Spring 2024

NCR AGM MEETING MINUTES

June 8-9, 2024 – 9 a.m. to 5 p.m.
Delta Ottawa and Online Via Zoom

NCR · RCN
Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

Meeting called to order

Meeting chairperson Ruth Lau MacDonald welcomed the participants to the June 2024 AGM. She also shared some online and in-person meeting rules and acknowledged that we are currently on the ancestral and unceded territory of the Algonquin people. Mathew Ashworth was the contact person for announcements.

Ruth introduced David Charette for the elder opening.

Kenny Kashirahamwe, Amélie Laviolette, and Jesus Napoles were designated as the harassment coordinators for the meeting.

Credentials report

60 delegates in person
25 delegates on Zoom
2 Observers
17 Staff
1 Guest

The credentials report was moved by Christin Griffin and seconded by André Miller. The motion carried.

Moment of silence

A moment of silence was held to acknowledge those individuals who have passed since the last in-person meeting.

2 names were added to the honour roll list:

- **Dave Clark**, former National UCTE President passed May 18, 2023, 1973-2023
- **Wayne Elliot**, previous National UCTE Vice President passed June 3, 2024, 1942-2024
- **Richard Fetterman**, UTE 70009

- **Azhar Butt**, UTE 70009

Review and adoption of the proposed agenda

Ruth asked members to take a moment to familiarize themselves with the agenda and ask any questions they may have before adopting the agenda.

The Regional Coordinator's (RC's) report is not listed but we will have a report from the RC. The name of Alan Craig was changed to André Miller.

The adoption of the agenda was moved by Dave Lanthier. It was seconded by Alan Craig. The motion carried.

Approval of the minutes of June 16 - 18, 2023 regional convention

Christine Griffin made a motion to delay the approval of the meeting minutes in the meantime so that more paper copies are available. Christine withdrew her motion.

Dave Lanthier motioned to table the motion to delay the approval of the meeting minutes and to vote on the convention minutes at the next meeting. It was seconded by Christine Griffin. The motion carried.

Best Theratronics

The members at Best Theratronics, UNE 70369, have been on strike since May 10. The 1-month anniversary of their strike is on Monday, and their negotiations have been ongoing since 2023. They asked for support for their dwindling strike fund and invited members to come out and join them at the picket line.

Erica Leduc spoke on behalf of PSAC-UNE 70369. She discussed their 100% strike vote and how their employer had not provided a monetary mandate for bargaining. The employer was threatening to move the work to other countries and not return to the bargaining table until July.

Sandrine Oka motioned to change the agenda and have the finance report before the A/REVP report. It was seconded by Gord Marshall. The motion carried.

Treasurer's report

Diane Girouard, NCR Regional Treasurer, introduced the Finance Committee (Christian Smith, Christine Griffin, Patricia Pichette, Rubin Kooner).

The Regional Treasurer presented the audit report along with the auditor from Numeris CPA, Andrea Poole. Andrea shared the results of the annual financial audit, following a standard format. The surplus year over year was $440,000. The statement of operations showed a surplus of $81,000 and noted that PSAC-NCR has continued to improve its bookkeeping structure. Given the differences in bookkeeping structure, it is difficult to compare the reports from 2022 and 2023. Andrea also shared the cash flow statement which indicated $18,000 less in cash flow at the year end than at the start.

Dave Lanthier asked about the $18,000 cash flow difference. Andrea confirmed that it was largely due to the recouping of costs for the bulk of costs payable back to PSAC National from 2021-2023, as PSAC National paid many bills for PSAC-NCR during this time.

Rubin Kooner asked about the cash flow difference and more details on what expenses those were related to. Andrea noted that the bookkeeping failure due to COVID and changes in the office have led to a lack of documentation for the years 2021 and 2022.

Antoine Gomes raised concerns from the floor that screens in the room were not sharing content in both languages and French content was not being made available to delegates. The Chair said this would be resolved in future meetings.

Break

2nd Credentials report

58 delegates in person
28 delegates on Zoom
2 Observers
17 Staff
2 Guest

There was a motion to approve the credentials report made by Christine Griffin. It was seconded by Andre Miller. The motion carried.

Regional Treasurers' Report (continued)

The Regional treasurer shared the Regional Treasurers' report. It covers the budget and expenses of the last budget cycle. The Regional Treasurer also highlighted that committees' current budgets will be in place until December 31, so they will want to spend their remaining funds before the end of the year. She also highlighted that committees will need to prepare budget proposals for the next cycle.

Motion: Diane Girouard motioned to accept the Regional Treasurers' Report. The motion was seconded by Christine Griffin.

Antoine Gomes asked about funds that had been assigned to committees that were not active during the past cycle, such as CRAPO. The funding being assigned to this inactive committee meant that funds could not be allocated to other, more active committees. The Chair clarified that the funds for CRAPO would not be reallocated and that there were discussions in place for the committee to be made active again.

Ryan Ward asked for clarification on similar line items in the budget. NCR meetings are those of the NCRCE, and NCRC meetings are those of the broader NCRC. Several line items (Regional Council and REVP Surplus) were deferred to discuss with the REVP's Office.

Dave Lanthier flagged that names of individuals were included on receivables. He calls for the documents to be pulled from the website and vetted before being reposted.

Ryan Ward asked whether expenses go to the Finance Committee after it has been submitted to the REVP's office or before? The Regional Treasurer noted that no expenses go to the Finance Committee and instead just go to the REVP's office.

Rubin Kooner asked about the auditor's references to discrepancies and asked for confirmation as to whether the Finance Committee does not review expenses, motions and approvals. The Regional Treasurer confirms that the Finance Committee does not receive these and that they go directly to the REVP's office.

Rubin Kooner asked whether donations and subscriptions are budgeted and what the not specified donations and subscriptions were. The Regional Treasurer confirmed that donations and subscriptions are submitted alongside meeting minutes and a motion. They go through the REVP's office following the relevant bylaws and policies. REVP has the authority to spend under their allocated budget as approved by delegates at the triennial convention.

Motion: BIRT the current report be tabled and a full detailed audit of the NCR's finances created where all discrepancies are addressed, which include relevant receipts, documents and details on the discrepancies, such as office expenses, as mentioned by the auditor for the full cycle.

This motion was made by Rubin Kooner and seconded by Dave Lanthier. The motion carries.

- Steven Richards highlighted that this has been a long-standing and ongoing discussion and expressed concerns about this being assigned to a new Treasurer. Alan Craig raised similar concerns about the issue being long-standing.
- **Motion:** Burcu Gurkan motioned to call the question. The motion was seconded by Patrick Bourassa. The motion carried.

Alternate REVP Report

Throughout recent months, the A/REVP undertook the following activities:

- January**:** Ruth held special meetings to discuss Canada Life, as well as pre-convention ideas for member engagement.
- February: Ruth attended Ontario Federation of Labour (OFL) Executive meetings, attended the Pride AGM and participated on a pre-convention resolutions committee.
- March: Ruth chaired the Ottawa Regional Women's Committee's (ORWC's) AGM and the Ottawa Area Council (OAC) hosted 2 meetings, including a special meeting to review and submit resolutions for the AGM.
- April: Ruth attended Union of National Employee's (UNE's) Young Workers' Conference and sat on a panel about intersectionality and the union.
- May: The Health and Safety Committee (HSC) and OAC hosted a First Aid training pilot with a strong turnout. The OAC and Pride supported the Rainbow Equality rally on May 17.

The OAC created 32 subcommittees for ongoing projects:

1. Return to office direct action
2. Capital Pride parade planning, in collaboration with Pride
3. Labour Day parade planning

The A/REVP also highlighted information gathering done during the regional caucus at the National Equity Conference in October 2023, including what member priorities are, what members would want to plan for the NCR and gaps in current approaches.

Burcu Gurkan motioned to accept the A/REVP report as presented. It was seconded by Christine Griffin. The motion carried.

Resolutions committee

The REVP's office received 15 resolutions (8 general resolutions and 7 bylaw resolutions). 2 of the submitted resolutions were found out of order.

The members of the resolutions committee were:

- Zarina Khan (Chair)
- Renee Amyotte (Co-Chair)
- Burcu Gurkan
- Samantha Basha
- Noha Haydari

Terry Fanning motioned to ratify the resolution committee's report. The motion was seconded by Gordon Marshall.

Res #	**DEBATE / FOLLOW UP**	**DECISION**
BL-005	The committee recommends concurrence. Ryan Ward motivated for the benefits of this motion and the benefits to committees. Diane Girouard disagrees with the motion as there were many complaints during the Triennial Convention relating to how member dues would be given away and not be used for supporting committees and members. The motion is too broad. Terry Fanning spoke against the motion due to concerns about the financial accountability of this motion. Noha Haydari noted that this motion only provides more flexibility for existing spending for committees for causes, including contributions to strike funds. Alan Craig highlighted that for the Indigenous Action Circle, the current limit of $500 presents challenges relating to making meaningful donations to community organizations. Christine Griffin asked whether donations would still require approval through the committee. The chair confirmed this is the case.	**Passed** **Recorded against:** • Diane Girouard • Terry Fanning

	Juan Melara-Pineda spoke in favour of this resolution as Treasurer of the Pride Committee. Pride Committee notes that supporting community organizations is a crucial part of the Pride Committee's work, as well as benefitting our members who directly benefit from the community organizations we support. Chantal Rajotte asked for the average committee budget for each year. Each committee has its own budget voted on as part of the regional budget. Jade Conrad noted that many committees do donations to community organizations as part of their work, but the accountability through finances would remain the same for these donations. Jennifer Tattersall called the question. Sonya Driscoll seconded the motion.	
BL-001	The committee recommends concurrence. Dave Lanthier is opposed to this motion as committee reports are often passed in blocks. Despite this, members are still able to present their reports and ask questions on them. Passing as a block just reduces the number of votes, as the process for more information is already in place. Chantal Rajotte noted that the time for questions and comments relating to committee reports.	**Defeated**
BL-002	The committee recommends concurrence. Concerns were raised about the French translation and proposed wording in French. Jennifer Tattersall asked whether there was cost attached to this resolution. Chair confirmed there was no additional expense. Tony Nicolas rose on a point of order to say that the resolution should be ruled out of order due to the rulings already made at the National Triennial Convention. The Chair noted that this resolution was made to ensure transparency and good governance with the specific changes to be made to the bylaws.	**Passed** **Recorded against**: • Tony Nicolas • Christine Griffin • Diane Girouard • Edith Nganga

	Tony Nicolas made a challenge to the chair's ruling. Hayley Millington seconded the challenge. The challenge was defeated. Addison Herman made a motion to call the question. Andre Miller seconded the motion. The question was called.	
BL-006	The committee recommended concurrence. Concerns were raised about the French translation of this resolution not being equivalent to the English. Juan Melara-Pineda made a motion to call the question. Myron Myslowka seconded.	**Passed**
BL-007	The committee recommended concurrence. No debate.	**Passed**
GEN-006	The committee recommended concurrence. June Dale asked where the funding for this motion would come from for this regional campaign. The Chair confirmed no costing was done on the resolution. June Dale noted that this resolution is vague and doesn't reference any specific legislation or laws, which would make it tangible. There is also no scope or action attached to the resolution. Ben Gronfors noted they would be against this resolution without further details to be provided as there is no reference to legislation but also no reference to the optional survivors benefit that does exist. Diane Girouard questions how pensioners and survivors are defined, as it is not specified. The Resolutions Committee noted they did not have this information. Diane also noted that costing is not included. Tony Nicolas noted this resolution is very vague and is opposed to the motion.	**Defeated**

	Sonia Colterman made a motion to call the question. Myron Myslowka seconded. The motion carried.	

The meeting recessed at 5:00 p.m.

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SUNDAY JUNE 9, 2024

Ruth Lau MacDonald opened the meeting at 9:00 am

Credentials report

70 delegates in person
28 delegates on Zoom
2 Observers
17 Staff
2 Guest

Christine Griffin moved to accept the credentials committee report. Andre Miller seconded the report. The motion carries.

Ruth Lau MacDonald announced that Linda Walters was elected Separate Employers Representative and Stephane Hubert was elected Alternate Separate Employers Representative at the Separate Employers caucus.

Elections

The Nominations Committee is comprised of:

- Edith Nganga
- Antoine Gomes
- Addison Herman
- Charles Baril

Alan Craig motioned to ratify the Nominations Committee. Dave Lanthier seconded the motion. The motion carries.

TREASURER

Name	Nominated by	Elected
Christian Smith	Diane Girouard / Jade Conrad	Elected
Gordon Marshal	Samantha Basha / Noha Haydari	

The chair, Ruth Lau MacDonald, decided that candidate speeches will be 2 minutes. Delegate Patrick Bourassa and Tony Nicolas raised the point that speeches should be 3 minutes as per the bylaws.

Diane Girouard motioned to change the speech time length from 2 minutes to 3 minutes. Chantal Fortin seconded this motion. The motion carries.

Christian Smith was elected PSAC-NCR treasurer.

3 MEMBERS AT LARGE (MALs)

Name	Nominated by	Rank Elected
Gordon Marshal	Sonia Colterman / Jade Conrad	**1st MAL**
David Lanthier	Ryan Ward / Andre Miller	**2nd MAL**
Alan Craig	Denise Tremblay / Stephane Hubert	Removed
Ashen Ress	Burcu Gurkan / Noha Haydari	**3rd MAL**
Vanessa Sandsmark *(nominated for 3rd MAL)*	Chantal Fortin / Renee Amyotte	Removed

Ruth passed the chair to Alex Silas for the elections of the alternate members at large.

Tony Nicolas motioned to extend the agenda until 1:00 p.m. The motion was seconded by Patrick Bourassa. The motion carried.

3 ALTERNATE MEMBERS AT LARGE (MALs)

Name	Nominated from the floor	Rank Elected
Alan Craig	Stephane Hubert / Andre Miller	**1st**
Vanessa Sandsmark	Christine Griffin / Renee Amyotte	**2nd**
Patrick Bourassa	Genevieve Fortin / Phillip Griffin	**3rd**

Alex passed the chair to Ruth after the election of the Alternate members at large.

3 FINANCE COMMITTEE MEMBERS

A nomination form was sent for Noha Haydari and Ryan Ward. The other candidates were nominated from the floor.

Name	Nominated by	Rank Elected
Ryan Ward	Will Tait / Dave Lanthier	Removed
Noha Haydari	Tony Nicolas / Beverly Brown	**2nd member**

Gordon Marshall	Christian Smith / James Valois	**1st member**
Christine Griffin	Christian Smith / Diane Girouard	**3rd member**
Chantal Fortin	Diane Girouard / Jennifer Tattersall	Withdrew
Rasha Alnaqeeb	Noha Haydari / Christian Smith	Removed

3 ALTERNATE FINANCE COMMITTEE MEMBERS

Name	Nominated by	Rank Elected
Ryan Ward	Dave Lanthier / Diane Girouard	**2nd member**
Rasha Alnaqeeb	Christine Griffin / Christian Smith	**3rd member**
Chantal Fortin	Diane Girouard / Phillip Griffin	**1st member**

The REVP administered the oath of office to the elected officers.

Jade Conrad motioned to table the outgoing REVP's report, committee reports, Member at large reports and outstanding resolutions until the next meeting. This motion was seconded by Addison Herman. The motion carries.

Rubin Kooner asked whether their notice of motion would be carried over to the next meeting. The Chair confirmed it will be reflected at the next meeting.

Chantal Rajotte highlighted that all but one of her votes were stolen by another delegate because two voters were on the same voting line.

The Chair invited David Charette to close the meeting.

Meeting adjourned.