

Prairie Region Council Rep Reports November 2018:

Position	Name	Page #	Rec'd by Deadline
REVP	Marianne Hladun	2	Yes
Regina AC Rep	Satinder Bains	34	Yes
PWD Rep	Shannon Blum	34	Yes
Young Workers Rep	Mackenzie Campbell	36	Yes
Southern SK Rep	Tim Hubick	42	Yes
Alternate REVP	Frank Janz	44	Yes
Westman AC Rep	Glen Johnston	44	Yes
GLBT Persons Rep	Chris Little-Gagne	46	Yes
Lethbridge AC Rep	Krysty Munns	49	Yes
Southern AB Rep	Kristy Slattery	53	Yes
NW Manitoba Rep	Michael Weisgerber	54	Yes

Aboriginal Peoples Rep	Sandra Ahenakew	No report
Separate Employers Rep	Wanda Quennell	No report
Edmonton AC Rep	Dragana Ristivojevic	No report
Calgary AC Rep	Alec Goertzen	No report
Northern SK Rep	Valerie Illingworth	No report
Saskatoon AC Rep	Evelyn Jackson	No report
RWC Rep	Deb Kosteniuk	No report
DCL Rep	Michelle Lang	No report
Northern AB Rep	Stasi L'Hirondelle	No report
SE Manitoba Rep	Gus Mardli	No report
Winnipeg AC Rep	Sheilagh Hanson	No report
Prince Albert AC Rep	Pennie Young	No report
Racially Visible Persons Rep	Phillip Chan	No report

**Marianne Hladun
Regional Executive Vice-President
Prairie Region Council November 2018**

This report covers the period from the last PRC meeting.

#FixPhoenix

As the government fails to make any significant progress on fixing the Phoenix pay system, Prairies members have taken action to demand a pay system that works along with damages and an end to overpayment clawbacks particularly insisting members pay back more than they received.

In August, following a worksite tour at Sask Penitentiary in Prince Albert, I met with members of USJE 40023 to discuss Phoenix. It was also discussed with the Prince Albert Area Council later that day.

After spending Labour Day with the Edmonton & District Area Council, I joined members at the Delta Hotel when we learned Prime Minister Trudeau would be attending a party fundraiser. Many thanks to the members who came out with very short notice. Between the t-shirts and the whistles and chanting, our message was received loud and clear.

The following week, Prime Minister Trudeau was in Winnipeg for announcements and an evening party fundraiser. Less than a week after the Edmonton rally, Winnipeg members and staff were front and centre of the Fort Garry Hotel. Even though the PM went through a side door, we were able to get around the side with plenty of time for him to see ... and hear... us.

On a chilly Sept. morning in Regina from 6 am to 9 am, I joined many PSAC members in Regina at the corner of Arcola and Victoria. As morning rush hour traffic went by, we got many honks of support and excellent media coverage including one TV station that phone Minister Ralph Goodale for comment.

On Oct. 24th, I joined USJE 40008 for a morning information picket on Dewdney St. in Regina. Many thanks to the members who braved a very... very... chilly morning.

After more than two years of not being able to adjust membership dues because the Phoenix system could not accept our changes, the “change file” will be processed on Nov. 14th. Full details on how refunds and arrears will be processed can be found on the national website.

Support Our Port

PSAC and UCTE) have been active in lobbying for our members and the people of Churchill for more than two years. With the recent sale of the Port and rail line to the Artic Gateway Group, we are eager to make up for lost time.

OmniTrax was in the middle of negotiations with PSAC/UCTE on a renewal of the collective agreement for the employees at the Port before the sale went through. We believe that it is in the best interest of everyone to negotiate this in as timely a manner as possible. As such, we have written the new employer with the hopes of bringing a swift and fair contract to our members.

Respect Vegreville

On the heart-breaking final week for employees of the Vegreville Case Processing Centre (CPC), we won an important but bittersweet victory for our members.

On June 28, 2017 PSAC filed a Policy Grievance on behalf of members working at the Vegreville CPC. The Policy Grievance was filed because the Department of Immigration, Refugee and Citizenship Canada (IRCC) told employees that if they did not want to relocate to Edmonton as a result of the impending closure of the Vegreville CPC, there would be no compensation package and that employees must move with their position or be laid off, despite Prime Minister Justin Trudeau's clear public commitment to the contrary. On August 29, 2018, The Federal Public Sector Labour Relations and Employment Board ruled in favour of the PSAC and its members.

PSAC believes that the information given out by the department was wrong and that even those who said "yes" to the relocation prior to October 2017 should get a chance to change their mind. The choices made by the members at Vegreville were compromised by the information given out by the department.

PSAC and CEIU stand strong in our belief that the Vegreville CPC closure is not the right decision for our members, the community of Vegreville, or the Canadians these employees serve every day. This victory is bittersweet, but we hope that it will allow our members to plan for their future in a way that ensures their employment rights are respected.

This victory would not have been possible without the testimony of our members, and the support of everyone who fought to Respect Vegreville.

Casino Regina

PSAC members working at the Casino Regina, and other union members around the province, have received mixed messages and misinformation from this Saskatchewan Party government. It's time to get back to the table and negotiate fair contracts for all workers in the province. I was able to join members from Local 40005 for an informational picket outside Casino on June 7th. We handed out leaflets and cookies to spread the message that our members deserve a "fair deal" from this government.

On October 3rd, I joined our negotiator and bargaining team during negotiations. I made it clear to the employer representative that we would not be signing any agreements with a wage cut and they advised their mandate from the government has not changed.

We have written to the Minister responsible for Gaming several times to clarify their mandate and will continue to pressure the government to withdraw this proposal from all public sector bargaining tables. Following bargaining, I attended 2 membership meetings to provide bargaining updates.

Deer Lodge Centre

PSAC and UVAE members and their supporters gathered Wednesday, July 4 at Deer Lodge Centre in Winnipeg to protest the Pallister government's Bill 29 and stand up for quality care for our veterans. Deer Lodge Centre is the largest rehabilitation and long term care facility in Manitoba, focused on providing care to Canada's veterans.

Bill 29 (The Health Sector Bargaining Union Review Act) will force health care workers in Manitoba into "representation votes" to determine what union will represent them in the future, instead of being represented by the union they have already freely chosen.

From day one, PSAC and other health sector unions have told the Pallister government that there are better solutions that can work for everyone. There is no need for this process to be conducted in Manitoba. The government has chosen to pit unions against each other. That's not right.

The 500 PSAC/UVAE members at Deer Lodge Centre provide high quality care to our veterans, and do so with respect. They should be focused on this important and valuable work, not worrying about complicated and unnecessary representation votes.

PSAC believes that priority of this government should be to ensure that our veterans receive the best possible care from employees who are focused on their needs and not on an unnecessary bargaining union restructure. We have written to the Manitoba Health Minister and the Federal Veterans' Affairs Minister to ask that Deer Lodge Centre be exempted from this process.

Provincial Politics

Alberta's Bill 30 - An Act to Protect the Health and Well-being of Working Albertans - was passed in December 2017, and takes effect June 1, 2018. As part of the consultation process on the implementation of this Act, PSAC - Prairie Region submitted recommendations in regards to harassment and violence in the workplace and the establishment, training requirements and operations of the joint committees in the workplace.

The Government of Manitoba has initiated a review of the Pension Benefits Act in Manitoba. We have presented the government with a submission in this regards. PSAC stands in favour of strong pensions that protect not only our members under federal and provincial legislation, but all workers.

The Government of Saskatchewan's 2017 wage mandate of a 3.5% wage cut was a topic of discussion at an SFL All Public Service Unions meeting. To date, no union has accepted the wage cut and there was consensus that we continue to push back on this mandate.

Regional Bargaining Updates

Negotiations are ongoing at the Centre for Aboriginal Human Resource Development in Winnipeg. Bargaining is set to resume in late September.

The Royal Canadian Mint - Winnipeg Protective Services Officers bargaining team is in place. The Plant Group at the Mint has exchanged proposals with the employer with bargaining to take place October.

The collective agreement at Regina Airport expired on June 30. Our bargaining team is working on proposals.

A collective agreement has been reached at the Calgary Airport.

A collective agreement has also been reach for the the Security Resource Group at the Winnipeg Airport.

Post Doctorate workers at the University of Saskatchewan have conciliation dates set for late September.

First contract negotiations for the Research Associates/Assistants Unit is underway at the University of Winnipeg, and the Academic Capacity Unit is in negotiations for its second contract.

Organizing Update

With the aim of building density and increasing the bargaining power of our existing PSAC local at the University of Winnipeg, a new campaign has been approved in support of Postdoctoral Fellows joining our Research Associate bargaining unit. Card signing recently secured unanimous support for unionization. Local counsel is currently pursuing a Memorandum of Agreement in preparation for joint applications to seek certification and amend the existing Research Associate certificate to include Postdoctoral Fellows.

Following our recent success with veterinary interns and residents that will join our Graduate Student Employees bargaining unit at the University of Saskatchewan, a new

campaign has been approved in support of Research Associates joining the existing PSAC local. We aim for a similar process that promotes bargaining strength, efficiency and cost savings. Card signing is ongoing.

National Update

PSAC has launched a national television ad campaign to highlight the dedication of public service workers throughout the Phoenix pay system disaster, which has now been going on for two and a half years. Despite missed paycheques, fending off debt collectors, and managing endless uncertainty, PSAC members have continued to be show up and serve their fellow citizens. The name of the campaign is Here for Canada.

Part of the campaign is an online video which features testimonials of the damage caused by Phoenix. important to share their stories and ensure that everyone knows about the toll it has taken on people's lives. Thank you to Sister Shannon Blum for your participation in these videos.

Bargaining teams representing nearly 90,000 federal public service workers were at the bargaining table with Treasury Board (TB) on October 16-17. We remain disappointed by the continued lack of response and meaningful engagement by TB negotiators at the table. Similar to PSAC's experience at the common issues bargaining session on October 10-11, government representatives did not engage substantially with PSAC's various proposals, and also did not bother to offer counter proposals.

The teams all proposed economic increases of 3.75% per year for the 2018-2020 period. In addition, each team presented wage adjustments and allowances, as well as other proposals at their specific tables. All of the union proposals and the employer proposals can be found on the national PSAC website.

Other Regional Updates

On August 28th, I was invited to attend a consultation regarding a national Pharmacare program sponsored by the Commission established by the federal government. It was unfortunate that only 30 Manitobans were able to consult in person and it was by invitation only. A pharmacare program is achievable and it will take some political work to ensure that the system works for all Canadians.

I was able to spend some time in the North Sask. Region in August and was fortunate to do a worksite visit with USJE Local 40023 and to meet with the Prince Albert Area Council.

In September, the Edmonton Regional Office hosted a meet and greet for members to come out and ask me any questions they may have. Thanks to our Edmonton PRC reps, Stasi and Dragana for also arranging a 2 hour meet and greet in the food court of Canada Place. Members of many locals came down for a coffee and muffin and asked

many questions about their union. This was followed by a worksite visit of UTE 30025 and a walk through the new office space for CEIU 30876 (formerly in Vegreville).

On Sept. 26th, I spent the day with the participants of the Union Women at Work course in Regina. An inspiring bunch with enthusiasm, energy and MANY ideas.

On Oct. 14-16th, the NBOD participated in a retreat to discuss items such as updating our last cycle's strategic plan and to continue to develop our plans for the next federal election.

On Oct. 18th, I was honored to represent PSAC nationally by presenting to the HUMA committee of Parliament in Ottawa on Bill 81 The Accessible Canada Act. The submission is available on the PSAC website.

Many thanks to Srs. Michelle Lang and Wanda Quennell for hosting the Prairies DCL/Separate Employer conference Oct. 19-21st in Saskatoon. Participants heard from PSAC's Privatization and Contracting Out Officer, Michelle Girash, Negotiators Seth Sezant and Tom Milne, Organizer Ted Klassen and G&A Office Pam Sihota. This was the first time attending for the majority of the participants and it was an opportunity for many to hear about other locals and employers outside of the federal public service. Participants also spent time developing some plans for activities to mobilize members from SE's and DCL's.

While the calendar gets full these days, I will be trying where possible to spend some extra days in the region for worksite visits or other activities. Please feel free to contact my office to check my availability for membership meetings, worksite visits, events, rallies, etc.

In solidarity,



Marianne Hladun
Regional Executive Vice-President
Public Service Alliance of Canada, Prairies

**REPORT OF THE REGIONAL EXECUTIVE VICE-PRESIDENT, PRAIRIES
TO THE NATIONAL BOARD OF DIRECTORS**

October 16 - 19, 2018

This report covers the period from the last NBOD meeting in June.

Phoenix Action in the Prairies

A conference call was held in early July with Prairie Region Council members and executive members of all 8 Prairies Area Councils. Discussion centered around how to take action by getting locals to participate in events to raise awareness with our members, with the public and a strategy to ensure we are lobbying all MP's particularly Liberal MP's.

Members on the call identified that they needed more comprehensive resources to do the lobbying portion. PSAC Prairies has developed a lobby kit that contains background information on Phoenix including a timeline, a script for TB members, a script for non-TB members, contact info for all Prairies MP's and lobbying do's and don'ts. The kit is not published on the website for obvious reasons but has been sent to every local, national officer and regional council member in the Prairies.

While in the Edmonton area for Labour Day, worksite visits and Federation of Labour meetings, I was advised that PM Trudeau would be in Edmonton for a party fundraiser. With less than 24 hours notice, and with the support of the Edmonton Regional Office and Component Presidents, we had 25+ members at the Delta Hotel with our Prairies "Burnt By Phoenix - Still Burning" t-shirts and banners to make some noise. All we got from the PM was a wave and comment of "Thanks for coming" but thankfully the media took our protest more seriously and we had wide coverage on all networks.

Stay tuned for a report from Winnipeg where members are mobilizing to "greet" the PM at a party fundraiser on Sept. 11th.

Prairies Webinar With National President Chris Aylward

PSAC - Prairies recently held a Webinar with newly elected National President Chris Aylward. Brother Aylward spoke about Phoenix, bargaining and updates from across the PSAC's broad membership. He then took questions from members on topics ranging from Phoenix, bargaining, privatization and separate employers and Directly Chartered Locals and even a question on how can members respond when other members say the union isn't relevant anymore. Thank you to Brother Aylward for making himself available to speak to members from across the Prairies.

Support Our Port

Recently a letter was sent to Prime Minister Trudeau by PSAC and UCTE in regards to the ongoing crisis in Churchill, Manitoba. Signatories to the letter are: Chris Aylward, National President; Marianne Hladun, Regional Executive Vice-President, Prairies; and Dave Clark, National President, UCTE. This letter called on the Prime Minister to use federal government resources to fix the rail line immediately, so that goods and services can move now, so that the people of Churchill have access to the rest of our country, so that this coming winter isn't quite as difficult as last year.

Recent news appears to indicate that a sale has been completed and repairs will begin immediately. We will remain vigilant on behalf of our members and the people of this community who have suffered enough from the neglect of the federal and provincial governments, and the private employer who has ignored their responsibilities.

Respect Vegreville

On the heart-breaking final week for employees of the Vegreville Case Processing Centre (CPC), we have won an important but bittersweet victory for our members.

On June 28, 2017 PSAC filed a Policy Grievance on behalf of members working at the Vegreville CPC. The Policy Grievance was filed because the Department of Immigration, Refugee and Citizenship Canada (IRCC) told employees that if they did not want to relocate to Edmonton as a result of the impending closure of the Vegreville CPC, there would be no compensation package and that employees must move with their position or be laid off, despite Prime Minister Justin Trudeau's clear public commitment to the contrary. On August 29, 2018, The Federal Public Sector Labour Relations and Employment Board ruled in favour of the PSAC and its members.

PSAC believes that the information given out by the department was wrong and that even those who said "yes" to the relocation prior to October 2017 should get a chance to change their mind. The choices made by the members at Vegreville were compromised by the information given out by the department.

PSAC and CEIU stand strong in our belief that the Vegreville CPC closure is not the right decision for our members, the community of Vegreville, or the Canadians these employees serve every day. This victory is bittersweet, but we hope that it will allow our members to plan for their future in a way that ensures their employment rights are respected.

This victory would not have been possible without the testimony of our members, and the support of everyone who fought to Respect Vegreville.

The Board has given PSAC and the employer 60 days to try and negotiate the remedy on their own. If an agreement is not reached in that time period, the Board will be able to rule on the issue of remedy.

This decision came down right after the Town of Vegreville hosted an appreciation BBQ at Rotary Park for the workers of the CPC. I was sad but proud to be able to attend, along with allies in the Respect Vegreville campaign including: Eddy Borque (CEIU National President), Shannon Stubbs (MP), Michelle Henderson (CEIU National Vice-President), Jessica Littlewood (MLA) and Tim McPhee (Mayor of Vegreville).

Casino Regina

PSAC members at the Casino Regina, and other union members around the province, have received mixed messages and misinformation from this Saskatchewan Party government. It's time to get back to the table and negotiate fair contracts for all workers in the province. I was able to join members from Local 40005 for an informational picket outside Casino on June 7th. We handed out leaflets and cookies to spread the message that our members deserve a "fair deal" from this government.

In a letter dated June 13, 2018, SaskGaming Minister Christine Tell stated that the Government of Saskatchewan was still committed to a "3.5 per cent reduction in compensation and benefits. This directive is for both unionized and non-unionized employees and this mandate has not changed."

However, Minister Harpauer has since seemed to suggest publicly that this is no longer the case. If this unfair and arbitrary mandate has indeed been abandoned, this would go a long way to ensuring a smooth ratification of our contract negotiations in the interests of our members, SaskGaming, the Government of Saskatchewan and the citizens of Saskatchewan who benefit from their efforts through many community initiatives.

I have written Minister Tell once again in order to clarify matters, but deep confusion remains across Saskatchewan when it comes to labour negotiations.

Deer Lodge Centre

PSAC and UVAE members and their supporters gathered Wednesday, July 4 at Deer Lodge Centre in Winnipeg to protest the Pallister government's Bill 29 and stand up for quality care for our veterans. Deer Lodge Centre is the largest rehabilitation and long term care facility in Manitoba, focused on providing care to Canada's veterans.

Bill 29 (The Health Sector Bargaining Union Review Act) will force health care workers in Manitoba into "representation votes" to determine what union will represent them in the future, instead of being represented by the union they have already freely chosen. While we do not agree that bargaining unit restructure is necessary to ensure quality patient care, we have

participated with other health care unions in Manitoba to come to the table prepared to work with government.

From day one, PSAC and other health sector unions have told the Pallister government that there are better solutions that can work for everyone. There is no need for this process to be conducted in Manitoba. The government has chosen to pit unions against each other. That's not right.

The 500 PSAC/UVAE members at Deer Lodge Centre provide high quality care to our veterans, and do so with respect. They should be focused on this important and valuable work, not worrying about complicated and unnecessary representation votes.

PSAC believes that priority of this government should be to ensure that our veterans receive the best possible care from employees who are focused on their needs and not on an unnecessary bargaining union restructure. Premier Pallister should Repeal Bill 29, and show respect for health care workers in Manitoba.

Committees In Action

After much rumbling thunder early in the morning, June 10 turned out to be a fabulous day for the UTE Tri-Local Picnic at Tinkertown in Winnipeg! Hundreds of burgers and hotdogs were served to UTE members and their families at this annual event. It was a lot of fun to attend this event.

With support from PSAC, the Lethbridge Area Council successfully entered the "Burnt by Phoenix" dragon boat team into the ATB Financial Lethbridge Rotary Dragon Boat Festival. This was prominent weekend long (June 22-26) festival that promoted an abundance of community involvement for both racers and non-racers. It was big draw for Lethbridge and surrounding areas as there were several vendors, entertainment and activities for kids. The LAC had a total of 26 team paddlers from several components including: Agriculture, Government Services Union, Union of Taxation Employees, and Customs and Immigration Union. This event also captured a great deal of media attention throughout the weekend. This was a great way to spread the word about Phoenix and make connections with members. As a Rotary event, all proceeds from the festival support Rotary funded community and international projects.

National Public Service Week (NPSW) took place from June 10 to 16, 2018. This year PSAC chose not to boycott the Employer's events, but instead use those events to highlight the ongoing pay problems by the Phoenix Pay System. By drawing attention to Phoenix at these Employer events we made a strong statement.

On Tuesday, June 12 UTE Local 40023 in Saskatoon held a plant gate. The executive and stewards handed out CAS cards and a Phoenix sticker with a hand out. The hand out was drawing attention to Phoenix and the negative consequences our members face. Members

wore the "CAs can do it" aprons. Members also held a draw for a Timmies card.

On a rainy Thursday, June 14 the Calgary Area Council held an ice cream event for members at the Calgary Airport for UTE and UCTE members. Organizers also provided Burnt by Phoenix stickers, Phoenix First Aid, and fact sheets to 100's of members who signed the Phoenix petition to the PM.

Local 40064 members in Regina gathered at Scarth Street & Victoria Avenue. They placed Phoenix stickers on the cups and gave out chips and candy cups.

To recognize our value for the services we provide to Canadians, the government must do more to rectify Phoenix and properly address the negative consequences our members face. Until Phoenix is fixed or replaced by a new functioning system and all our members pay issues have been corrected, we will continue to hold this government responsible.

PSAC members were well represented at **Labour Day** events throughout the Prairies. Members handed out balloons, tattoos, rulers and "Childcare for All" colouring kits, as well as wearing "Burnt By Phoenix" t-shirts which were a real hit.

A beautiful, sunny day in Winnipeg was the scene for the annual march and BBQ. Speeches were delivered at Memorial Park, including from Winnipeg Labour Council President Basia Sokal, who spoke about the importance of electing labour-endorsed candidates in the upcoming civic elections. PSAC members then joined the march down Portage Ave. to Vimy Park for the BBQ.

In Lethbridge the PSAC LRWC and Lethbridge Area Council joined the Lethbridge and District Labour Council for their 6th Annual Labour Family Picnic at Kinsmen Park. The women's committee provided two bouncy castles for the children to enjoy. Volunteers Stephanie Erb and Ray Wilson, Agriculture Local 30048 members, supervised the castles to ensure no one was hurt. With cotton candy added to the menu this year, there was a line up at the PSAC table for most of the event! Volunteers used this opportunity to talk to people about Phoenix while wearing Burnt By Phoenix T-shirts. Volunteer Karen Mah become that expert cotton candy spinner and had the perfect serving down after spinning for nearly 4 hours. The BBQ overall served 800 members of the community. There was free face-painting and live music. The Lethbridge Area Council also helped to support an event in Medicine Hat. Sister Danielle Possiant recently helped her local (30907), affiliate with the Medicine Hat Labour Council. At their event she organized a bouncy castle as well.

The bright colors of the PSAC Prairies tent was prominent in Saskatoon where our members provided helium balloons and other swag to the crowd in Victoria Park. Mayor Charlie Clark joined festivities in Saskatoon, while a record crowd in Brandon saw the BBQ run out of hot dogs! In Calgary a rainy day could not extinguish the passion of our members to put the flaming Phoenix mess out for good. Good thing our members who volunteer each year had the tent!

I was pleased to join Edmonton Area Council activists at the Labour Day barbecue for the unemployed and under-employed that for the past 28 years has been hosted by the Edmonton Labour Council. In Regina, the Area Council attended the annual Labour Day Picnic.

Pride activities were a big focus for many of our members during the summer months.

Lethbridge Pride is an entire month event with the culmination of the Pride Parade on June 23. The event landed on the same weekend as the Dragonboat festival – a busy time so we were down volunteers. Sister Krysty Munns walked in the parade with the Alberta Federation of Labour float. There were approximately 3,000 people lining the streets leading up to the big party in Galt Gardens.

700 people made their way out to the Brandon Pride March held on June 16, with PSAC well represented.

In Edmonton on June 9th, the two-spirit community was honoured as the Parade's Grand Marshall. Premier Notley was in attendance as well as a significant presence from the labour movement including PSAC members and staff. In Calgary, students involved with Gay-Straight Alliances led festivities on September 2nd. This is an important moment as several attempts were made by conservative opposition to block and stifle the creation of these valuable student groups which create a safe space for youth.

In Winnipeg, thousands gathered at the Manitoba Legislature on June 3rd to participate in the annual Pride Parade, which went from the Legislature to the Forks for the Pride Festival. The theme of Pride 2018 was "My First Pride". A strong PSAC contingent was in attendance. PSAC was proud to support the Two Spirit Pow Wow at the Forks National Historic Site.

Saskatoon's Pride parade took place on Father's Day, June 23rd and drew loud and happy crowds out in support. In Regina, our Human Rights Committee attended the Queen City Pride Parade.

Organizing

With the aim of building density and increasing the bargaining power of our existing PSAC local at the University of Winnipeg, a new campaign has been approved in support of Postdoctoral Fellows joining our Research Associate bargaining unit. Card signing recently secured unanimous support for unionization. Local counsel is currently pursuing a Memorandum of Agreement in preparation for joint applications to seek certification and amend the existing Research Associate certificate to include Postdoctoral Fellows.

Following our recent success with veterinary interns and residents that will join our Graduate Student Employees bargaining unit at the University of Saskatchewan, a new campaign has been approved in support of Research Associates joining the existing PSAC local. We aim for a similar process that promotes bargaining strength, efficiency and cost savings. Card signing is ongoing.

Negotiations

Negotiations continue for UCTE members at the Port of Churchill. As the sale of the Port and the Churchill Marine Tank Farm has just been announced, we will be contacting the new employer to confirm successor rights and determine a plan to continue negotiations with the new employer.

Negotiations are ongoing at the Centre for Aboriginal Human Resource Development in Winnipeg. Bargaining is set to resume in late September.

The Royal Canadian Mint - Winnipeg Protective Services Officers bargaining team is in place. The Plant Group at the Mint has exchanged proposals with the employer with bargaining to take place October.

The collective agreement at Regina Airport expired on June 30. Our bargaining team is working on proposals.

A collective agreement has been reached at the Calgary Airport.

A collective agreement has also been reached for the the Security Resource Group at the Winnipeg Airport.

Post Doctorate workers at the University of Saskatchewan have conciliation dates set for late September.

First contract negotiations for the Research Associates/Assistants Unit is underway at the University of Winnipeg, and the Academic Capacity Unit is in negotiations for its second contract.

Respectfully submitted,



Marianne Hladun,
Prairies Regional Executive Vice-President

REVP Prairies Activities

May 23, 2018	MFL Executive Pre-convention meeting Discipline Appeal Hearing
May 24	DCL/SE Conference Discussion MFL Convention
May 25 – 27	MFL Convention
May 27	Rally for Public Services
May 28	CAHRD RSCC Travel to Ottawa
May 29	TB PA Bargaining exchange
May 30	TB PA Bargaining exchange Port of Churchill RSCC
May 31	TB Common Issues table proposal preparation
June 1	TB Common Issues table proposal preparation Travel to Winnipeg
June 4 – 5	AEC meeting via conference call
June 6	Meeting with Commissioner on HealthCare Review & UVAE (Deer Lodge Centre) Local Executive 50021 and UVAE Component President Travel to Regina
June 7	DCL 40005 Plantgates, Regina Travel to Winnipeg
June 9	UTE Tri-Local Family Picnic
June 11	Travel to Edmonton
June 12 – 13	CEIU 30876 Policy Grievance re: Vegreville CPC
June 14	Travel to Ottawa
June 15 – 17	Domestic Violence Training Workshop Pilot
June 18	AEC meeting
June 19 – 21	NBoD meeting
June 22	Travel to Winnipeg
June 25	Partnership to Defend Public Services (Manitoba) Meeting

	Meeting with Wab Kinew and Labour Leaders
June 27	Prairies Webinar with PSAC National President
June 28	CAHRD worksite tour and Local Executive Elections
July 4	Rally for Veterans – UVAE 50021 Deer Lodge Centre Summer Phoenix Activities conference call with Committee Executives & PRC
July 8	Travel to Ottawa
July 10 – 12	TB PA Bargaining
July 12	All Teams bargaining meeting
July 13	TB NSCC Travel to Winnipeg
July 16	Churchill meeting with MFL
July 17	Conference call with PSAC Privatization Officer re: Churchill
July 19	U of W Postdocs conference call
July 30	U of S Postdoc conference call
August 2	Port of Churchill conference call
August 15	Conference call with legal counsel re: CTA Intervenor Status Meeting with Winnipeg Labour Council President
August 16	Meeting with MP Daniel Blaikie United Way Labour Committee meeting Conference call re: Bill 29 and Deer Lodge Centre Bargaining
August 19	Travel to Saskatoon
August 22	Conference call with legal counsel re: Omnitrax & CTA
August 23	Travel to Prince Albert USJE 40023/SK Penitentiary worksite tour and lunch meet and greet Prince Albert Area Council & RAPC Joint meeting Travel to Saskatoon
August 24	U of S meetings (other unions, Grad Students Asso. President, Local 40004 Bargaining team members, organizers)
August 24	Travel to Winnipeg
August 27	PSAC/GCWCC (United Way of Winnipeg) meeting

August 28	National Pharmacare Consultation
August 29	Port of Churchill conference call Travel to Vegreville Town of Vegreville CPC/CEIU 30876 Employee Appreciation BBQ
August 30	Travel to Winnipeg GSU Local 50002 Local Development
August 31	Port of Churchill RSCC
September 2	Travel to Edmonton
September 3	Edmonton District Labour Council Labour Day BBQ with PSAC Edmonton Area Council
September 4	Conference call with legal counsel re: Omnitrax & CTA Members Meet and Greet at the Edmonton RO
September 5	AFL PAC meeting Burnt by Phoenix Demo, Delta Hotel
September 6	Unionism on Turtle Island planning conference call Members Meet and Greet - Canada Place Edmonton CRA/UTE 30025 Worksite Tour CEIU 30876 Worksite Tour
September 7	Conference call with legal counsel re: Omnitrax & CTA Travel to Winnipeg

**REPORT OF THE REGIONAL EXECUTIVE VICE-PRESIDENT, PRAIRIES
TO THE NATIONAL BOARD OF DIRECTORS**

June 19 - 22, 2018

This report covers the period from the last NBOD meeting in February.

Phoenix Day of Action

On February 28, PSAC held rallies across the country – including here in the Prairies - to mark the second anniversary of this fiasco, and to deliver “Phoenix First Aid” to members who have been burnt by Phoenix.

In Winnipeg, members gathered in front of 280 Broadway in the morning with coffee, donuts and materials for members with information on what to do if they have been affected by Phoenix. We were thankful for the support we received from the MFL, MGEU, CUPE and other allies who braved a very cold morning to show their solidarity.

A rally was also held in Brandon. PSAC members were joined by allies from the Brandon and District Labour Council, MGEU and Brandon Teachers for a rally in front of Conservative MP Larry Maguire's office over the lunch hour. They took the opportunity to speak to the constituency staff and have requested a follow up meeting with the MP.

Over 100 people rallied in front of Service Canada in Regina. Thank you for the solidarity of the larger labour family for joining in.

In Prince Albert, members gathered outside of the Saskatchewan Penitentiary. Mayor Greg Dionne also joined our members to show his solidarity, which was greatly appreciated.

In Calgary UCTE Local 30318 held an education event on Phoenix and in Edmonton, the Edmonton Area Council rallied outside of Canada Place.

Several Lethbridge members took part in the National Day of Action for Phoenix on February 28th. This included workplace plant-gates and information pickets. Some members display our "Burnt by Phoenix banner" and had others sign postcards to the Federal government demanding they #FixPhoenix.

Many of these events drew positive local media coverage and fed into national stories about the Day of Action.

Young Workers

Young workers have been busy this year! The PSAC Prairie Region held a Young Workers Conference in Edmonton, Alberta from April 13th to April 15th. The Edmonton Young Workers Committee was formed in February and immediately began to work as the host committee to the Prairie Young Workers Conference.

The AEC has approved Young Worker committees in Calgary and Regina and the work is being done to fill the executives and develop action plans for 2018.

The Winnipeg Young Workers' Committee had their inaugural meeting at the beginning of 2018. They are organizing a BBQ in May for young workers and their families. It is also an opportunity to get contact information for young workers and encourage them to get involved in the committee and other events. The next item on their plan for this year is a Child Care Rally that will be held in the Fall.

Support Our Port

The PSAC Social Justice Fund, PSAC Prairie Region and UCTE covered the cost of the air freight with the help and support of Calm Air, to support an Emergency Food Drive for the community of Churchill initiated by the Winnipeg Blue Bombers Alumni Association.

The people of Churchill are still facing a crisis, one year after the rail line was cut off as a result of flooding. With the rail line out of commission, food is often of poor quality and staggeringly expensive. PSAC has been fighting since day one for an immediate fix to the rail line to help get Churchill back on its feet.

With the help of the Hungry Bears Food Bank in Churchill, food supplies were distributed throughout the community, including to the School Breakfast Program, daycares and community members. 30,000 pounds of food supplies were raised for the Churchill community through the Emergency Food Drive.

Humboldt Broncos

The thoughts of all members of the Public Service Alliance of Canada are with the families, friends and communities affected by the devastating accident in Saskatchewan. No words can express our sorrow for the lives cut short.

PSAC represents members in Humboldt and in many rural communities across the Prairies. We know that many members have personal connections to players and families and we send our support to all those who directly or indirectly have been affected. We also stand in solidarity with all of the emergency workers, law enforcement officers, nurses, doctors and hospital staff who have done their very difficult jobs in the face of this tragedy.

Hockey is a way of life for families throughout Canada. We are united in our grief, and in our thoughts and concern for all affected. "An injury to one, is an injury to all" is as applicable in this situation as in our workplaces.

Provincial Politics

Alberta's Bill 30 - *An Act to Protect the Health and Well-being of Working Albertans* - was passed in December 2017, and takes effect June 1, 2018. As part of the consultation process on the implementation of this Act, PSAC - Prairie Region submitted recommendations in regards to harassment and violence in the workplace and the establishment, training requirements and operations of the joint committees in the workplace.

The Government of Manitoba has initiated a review of the *Pension Benefits Act* in Manitoba. We have presented the government with a submission in this regards. PSAC stands in favour of strong pensions that protect not only our members under federal and provincial legislation, but all workers.

The Government of Manitoba has also signalled that they will be enacting Bill 29 – Health Sector Bargaining Unit Review. This bill allows the provincial government to appoint a commissioner to determine the number of bargaining units delivering healthcare in the

province and order representation votes to reduce the number of collective agreements from approximately 180 to 7. The commissioner's decision are final with no right of appeal. Currently PSAC represents UVAE members at Deer Lodge Center. No further details of how the process will work and/or which unions will be on each of the ballots.

International Women's Day

Members of the committee were in attendance to support the PSAC Lethbridge Regional Women's Committee event, The Lethbridge Living Library. This event was in recognition of the second anniversary of the Women's March on Washington and solidarity events in Canada. The Lethbridge Living Library included various organizations (including PSAC) and speakers from within their community who serve the principles of human rights, social justice, equality and compassion.

Winnipeg Women's Committee representatives attended the IWD Breakfast hosted by the Manitoba Federation of Labour. In addition, the Co-Chair attended Domestic Violence Workshops and workshops with the Manitoba Human Rights Commission for IWD.

The Edmonton Regional Women's Committee held a dinner and then went to Audrey's Book Store to celebrate women authors where they each read a passage from their book which had themes around Indigenous Youth struggles, sexual abuse and exploitation and marriage struggles. After each author read a passage they discussed the research they did in order to write this book. Some familiar and startling statistics were shared about Indigenous peoples' struggles and intergenerational trauma.

The Calgary RWC has partnered with the Women's Centre of Calgary and other unions (UFCW, CUPE and UNA) for a number of years for the IWD Potluck Supper. This year 315 individuals registered for the event. The Calgary Regional Women's Committee contributed to the supper by donating door prizes, contributing to the food for the event, and by operating the Wheel of Questions and awarding prizes to those giving correct answers. This year we were also pleased to be able to give an honorarium to the performer doing the treaty land acknowledgement and blessing song at the beginning of the evening.

Organizing

On May 8, the Sask. Labour Relations Board issued a certificate to PSAC for veterinary residents and clinical interns at the Western College of Veterinary Medicine in Saskatoon. The members will be part of DCL Local 40004 at the University of Saskatchewan. Negotiations will commence shortly.

Negotiations

Negotiations are ongoing at the Centre for Aboriginal Human Resource Development in Winnipeg. We believe our members deserve a fair contract that recognizes their work, regardless of which unit of the organization they belong to.

The Royal Canadian Mint - Winnipeg Protective Services Officers Collective Agreement expired on December 31, 2017. Our team is in place and ready to commence bargaining.

The collective agreement at Regina Airport expires Jun 30, 2018. Our team is working on finalizing the proposals.

Negotiations continue at the Calgary Airport. The employer is proposing concessions this round and the team is committed to no concessions.

Firefighters at the Edmonton Airport have ratified a tentative agreement as of May 8 with no concessions.

Employees of Pro-Tec at the Saskatoon Airport have ratified a tentative agreement as of April 17.

Negotiations for Post Doctorate workers continue at the University of Saskatchewan. As of this date the employer has proposed an unprecedented wage freeze, consistent with the unhealthy labour environment in Saskatchewan.

Bargaining is still ongoing for DCL Local 40004 at Casino Regina. The provincial government is in negotiations with several unions at this time and is looking for savings in this round of negotiations. We will stand strong to deliver a fair contract for our members.

Negotiations continue for the UVAE members at Deer Lodge Centre in Winnipeg.

First contract negotiations for the Research Associates/Assistants Unit is underway at the University of Winnipeg, and the Academic Capacity Unit is in negotiations for its second contract.

Respectfully submitted,



Marianne Hladun,
Prairies Regional Executive Vice-President

REVP Prairies Activities

December 21	SSO Local 50140 Local Development Call
January 2018	Personal Leave
January 11	RSCC DCL 40005 (Casino Regina)
February 7	Phoenix Campaign conference call
February 8	Travel to Edmonton
February 9	PRC meeting
February 10	PRC and National Officers Strategy Session
February 11	PRC meeting Travel to Ottawa
February 12	AEC Meeting
February 13 – 15	NBoD meeting
February 16 – 18	NDP Convention
February 19 - 23	PSAC Constitution Committee meeting
February 23	NBoD Briefing on Phoenix Class Action Travel to Winnipeg
February 28	National Day of Action on Phoenix - Winnipeg
March 2	Travel to Regina
March 3	SK NDP Leadership Convention Travel to Winnipeg
March 7	Meeting to discuss National Education Program Priorities for 2018 Westman Area Council AGM
March 8	MFL IWD Breakfast Assiniboine Credit Union meeting FB Town Hall via teleconference
March 9	Women's Committee Handbook follow up meeting
March 10	Selection for YW Conference with PRC YW Rep via teleconference
March 12	CLC PharmaCare Townhall

March 14	Meeting with UNE NVP & RVP
March 15	National FB teleconference
March 16	DCL Local 40004 Executive Meeting
March 19	MFL Executive meeting Prairie Region Council Audit
March 20	MFL Executive meeting Supporting Our Allies conference call Churchill campaign conference call
March 21	Travel to Ottawa
March 22	NBoD Briefing on Phoenix Organizing conference call
March 23 – 24	AEC Meeting
March 26 - 29	Treasury Board Units National Bargaining Conference
March 29	Travel to Winnipeg
April 4	MFL Resolutions Committee meeting
April 6	Travel to Ottawa
April 9 – 10	AEC meeting
April 11	OGS Meeting Edmonton Airport MOU meeting
April 12	OGS meeting Conference Call to discuss Counter service at the Saskatoon Tax office Separate Employer/DCL conference meeting
April 13	Travel to Edmonton
April 13 – 15	Young Workers Conference
April 15	Travel to Winnipeg
April 17	NDP Federal Council meeting via teleconference
April 18	Travel to Lethbridge FB Ratification votes –Lethbridge, Coutts
April 19	FB Ratification Votes – Coutts Travel to Calgary
April 20	FB Ratification Votes - Calgary

April 21	Travel to Winnipeg
April 23	U of S Postdoc RSCC
April 24	Travel to Ottawa
April 25	TB Negotiations meeting
April 27	Travel to Toronto
April 28	NBoD meeting
April 29 – May 4	PSAC National Convention
May 4	Travel to Winnipeg
May 8	Meeting with Auditor FB Ratification meetings - Winnipeg
May 9	FB Ratification meetings - Emerson
May 10	FB Ratification meetings - Winnipeg
May 11 - 12	PRC Finance Committee Allocation Review and meeting with Auditor
May 13	Travel to Ottawa
May 14	AEC Meeting Social Justice Fund Steering Committee meeting
May 15	AEC meeting
May 16	PA Table - Bargaining Demands Preparation Official PRC conference call
May 17	PA Table - Bargaining Demands Preparation
May 18	PA Table - Bargaining Demands Preparation Travel to Winnipeg

**REPORT OF THE
REGIONAL EXECUTIVE VICE-PRESIDENT, PRAIRIES
TO THE
NATIONAL BOARD OF DIRECTORS**

February 13-16, 2018

This report covers the period from the last NBOD meeting in October.

YOUNG WORKER COMMITTEES

In some excellent news to start 2018, Young Worker Committees have officially been formed in Edmonton and in Winnipeg, and inaugural meetings are soon to take place.

In Edmonton, the first meeting took place Tuesday, January 16th; In Winnipeg, the first meeting was held Thursday, January 18th.

Workers from outside Winnipeg and Edmonton were encouraged to get involved by calling into one of the two meetings.

Big thanks to the new PRC Young Worker's Rep Mackenzie Campbell for all of her work in bring this together. We are working towards a Young Workers' Summit on the Prairies in the Spring, which is very exciting.

Political Action and Campaigns

CBSA RALLY IN REGINA

On December 19th, 2017 there was a successful rally for CIU members in Regina. As CIU members await the PIC report, the rally served as a show of support for the bargaining team who has been at the table fighting for a fair collective agreement that includes recognition of CBSA Officers as law enforcement. Thank you to everyone who came out to show their solidarity and fight for a fair deal, including: CIU Saskatchewan Local 40031, PSAC Regina Area Council, PSAC Local 40005, USGE, UNE and CEIU.

We received a great deal of media attention for this rally, including an excellent story in the Leader-Post, Radio-Canada, and Minister Ralph Goodale's "response" to 620 CKRM.

Special thanks to Santa Claus (who reminds us an awful lot of CIU Sask. Branch 2nd VP and PSAC Prairie Region Young Worker's Alternate Rep Glenn Hollyoake), Santa's Chief Elf and the Gingerbread Man for stopping by to unveil Santa's Naughty and Nice List. No surprise to see PM Trudeau, MP Ralph Goodale, MP Scott Brison and MP Bill Morneau on the naughty list. Topping out the nice list... President Robyn Benson, CIU President JP Fortin, the FB Bargaining Team and I made the Nice list!

SUPPORT OUR PORT

In an unending legal battle, Omnitrax has declared its intention to sue the federal government under NAFTA rather than live up to its duty to repair the rail line.

Waiting for lawsuits and counter suits to solve this issue only means more delays, more devastation and more hardship for the people of Churchill. The time is now to bring the Port and the railway into public hands.

PSAC has consistently called on the federal government to bring the Port of Churchill and the rail line back as a national asset so that it can return to full operation in the short term, and remain so for generations to come. Similar to an airport authority, port authority status would allow community and government representatives to sit on the board and be accountable to various stakeholders, including municipalities and Indigenous communities, instead of being focused solely on corporate shareholders. The Minister of Transport has the authority under the Canada Marine Act to amend the list of regulated port authorities by Order in Council or regulation.

It is also urgent that the Province of Manitoba institute a fuel subsidy to offset the exorbitant gasoline prices that northern communities are facing, and sit down with all the partners in Churchill to help develop an economic plan that includes fixing the rail line and re-opening the valuable Port of Churchill for business again.

Unfortunately, despite the significant media and community attention this issue has received, the provincial government failed to even mention the community of Churchill in their recent Speech From the Throne.

In the midst of the uncertainty, we continue to try achieve a renewed collective agreement to protect the UCTE members at the port should a sale go through and will continue to pressure both the provincial and the federal government to take solid action to restore rail service and get the port operational for the 2018 shipping season.

RESPECT VEGREVILLE

In January 2017, Prime Minister Justin Trudeau held a Town Hall at the University of Saskatchewan. In response to a question about the Vegreville Case Processing Centre closure, he said: "Compensation and packages will be made available to those employees who do not wish to relocate."

However, the Department of Immigration, Refugees and Citizenship has since informed public service workers who do not wish to relocate that there will be no compensation and no packages. In fact, those who do not accept the department's final offer to relocate will be laid off in August 2018.

That's not right. And that's not what the Prime Minister said would happen.

We are fighting this broken promise through the policy grievance process, while also continuing the fight to keep the Vegreville CPC open. But at the very least it's not too late for the department to change course and keep the promise made by Prime Minister Trudeau.

On Nov. 27th, Sister Robyn Benson, National President and I toured the Vegreville Immigration Case Processing Centre and met with the Director to express our opposition to the closure and relocation Edmonton. Thank you to CEIU Local 30851 for the invitation to your Holiday dinner and membership meeting.

On Dec. 6th, Sister Robyn Benson, Sister Michelle Henderson, CEIU RVP Alberta and myself were to meet with Minister Hussien regarding the closure. Just hours prior to the meeting, the Minister cancelled but we were able to meet with the Minister's Chief of Staff and department officials. The rationale for the closure is still a moving target with different reasons and we are awaiting further information promised by the department officials. We are also awaiting confirmation of a meeting with Sister Benson and the Minister.

PROVINCIAL POLITICS

In Manitoba, I spoke at legislative hearings on Bill 23, the Fisheries Amendment Act. Our members at the Winnipeg processing facility are the engineers that maintain the plant's equipment.

We are concerned with the government's decision to introduce Bill 23, especially the decision to withdraw from its participation agreement under the Freshwater Fish Marketing Act. While we acknowledge that fishers will still have the option of selling their fish via the FFMC, PSAC believes that a fundamental link in the fishing economy will be severely damaged – hurting fishers, their communities, and undermining the workers at the processing centre in Winnipeg. PSAC believes that FFMC should remain a monopoly single-desk for the economic security and stability of all Manitoba fishers.

FFMC was created in 1969 and is located right here in Winnipeg. It was designed to give our small fishing communities strength and stability in terms of price and quality.

Time and again, we have seen the ideological approach to “market freedom” has the same effects: small operators are cut out and wages are depressed.

In many ways, this feels like a re-play of the disastrous decision to dismantle the Canadian Wheat Board. While we submitted a written brief to the Legislative Committee, I took the opportunity to explain the similarities between the current situation in Churchill and the Federal Conservatives decision to dismantle the Canadian Wheat Board. I also supported

northern indigenous fishers who presented to committee by calling on the provincial government to further develop a strategy and draft regulations before proclaiming Bill 23.

On behalf of PSAC members in the Alberta, I wrote to Premier Notley to congratulate her and her government on passing legislation to support Gay-Straight Alliances in Alberta schools. The letter which was jointly signed with Brother Chris Little-Gagné, PRC LGBT Representative was well received by both the Premier's office and the Minister of Education's office.

The positive impact of Gay-Straight Alliances and other similar student organizations is clear. Bill 24 ensures that students can have access to peer support when they need it the most, and that every single school in Alberta that receives public dollars must have a policy that clearly allows students to form a gay-straight alliance. Because these policies will be made public by school authorities, there will transparency and accountability to the students and communities they serve. It is vital that students know that their right to access the support they need is not subject to the whims of any one institution or individual.

COMMITTEES IN ACTION

The Lethbridge Area Council held an Annual General Meeting on October 17th. A new executive was elected. Sister Krysty Munns was re-elected President, Brother David Person was re-elected Secretary/Treasurer and Sister Kristy Slattery was elected Vice-President.

On November 28th, Sister Munns was called upon to give a media interview on Bill 30, Alberta's new workplace safety legislation, which includes the Right to Refuse Unsafe Work, the right to know about unsafe work and the right to participate in Occupational Health and Safety Committees.

Members of the committee attended the Canadian Labour International Film Festival that was held at the Lethbridge Public Library on November 29th, 2017.

Sister Munns lobbied MP Rachel Harder on Friday December 8th to discuss the ongoing Phoenix issues. Ms. Harder committed to requesting approval to speak in the on house on behalf of her constituents about Phoenix.

The Calgary Area Council hosted two CLIFF Film nights on November 15th and 17th. Several members of the committee also attended the Sister's in Spirit Vigil on October 4th and the committee donated some funds to help cover the cost of replacement candles. Two members of the committee attended the annual Person's Day Breakfast on October 18th and our committee contributed some funds to cover the cost of the speakers.

The committee also contributed to the University of Lethbridge Women's Resource Centre Menstruation Drive whereby we purchased feminine hygiene products to be given away at the Resource Centre to women who may otherwise not be able to afford them.

The Lethbridge RWC also hosted the Annual Giving Project. In its 8th year, this project sees members welcome crafters, knitters, and crocheters to a community event to gather toques, mittens, scarves and other warm items to be distributed to individuals within the community who are in need of them at this time of year.

November 25th to 27th, 2017 the Calgary Regional Women's Committee hosted the "A Women's Place is in Her Union" Retreat. This 3-day event included an evening of fellowship and conversation on November 25th, the course "A Women's Place is in Her Union" and a workshop on Domestic Violence in the Workplace and Murdered and Missing Indigenous Women and Children, followed by a lunch. I was able to attend, as well as Sister Benson and guest speakers Constable Maria Wren of the Calgary Police Service's Domestic Conflict Response Team and Josie Nepinak of Awo Taan Healing Lodge Society.

The course kicked off the 16 Days of Activism against Gender Based Violence.

For the National Day of Remembrance and Action on Violence Against Women, Regional Women's Committees from throughout the Prairies attended local events. In Saskatoon, the Regional Women's Committee met on December 6th and had a presentation on the terrible events in Montreal. In Winnipeg, members attended the sunrise vigil at the Manitoba Legislature and the Manitoba Federation of Labour's commemorative brunch, where NDP MLA Nahanni Fontaine delivered a bracing speech about the experience of the families affected by Missing and Murdered Indigenous Women and Girls. Edmonton members attended the AFL Commemorative Brunch December 3rd.

Edmonton Area Council hosted a Solidarity Brunch for Locals in October with guest speaker Maria Fitzpatrick speaking on Domestic Violence and Perry Garvin of the United Way speaking on Mental Health issues in the workplace. The Edmonton Regional Women's Committee participated in the Solidarity Brunch put on by the Area Council and completed the Food for Women campaign successfully raising \$2,100 to donate grocery cards to the Alberta Council of Women's Shelters and Seniors Association of the Greater Edmonton.

Edmonton Regional office hosted an open house in December for the general membership and allies.

Regina Human Rights and Women's Committees co-hosted a Seasonal Open House on December 9th in honour of National Human Rights Day. Guest Speaker was Regina Youth Poet Austin Ahenakew. He recited some of his poetry which focused around issues faced by indigenous children and youth.

The Winnipeg Regional Women's Committee has donated to organizations such as an inner city breakfast program, the Bear Clan Patrol, and \$400 of new underwear for Centre Flavie-Laurent, which offers assistance and comfort to the impoverished and the vulnerable by distributing at no cost clothing, furniture and household items.

The Winnipeg Area Council took the lead in organizing PSAC's participation in the Winnipeg Santa Claus Parade which brings a lot of exposure for PSAC in the community. Several members constructed, decorated and walked with the PSAC float on November 18th. The Winnipeg Area Council has also organized Phoenix Pay System rallies every pay day since August by encouraging locals to step up and be the lead local. The rallies have been held both at MP's offices and outside of our workplaces.

On November 24th the Westman Area Council participated in the United Way Christmas Tree Auction and helped to raise over \$33,600 this year for the Westman area. The Christmas Tree Auction helps to provide gifts and tress to families in need in the community. The trees are "auctioned off" and contribute to the campaign.

REGIONAL BARGAINING

Employees at the Freshwater Fish Marketing Corporation in Winnipeg ratified a new collective agreement in November.

The newly formed Academic Capacity unit at the University of Saskatchewan has ratified its first collective agreement in October. Negotiations for Post Doctorate workers continue at the University of Saskatchewan.

A critical round of bargaining is underway for DCL Local 40004 at Casino Regina. With the Sask Party mandated wage cut of 3.5% still not withdrawn, our members are focused on supporting the bargaining team and strategizing on working with other unions.

Negotiations are underway for the UVAE members at Deer Lodge Centre in Winnipeg. Similar to Sask., UVAE members are subject to Bill 28 which mandates 2 years of 0%, 1 year of 0.75% and 1 year of 1%. PSAC Prairies is participating in a charter challenge with other unions looking to have Bill 28 declared unconstitutional.

Negotiations for UCTE members at the Port of Churchill are progressing slowly but the goal is to have a tentative agreement in place should any sale of the Port be finalized.

A tentative agreement has been reached for the English Language Program at the University of Winnipeg. First contract negotiations for the Research Associates/Assistants Unit, and the Academic Capacity Unit is in negotiations for its second contract.

A tentative agreement has been reached at Brandon University. In this round of negotiations, we were faced with the Public Service Sustainability Act (Bill 28). This new legislation introduced by the Manitoba Progressive Conservative government imposes a 2-year wage freeze on all public sector workers – including students who work at BU – and wage restrictions for another 2 years. This legislation violates our constitutional right to free collective bargaining, and we have joined forces with other unions to file a court case against the Pallister government.

Following a difficult round of negotiations, UNE members at the Canadian Museum of Human Rights ratified a collective agreement on December 20th. This is the second agreement for this bargaining unit and the first agreement negotiated since the Museum officially opened. A priority for the bargaining team going into this round of negotiation was for issues related to

front line staff and managements use and abuse of precarious workers. The team was successful in gaining protections for these members.

Respectfully submitted,

Marianne Hladun,

Prairies Regional Executive Vice-President

REVP Prairies Activities

September 25	RSCC UCTE 50600 (Winnipeg Airport Authority) via conference call
October 2	Travel to Saskatoon
October 2	Prairie Region Council Official Conference Call
October 3	NBoD Standing Education Committee Meeting via conference call
October 3	Travel to Winnipeg
October 4	UCTE 50600 Ratification Votes
October 5	NBOD Committee to review PSAC Area Council Resolutions via conference call
October 13	Travel to Ottawa
October 14 - 15	AEC Officers Retreat
October 16	AEC Meeting
October 17	NBoD Meeting
October 18	NBoD Meeting Churchill Strategy Meeting Travel to Winnipeg
October 19	NBoD Meeting via conference call CEIU Local 50770 meeting by phone UTE Local 50031 AGM
October 20	NBoD Meeting via conference call

	Parks NSCC via conference call Churchill RSCC & WAA RTW via conference call
October 25	Bill 31 Hearing at Manitoba Legislature
October 26	Meeting with RVP – Royal Canadian Mint
October 27	Travel to Geneva
October 28 – November 3	PSI Convention
November 4	Travel to Winnipeg
November 6	MB Health Care Sectors Unions Meeting
November 13	Travel to Ottawa
November 14	AEC Meeting
November 15	AEC Meeting Standing Finance Committee Meeting
November 16	AEC Meeting National Leadership Training Meeting with Co-chairs Founder’s Day Event
November 17	Travel to Winnipeg
November 21	Churchill Strategy Meeting via conference call GSU Local 30401 AGM via conference call
November 22	Meeting re: Deer Lodge Bargaining
November 23	DCL 55602 AGM DCL 55600 AGM
November 24	Parks NSCC via conference call
November 25	Travel to Calgary
November 26	Calgary RWC - A Women's Place is in Her Union Retreat Travel to Edmonton
November 27	Travel to Vegreville Meeting & Dinner CEIU Local 30876
November 28	Travel to Edmonton
November 28	GSU Local 30001 AGM Travel to Ottawa

November 29	NBoD Lobby Day Lobby Meeting with MP Mark Holland
November 30	National Leadership Training
December 1	National Leadership Training
December 2	National Leadership Training
December 3	National Leadership Training
December 6	Meeting with Minister of Immigration Chief of Staff and department officials Travel to Winnipeg
December 8	AFL Political Action Committee via conference call
December 10	Travel to Ottawa
December 11	AEC Meeting
December 12	NBoD Meeting Respect Vegreville Campaign Update via conference call
December 13	NBoD Meeting Travel to Winnipeg
December 15	Young Workers Conference Steering Committee conference call
December 18	Travel to Regina CIU SK Branch Meeting
December 19	CIU Rally Travel to Winnipeg
December 20	UNE Local 50773 Ratification Votes

Satinder Bains
Regina Area Council Rep
Prairie Region Council November 2018

I continue to attend and work with the Regina Human Rights and Regina Area Council committees and attended the meetings on regular bases. Continued to participate in on the PRC conference calls to keep up to the current events and issues in the PSAC.

As the PRC Health and Safety Committee Rep I attended a conference calls to plan and discuss the activities and responsibilities for the upcoming Prairie Regional H&S conference coming up in Saskatoon Sask. The overall theme will focus on psychological threats, Regulation XX of the Canada Occupational H&S Regulations.

March 12th set up information picket line at “F” Division and Depot Division in Regina along the USJE National office staff, RVP. We handed out pamphlets with information regarding defending sick leave, protecting workers, fighting for healthier workplaces and bargaining demands updates to all employees coming to work.

September 3rd help set up the PSAC kiosk at the Regina Labor day picnic. I helped Regina & District Labour Council making hot dogs and served a huge crowd.

Respectably submitted

Satinder Bains

Shannon Blum
Persons with Disabilities Rep
Prairie Region Council November 2018

I often struggle with what to submit to these PRC reports. I recognize that there are specific reporting requirements of PRC council members, which are necessary, but I wonder what an average member would prefer to see. Thus I’m going to minimize the list of activities that I’ve participated in, and instead focus on what I feel our members need to know from the lessons I’ve learned over the last year.

Regarding activities, I have been involved with several training opportunities, both through PSAC and through my component USJE. I’ve had the privilege of participating in leadership training and forums, Health and Safety committees at local, regional and national levels, participating in the steering committee for informal conflict resolution within CSC, the distinct privilege of representing the Prairies in PSAC’s new Members Story phoenix video as well as news captions a few times and most importantly I’ve had the pleasure of working with individuals in several different locations, components and

DCL's to offer advice in accommodation and return to work. To date I believe I've been involved with approximately 25 cases directly and several more indirectly through offering advice and materials to local executive.

With very few exceptions, accommodation and returning to work after illness or injury is a hardship for the individual. Our employer stressing inclusion and treating each other well, but doesn't display these traits when dealing with employees. Much of the cause of this, in my opinion is systemic policy which is distinctly difficult to manage when employees are differently abled. For example, the new CSC policy on Duty to Accommodate feels the need to "advise" the employee on more than one occasion that they may not be happy with their accommodation, and that the right to provide employment options within your limitations lies exclusively with the employer, regardless of the fact that many studies have conclusively proven that working together, and allowing the employee to provide knowledge of their abilities is much more effective.

Another challenge is the continued "musical chairs" that has occurred at many work sites among senior and middle managers and supervisors as a result of career and succession planning. These individuals are "acting" and often have no training in duty to accommodate, or very little. While I don't find that most are actively malicious in their lack of accommodation, I do find that they are working off perceptions of what they "feel" is correct. This often results in unclear direction, misunderstanding as to what is acceptable behaviour and what is not, and even occasionally breaches of privacy as they discuss disabilities with coworkers, colleagues and the next "actor" that will be filling the role after them. I worked on a case where the individual has had a new supervisor every 4 months. Not only did they have to explain everything each time, there has now been so many individuals from the worksite in that role that there is no longer even the illusion of privacy for that individual.

Far too often a phone call to the union comes from the employee and then only after much heartache and sometimes even further injury. I would like to encourage anyone going through an accommodation process or who is returning to work, to reach out to their union at the start of the process. That way you have both an advocate to fight for you in the time when you are most vulnerable, and someone to stand beside you as you face the challenges of your reality. Also in the coming PSAC - Prairies drive to collect home contact information, please, check the box saying your information can be shared with me! It would be ever so helpful to know whom I'm representing and have a way to communicate with them directly!

**Mackenzie Campbell
Young Workers Rep
Prairie Region Council November 2018**

Since my last report dated December 24 2017, I've obtained support to create Young Workers Committees (YWC) in Calgary AB and Regina SK, as well as having established the Winnipeg and Edmonton YWCs.

Winnipeg

The inaugural Winnipeg YWC meeting was January 18 2018. Members from southern Saskatchewan were encouraged to attend to hear what a YWC in their area could do for them. Attendance was split 50/50 between members from Winnipeg and Regina. At the second Winnipeg YWC meeting, an executive was formed consisting of Co-Chairs Leandra Williams and Alex Samuel, and Treasurer Rita Gordon. We were unable to fill the seat of Secretary so for the interim I have been fulfilling that role.

The Winnipeg YWC has actively started and has identified the following as their priorities for this year:

- Develop a one page insert for the new member kits geared towards young workers
- Recruitment (determining who the young workers are in our region and encouraging them to join the YWC)
- Family BBQ for all PSAC members
- National Childcare Strategy campaign

The YWC held a Family BBQ on May 26. All PSAC members, regardless of age, and their families were invited to attend. The BBQ featured a bouncy castle, Smoke N Bob's hot dog stand (hot dogs, burgers, veggie burgers, drinks and chips), piñata, cotton candy machine, popcorn machine, and a draw for a \$50 gift card for any PSAC member who self-identified as a young worker.

A priority identified at the Prairie Regional Council meeting in February 2018 was membership engagement that was person to person and fun for the whole family. Unfortunately, the YWC did not feel like it received broad support from the PRC, as only 25-30 people attended the BBQ (that was not member numbers but overall attendance). This was a frustrating moment for the YWC but we discussed what went well and where we can improve our communication strategy for the next event.

In June the Winnipeg YWC had scheduled a presentation on the topic of how to engage millennials in the workplace but it was decided to push this back until the fall due to the presenter's schedule and the uncertainty of when the PSAC Winnipeg boardroom was being renovated.

The YWC was planning a National Childcare Strategy rally for early September but due to a lack of resources available within the YWC this has been postponed. It is likely

something we will plan to hold in the spring once the weather warms up again. In the meantime, the YWC is examining how else we could use the funds set aside for the rally. Topics have included 1) advertising/donation towards the Winnipeg Folk Festival colouring book as a way of engaging not just PSAC young workers but also young workers who may not be unionized and 2) funding delegates to the 2018 GenNext Summit.

Since the formation of the Winnipeg YWC, I've been approached by various young workers in Manitoba requesting that I use my position to promote petitions affecting young workers. I have advised the young workers that this is something I am willing to do as long as they can provide me with the communication strategy for social media and email. This has included social media posts and sample letters members can send to their elected officials. As a result the young workers in the Winnipeg area have been able to promote a handful of issues and raise awareness with elected officials in the area. For more information, please see my activities below.

Edmonton

The inaugural Edmonton YWC meeting was January 16 2018. An executive was elected at the second YWC meeting held February 13 2018. It consists of President Adrian Nelson, Vice President Sabino Spagnuolo, Treasurer Tamara King, and Secretary Dennis Holmwood.

The first priority for the YWC was acting as the host committee for the 2018 Prairies Young Workers Conference. The YWC organized a social event during the conference, welcomed young workers who were attending, and assembled a welcome package for the members.

The YWC has been hard at work establishing their Terms of Reference, planning a social event to recruit young workers, and establishing a survey geared towards young workers in the area about what the issues facing them and how we can best engage with them.

Calgary

The first Calgary YWC was held April 25 2018. The meeting followed a similar format to all the inaugural YWC meetings: an overview of the PSAC YWC including the history, direction, budget, and determining the organizational structure. A discussion ensued about the priorities and issues facing young workers in southern Alberta. Items raised were:

- Precarious work
- Fair wages
- Benefits such as childcare
- Training (making it more engaging, lack of funding, etc)

A lively roundtable took place with some young workers wanting more details about time commitments if they were involved with the YWC and when meetings would take place. The YWC agreed to meet again with the hopes of recruiting more attendees so that elections could take place.

The second Calgary YWC meeting was on May 29 2018. There were only two attendees so elections could not occur. Ideas were discussed about how we could better our recruitment efforts in the area.

Regina

We attempted to hold a YWC meeting on April 19 and again on May 15 2018. Despite recruiting young workers during the PSAC Prairies Young Workers Conference in early April, no one other than myself and the Second Alternate Young Workers Rep, Glenn Hollyoake, attended. Our communication and engagement strategy for the region is now under review.

Miscellaneous

In addition to establishing the YWCs in the Prairies region, I've been meeting with my national counterparts both formally on the monthly working group call and informally.

I attended the National Bargaining Conference and was able to network with several of my national counterparts and many other young workers. Amongst the young worker delegates, many who were first time attendees, there were serious concerns raised about how delegates are elected to the bargaining teams, especially the PA group. None of us were so naive as to think there wouldn't be politicking involved. Of course there would be politicking! That's what makes for a good election. We assumed, wrongly, that it would be done on the floor and during our opportunities to network. What we didn't expect was for the election to be mostly decided upon in advance.

Some of the issues (and solutions) identified by the young workers I spoke with were:

- Having component leaders decide who will run and who won't in advance is a gross misuse of power. Young workers and other first time delegates were told flat out by some component leaders that they were not allowed to run. This is how anti-union sentiment begins. In our union, we are stronger if we work together. Yes, some components elect their delegates in advance, at their component convention. That is to be commended if that is how their membership wishes to proceed. However, no member should be told they can't run. Elections are a platform for PSAC members to share their ideas, and views on what constitutes good leadership. The bargaining team that is elected may even learn from a prospective candidate's speech. New faces bring new ideas. If all the candidates are chosen in advance, there's no guaranteeing that the same ideas will be brought forward time and time again.
- It's clear PSAC needs to review how the bargaining team is determined. Something more fair, open, and gives value to the members. If the election of the bargaining team is going to be decided upon in advance, why are we wasting large sums of money on a conference? We cannot in good faith look our members in the eyes and tell them the bargaining conference was a necessary expense in its current form.
- It's understandable that smaller components want to ensure they have input on the bargaining team, and that larger components want to ensure their

membership is also accurately represented. Instead of rigging an election, why not scrap the 5 members at large and instead use them as an equity type seat... ie each component could have a certain number of seats based on their size. If this isn't obtained through the regional seats, the 5 member at large seats could be used to balance it out.

- Ultimately, the way we run the election now, with the players being pre-determined and moved around according to the whims of our component leaders is the type of shady businesses we accuse the employer of. Our members expect more from the union. We demand transparency and fairness. Elections should be about ensuring our members are well represented and if the component leaders decide who in advance is going to succeed in each position, to us that does not show that the best candidate to represent our members has been chosen. It only tells us that the components selected who they think will best represent their component's interests and who they think is worth investing in.

March 29 2018, at the National Bargaining Conference, I had the pleasure to launch PSAC's Loblaws campaign. This campaign originated with the PSAC National Young Workers Working Group. It took a terrible situation (the bread price-fixing by companies such as Loblaws) and turned it into a positive. PSAC members, regardless of age, were encouraged to apply for the \$25 gift card Loblaws was offering and to donate it to their regional food bank. The campaign was the first that I know of, to be launched by the National Young Workers Working Group. The campaign saw mixed success throughout the regions. We have notated what worked well, what did not, and where a campaign of this nature could be improved upon in the future.

In early April, I chaired the PSAC Prairies Young Workers Conference. The theme was Young Workers Progressing Labour. Our keynote speaker was Pablo Godoy, a young worker with UFCW. He spoke about his union and how they have engaged young workers, the importance of uniting young workers across countries, and how unions should be proactive in advocating for their members before automation and other major workplace adjustments occur. The next day we heard from four young workers from across Alberta [Chevi Rabbit (LGBTQ community), Thomas Dang (Alberta MLA), Joel French (Executive Director of Public Interest Alberta), Jagrit Bajwa (United Nations Youth Assembly)] about their experiences and what they see as the issues facing young workers today. Attendees subsequently had a chance to speak in small groups with each presenter on selected topics. Over the lunch hour a presentation was provided by three PSAC young workers who had attended PSAC's Social Justice Fund's Education in Action delegation to Guatemala. The afternoon and next morning the attendees held strategy sessions to determine how best to tackle the most pressing issue facing young workers in their region. Some of the groups got really creative! Check out the PSAC Prairies Young Workers Rep Instagram or Facebook page to see a radio ad that one group developed!

Currently the PSAC Young Workers Working Group is working with PSAC staff and Jamey Mills, AEC member with the Young Workers portfolio, to develop a PSAC Young Workers Summit.

Finally, within my component, CEIU, I am the Co-Chair of the CEIU National YWC. We have identified issues facing young workers in our components and each of the reps have agreed to work together, where possible, with the PSAC National Young Worker Reps, to reduce the barriers facing young workers. My young worker roles in both the component and with PSAC have placed me in a unique position to share my knowledge and experience across the two. I provided an update to the CEIU National YWC regarding the work of the National PSAC young worker reps and vice versa. CEIU National YWC recently conducted a survey requesting young workers self-identify, what barriers they face in the workplace and in their union, how best to contact them, and what social media platforms, if any, they use. Once this information has been analyzed we have agreed to share our findings with PSAC. In my activities below, I've provided the meeting dates where I've given an update on the activities of the PSAC National Young Workers Working Group and PSAC Prairies YWCs.

I am also PSAC's young worker rep to the CLC. The report I wrote for that can be accessed via National.

On an ongoing basis I have been working on modernizing how the PSAC Prairies Young Workers Rep operates. This has included creating and maintaining social media presence on Instagram and Facebook, creating and maintaining an email distribution list of young workers (originally on Outlook but am now moving towards MailChimp), as well as creating and maintaining a Google Drive account for my position and each of the YWCs (to ensure that the knowledge gained is not lost when a new Rep is elected).

Activities

- January 10 2018: PSAC Prairies Young Workers Conference Steering Committee Call
- January 15 2018: Canadian Labour Congress Young Workers Group in person meeting
- January 16 2018: Edmonton YWC meeting
- January 17 2018: PSAC Prairies Young Workers Conference call with PSAC staff
- January 18 2018: Winnipeg YWC meeting
- January 20 & 21 2018: CEIU National YWC in person meeting in Ottawa (update given)
- January 23 2018: PSAC Prairies Young Workers Conference Steering Committee Call
- January 30 2018: PSAC National Young Workers Rep Call
- February 1 2018: Attended AGM for CEIU Local 50772 to provide an update on PSAC Prairies YWC
- February 9 – 11 2018: Prairie Regional Council in person meeting
- February 12 2018: Winnipeg YWC meeting

- February 13 2018: Edmonton YWC meeting
- February 27 2018: PSAC National Young Workers Rep Call
- February 28 2018: Attended Phoenix National Day of Action in Winnipeg
- March 3 2018: Winnipeg YWC Executive Meeting
- March 5 2018: Attended AGM for CEIU Local 50770 to provide an update on PSAC Prairies YWC
- March 8 2018: I provided my support to Breaking the Silence (PSAC's Social Justice Fund's partner in Guatemala) in calling upon Minister of Foreign Affairs Chrystia Freeland to urge the Guatemalan Public Prosecutor through diplomatic channels to investigate and prosecute all those responsible in an effective and timely manner for the killing of 41 girls at a state run facility in March 2017.
- March 12 2018: I provided feedback regarding young workers on the Youth Policy for Canada website.
- March 12 2018: Winnipeg YWC meeting
- March 26 – 29 2018: PSAC National Bargaining Conference in Ottawa, including the Young Workers Caucus on March 27
- March 29 2018: Launched the PSAC Young Workers Loblaws gift card campaign
- March 31 2018: Winnipeg YWC Executive meeting
- April 5 2018: Provided an update on PSAC Prairies YWC to CEIU Manitoba Saskatchewan Region YWC
- April 9 2018: Winnipeg YWC meeting
- April 12 – 15 2018: PSAC Prairies Young Workers Conference in Edmonton
- April 17 2018: Provided PSAC Prairies and National young worker update to CEIU National YWC
- April 18 2018: Emailed my MLA, Wab Kinew, requesting that he object to Bills 8 & 19 (allowing public notices to only be published online and in the Manitoba Gazette). Young workers understand the power of social media and the internet and how it can be used to suppress important democratic information. It was important to the young workers in the Winnipeg area that we voice our concerns that while the internet can be a useful platform to share public notices, it should not be the only place as this can result in important information not being shared with those that it affects.
- April 19 2018: emailed my MP, Jim Carr, and Minister of Foreign Affairs, Chrystia Freeland, about Human rights abuses in South America by Canadian businesses
- April 19 2018: Regina YWC meeting (no one showed)
- April 24 2018: PSAC National Young Workers Rep Call
- April 25 2018: Calgary YWC meeting
- April 27 2018: Emailed my MLA, Wab Kinew, requesting he object to Bills 28 & 29 (wage freeze & collective bargaining limitations for PSAC Manitoba public sector)
- May 9 2018: Prairies Regional Council Call
- May 14 2018: Winnipeg YWC meeting
- May 15 2018: Regina YWC meeting (no one showed)
- May 26 2018: Winnipeg YWC Family BBQ
- May 29 2018: Calgary YWC meeting

- September 11 2018: PSAC National Young Workers Rep Call
- September 18 2018: Calgary YWC meeting (no one showed)

Regrets:

March 19 2018: Edmonton YWC

May 29 2018: PSAC National Young Workers Rep Call but emailed an update on the Prairies activities

June 26 2018: PSAC National Young Workers Rep Call

July 12 2018: CLC Young Workers Group Call

Upcoming

October 4 2018: Winnipeg YWC

October 23 2018: Edmonton YWC

In Solidarity,

Mackenzie Campbell

Instagram: [@PSACPrairiesYWRep](#)

Facebook:

[@PSACPrairiesYWRep](#),

[@psacywc.afpccjt](#)

Tim Hubick
Southern Saskatchewan Geographical Rep
Prairie Region Council November 2018

It has been an active time in Southern Saskatchewan with, information pickets at casino Regina on pay cuts, Labour day picnic, Phoenix pay system rally, pride events, orange shirt day. To name a few a few that I did take part in.

Unfortunately, I was unable to attend all events this past five months that I would have liked to attended as I had an injury this June that left me unable to attend some of this events as I recovered.

I have also attended workshops and training sessions put on by the RO.

Over the past the past months I have worked closely with the regional office in Regina.

I have attended Area council meetings. Sitting on the executive for this committee. I have guided them on some issues and worked with them on some team building. I have also chaired for Regina Human rights committee this committee is a still in stage of re-development. But has seen much success several new members showing up for meetings.

Issues that still burn strong here in southern Saskatchewan:

The fight against crowns and casinos on pay cuts.

The lack of involvement at members at local and committee council meetings.

Phoenix pay system.

Goals for future:

To keep working with the RO and committees to draw in more members to attend meetings.

Continue to reach out and contact with all the locals and explain the purpose of all the committees as I have heard from several members they do not know what the committees do.

I will keep standing up in rallies for crowns.

To keep working with SLF and other unions in solidarity.

To keep all members informed on upcoming events.

To keep fighting to fix phoenix pay system.

Lastly because this report is due November 22.

The phoenix pay system rally on November 25 will make my next report as well as a where has the money gone rally November 24 a rally against Saskatchewan government.

Please contact me if you have any questions.

Respectively submitted.

In solidarity,

Tim Hubick

Frank Janz
Alternate REVP
Prairie Region Council November 2018

Since my last report in February 2018 I have participated in one conference call for the Education committee and one for the PRC.

I continue to support and participate with the PSAC prairie region in all their events and activities that put forward our members concerns and issues to the government of the day and Canadian citizens at large.

In solidarity,

Frank Janz

Glen Johnston
Westman Area Council Rep
Prairie Region Council November 2018

In March the WMAC held its Annual General Meeting, at which the Council's financial statement was reviewed and passed along with the 2019 budget. As elections for the Council's executive had been conducted at our October AGM, no elections were held at this meeting.

From this meeting I was able to submit the Council's financial package to the Winnipeg RO in order to begin the process of getting approval for our budget and eventually our yearly allocation.

Two events were brought to the Council, for this budget cycle, that we had not participated in before but we hoped we could rally our members and show some support to our community.

The first event was sponsored by The Women's Resource Centre and was held from May 7 – 11, 2018 and called the Team Challenge. This event included team activities/ team building exercises in the evenings for registered teams while learning about the Women's Resource Centre and the needs they address and resources they provide for the WestMan Area. Unfortunately we could not rally our members but we are hoping to get a head start and have a group ready to go should this event be held next year.

The second event was the Brandon Pride Parade. While there was interest shown by our members we could not get members organized to attend on behalf of the Council. There were however PSAC members marching in the parade.

The Brandon & District Labour Council Labour Day Picnic was a success as usual this year. The Council was again able to participate by setting up a table and handing out some PSAC swag and information on the Phoenix fiasco.

During this period the Council met three times, in March, July and October. Our fourth meeting is being planned for early December to close out the year and debrief from the Brandon & District United Way Christmas Tree Auction which is scheduled for 23 November.

Along with the Council meetings I also participated in the following:

- PRC Conference Call on the 20th of Mar 2018

- PRC Conference Call on the 17th of May 2018

- Area Council Conference Call on the 4th of July 2018

- PRC Conference call on the 11th of Oct 2018

As part of my duties on the Council I also sit on the PRC Finance Committee. This has been a bigger challenge than I had expected as for all previous mandates I had sat on the Bylaws Committee. As part of the Finance Committee I participated in the finance related conference calls and attended a meeting in Winnipeg in May to review the PRC Council and Committee financial packages along with budget submissions from each group. The Finance Committee reports can be found with the PRC Minutes posted to the Prairie Region Website.

Respectfully submitted,

Glen Johnston
WMAC Rep to the PRC

**Christopher Little-Gagne
GLBT Rep
Prairie Region Council November 2018**

February 12 -

March 19 – Rainbow Resource Centre Community Panelist on the Government of Canada Apology to LGBT+ community

April 4 – National Human Rights LGBTQ2+ call

April 29 – May 4 – PSAC Triennial Convention

May 24 – 27 – Manitoba Federation of Labour Convention

June 3 – Pride Winnipeg

July 14 – Pride Fort Frances Ontario (First every Pride crossing an International Border)

July 26 - National Human Rights LGBTQ2+ call

September 6 – PRC Education Committee call

October 10 – PRC conference call

1. PSAC LGBT Rep Letter: Positive Space Initiative (January 9, 2018)

Hello Activists,

I am writing to increase awareness of the *Positive Space Initiative*, which was based on the *Positive Space Campaign* of the Ontario Public Service. The initiative aims to positively enhance the work experiences of lesbian, gay, bisexual, transgender, Two – Spirit and questioning+ (LGBTQ2+) employees by encouraging the creation of a safer, more inclusive, and open-minded environment.

The creation of a *Positive Space* is committed to:

- providing a welcoming and inclusive atmosphere for people of all sexual orientations and gender identities;
- discussing sexual orientation and gender identities in a positive way; and
- referring questions on sexual orientation and gender identities to a contact person as appropriate.

The Positive Space Initiative in the Ontario Public Service and many Government of Canada workplaces is there to train Positive Space Ambassadors as well as provide diversity training. Ambassadors then become visible in their workspace as a “positive space” for anyone dealing with sexual orientation or gender identity issues, or for anyone seeking more information on the subject.

While ambassadors may not be an expert on LGBTQ issues, they are committed to providing helpful resources and referrals, and to educate in contributing to a more diverse and inclusive public service.

This Initiative is very important and should be taken on by all workplaces. Activists within the union should be on these initiatives to ensure that management is not just implementing to say they have one, but not creating an inclusive workplace.

Government of Canada workplaces: GCconnex – search Positive Space Initiative; there are many Departments that have ambassadors. You can also contact the Canada School of Public Service to see if there is training in your area. <http://www.cspsefpc.gc.ca/events/psit/index-eng.aspx>

Separate Employers or Directly Chartered Locals: There are many tools out there that can be used to help work with Management on bringing in this great Initiative.

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/part...>
<https://pm.gc.ca/eng/news/2017/11/28/government-canada-initiatives-suppo...>

I am willing to work with you on the many approaches that can be implemented in your workplaces. I look forward to assisting you on being an active member/ally for an inclusive workplace.

Contact your regional PSAC office for any training PSAC offers.

In Solidarity,

Chris Little-Gagné
LGBT Representative PSAC Prairie Regional Council

2. Letter from LGBTQ2+ Rep on 2018 Pride Activities in the Prairies (April 18, 2018)

Hello Members, Area Councils, Human Rights Committees and Women's Committees. My name is [Chris Little-Gagné](#) and I am your elected GLBT Representative on the Prairie Region Council.

May 17th is the International Day against Homophobia, Transphobia and Biphobia. The 2018 campaign this year is "Still a crime in my country", visit www.homophobie.org to get great information or print off posters to help share for diversity and inclusion at your workplace. (Digital information should be available soon.)

As we are currently entering the Pride season, below are the current events. Please let us know what PSAC committees and members are doing to show support. We would love to share photos of local pride events on the PSAC Prairies website. You can let Thomas Linner know at linnert@psac.com

Alberta

- [Jasper Pride](#): April 19 to 22
- [Edmonton Pride Festival](#): June 8 to 17
- [Lethbridge Pride](#): June 15 to 23
- [Central Alberta Pride Week](#) (Red Deer): August 12 to 19
- [Calgary Pride](#): August 24 to September 3
- [Medicine Hat Pride](#): Dates TBA
- [Gay and Lesbian Association of the Peace](#) (Grand Prairie): June 14 to 16
- [Fort McMurray LGBTQmunity](#): August

Saskatchewan

- [Moose Jaw Pride](#): Dates TBA
- [Prince Albert Pride Week](#): June 3 to 9
- [Southwest Saskatchewan Pride](#) (Swift Current): June 3 to 9
- [Saskatoon Pride](#): June 10 to 24
- [Queen City Pride](#) (Regina): June 8 to 17

Manitoba

- [Brandon Pride](#): June 11- 16 /
- [Pride Winnipeg](#): May 25 – June 3
- [Pride North of 55](#) (Thompson): Dates TBA
- Steinbach Pride: July 9
- Winnipeg should also focus on [this event](#) for an activity in 2020.

I would like to remind everyone of the great PSAC campaigns (Child Care and Domestic Violence). These campaigns do affect the LGBT+ community as well and there could be some great tie-ins and support from the community if approached. Please contact me if you are looking at gaining more information about the Positive Space initiative and how you can bring diversity and inclusion for LGBT+ members to your local/workplace.

In Solidarity,

Christopher Little-Gagné
GLBT Prairies Representative

**Krysty Munns
Lethbridge Area Council Rep
Prairie Region Council November 2018**

Since my last report from the Lethbridge and District Area Council (LDAC) myself and the committee have been very busy!

Our biggest event of the summer was the Burnt by Phoenix dragon boat team. With support from PSAC the Lethbridge Area Council successfully entered the “Burnt by Phoenix” dragon boat team into the ATB Financial Lethbridge Rotary Dragon Boat Festival. Registration was open to all PSAC members in Southern Alberta. There was a formal call out via email and posters were hung in workplaces across components. We had a total of 26 team paddlers from the Agriculture Union, Government Services Union, Union of Taxation Employees, and Customs and Immigration Union. We decorated a tent with PSAC flags, component flags, the Burnt by Phoenix Banner, other banners, balloons, streamers, and PSAC swag. In the tent we had a few refreshments and chairs providing members an excellent opportunity to get to know one another, make connections, and have important conversations about how individuals have been affected by Phoenix, workplace concerns, the upcoming provincial election and other union issues. Here we were able to explain how to get more involved with PSAC, i.e. described the role of the Area Council, when and where meetings are held and invite members to be a part of the Lethbridge Regional Women’s Committee. Our team bio was “A team supported by the Lethbridge District Area Council of the Public Service Alliance of Canada with a purpose to be out and about in our community promoting and celebrating the value of Canada's Public Servants. Our team name Burnt by Phoenix brings attention to the on-going Phoenix pay-system debacle, whereby more than 200,000 federal public servant workers have suffered, and are continuing to suffer pay problems.” This message was frequently broadcasted over the PA system during the four races we had over the entire weekend. We received compliments from the public about our bio and several individuals stopped in at our tent to tell us their own horror

stories about Phoenix as retirees or how they empathized with the Phoenix issues and how they cannot believe that this is still on-going.

Lethbridge Pride is a month long event with the culmination of the Pride Parade on June 23. The LDAC provided a financial contribution to Lethbridge Pride Fest Society. We walked in the parade with the Alberta Federation of Labour float. The parade route was about 3km ending the central park of Lethbridge called Galt Gardens. There were approximately 3000 people lining the streets leading up to the big party in Galt Gardens.

In August, the LDAC participated in the Whoop-Up Days Parade in conjunction with the Lethbridge and District Labour Council. Members of the committee wore our “Still burning – Burnt by Phoenix T-shirts” and carried our Burnt By Phoenix Banner. Our float was apart of 110 entries in the annual parade that kicks off Whoop-up week in Lethbridge. Hundreds of Lethbridge citizens lined the streets along the 3km route. Sr. Karen Mah, Sr. Krysty Munns and Br. David Person handed out Burnt by Phoenix stickers, Standing Together for Public Service lollipops, balloons and stickers, as well as PSAC ladybug tattoos. Our float captured third place the novelty category! A member from our float was interviewed for CTV. The news clip can be found here:

<https://calgary.ctvnews.ca/video?clipId=1467567>. You can see our Burnt by Phoenix Banner at min 1:38!

Other Phoenix actions included workplace plant gates on February 28th. I lobbied our MP, Racheal Harder on June 8 about Phoenix. I told her that it was National Public Service Week and that several members of the Public Service were still not being paid at all, on time or correctly. She agreed with me. I told her that our latest asks were to demand a public inquiry which she was very supportive of. Also that PSAC calling on Prime Minister to follow through on his government’s commitment to address the undue hardships caused by the Phoenix pay system by coming to an agreement on damages. In August, MP. Harder hosted a community Pancake Breakfast. Several members wore our Burnt By Phoenix T-shirt, which did not go unnoticed by the MP. In addition, I spoke with an NDP MLA, Linda Duncan on the matter at CLC Labour Council meetings. At a workplace town hall, I asked our Associate Assistant Deputy Minister, Science and Technology Branch - Dr. Gilles Saindon what the department was doing to ensure our government paid our members on time and correctly.

I had the privilege to sit on the PSAC National Convention Constitution Committee as an Area Council representative. I learned a great deal about the PSAC constitution on this committee and I am appreciative of the experience. At the end of April, I attended National Convention in Toronto as an Area Council representative.

For Labour Day the LDAC setup the Prairies PSAC pop-up tent and had a table with Burnt by Phoenix stickers, the Burnt By Phoenix petition and lots of treats for the kids, colouring sheets, crayons, tattoos, rulers, and lollipops. New this year we added cotton candy to our booth! That was a hit! There was a line up at our table for most of the event. This was great because it ensured people stopped by and while their kids were waiting for cotton candy, we could have a chat about Phoenix. We were all wearing out

Burnt By Phoenix T-shirts. The BBQ overall served 800 members of our community. There was free face-painting and live music. The only downside was the chilly weather, but it didn't stop those that came out to have a good time! The Lethbridge Area Council also helped to support an event in Medicine Hat. Sister Danielle Possiant recently helped her local (30907) affiliate with the Medicine Hat Labour Council. At their event she organized a bouncy castle as well.

Throughout this term, I have attended several Alberta Federation of Labour (AFL) Executive and Council Meetings both in Edmonton and Calgary. Here I report updates regarding PSAC including Phoenix and hear from other unions what about their victories and setbacks. The AFL is very involved in pushing forward legislative changes that are in favour of working people including raising the minimum wage and improving the labour standard code. This organization is also a driving force in getting the NDP re-elected in Alberta. They have developed a labour-friendly campaign called NextAlberta that focuses on energy transformation as an election issue suggesting that voters need to elect a government that is leading the way in this field (i.e. NDP).

During this term the LDAC held three regular meetings and the Annual General Meeting on Oct 3th. A new executive was elected whereby I was re-elected president, Br. David Person (AGR) was re-elected Secretary/Treasurer and Sr. Kristy Slattery (CIU) was re-elected Vice-President. The LDAC also supported the Lethbridge Sister's in Spirit Candlelight Vigil.

Should you have any questions about my report, please contact me directly at munnsk@gmail.com or phone 403:393:2688.

Activities

2018

- February 9-11: 2nd Face-to-Face Meeting of the PRC in Edmonton, AB
- February 13-14: Alberta Federation of Labour Executive and Council Meetings – Calgary
- February 18-23: PSAC 2018 National Convention Pre-Convention Constitution Committee
- February 15: Lethbridge and District Area Council – Regular Meeting
- February 28: National Day of Action for Phoenix - workplace plant gate
- March 5: Community in Crisis Coming together Rally around the Opioid Crisis
- March 6: Lethbridge and District Area Council – Regular Meeting
- March 6: Attended the Lethbridge Regional Women's Committee Meeting
- March 8: International Women's Day – Workplace Day of Action
- March 15: Participated in the Agriculture Union National Human Rights Committee Conference Call
- March 16-18: Attend Agriculture Union Regional Seminar – Red Deer AB
- March 20: PRC Conference Call
- March 26-29: Treasury Board Bargaining Conference – Ottawa, ON

April 11: Lethbridge and District Council Monthly Meeting
 April 16: Attended my local's (AGR 30048) regular meeting
 April 26: Participated in workplace UMC meetings
 April 29-May 4: PSAC 2018 National Triennial Convention
 May 4-5: Alberta Federation of Labour Midterm Forum
 May 9: Elected President of the Lethbridge & District Labour Council at AGM

 May 11-12: PRC Finance Committee Review Meetings, Winnipeg MB
 May 16: Conservative MP, Racheal Harder Town hall
 May 17: PRC Conference Call
 May 30: Burnt by Phoenix Dragon boat – Team Practice #1
 May 31: Lethbridge and District Area Council - General Meeting
 May 31: Attended the Lethbridge Regional Women's Committee Meeting
 June 6-7: Alberta Federation of Labour Executive and Council Meetings – Calgary

 June 7: Burnt by Phoenix Dragon boat – Team Practice #2
 June 8: Meeting with Conservative MP, Racheal Harder RE: Phoenix and Pharmacare

 June 9: Cardston 1st Pride
 June 13: Lethbridge and District Council Monthly Meeting
 June 17: AFL Fair Start for Families Childcare campaign – Father's Day BBQ
 June 19: Participated in workplace UMC meetings
 June 21: Burnt by Phoenix Dragon boat – Team Practice #3
 June 22-25: Burnt by Phoenix Dragon boat Weekend
 June 23: Lethbridge Pride
 June 30: #FamiliesBelongTogether Rally
 June 30: I Am The Opioid Crisis Book Launch
 July 4: ALL Area Council Conference Call
 July 11: Lethbridge and District Council Monthly Meeting
 August 8: Lethbridge and District Council Monthly Meeting
 August 20: Conservative MP, Racheal Harder Pancake Breakfast
 August 21: Lethbridge Whoop-Up Days Parade
 September 3: Labour Day Family Picnic - Lethbridge
 September 3: Labour Day Family Picnic – Medicine Hat
 September 11: Participated in workplace UMC meetings
 September 12: Lethbridge and District Council Monthly Meeting
 September 19-20: Alberta Federation of Labour Executive and Council Meetings – Edmonton

 October 3: Lethbridge and District Area Council – AGM
 October 4: Sisters in Spirit Vigil – Lethbridge
 October 10-11: All Alberta Labour Council Conference – Edmonton
 October 24: Local's (AGR 30048) regular meeting

 Upcoming:
 November 2-4: PRC Face-to-Face Meeting, Winnipeg MB
 November 21: Local's (AGR 30048) Annual General Meeting

In Solidary –

Krysty Munns
PSAC Lethbridge and District Area Council President

Kristy Slattery
Southern Alberta Geographical Rep
Prairie Region Council November 2018

Firstly, I send my regrets that I couldn't attend the face to face meeting.

As the Southern Alberta Geographical Rep I work a lot with our Lethbridge Area Council and PRC rep Krysty Munns. Her support in my activism growth is wonderful.

As I stated in my February notes I was shifting my focus to reflect that of my work location. I have been able to show the team at Coutts that the union is a good thing, and even have a few members signing up for training, As I am currently the only Steward onsite this is a huge deal. I have been able to help get staff concerns heard and management made some changes to reflect those concerns. I will continue to try to get members to join the area council and RWC, however this is proving tough as of right now.

With summer and working at the border I wasn't able to attend multiple events due to shifts or the prohibitive LWOP cost to my members. I am hoping to get on some fall training though that won't be such a financial strain on our members.

I was voted RWC chair and re-elected area council VP. Here is some of the courses I was able to attend:

- PRC Meeting and Strategy Session
 - o Media training
- Lethbridge Area Council Meetings
- Advanced Representation Training Feb 22-25
- Calgary Regional Women's Meeting Feb 22
- PSAC Health and Safety Workshop May 25
- CIU Executive Meeting May 25
- PSAC Duty to Fair Representation Workshop May 26
- CIU AGM May 26
- Voted Chair of Lethbridge Women's Committee
- Affirmed Lethbridge Area Council VP
- Prairie Health and Safety committee for the Prairie H and S conference.

I hope that going into the fall I can take more courses to expand my knowledge.

This concludes my report

Kristy (Kris) Slattery

**Michael Weisgerber
North-West Manitoba Geographical Rep
Prairie Region Council November 2018**

It is my privilege to serve as the Prairie Region Council Representative of North-West Manitoba Geographical Area.

Since the last report it has been my pleasure to have attended several events and conducted duties in my capacity as the Geographical Rep. Of the most substantial and rewarding was being able to meet with members and discuss issues that are impacting them.

Lobbying

Since the last reporting period there have been many opportunities to discuss issues with political leaders on all levels. As well, assisting members with their own lobbying activities has been especially rewarding. Events such as the Brandon Pride in the Park and the Labour Day Picnic provided opportunities to discuss issues with politicians from the Local areas. Issues such as Phoenix, Bargaining, and firefighters Fair and Equitable Retirement were the focus of discussions. I was able to attend a few Phoenix rallies including the Prime Ministers visit to Winnipeg. These rallies are always beneficial and rewarding in bringing our message to our government representatives and the public.

Outreach

During the last reporting period I have attended and supported events within the region as well as WestMan Area Council events. This included events such as working the PSAC booth at the Brandon and Area Labour Day Picnic to assisting Locals. Another event that stands out to me is walking in and working the PSAC booth at the Brandon Pride March and Pride in the Park. This event was especially beneficial due to the large PSAC membership well received and applauded our participation. Many PSAC members that I met and had discussions with provided new insights and perspectives on our ongoing issues with employers.

Future

Unfortunately looking forward the largest issue is still Phoenix pay problems as well as the upcoming and ongoing bargaining with the employers. Although some small gains

have been achieved, with upcoming PSAC actions, campaigns, events, and training, hopefully all members will continue to participate. It is paramount that we keep our messages fresh and current with evolving campaigns and continued activism. With solidarity we can continue to push for resolutions to these issues.

In Solidarity,

Michael Weisgerber