

National Capital Region Council - Fall 2024

October 26, 2024

Virtual

Name	Status	Credentials
Ruth Lau MacDonald	Delegate	NCRC - REVP
Renée Amyotte	Delegate	NCR Component Regional Officer
Gilles Lavigne	Delegate	NCRC - Health and Safety Committee
Charles Baril	Delegate	NCRC - Pride Committee
Yagusha Bodnar	Delegate	UCTE 70703
Matthew Braddon	Delegate	AGRU 70075
Yves Cadieux	Delegate	UHEW 70028
William Cornet	Delegate	NCRC - DCL
Jade Conrad	Delegate	GSU 70017
Alan Craig	Delegate	NCRC - M@L
Sonya Driscoll	Delegate	UHEW 70713
Jean-Francois Dufault	Delegate	UHEW 70742
Terry Fanning	Delegate	UHEW 70713
Geneviève Fortin	Delegate	UCTE 70710
Irene Georgieva	Delegate	GSU 70013
Diane Girouard	Delegate	UHEW 70008
Lisa Gregory	Delegate	UNE 70381
Sandra Griffith Bonaparte	Delegate	UNDE 70607
Patrick Guillot	Delegate	UHEW 70742
Burcu Gurkan	Delegate	NCRC - ORWC
Fouzia Haider	Delegate	DIR CH 77000
Noha Haydari	Delegate	UNE 70130
Addison Herman	Delegate	CEIU 00630
Rubin Kooner	Delegate	NCR Component Regional Officer
Jeannine Laing	Delegate	UHEW 70712
David Lanthier	Delegate	NCRC - M@L
Karen Kenniphaas	Delegate	NCRC - MDAC
Donald Lessard	Delegate	CIU 70066
Elaine Lowe	Delegate	USJE 70005
Cristina Machado	Delegate	USJE 70005
Jason MacLaurin	Delegate	UHEW 70008
Les Maiczan	Delegate	NCRC - IAC
Gordon Marshall	Delegate	NCRC - M@L
Edith V Nganga	Delegate	NCRC - RVAC
Tony Nicolas	Delegate	NCRC - M@L
Sandrine Oka	Delegate	NCRC - CRFF
Chantal Rajotte	Delegate	CIU 70066
Annie Rochon	Delegate	CIU 70066
Elissa Rogolino	Delegate	UTE 70000
Janice Schauer	Delegate	GSU 70019



Stephen Stille	Delegate	CIU 70066
Kirby Tarzwell	Delegate	UHEW 70742
Jennifer Tattersall	Delegate	UHEW 70018
Julie Tremblay	Delegate	CEIU 70708
James Valois	Delegate	NCRC - EC
Linda Walters	Delegate	NCRC - SE
Julie Headlam	Observer	
Charles Khoury	Observer	
William Tait	Observer	

Regrets:

Christian Smith, Regional Treasurer

Guests:

ACORN

Staff Support:

Dana Ouellette, Executive Assistant to the REVP-NCR

Elisabeth Woods, a/Regional Coordinator

Isabelle Beaudoin, Regional Representative

Amélie Laviolette, Administrative Assistant, NCR

Katherine Kellner, Regional Representative

9:03 AM	Open Meeting Welcome and Opening: Les Maiczan, Co-Chair Indigenous Action Circle PSAC-NCR Land Acknowledgement: Meeting Chair, Ruth Lau MacDonald
9:17 AM	Credentials Report Move to accept the credentials report as presented: 41 delegates, 3 observers – Quorum met Motioned by Burcu Gurkan Seconded by Gord Marshall Passed: Yes
9:25 AM	Agenda Move to accept the agenda as presented Motioned by Dave Lanthier Seconded by Karen Kenniphaas Passed: Yes
9:28 AM	Meeting Minutes



	Minutes from Winter 2024 NCRC meeting are not ready for approval and are deferred to the next NCRC meeting.
9:30 AM	Honour Roll Minute of silence observed.
9:35 AM	Regional Coordinator Report While the Regional Coordinator was unavailable, this report was presented by the a/Regional Coordinator, Elisabeth Woods. Elisabeth noted that there is lots of work happening in NCR education, organizing around hybrid work and more French education opportunities. Questions Dave Lanthier asked about the new NCR policy of only having staff support and technical support for 4 in-person meetings each year. Elisabeth noted that staff are there to provide support but that committees should be able to function on their own with staff only acting as support. • Chair highlighted that per the NCR's by-laws, committees are only mandated to meet 4 times per year. Having staff support at more meetings than this is not the most efficient use of staff resources. Instead, we should be investing those resources in empowering members to self-organize. Some ways we are encouraging that self-organization include a Zoom account that committees can use for their own meetings and request forms for rooms. Dave Lanthier asked about roles of individuals when it comes to committees and the reimbursement process. • Chair noted that the process is being updated and that changes are made as the REVP Office receives feedback from users.
9:48 AM	<i>Chair is passed to Alternate-Regional Treasurer, Gilles Lavigne</i> Regional Executive Vice-President Report There was a 3-week delay before the new Regional Executive Vice-President (REVP) was liberated from her substantive position. There has been a lot of work around the hybrid work campaign and many governance meetings including the Alliance Executive Committee (AEC) and National Board of Directors (NBoD). The REVP has been doing a lot of collaboration with other unions, particularly CAPE.



The REVP Office is currently prioritizing member reimbursements and making sure purchases are clearly tracked in the bookkeeping software. When a committee needs to make a large purchase, the REVP asks that they work together to coordinate payments and avoid out-of-pocket expenses for volunteers. The REVP Office is working establish clearer processes for these kinds of administrative pressures.

Bargaining:

Best Theratronics and Fort Simpson are currently on strike with Best Theratronics' strike lasting more than 5 months.

Staffing:

There has been a vacancy in the Regional Political Communication Officer's position with intermittent support from PSAC National Communications. On August 6, Lorna Munger took a 3-month term in the role. The staffing process for a new Regional Political Communications Officer is underway. On August 21st, 2025, Dana Ouelette joined the REVP Office as the acting Executive Assistant (EA) for a 1-year term. Dana was formerly the EA to the Regional Coordinator NCR.

Events:

Capital Pride: Thank you to Christina and Sonia from the Ottawa Area Council, as well as Lydia and Charles from Pride Committee, for their work on the PSAC delegation. The collaboration between the committees made a huge difference and the event was a success!

Labour Day Parade: Thank you to the Ottawa Area Council for organizing the PSAC-NCR delegation. The REVP office rented an ice cream truck which was a fun way to mark the day. Unfortunately, we learned that vehicles were not allowed to enter the parade only when we arrived at City Hall. There were also issues around timing, marshalling and police escorts. With this said, there were no major incidents, and we were welcomed by the community. Going forward, we will need to discuss safety and how we organize and collaborate with the Ottawa District Labour Council (ODLC).

Questions:

Dave Lanthier noted poor existing relations with the ODLC, which needs to be repaired and strengthened.

- Dave Lanthier asked about whether there had been allocations made at the NBoD and AEC levels regarding funds for people that want to organize on telework. During National Convention, delegates approved \$1.5 million for a national campaign on the Return to Office Mandate. The National Strategy has not been rolled out yet. Any purchases related to the campaign are being discussed with members of the regional executive so that it is member-led.



	Jennifer Tattersall asked about the state of finances in the region. - Chair noted that expenses in QuickBooks were not tracked or recorded clearly. This has created some documentation challenges with regards to the regional finances. The Regional Treasurer was not present during this NCRC meeting to speak to this further. Diane Girouard expressed upset at the impression that the past Treasurer had not done their work properly. - Chair clarified that the bookkeeping was not the responsibility of the regional treasurer and that new systems were being put in place as a response to concerns raised by delegates at the NCR AGM in June. Gilles Lavigne agreed that as Alternate Regional Treasurer, he is doing the work to get things done.
11:00 AM	Break
11:11 AM	<i>Called back to order.</i> REVP Report continued <u>PSAC-NCR AGM GEN-001 and GEN-002:</u> The REVP's office will be purchasing the flags from the political action budget. <u>Bylaw changes:</u> The resolutions passed at the June AGM will be reflected in the NCR bylaws as soon as possible. <u>Upcoming events:</u> - The National Health and Safety and Women's Conferences will be held in Fall 2025. The National Equity Conference will be held in May 2026. - Regional Conferences must be held before Regional Triennial Convention. The REVP is working with the Regional Office to make sure Planning Committees are established for these events. <u>Finances:</u> In the absence of the Regional Treasurer, the REVP opened the floor to questions about the regional finances Finance Questions Rubin Kooner asked about the status of a motion from the June AGM regarding a forensic audit of PSAC NCR finances.



	Chair noted that the original motion is too broad and that a motion, including the scope and costing of a forensic audit, would need to be presented at the next Council meeting. Ruth noted that there will be a meeting with the Finance Committee and a deep dive into the finances with the Regional Treasurer, Alternate Regional Treasurer and National Finance Director.
12:04 PM	Lunch break
1:02 PM	Credentials Report Move to accept the credentials report as presented: 42 delegates, 4 observers – Quorum met Moted by Burcu Gurkan Seconded by Gord Marshall Passed: Yes
1:04 PM	ACORN Presentation ACORN Canada is a low- to moderate-income tenants' union focused on protecting renters across Canada. One of their current projects involves fighting against renovictions in Ottawa. A renovation is the practice used by landlords to force out tenants by doing major renovations on the rental unit. <i>Questions</i> Gilles Lavigne asks how members can support ACORN Ottawa. Ottawa ACORN indicated several opportunities for support including committee meetings about the anti-renoviction bylaws and event participation. <i>Motion</i> Be it resolved that the PSAC NCR develop a webpage discussing the housing crisis in the NCR and directing members to resources developed by non-profit and research groups regionally, provincially and nationally. Be it further resolved that PSAC NCR endorse the Ottawa renovation bylaw campaign and contribute \$1,000 to support their work. Moted: Karen Kenniphaas Seconded: Yagusha Bodnar Passed: Yes
2:13 PM	REVP Report continued



	<u>Finances:</u> Ruth asked for people to loop her in on questions to the Regional Treasurer. This will ensure systems of accountability and aware of ongoing concerns and how she can best support. Rubin Kooner asked to table the motion for a forensic audit until the Winter 2025 NCRC meeting. <u>Best Theratronics:</u> The workers at Best Theratronics are on the picket line. We are still calling for members to write and call their MPs, and to schedule visits to the Best Theratronics picket line. During its meeting on October 9th, the NCR Executive donated \$2,500 to the Best Theratronics picket line. <u>A/REVP Elections:</u> Results of the Alternate REVP election on October 19th - Sonia O'Brien-Colterman was elected as Alternate Regional Executive Vice-President and will hold that office until the Regional Triennial Convention in June 2026. Motion that Council accept the REVP report as presented. Motioned: Ruth Lau MacDonald Seconded: Alan Craig Passed: Yes
	Regional Treasurer's Update The PSAC-NCR Regional Treasurer is absent. A written report is included in the meeting documents.
2:31 PM	Break Motion to skip the afternoon health break. Motioned: Rubin Kooner Seconded: Ryan Ward Passed: Yes
2:36 PM	Committee Reports Verbal Reports • Ottawa Area Council (OAC): ○ The AGM in March saw the acclamation of Ruth Lau MacDonald as Chair, and Ruth stepped down in June when she became REVP for the NCR. At this time, Jade Conrad was appointed as Interim Chair. In October, Jade stepped down



as Interim Chair and Gord Marshall was appointed as incoming Interim Chair until the AGM in March 2025.

- In April, the OAC attended the National Day of Mourning delegation organized by the regional Health and Safety Committee.
- OAC donated money to Punch Up Collective for their May Day event but did not take part directly.
- In May, the OAC was involved in a shared cost initiative with the regional Health and Safety Committee in May for first aid courses for the region.
- In May, the OAC also organized a delegation to the Rainbow Rally in Ottawa and organized first aid and marshal support for the rally, protesting in support of 2SLGBTQIA+ members.
- In May, the OAC developed 3 subcommittees: the RT(N)O subcommittee in support of telework, the Capital Pride subcommittee, and the Labour Day subcommittee.
- These subcommittees were focused on member-to-member engagement and connection with other organizations and unions in the region.
- From June to October, the committee was busy with supporting the activities of its 3 subcommittees, developing a new event with the CNIB, offering financial solidarity support to member-led programming and picket lines in the region, and tying PSAC closer to the union movement in Ottawa and nationally.
- Ottawa Regional Women's Committee (ORWC):
 - The committee was represented at RT(N)O rallies, Capital Pride and Labour Day parades.
 - The committee has made donations to the NPF and Best Theratronics picket lines.
 - ORWC was able to fund 4 members to attend a symposium on collaborating to respond to and prevent harassment and violence at work in Montreal. It was an interesting event where members took away a lot of information. They will do a teach-back to their members.
 - ORWC attended the Take Back the Night rally and attended the rally hosted by Families of Sisters in Spirit on October 4.
 - In November, they will be hosting a screening of Polytechnique to honour the National Day of Remembrance and Action on Violence Against Women. Free tickets will be available on Eventbrite.
 - The ORWC is developing a cookbook project and is asking committee members to submit a recipe and a short story. This project will celebrate the diversity of the committee.
 - The ORWC is moving from a terms of reference framework to a bylaw framework.
 - They would like to see more solidarity between committees. They are seeing some more progress on this, but they are hoping to see an all-committee meeting in winter 2025 for the groups to discuss how they can work together.



- Health and Safety committee (HSC):
 - The next meeting will be the Annual General Meeting (AGM) on November 20. New members of the executive will be elected there.
 - The HSC supported a callout for the National Day of Mourning held on March 28. They will continue that support for 2025.
 - The committee agreed to purchase 12 first aid kits for each of the regional committees to support their activities and in-person meetings.
 - HSC, in collaboration with the OAC, offered standard first aid for members in May.
 - The committee is currently working on a regional health and safety conference for 2025.
 - HSC is preparing a CLC challenge for members of the committee.
 - The committee executive is working on their budget for the next cycle.
 - The HSC is inviting activists from all the regional committees to speak to the health and safety committee, as well as organizing guest speakers from Parliament.
- Education Committee:
 - In July, 16 members from UHEW, CEIU, UTE and CIU attended a pilot course for suicide prevention and intervention offered by Living Works. The training was held at the Gatineau Office, and participants developed new skills and reinforced existing connections with other members. 7 members of the Education Committee were present. It was a great success.
 - The executive met several times and exhibited great collaboration between members.
 - In August, we saw the completion of the union school with more than 120 registrants and 100 attendees. It took place at the Hilton Lac Leamy, and we are looking to continue the interest built by the PA strike and union school.
 - The September meeting showed a 46% increase from last year's attendance, and the October meeting had a 41% increase over last year's attendance. We are happy to see new people getting involved and coming to these meetings.
 - On October 11, James met with the Quebec Education Committee Chair and a member of the Fédération des travailleurs et travailleuses du Québec (FTQ) to discuss member-led education and mobilization in union spaces.
 - On October 21, Gord and James met with members of the Education Committees from another region to discuss their approaches and learn what are the best practices, missed opportunities and challenges in other regions. Understanding how member education works in other regions is a priority for the committee.
 - The education retreat is set for November 16 and 17 in Ottawa. There are 9 confirmed registrants. The retreat will build the plan for the next cycle for the Education Plan.



- James is continuing to consolidate all the upcoming course offerings and send it to committee members and the regional executive to disseminate this information.
 - The committee is looking to leverage the Education Program and continue to build the knowledge and experience of the education space of PSAC. We want to get our members involved in co-facilitation and get them more involved in education in the region.
- Members with Disabilities Access Committee (MDAC):
 - MDAC is offering Safe Talks, a suicide support course, at the next MDAC meeting in November. The course is free for all members, and there are 50 seats available.
 - The MDAC meeting in December will be an event to mark International Day for Persons with Disabilities featuring a Paralympian as guest speaker.
 - Karen asked Ruth whether mental health first aid will be offered by the region by the end of the calendar year, as had been previously discussed.
 - Chair has a meeting with Elisabeth Woods to determine a path forward and how to keep the momentum up for this project. Chair appreciates MDAC's leadership on these important skills for activists in our region.
- Indigenous Action Circle (IAC):
 - Chair congratulated the IAC for organizing a walk for September 30, National Day for Truth and Reconciliation. The REVP NCR is looking to work more closely with the IAC and provide more support for these activities for the future.
- Racially Visible Action Committee (RVAC):
 - In February, RVAC celebrated a Black History Month event, which was hosted virtually to celebrate and honour Black Canadians and people of African descent.
 - In August, RVAC hosted an Emancipation Day event in-person to mark the anniversary of the abolition of slavery across the British empire.
 - PSAC NCR did not promote the event for Emancipation Day as much as events for other committees were. It is a lesson learned and will be addressed moving forward.
 - In December, there will be an International Human Rights Day event on December 12. There will be guest speakers and highlight the importance of human rights and the importance of fighting against racism.
 - RVAC has been diligent in their budgeting and has budgeted directly to the end of this cycle.
- Pride Committee:
 - No updates.
- Young Workers Committee:
 - There is a fundraiser being co-sponsored with the REVP NCR's office, Operation Come Home's "A Night on the Rideau".



	Written Reports • Comité régional des Femmes francophones (CRFF) : ○ They are doing planning sessions for their projects, activities and budget. ○ The committee continues to have regular meetings. ○ As part of their “Feminists and Solidarity without Borders” series, they hosted a presentation on “The role of Palestinian women in the struggle for liberation” in March 2024. ○ In May 2024, they participated in mobilization for teleworking. ○ In October 2024, 2 members attended the UNE women’s conference. ○ In November 2024, they will be working with the Ottawa Regional Women’s Committee to host a movie night. ○ In December 2024, as part of their “Feminists and Solidarity without Borders” series, they will be hosting speaker Tina Vincent for an event about truth and reconciliation and Indigenous women. ○ They will be hosting an activity or collaboration for a community active it on December 6. ○ The CRFF is undergoing preliminary preparations for the next regional women’s conference along with the Ottawa Regional Women’s Committee. Motion to accept all committee reports as submitted Moted: Ryan Ward Seconded: Jennifer Tattersall Passed: Yes
3:50	Member at Large and Separate Employer Representative Updates: The following reports were received: • Dave Lanthier: no update • Tony Nicolas: no update • Gordon Marshall: will be stepping down as he is now serving as the Chair of the Ottawa Area Council. • Alan Craig: discussed the walk done with the Indigenous Action Circle on September 30th for the National Day for Truth and Reconciliation. He also noted that Stephanie Penwarden has been a great support for the committee. • Linda Walters: no update • André Miller: absent Motion to accept all reports submitted. Moted: Burcu Gurkan Seconded: Edith Nganga Passed: Yes
3:58 PM	Meeting adjourned.



Financial Motions Summary

Motion	Movers	Passed Y/N
Be it resolved that the PSAC NCR develop a webpage discussing the housing crisis in the NCR and directing members to resources developed by non-profit and research groups regionally, provincially and nationally. Be it further resolved that PSAC NCR endorse the Ottawa renoviction bylaw campaign and contribute \$1,000 to support their work.	Motioned: Karen Kenniphaas Seconded: Yagusha Bodnar	Yes