Committee report will be submitted in writing to follow.	

4:20 PM	**<u>Separate employers and members at large:</u>** • No separate employer reports received. • Member at large reports:	

	○ Dave Lanthier has nil to report. ○ No reports were received.	
4:22 PM	**<u>Varia</u>** • **Alex Decarie:** The Young Worker Committee (YWC) is planning an event to try and get young workers more involved with their union. We are looking to solicit information from people who are young workers or people who joined as young workers about the challenges they have faced. • **Dave Lanthier:** With the elections coming up, organizing collaboratively with Locals, Components and the region is important. The OAC also has a lot of awards in the office that we could leverage. • **Edith Nganga**: RVAC is commemorating an event on March 20 to mark the International Day to Eliminate Racial Discrimination on Zoom and at 233 Gilmour. More information will become available and the event will be posted to the website.	
4:35 PM	**Meeting adjourned.**	