



OUR UNION: BRINGING US TOGETHER



CONVENTION GUIDE

PSAC Logo
PSAC PRAIRIE REGION
6TH TRIENNIAL CONVENTION
SASKATOON, SASKATCHEWAN

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Public Service Alliance of
Canada - Prairie Region



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WWW.PSAC.COM/PRAIRIES

WELCOME FROM THE REVP

Dear Sisters & Brothers,

Welcome to the 6th Prairie Region Triennial Convention in Saskatoon, Saskatchewan.

Over the next few days I expect there will be a lot of discussion and debate on a variety of issues as we set the path for the future of our region and our union.

Convention is a great opportunity for members from across the Prairies to meet and network with each other, and I hope you'll take this opportunity to reach outside your circles and speak with new members.



@mshladun 

If you're on a Regional Women's Committee, talk to other RWC members from other cities about projects they are working on. If you're a young worker, use this opportunity to talk about issues facing young workers and how best to move forward with young workers committees here in the Prairies. And if you're from a Directly Chartered Local, make sure you connect with other DCL members from the four DCL's we now have in the Prairies.

I'm especially excited for all of the new delegates we have this year who have never attended a Convention. This is a great way to see the inner-workings of the union and to learn more about our history and help influence our future. For first-time delegates, there is a new delegate orientation from 7:45 a.m. - 8:45 a.m. on Friday, June 27, right before Convention begins. For the more seasoned delegates, I encourage you to offer your assistance to new delegates if the opportunity arises.

We have a busy weekend ahead of us with three days of business and the special "Tailgate Party" on Saturday evening. Please use the hashtag #PrairiesConvention when discussing Convention on social media throughout the weekend. Also, be sure to check out the PSAC Prairies shop in the exhibition area to purchase branded materials for you or your Local.

I'd like to thank Tourism Saskatoon for their assistance with planning our Convention. They provided travel information for delegate kits, connected us with local hotels and suppliers, and provided a sponsorship to help offset Convention costs. Their support and assistance was invaluable. Be sure to visit tourismsaskatoon.com.

In Solidarity,

A handwritten signature in cursive script that reads "M. Hladun".

Marianne Hladun
Regional Executive Vice-President, PSAC Prairies



GREETINGS FROM THE HOST COMMITTEE

The Saskatoon Host Committee invites you to wear your favourite team colours or jerseys to the Saskatchewan Tailgate Party!

**TAILGATE PARTY
TCU PLACE, GRAND SALON (UPSTAIRS)
SATURDAY, JUNE 28, 2014
6:00 P.M. TO 1:00 A.M.**

As a Convention Delegate/Observer, you will receive your ticket to the Tailgate Party upon registration at Convention. If you wish to bring a guest to the evening you may purchase an additional ticket at a cost of \$50. Tickets must be purchased in advance by June 23 through Alison Davis by email at davisa@psac.com.

Upon registering at the 2014 Prairie Region Convention you will be provided a Convention kit that includes a selection of guides and information to the local restaurants, attractions, activities and nightlife in Saskatoon. The Saskatchewan Jazz Festival will be in full swing upon arrival in the gardens behind and adjacent to the Delta Bessborough.

The Convention Host Committee will be on site throughout Convention to answer your questions. Be sure to visit the Host Committee table for your gift bag and a chance to win awesome prizes.

Saskatoon is known as the “City of Bridges” and the hotels are within walking distance of many restaurants and the beautiful Meewasin Trail. Visitors can walk or jog along the river and take in the beauty of the city.

Local attractions:

Mendel Art Gallery, Ukrainian Museum of Canada (short walking distance from downtown), Wanuskewin Heritage Park, Saskatoon Forestry Farm and Zoo, Western Development Museum, Dakota Dunes and Casino.

Visit www.tourismsaskatoon.com for more details.

Come and take in the breathtaking beauty of the “Land of the Living Skies” and see why we love to call Saskatchewan home.

In Solidarity,

2014 Prairie Region Host Committee:

Denni Ernst
Tracy Karcha
Jackie Nettleton

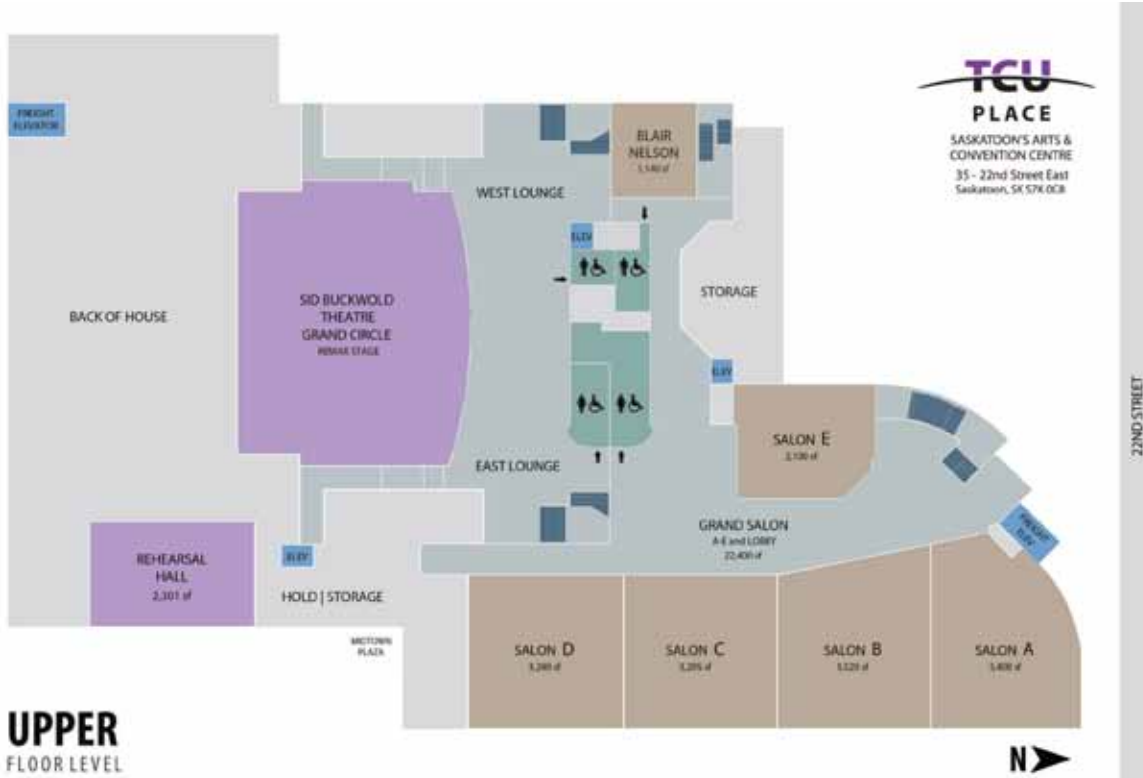
Tim Hubick
Trudy Lerat
Nicole Wurm

Nancy Johnson
Jacque Maurice
Karen Zoller

LOCAL INFORMATION & FLOOR PLANS



LOCAL INFORMATION & FLOOR PLANS



HOTEL INFORMATION



Radisson Hotel Saskatoon
405 20th St E
Saskatoon, SK S7K 6X6
(306) 665-3322



Sheraton Cavalier Saskatoon Hotel
612 Spadina Crescent E
Saskatoon, SK S7K 3G9
(306) 652-6770



Delta Bessborough
601 Spadina Crescent East
Saskatoon, SK S7K 3G8
(306) 244-5521

CITY MAP



See ★ on map

THE PARTNERSHIP
Saskatoon Downtown Business Improvement District

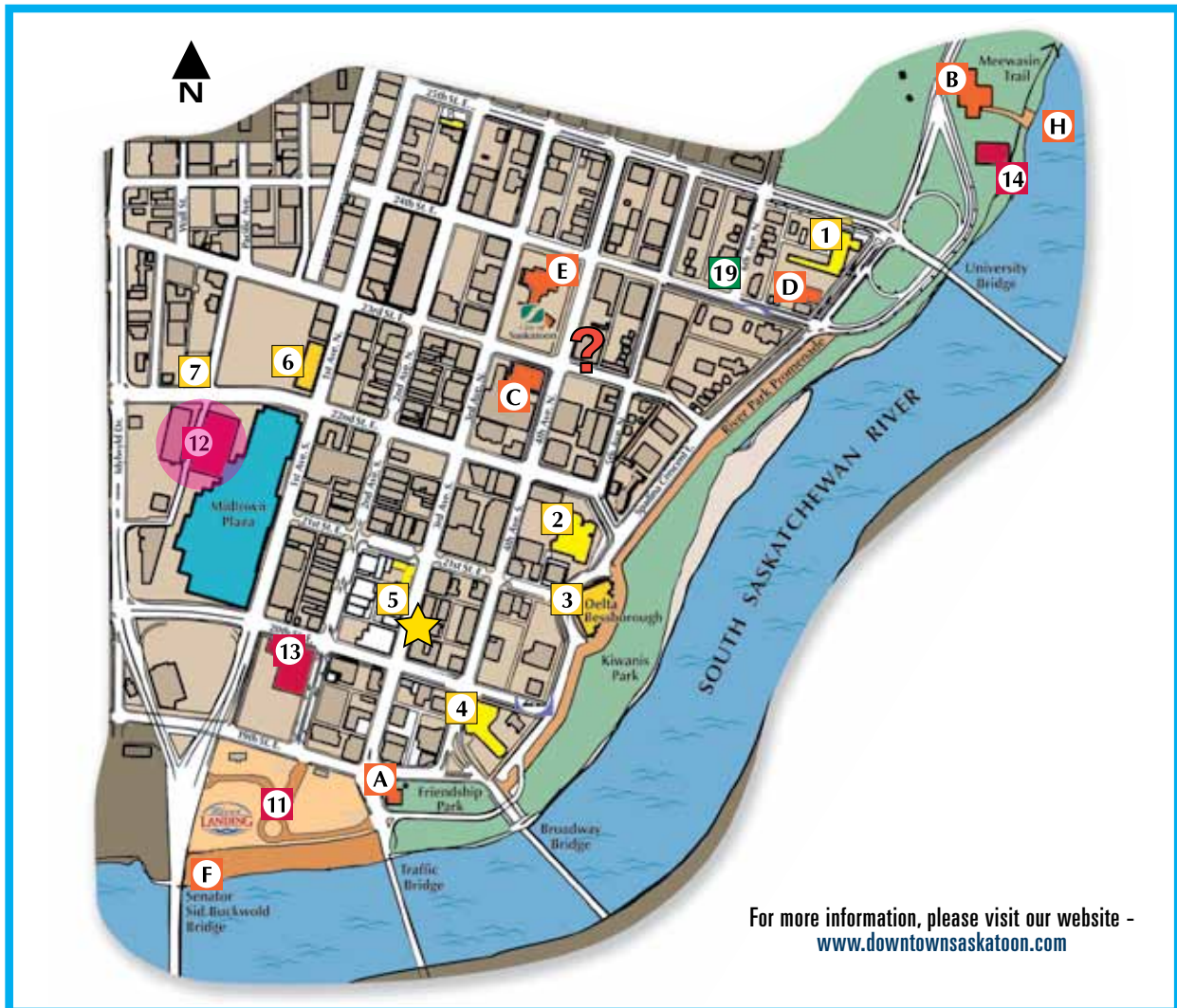
242 - 3rd Avenue South
Saskatoon, SK S7K 1L9
Phone (306) 665-2001
Email: the.partnership@sasktel.net



See ? on map

TourismSaskatoon

101-202 4th Avenue North
Saskatoon, SK S7K 0K1
Phone (306) 242-1206
Email: info@tourismsaskatoon.com
Web Address: www.tourismsaskatoon.com
Tourism Radio 91.7FM



For more information, please visit our website - www.downtownsaskatoon.com

LEGEND

Places of Interest

- A** Meewasin Centre
- B** Mendel Art Gallery
- C** Public Library
- D** Ukrainian Museum
- E** City Hall
- F** River Landing Waterfront
- H** Shearwater River Tours

Hotels

- 1** Park Town Hotel (Cold Beer/Wine Off-sale)
- 2** Sheraton Cavalier & The James
- 3** Delta Bessborough
- 4** Radisson Hotel
- 5** Hotel Senator (Cold Beer/Wine Off-sale)
- 6** Hilton Garden Inn
- 7** Holiday Inn

Theatres

- 11** Persephone Theatre
- 12** TCU Place
- 13** Galaxy Cinemas
- 14** Shakespeare on the Saskatchewan (Seasonal)

Extended Stay

- 19** The Hallmark - Office

PSAC STATEMENT ON HARASSMENT

(Excerpt from the Policy adopted by NBoD January 1997)

This statement is to be read out and distributed at all PSAC events.

Our union is made strong by Sisters and Brothers working together to improve our working lives and to preserve the rights that we have struggled to achieve. Mutual respect is the cornerstone of this cooperation. The PSAC Constitution states that every member is entitled to be free from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, criminal record, disability, sexual orientation, gender identity or expression, language, class or political belief. Members are also entitled to be free from personal harassment.

If you experience harassment at an event, contact the identified Anti-Harassment Resource Person (s) to discuss the situation and possible responses. Our initial approach is to encourage early and informal resolution and to facilitate our members speaking directly with one another to resolve the matter. If this is not successful or possible, the Constitutional and policy mandates on the issue of harassment will be fully and quickly enforced.

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

Date Modified: 2010/01/29
<http://psacunion.ca/harassment>



**ANTI-HARASSMENT COORDINATORS:
ERNA POST AND CLINT WIRTH
CAN BE REACHED AT: 1-306-527-4473**

PSAC SCENT-FREE POLICY

(Excerpt from the Policy adopted by NBoD January 2006)

The Public Service Alliance of Canada is committed to ensuring that all members with disabilities are able to effectively participate in order to contribute to the organization's mandate.

In this regard, the PSAC recognizes that accessibility is an essential requirement for the participation of members with environmental disabilities.

In consideration for the health of our Sisters and Brothers who may suffer from environmental disabilities, and with the goal of eliminating a contaminant from the air, the PSAC requests that all participants attending any union function refrain from using scented products. These include scented perfumes, colognes, lotions, hairsprays, deodorants and other products promoted by the fragrance industry.

A participant who notices a problem is required to address the person in a cordial and respectful manner. Any unresolved issues would then be brought to the attention of the organizers who will investigate and attempt to find suitable accommodation up to the point of undue hardship.

By working together we can create healthier environments for ALL, and accommodate the needs of persons who have environmental disabilities.

RULES OF ORDER

1. The President, or in the absence of the President or on the delegation of the President, a Vice-President shall take the Chair at the time specified and shall preside at all sessions.
2. Hours of sitting shall be determined as per the agenda adopted by the Convention delegates.
3. Delegates wishing to speak shall proceed to one of the microphones provided for that purpose. When recognized by the Chair, they shall give their name and the body represented, state the purpose for which they rise, and confine remarks to the question at issue.
4. Speeches shall be limited to three minutes.
5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A delegate shall not interrupt another, except to rise to a point of order or question of privilege.
7. At the request of the Chair, a delegate called to order shall take a seat until the point of order has been decided.
8. Should a delegate persist in unparliamentary conduct, the Chair shall name the delegate and submit the conduct to the judgment of the Convention. In such case, the delegate whose conduct is in question should explain and then withdraw, and the Convention will determine what course to pursue in the matter.
9.
 - (a) When the “previous question” is moved and seconded, no further discussion is permitted on a main motion or amendment to the main motion. The Chair must immediately ask: “shall the question be now put?”, and if a two-thirds majority vote “that the question be now put”, the motion or amendment shall be put without debate. If the motion to put the question is not adopted by a two-thirds majority vote, discussion will continue on the motion or amendment.
 - (b) If the previous question has not been adopted, it cannot be put a second time unless at least three (3) members wishing to speak have had the opportunity to do so.
 - (c) The previous question cannot be proposed by a delegate who has spoken on the motion or the amendment.

10. (a) No motion that has been reviewed by a Committee can be amended by the floor unless a Committee recommendation has been rejected by the delegates.

(b) Any motion or amendment to a motion may be amended, provided the amendment is relevant to the question and does not have the effect of simply negating the question. If a second amendment has been moved and seconded, the Chair will not entertain any further amendments until the second amendment has been disposed of.

(c) Amendments are always voted on in reverse order to their introduction. That is, the second amendment must be decided before the first amendment, and the first amendment must be voted on before the main motion. Whether or not the amendments have carried, the main motion must always be voted on.
11. Any delegate may challenge a decision of the Chair and the challenge shall require a seconder. Immediately and without debate, except that the appellant and the Chair may respectively give their reasons for the challenge and the decision, the Chair shall put the question: "Shall the decision of the Chair be sustained?". The Chair shall not have to accept a challenge if it is on a point of fact or law.
12. In the event of a tie vote on any matter other than the election of officers, the Chair may cast a deciding vote. The Chair shall not take part in a debate without leaving the Chair and cannot return to it until the matter in question has been decided.
13. (a) Committees may combine resolutions or prepare a composite resolution or a policy paper to cover the question at issue.

(b) Recommendations from committees are not subject to amendment by the Convention but a motion to refer back to committees for review with instructions shall be in order.

Committees shall be permitted to present their priority recommendations.
(c) Subsequent to the debate on priority recommendations, it shall be in order for a delegate to move a motion establishing the next resolution to be debated.

(d) Committees can only meet during a plenary session of Convention with the approval of a majority of delegates.

- (e) Delegates vote on the committee's recommendation of Concurrence or Non-Concurrence and not on the original resolutions. On presenting the committee's recommendation to Convention, the Chair of the committee shall present a motion in the following form: "I move, seconded by ... Concurrence/or Non-Concurrence in Resolution No.".
14. A motion to refer must be seconded and is not debatable except the mover may give reasons. A motion to refer must include instructions to the committee or officer to which the motion is referred.
 15. (a) Resolutions and other matters of business submitted after the closing date of the agenda will be referred to the Convention as late resolutions. The Convention may refer them to the appropriate officer or committee.
 - (b) Late resolutions that are, in the opinion of the Chair, of an emergency nature shall be debatable at any time. Late resolutions not deemed to be of an emergency nature shall be considered after all business listed on the agenda has been dealt with.
 16. All motions calling for the expenditure of money shall be placed in writing and together with all proposals and amendments referring to same, shall be costed by the appropriate committee or officer responsible for finances, before any vote is taken on the issue.
 17. A motion to limit the debate shall be in order once the Chair has stated the motion. It must be moved and seconded and is not debatable. A motion to limit debate may limit the number of speakers or the time allotted and the motion must so state. Such a motion shall require a two-thirds majority to be adopted.
 18. The report of a committee, when adopted, becomes the decision of the Convention that adopted it.
 19. The following motions shall be in order at any time and in the order stated:
 - (a) To adjourn (not debatable);
 - (b) To recess (not debatable);
 - (c) Question of Privilege (the Chair must rule immediately before going on to further business);
 - (d) Point of Order (the Chair must rule immediately before going on to further business);

- (e) To table (not debatable except the mover may give reasons);
 - (f) To put the Previous Question (not debatable);
 - (g) To postpone to a future time (not debatable except the mover may give reasons).
Motions to adjourn, recess, table or postpone to a future time shall not be moved until there has been an intermediate proceeding of business dealt with by the Convention.
20. A motion may be reconsidered, providing the mover and the seconder of the motion to reconsider voted with the prevailing side, and notice of motion has been given for reconsideration at the previous sitting. A motion to reconsider shall require a two-thirds majority to be adopted.
21. (a) The Chair shall order a standing vote if a voice/show of hands vote is unclear or inconclusive.
- (b) A delegate can request a standing vote if he/she questions the results of a voice vote or a vote taken by a show of hands as announced by the Chair. The Chair shall order a standing vote.
- (c) A vote by secret ballot shall be taken only on a substantive motion at the request of one-third of the delegates present.
- (d) A vote by secret ballot shall not be permitted on a procedural motion with one exception: if the initial question was resolved by a secret ballot, a secret ballot will be permitted on a motion of reconsideration.
- (e) Once the Chair has called the question, it shall not be in order to request a secret ballot.
- (f) When a standing vote or a vote by secret ballot has been ordered, no adjournment or recess shall take place until the results have been announced. For the record, the Chair shall have the number of delegates voting in the affirmative and the negative recorded.
22. When a standing vote or a vote by secret ballot has been called by the Chair, no one, except with permission of the Chair and in accordance with the "Tiling Guidelines", shall be permitted to enter the floor until the results of the vote have been announced.

23. None but accredited delegates of the Public Service Alliance of Canada and authorized members of the staff and guest speakers shall be permitted on the Convention floor during sessions.
24. One-third of the delegates at the Convention may request, and have ordered, a recorded vote. Upon receiving such request, the Chair shall have the roll called and record the names of those delegates voting in the affirmative and in the negative. Once the Chair has called the question, it shall not be in order to request a recorded vote.
25. Election of officers shall be conducted in accordance with the provisions of the PSAC Constitution.
26. In calling for further nominations from the floor, the Chair of the Nominations Committee will declare nominations closed after calling: "Are there any further nominations?" three times, without response.
27. The Chair of the Nominations Committee will announce after each vote by ballot:
 - (a) the number of ballots cast;
 - (b) the number of spoiled ballots, if any;
 - (c) the number of ballots required to elect a candidate (number of ballots cast less the number of spoiled ballots, multiplied by 50% and rounded to the next highest whole number);
 - (d) the number of ballots cast for each candidate.
28. Each candidate for an office may nominate a scrutineer who shall be entitled to observe all phases of the election and the counting of ballots for that particular office.
29. In the event of a close decision, it will be in order for a delegate to request a recount. If the Chair of the Nominations Committee rules against a recount, the ruling may be appealed in the same manner as a challenge to the Chair.
30. A quorum is 50% of accredited delegates.
31. Bourinot's Rules of Order shall govern in all matters not regulated by the rules set out above or as provided by the PSAC Constitution.

DOOR TILING GUIDELINES

1. Credentials must be clearly displayed to enter the Hall.
2. Authorized staff may enter any door.
3. Upon call for a secret ballot, the Chairperson shall call out “tile the doors”. The doors will remain tiled until the voting process is complete and the Chair announces that the doors can be untiled. In the event of a tie vote, doors will remain tiled until the result is conclusive and the final results have been announced.
4. Members with disabilities must self-identify prior to registration. If their disability is of a nature that precludes them from remaining in the Convention Hall for the full duration it may take to complete all the stages of a secret voting procedure, the Credentials Committee will accommodate their disability.
5. The Credentials Committee or its representatives will be supplied with the list of members who have self-identified as persons with disabilities at registration. The Credentials Committee or its representatives will confirm/identify those members whose disability prevents them from participating in a prolonged balloting process by asking the following question: Are you a person with a disability? If so, what is the functional limitation that prevents you from remaining in the plenary during a prolonged election process or secret balloting process?
6. If a delegate has self identified as a person with disability AND has stated that his/her disability prevents him/her from remaining in the Convention Hall during a prolonged elections process or secret balloting process, then his/her name and delegate number will be recorded on the delegate list under the “Accommodation List”.
7. If during an election process involving a secret balloting procedure, a person with a disability whose delegate number has been placed on the “Accommodation List” has to leave the floor, he/she may do so with the implied consent of the Chair.
8. The Convention will make every possible effort to ensure that persons with disabilities have an opportunity to vote first if required.
9. Persons with disabilities who have to leave the Convention Hall before the culmination of a complete voting process will exit via designated exit(s).
10. The officer tiling the door at the designated exit(s) will maintain the “Accommodation List” prepared by the Credentials Committee. When leaving or entering the Hall, the officer will record the exit and entry by the delegate number of the accommodated member.
11. Persons with a disability, whose delegate number appears on the “Accommodation List”, may exercise this option during a prolonged election process or secret balloting process after he/she has voted.

12. A person with a disability may re-enter the room before the vote is announced but ONLY AFTER all of the delegates have finished voting.
13. During secret balloting, if a delegate whose delegate number does NOT appear on the "Accommodation List", leaves the Convention Hall for any reason, he/she will not be allowed to re-enter the hall until final balloting results have been announced and the doors have been untiled.

RESOLUTIONS COMMITTEE GUIDELINES

1. A Convention Committee is actually a sub-body of the Convention. Its primary purpose is to expedite Convention business by making a recommendation on business referred to it, namely resolutions (subject to paragraph 3 below) and policy papers.
2. A recommendation is one of concurrence or non-concurrence, and may include a Committee recommendation, amendment, composite resolution or policy paper subject to paragraph 4 below.
3. An amendment may not have the effect of negating or changing the proposed direction in the resolution. A Committee amendment may clarify, amplify or extend the intent of the resolution.
4. A Convention Committee may propose a composite resolution or policy paper to cover two or more resolutions dealing with the same subject. A composite resolution may clarify, amplify or extend the intent of the resolutions. A composite resolution or policy paper need not address all issues identified in the original resolutions. If the Convention accepts the Committee's composite resolution or policy paper then all resolutions which the composite resolution or policy paper covers will be deemed to have been dealt with and the Convention records will so indicate.
5. Whenever a resolution under consideration is already embodied in a resolution or policy paper adopted by a previous Convention, the Committee will refer the resolution back to the submitting body with rationale.
6. A Committee can refer a resolution or policy paper to another Convention Committee that it believes is in a better position to deal with the issue under consideration.
7. The Report of a Convention Committee must include a recommendation of concurrence or non-concurrence on resolutions it deals with.
8. For the sake of clarity, and to expedite Convention proceedings, a Committee's written report should include the entire text of the resolutions, composite resolutions, policy papers and amended resolutions.
9. Normally, the Committee Chairperson and Co-Chairperson present the Committee Report to Convention.
10. The Convention Chairperson remains in the Chair during Committee Reports. Accordingly, debate, questions, and procedural motions by delegates will be directed to the Convention Chairperson, not the Committee Chairperson. A Committee Chairperson or Committee Member cannot speak until recognized or called upon by the Convention Chairperson.
11. In accordance with Section 17, Sub-Section (6) (b) of the PSAC Constitution, any resolution dealing with collective bargaining demands or the priority of a demand

should not normally be dealt with by the Convention. In other words, only collective bargaining resolutions that address a policy matter will normally be placed before the Convention delegates. All collective bargaining demand resolutions should have been referred back to the submitting body with the above explanation. Resolutions relating to National Joint Council directives and policies will be referred to the Standing NBoD Committee on the NJC.

12. Resolutions sometimes have the effect of negating or modifying existing resolutions of record or policy papers. If the Committee recommends concurrence in such a resolution, then the appropriate changes to the resolution of record or policy paper should be made by immediately moving the adoption of a motion to rescind or amend the resolution of record or policy paper accordingly.
13. Under the PSAC Rules of Order, Convention cannot amend a resolution or policy paper from the floor. Delegates have the ability to refer a resolution or policy paper back to the Committee for further consideration with instructions, or in the case of a non-concurrence Committee recommendation, defeat the recommendation. Should this happen, the resolution becomes the property of the floor; a delegate can move concurrence and the resolution can be subsequently amended.
14. Since it is likely that the Convention will not be able to deal with all resolutions submitted to it, the Committee should establish its first ten priority resolutions or policy papers for Convention debate.

BIOGRAPHIES

ROBYN BENSON

National President, Public Service Alliance of Canada

Robyn Benson was elected as PSAC National President at PSAC's 16th National Triennial Convention in May 2012. She had previously served as the Regional Executive Vice-President (REVP) for the PSAC Prairie Region since 2000.

Her first involvement with the union was during the 1980 CR Strike, sparked by union sisters who were fed up with pay inequality. At the time, Benson was a single mother of two small children and working as a term for the Canada Revenue Agency (CRA).

She continued to work for CRA for 20 years while holding various positions within the union, including Treasurer and then President of her Local, Prairie RVP for UTE, and eventually REVP Prairies for PSAC. During her tenure as REVP she shared national responsibility for collective bargaining, finance, human rights and education for the PSAC.

Now, in her role as National President, Benson is responsible for a variety of national portfolios, including Collective Bargaining and Occupational Group Structure Review, Political Action and Campaigns, Social Justice Fund, Communications, Joint Learning Program and Workforce Adjustment (along with PSAC National Executive Vice-President Chris Aylward). She is also responsible for the CRA bargaining team.

Benson also chairs several NBoD Committees, including the National Joint Council, Standing Political Action, Joint Learning Program Steering Committee, Social Justice Fund Board Steering Committee, and Roles, Responsibilities and Structure. She also co-chairs Collective Bargaining and the Standing Strike Fund with Aylward.

Whether walking side-by-side with members on the picket lines or standing in solidarity with sisters and brothers at rallies and demonstrations, Benson has always been and continues to be a voice for all members. She is an advocate for human rights, social justice and strong public services, and is vehemently opposed to public service cuts.

Whether in meetings with Treasury Board, during interviews with media, or during a Twitter dispute with Treasury Board President Tony Clement, Benson ensures that the Conservative government is held accountable for their actions.

Benson is a proud Prairies sister and welcomes any opportunity to return to the Prairie Region where her penchant for political action and rabble-rousing began.



@BensonRobyn 

BIOGRAPHIES

BARBARA BYERS

Secretary-Treasurer, Canadian Labour Council (CLC)



@BarbByersCLC 

Everything you need to know about Barbara Byers can be summed up in just two words: “Prairie Populist”.

Barb’s life has been spent fighting for the underdog; from her early years as a social worker to the Presidencies of first the Saskatchewan Government Employees Union (SGEU) and then the Saskatchewan Federation of Labour (SFL) before being elected as a CLC Executive Vice-President in 2002 and then Secretary-Treasurer in 2014.

Barb was a social worker for 17 years, addressing issues of poverty, youth unemployment, aboriginal concerns, equality for all and labour rights. Those strong beliefs turned her towards political activism within her union – and to face strong challenges from the anti-labour Conservative government of Grant Devine in Saskatchewan.

Barb led her union through four turbulent years, opposing privatization, the weakening of labour laws for both unionized and non-unionized workers, reductions in social services and attacks on the public sector.

Barb’s inspired leadership led to her being elected President of the Saskatchewan Federation of Labour in 1988 for the first of 14 years – and the opportunity to help overwhelmingly defeat the scandal-ridden Devine government in 1991 and watch as 12 current or former members of the Conservative caucus were charged with fraud.

Moving from the SFL to the Canadian Labour Congress in 2002, Barb has been responsible for labour education; medicare and health care; workplace training and technology; employment insurance; apprenticeships; and issues of concern to women workers, workers with disabilities and gay, bi-sexual, lesbian and transgender workers.

She also represents Canada as one of 14 worker delegates on the Governing Body of the International Labour Organization, the United Nations agency that brings together governments, employers and workers in common action to promote decent work throughout the world.

Barb’s strong community roots led her to become founder of the SFL Summer Camp for Youth in Saskatchewan and co-founder of the Prairie School for Union Women.

BIOGRAPHIES

KELLY HARRINGTON

President, Saskatoon and District Labour Council

Kelly Harrington is the current President of the Saskatoon and District Labour Council and assumed this leadership role in 2008. Kelly is a member of the Canadian Office and Professional Employees Union. She serves on the Executive Council of the Saskatchewan Federation of Labour and facilitates Duty to Accommodate and other Occupational Health and Safety training programs for Union members.



As part of the Canadian Labour Congress restructuring and renewal process, Kelly was appointed to the CLC Labour Council Task-force which toured communities across Canada to look for examples of how our Local Labour Councils are contributing and building the grassroots of the Labour movement, as well contributing to social justice partners and allies in the community. Through the tour they identified ways to be even more effective at the community level and share best practices. Delegates attending the recent CLC convention passed a comprehensive resolution to improve the support and resources for labour councils as a result of this process.

Kelly is the Deputy Director of Political Action and Education for Service Employees International Union – West (SEIU-West) where she has been employed for 16 years in a variety of roles. Her primary responsibilities include the development and implementation of the internal training programs for elected union leadership, as well as, engaging the membership in political and social justice campaigns.

Kelly serves on the United Way Centraide Canada as a National Board member. She recognizes the remarkable partnership between the United Way and the Canadian Labour Congress and Kelly is committed to do her part to ensure the success of this great partnership continues.

BIOGRAPHIES

LARRY HUBICH

President, Saskatchewan Federation of Labour (SFL)

Larry Hubich has served as the SFL's President since he was first elected on July 3, 2002, and is currently in his sixth term. He also served as the SFL's Treasurer for eight years prior to his election as President.

A long time trade unionist and social activist Larry was a staff representative with Grain Services Union (GSU/ILWU) for 20 years (1982 – 2002). Prior to this he was a rank and file member of GSU from 1973 – 1982 while he was employed in the Information Technology Division at Saskatchewan Wheat Pool.



@LHubich 

Throughout his entire career, Larry has been steadfast in the defense of worker's rights. Despite many obstacles and challenges he oversaw the combined effort of SFL affiliates who successfully launched an unprecedented legal action against the Saskatchewan government for the passing of legislation which violates the constitutional rights of Saskatchewan workers.

On May 16, 2014, following six years of tireless determination, the Supreme Court of Canada heard the case filed by the SFL and several affiliates arguing that the Saskatchewan government has violated the Charter Rights of Saskatchewan workers by changing the Trade Union Act, and by taking away the right to strike from thousands of public sector workers. (The decision in that case is pending.) In addition, Larry oversaw the filing of a successful complaint at the United Nations International Labour Organization (in support of a similar SGEU/NUPGE complaint) against the Sask Party government's introduction of Bills 5 & 6.

In addition to his responsibilities as SFL President, Larry Hubich is an active member of the Canadian Labour Congress Canadian Council. He served as the interim Chair following the founding of the Saskatchewan Potash Council and he is past Co-Chair of the Saskatchewan Labour Force Development Board and past Co-Chair of the Saskatchewan Labour Market Commission.

In April of 2012 he was appointed, by the Saskatchewan government, to the Minister's Advisory Committee on Labour Relations and Workplace Safety. He was also appointed to the University of Saskatchewan Senate for a three year term, effective July 1, 2014.

A labour educator, Larry co-founded the SFL Summer Camp for teens, and enjoys co-facilitating Labour Law classes at the SFL/CLC Spring School.

Larry and his wife Fran have made their home in Regina, SK. for more than 35 years, and have three adult children.

BIOGRAPHIES

OLIVER CAMERON **Elder, Beardy's & Okemasis First Nation**



Oliver Cameron is from the Beardy's & Okemasis First Nation.

Over his long career, he has worked with Federal and Provincial Governments, the Federation of Saskatchewan Indian Nations (FSIN) and served 26 years in labour force development at the Saskatoon Tribal Council (STC). Since his retirement in 2010, OC has provided Cultural Elder Services for STC and Chairs the STC Treaty Assembly. He also provides Elder Services for Team STC at the First Nations Winter and Summer Games.

OC currently serves as the Deputy Speaker for the FSIN Legislative Assembly.

OC attended St. Michael's Residential School in Duck as well as Lebret High School.

He is avid Montreal Canadiens fan and loves to golf.

OC resides in Saskatoon with his wife of 45 years, has four daughters, six grandchildren and one great granddaughter.

SNEAKY PETE **Performers, Tailgate Party**



Sneaky-Pete was created in the summer of 2003 and burst onto the local music scene in the beginning of 2004. In 2005 they amalgamated with former members of the popular party band "Nite Life" who brought even more experience and variety to the show.

This five-piece group delivers a polished performance of today's punchy rock and pop hits spiced with a little classic rock, including everyone from Procol Harem and Golden Earring, to BTO, CCR, Bob Seager and Bryan Adams.

Together the group has over 200 years of experience in the music industry. They're fun, they're flashy, and they're energetic. Band members include Dale Dufort (Lead Vocals/ Frontman), Rick Sielski (Guitar), Ross Folkerson (Keyboards/Acoustic/Harmonica/Vocals), Warren Medernach (Drums/Vocals), Brett Nakrayko (Bass Guitar/Vocals).

Sneaky Pete are members of the Saskatoon Musicians' Association / American Federation of Musicians (AFM Local 553), the largest organization in the world representing the interests of professional musicians.

ACRONYMS

A	AEC	Alliance Executive Committee
	AC	Area Council
	AFL	Alberta Federation of Labour
	AGR	Agriculture Union (PSAC Component)
	APSAR	Association of Public Service Alliance Retirees
	ASD	Alternative Service Delivery
B	BCFL	British Columbia Federation of Labour
C	CALM	Canadian Association of Labour Media
	CCOHS	Canadian Centre for Occupational Health and Safety
	CCPA	Canadian Centre for Policy Alternatives
	CRA	Canada Revenue Agency
	CEIU	Canada Employment & Immigration Union (PSAC Component)
	CFIA	Canadian Food Inspection Agency
	CHRA	Canadian Human Rights Act
	CIRB	Canada Industrial Relations Board
	CIU	Customs Immigration Union (PSAC Component)
	CLC	Canada Labour Code
	CLC	Canadian Labour Congress
D	DCL	Directly Chartered Local
	DI	Disability Insurance
E	EI	Employment Insurance
	EOC	Equal Opportunities Committee (<i>currently NHRC</i>)
F	FSD	Foreign Services Directives
G	GLBT	Gay, Lesbian, Bisexual and Transgendered
	GSU	Government Services Union (PSAC Component)
H	HRC	Human Rights Committee

ACRONYMS

H	H&S	Health and Safety
I	ILO	International Labour Organization
	IPA	Isolated Posts Allowance
	IWD	International Women's Day (March 8)
J	JLP	Joint Learning Program
	JOSH	Joint Occupational Safety and Health
L	LMCC	Labour Management Consultation Committee
M	MCS	Multiple Chemical Sensitivity
	MFL	Manitoba Federation of Labour
	MOU	Memorandum of Understanding
	MP	Member of Parliament
	MPP	Member of Provincial Parliament
	MLA	Member of the Legislative Assembly
	MNA	Member of the National Assembly (in Quebec only)
N	NAFTA	North American Free Trade Agreement
	NBoD	National Board of Directors
	NHRC	National Human Rights Committee (<i>formerly EOC</i>)
	NBFL	New Brunswick Federation of Labour
	NCR	National Capital Region
	NDP	New Democratic Party
	NEVP	National Executive Vice-President
	NEU	Nunavut Employee Union (PSAC Component)
	NFL	Newfoundland Labrador Federation of Labour
	NHU	National Health Union (PSAC Component)
	NJC	National Joint Council

ACRONYMS

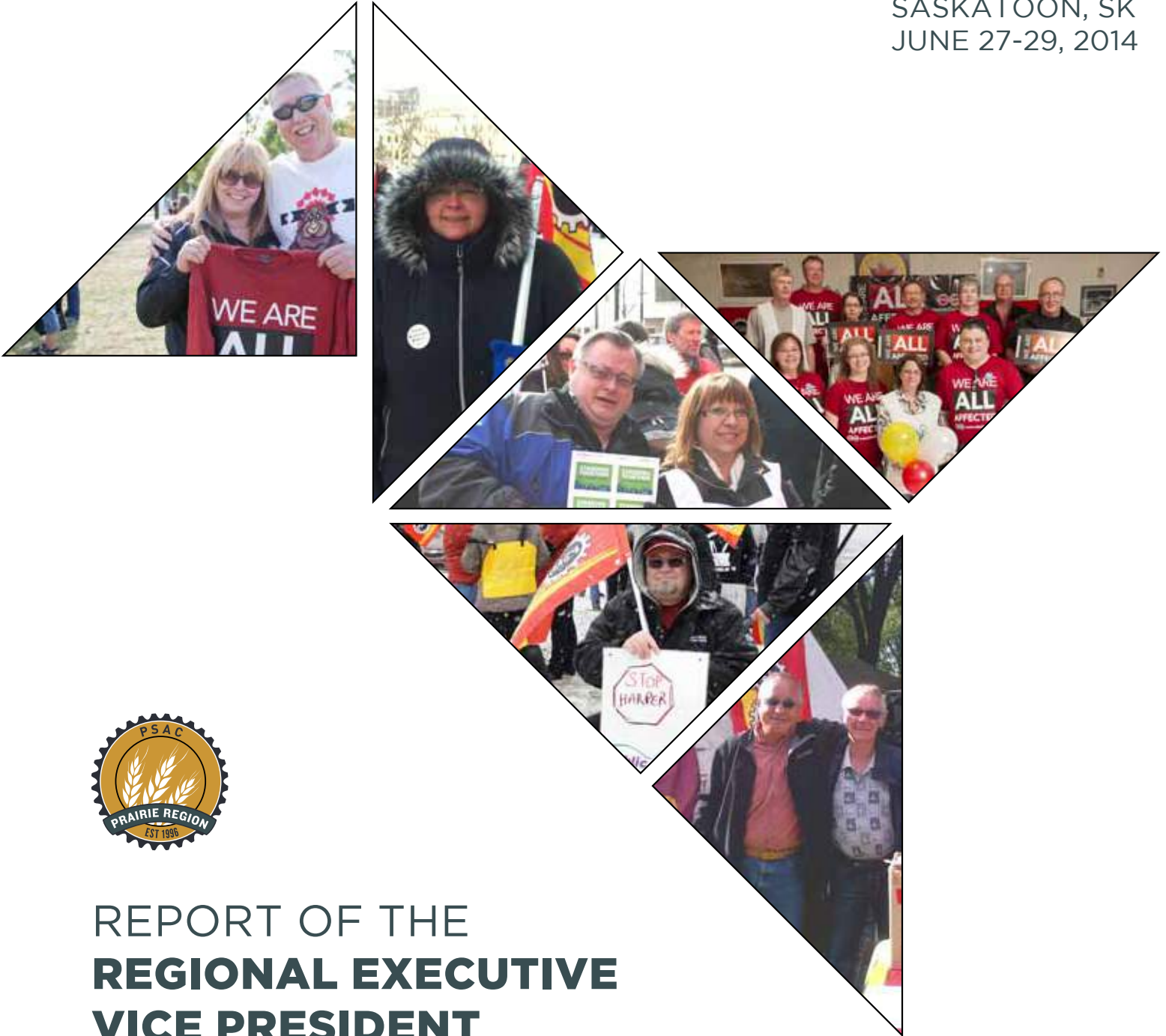
N	NRU	Natural Resources Union (PSAC Component)
	NSFL	Nova Scotia Federation of Labour
	NVP	National Vice-President
	NWTFL	Northwest Territories Federation of Labour
O	OFL	Ontario Federation of Labour
P	PSC	Public Service Commission
	PSDCP	Public Service Dental Care Plan
	PSDIP	Public Service Disability Insurance Plan
	PSEA	Public Service Employment Act
	PSHCP	Public Service Health Care Plan
	PSI	Public Services International
	PSSA	Public Service Superannuation Act
	PESRA	Parliamentary Employment and Staff Relations Act
	PSLRA	Public Service Labour Relations Act
	PSSRB	Public Service Staff Relations Board
	Q	QFL
R	RAPC	Regional Aboriginal Peoples Circle
	REVP	Regional Executive Vice-President
	RO	Regional Office
	RSI	Repetitive Strain Injury
	RVP	Regional Vice-President
	RWC	Regional Women's Committee
S	SFL	Saskatchewan Federation of Labour
	SJF	Social Justice Fund
U	UCTE	Union of Canadian Transportation Employees (PSAC Component)

ACRONYMS

U	UEW	Union of Environment Workers (PSAC Component)
	UMCC	Union Management Consultation Committee
	UNDE	Union of National Defence Employees (PSAC Component)
	UNE	Union of National Employees (PSAC Component)
	UNW	Union of Northern Workers (PSAC Component)
	UPCE	Union of Postal Communications Employees (PSAC Component)
	USGE	Union of Solicitor General Employees (PSAC Component)
	UTE	Union of Taxation Employees (PSAC Component)
	UVAE	Union of Veterans Affairs Employees (PSAC Component)
W	WFAD	Work Force Adjustment Directive
	WTO	World Trade Organization
Y	YEU	Yukon Employees Union (PSAC Component)
	YFL	Yukon Federation of Labour

**PRAIRIE REGION COUNCIL
REP REPORTS**

SASKATOON, SK
JUNE 27-29, 2014



REPORT OF THE **REGIONAL EXECUTIVE VICE PRESIDENT**

TO THE 6TH TRIENNIAL CONVENTION
OF THE PSAC PRAIRIE REGION



MESSAGE FROM THE REVP

Anybody who has ever run for a position as alternate knows that you must be ready to step into that role at any moment, if and when you're called upon. It's part of what you sign up for. But even after holding the position of Alternate REVP for five years, I was still surprised at how quickly life changed when Sister Robyn Benson was elected National President and I was sworn in as Regional Executive Vice-President of the Prairie Region at the 2012 PSAC National Triennial Convention.

I was so proud to see Sister Benson, a friend and mentor on the PRC for years and a Prairie Sister through and through, ascend to the position of National President. We have been able to maintain the close working relationship that we had on the PRC on the AEC.

I was also proud to take on the role of REVP and excited to make it my own. It hasn't always been easy, especially moving from Saskatoon to Winnipeg to fulfill my duties as REVP. However, I have been happy to make new roots and forge new connections within the labour and activist community while continuing to build on my existing networks that I've made throughout my 20+ years as an active PSAC member and community activist.

Thank you to my colleagues on the Prairie Region Council for their ideas, enthusiasm and hard work over the past few years. It's been a challenging few years for everyone and our region would certainly not be as strong as it is without the leadership we have.

It's also important that I thank the Prairies regional staff for their hard work and assistance each and every day of year. As a member I talked to the staff in the regional offices and worked with them on a regular basis, but since working with staff as REVP, I now have a real appreciation for everything that goes on behind the scenes. Staff in this region are passionate about what they do, committed to the membership and it's been a pleasure to work side by side with them.

We are fortunate to have such strong leaders, activists and staff in this region because we're up against an anti-union, anti-democratic majority government under Stephen Harper's Conservatives. Never

before have we seen such a brutal attack on unions and a reckless dismantling of the public services we hold dear. And it's not slowing down any time soon.

Based on what we've seen at the bargaining table this year, PSAC members continue to be faced with a lot of employer-demanded concessions. Now, Treasury Board is going after sick leave for federal government employees and we know that if they're successful, it will trickle down into other bargaining units regulated by municipal or provincial governments or even private firms. This is not a precedent we want to set, which is why we're saying "no", emphatically, to any concessions in this round of bargaining.

PSAC members have been greatly affected by the ongoing cuts to federal public services and our mandate needs to be to change the federal government in 2015. It's the only way. And we need the help of each and every member to do it.

We've already come a long way with the work we've done to mobilize members and build capacity with our one-to-one campaign and recent multi-local meetings, to name just a few initiatives. But there's more work to do. Let's continue to build on the momentum and keep moving forward. Our priorities must be to defend collective agreements, defend public services and work towards the defeat of the Conservative government in the next federal election.

It's all hands on deck at this point. I look forward to working together with you to ensure a brighter future for our members, the labour movement, and all Canadians.

In Solidarity,



Marianne Hladun
Regional Executive Vice-President, PSAC Prairies





PRAIRIES OVERVIEW

The Prairie Region is comprised of three provinces, five regional offices, 208 active locals and 21,325 members across 14 components and four directly chartered locals. Our region is diverse, our members are active, and our voices are loud.

But our membership has also changed quite a bit since the last Prairie Region Convention in June 2011. We've lost 3,021 members in the Prairies due to federal budget cuts and workforce adjustment (WFA), including 1,671 in Alberta, 495 in Saskatchewan and 855 in Manitoba. The hardest hit components were UNE with 793 fewer members (25 per cent) and Agriculture Union with 631 fewer members (27 per cent).

At the same time, we've gained new members in the Prairies with seven newly certified bargaining units, including three new directly chartered locals over the past few years. Our members are also more mobilized than ever because of the relentless attacks on their rights as union members, federal public workers, and Canadians.

MEMBER MOBILIZATION

In November 2011, we held leadership meetings across the region as part of our ongoing Prairies on Patrol fight back efforts. In total, we had leaders from 104 locals participate. These meetings were an opportunity to engage our leaders in a dialogue about how we can work together to effect change in our locals and in our communities, as well as ask for support of some very important campaigns.

Throughout Spring 2012, we held steward assemblies in each regional office. The three-hour sessions brought together stewards from various locals and components to share their experiences, discuss campaigns, network with others, and plan for future mobilization and fight back efforts.

As part of the National Board of Directors plan to protect our members against new threats to our collective agreement rights and in conjunction with daylong meetings across the country, five meetings were held in the Prairies in May 2013 to provide special training on how to organize our members to respond to the latest Conservative threats facing PSAC members. The meetings were

very well attended, with over 250 members (local leaders, national leaders, and regional council reps) participating.

Over the past few months we held multi-local meetings at nine locations throughout the region with a number of consecutive meetings in the larger centres. All members from all employers were invited to attend and provide feedback in the ongoing fight back and share ideas for what we can do together to combat concessions and cuts to public services.

NEW COMMITTEES

There are several new committees in the Prairies including the Westman Regional Women's Committee, the Lethbridge Regional Women's Committee and the Northern Saskatchewan Regional Aboriginal Peoples' Circle (RAPC).

The inaugural meeting of the Westman RWC, the seventh in the region, took place in February 2012. Meanwhile, the Northern Saskatchewan RAPC, the first of its kind in the Prairies, had their first meeting in January 2012. Committee members have been very active at worksites and in the community. In conjunction with the National Truth & Reconciliation Commission hearings in Saskatoon, RAPC members planned a round dance with approximately 300 people in attendance throughout the evening. They have since held several events and fundraisers.

The Lethbridge Regional Women's Committee held their founding meeting in April 2013. The new committee had a strong group of Sisters right out of the gate who are enthusiastic, inspired and ready to take action. The committee is working diligently to promote women's issues in the Lethbridge area.

All Committees and Area Councils in the Prairie Region are very busy and this report is just a sample of some of the great work they're doing. I know I speak for all of our members when I say thank you to for your dedication and activism and the many hours you volunteer to give back. For a more detailed overview of the work of Area Councils and Committees visit www.psic.com/prairies. If you're interested in joining a Committee or Area Council please contact your regional office.



REGIONAL COUNCIL

The Prairie Region Council consists of the Regional Executive Vice-President, Alternate REVP and 22 PRC Representatives, including: Northern Alberta Geographical; Southern Alberta Geographical; Northern Saskatchewan Geographical; Southern Saskatchewan Geographical; South-East Manitoba Geographical; North-West Manitoba Geographical; Regional Women's Committees (RWC); Aboriginal Peoples; Persons With Disabilities (PWD); Racially Visible Persons; Gay, Lesbian, Bisexual and Transgendered (GLBT) Persons; Directly Chartered Locals (DCL); Young Workers; Separate Employers; Edmonton Area Council; Calgary Area Council; Lethbridge Area Council; Prince Albert Area Council; Saskatoon Area Council; Regina Area Council; Winnipeg Area Council; Westman Area Council.

To assist PRC reps in their work, the PRC Bylaws Committee developed a PRC Handbook, in consultation with the Prairie Region Council and Prairies staff. The handbook is meant to help members understand what the PRC does and to define roles and responsibilities for the reps. The PRC also provided feedback on the new committee funding and reporting procedures for the 21 Area Councils, Human Rights Committees (including RAPC) and Regional Women's Committees in the region. Implemented in 2013, the procedures allow for a consistent approach to reporting necessary to be efficient, transparent and accountable for funds received from PSAC regionally and nationally.

With our region's leadership spread out across three provinces, it's critical that our communication lines are open and effective. That's why I implemented monthly PRC update calls, effective November 2012, to ensure PRC reps have all the information they need to fulfill their duties. Our monthly calls have been very helpful to pass on information and updates as they happen. We've also been forwarding reps daily media scans with links to media articles regarding PSAC, the federal government, and labour movement.

Additionally, I've held several conference calls with component national officers in the Prairies as a way to facilitate dialogue between components regionally and ensure they have the regional resources and support they need. In April 2013, the Prairie Region Council met with 23 of 34 national officers in the Prairie Region to identify priorities within the region and to discuss issues and activities where we could work together.

REPRESENTATIVE	POSITION
Marianne Hladun	Regional Executive Vice-President
Satinder Bains	Southern Saskatchewan Geographical
Imy Bhatti	Racially Visible
Shaun Brennand	Regina Area Council
Dave Burchell	Persons With Disabilities (PWD)
Denni Ernst	Northern Saskatchewan Geographical
David Fandrich	Southern Alberta Geographical
Deborah Wiens	Alternate REVP
Alec Goertzen	Calgary Area Council
Tim Hogan	Prince Albert Area Council
Timothy Hunt	Gay, Lesbian, Bisexual & Transgender (GLBT)
Nancy Johnson	Regional Women's Committees (RWC)
Glen Johnston	Northwest Manitoba Geographical
Chad Kemery	Separate Employers
Darlene Lewis	Edmonton Area Council
Gus Mardli	Southeast Manitoba Geographical
Jackie Nettleton	Saskatoon Area Council
Susan Norman	Westman Area Council
David Pearson	Lethbridge Area Council
Gary Sparvier	Aboriginal Peoples
Matt Tijani	Winnipeg Area Council
Vacant	Northern Alberta Geographical
Vacant	Young Workers
Vacant	Directly Chartered Locals (DCL)

Since the 2011 Prairie Region Convention, there have been several changes to the Prairie Region Council. Former PRC members from this cycle are: Jennifer Borean, Fran Mohr, Kevin King, Gloria Kelly, Amanda-Rose Bourget, Nina Kiviluoma, Steve Van Opstal, Clint Wirth, Keith Gauthier, Jerad Cooper, Petrina Runns and Alex George.

In accordance with Prairie Region By-Laws, Section 11, Sub-Section (6)(b), PRC Area Council Reps and their alternates are elected at Area Council meetings. As such, the following individuals will be sworn in at the Prairie Region Convention: Matt Tijani (Winnipeg), Susan Norman (Westman), Jackie Nettleton (Saskatoon), Tim Hogan (Prince Albert), SatinderBains (Regina), Ben Lemon (Edmonton), Alec Goertzen (Calgary), Greg Krokosh (Lethbridge).



In the March 2012 budget, then Finance Minister Jim Flaherty announced \$5.2 billion in federal departmental spending cuts, including cutting more than 19,200 jobs. These job cuts were on top of the 16,000 jobs cuts from earlier spending reviews. As of February 5, 2014, 22,800 of our members in 60 departments had received notices saying they could lose their jobs, including 2,779 in the Prairie Region.

Despite Conservative rhetoric, front-line services have been severely impacted by the cuts. Service Canada and services that Canadians depend on, like EI and OAS, is just one example of this. EI Processing and the EI Call Centre are being removed from Manitoba as EI recipients continue to see a backlog. Meanwhile, the department has yet to address the state of the OAS and Supplement area, where thousands of outstanding applications sit waiting.

In January 2012, we launched a transit advertising campaign with CEIU to shed light on these service cuts with upwards of 30 Winnipeg Transit buses informing the public about the current state of their EI processing and asking them to take action. We replicated this campaign in Saskatchewan in July 2012.

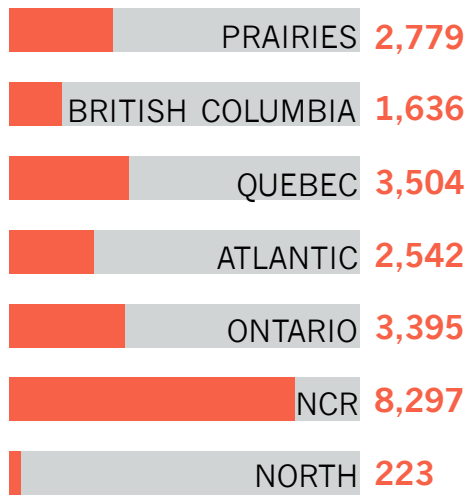
Also that month, Treasury Board President Tony Clement made an appearance in Brandon, Manitoba where PSAC members handed him and Merv Tweed, former Conservative MP for Brandon-Souris, their affected letters. Members also discussed their concerns regarding EI services leaving Manitoba and the issue of closing the Prairie Farm Rehabilitation Administration (PFRA) in Saskatchewan.

The PFRA was just one area within Agriculture that was hit hard in the Prairies, the same region that Gerry Ritz, Minister of Agriculture, hails from. I'm very concerned with the attack on agriculture in Canada. They're wiping out programs and services and devastating small communities from Indian Head, to Morden, to Brandon. Affected programs have included the shuttering of the Beef Cattle Program at the Brandon Research and Development Centre, the closure of the Cereal Research Centre in Winnipeg, as

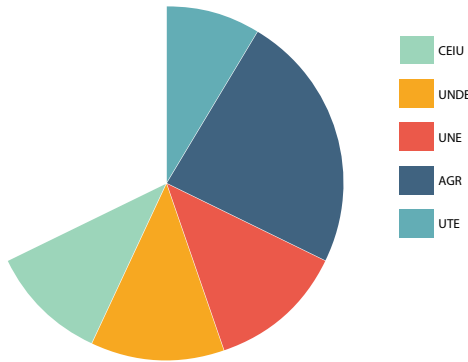
well as the termination of the Prairie Shelterbelt Program and the Community Pasture Program.

Other areas affected by the cuts included criminal investigations and intelligence at Canada Border Services Agency, client service agents working for Veterans Affairs Canada and Canada Revenue Agency, as well as hundreds of employees at Parks Canada, Department of National Defence, Resources and Skills Development Canada and more.

We were also active in the fight back against the government's decision to stop grooming ski trails in a handful of national parks across the country, including Saskatchewan's Prince Albert National Park, Manitoba's Riding Mountain National Park, and Alberta's Elk Island National Park.



Workforce adjustment notices issued up to February 5, 2014 by region. The national total to date is 22,800 notices in 60 departments.



The top five most affected components within the Prairies: Agriculture (654), UNDE (338), CEIU (296), UNE (348), UTE (243). Numbers are not exact and may have changed.



PETITION TO TONY CLEMENT

In July 2011, we launched a national petition addressed to Treasury Board President Tony Clement, a key part of our fight back campaign against cuts to federal public services. The petition called on Clement to reverse plans to cut jobs, and to maintain and improve federal public services to all Canadians. Locals across the country made a concerted effort to collect signatures and we collected thousands right here in the Prairies.

CFIB FIGHT BACK

In the fall of 2011 PSAC launched a national campaign against the Canadian Federation of Independent Business (CFIB) and their attacks on public service workers. Members spoke with independent businesses in their community and worked hard to dispel the myths being spread by former CFIB President Catherine Swift and promote the benefits of strong public services.

THIRD CHOICE

The Third Choice national public engagement campaign was launched in December 2011. The five films depicted the attack on services such as maternity benefits, meat inspection, search and rescue, fish inspection, and labs. The videos collectively accumulated over 430,000 views on YouTube and the Facebook page attracted more than 15,000 visitors. Though member feedback was mixed, the campaign was an overall success. Prairies members used the promotional materials to promote the campaign and engaged in the online community. The Third Choice Campaign finished prior to PSAC National Triennial Convention in May 2012.

WE ARE ALL AFFECTED

PSAC's national We Are All Affected campaign was launched in June 2012 and was designed to show that we are ALL affected by the cuts to federal services and jobs. Members have attended events and activities armed with materials and information about

how we are all affected, in our communities, workplaces and families, by the federal government cuts. This campaign is ongoing and will remain the underlying theme leading up to the next federal election in 2015.

Agriculture Local 30048 in Lethbridge, banded together to promote the campaign in September 2012 by tracking spending in their community to demonstrate how PSAC members contribute to the local economy. After compiling the data, they took out an ad in the Lethbridge Herald. They followed up on the ad by distributing flyers in the community, contacting city councilors and local businesses, and writing letters to the editor. The inventive idea caught on and was replicated by several locals in other regions.

STEPHEN HARPER HATES ME

The relentless attacks on vital public services prompted the “Stephen Harper Hates Me” buttons, a member-initiated action. The buttons were distributed in the summer of 2012 and echoed the frustration and anger our members and the public felt toward the policies implemented by this government. The buttons were an unbelievable hit among members and the general public. Members were often giving away their buttons in public to people who notice them and asked for more information.

PURPLE RIBBONS

On October 25, 2012, members of the federal NDP caucus wore a purple ribbon in solidarity with public sector workers affected by cuts to jobs and public services. The idea came from a PSAC/UEW member in Québec. Inspired by the “red square” symbol of the student movement in Québec, he started encouraging members in his local to wear a purple ribbon when the affected letters started pouring in. Prairies members embraced the idea wholeheartedly. Members of the Saskatoon RWC got together to make over 600 ribbons for distribution to locals.



DON'T SELL OUR HOT SPRINGS

In conjunction with the Union of National Employees, we launched the “Don’t Sell Our Hot Springs” campaign in December 2012. The purpose of the campaign was to denounce the privatization of the Banff Upper Hot Springs, Miette Hot Springs in Jasper National Park, and Radium Hot Springs in B.C. Members in the affected areas promoted the campaign by visiting local businesses and distributing postcards and posters throughout the community. We also hosted two community town hall meetings to give community members an opportunity to share their thoughts about the privatization of one of Canada’s most valuable natural treasures.

This campaign gave us the opportunity to have great discussions with First Nations communities in the Calgary area, as well as the Akisqnuq First Nation (Columbia Valley, southeast BC) and the Shuswap Nation Tribal Council (Kamloops, BC). Parks Canada has since decided to hold off on their plans for privatization until the consultations with First Nations communities are complete. Though they tout this as gesture of good faith, they only entered into discussion after we put the pressure on them to consult with First Nations. We were also successful in preventing the employers attempt to privatize both janitorial and groundskeeper staff.

PROTECT THE PRAIRIE

Around the same time the Agriculture Union launched the “Protect the Prairie” campaign to oppose the elimination of the Shelter Belt program and PFRA pastures program. Since this is an issue that has a direct impact in the Prairie Region, we were very involved in this campaign. Agriculture members collected more than 12,000 signatures on a petition in Saskatchewan.

IDLE NO MORE

In February 2013, we developed Idle No More buttons to distribute throughout the Prairie Region. William Singer III, a First Nations artist and activist who has been instrumental to the movement in Lethbridge and surrounding areas, devised the button’s original artwork. The buttons were handed out to community groups and allies involved in the movement.

ONE-TO-ONE CONVERSATIONS

PSAC's One-to-One campaign was launched in May 2013 and is an ongoing effort to reconnect with members face-to-face and establish relationships. This initiative is crucial to getting members involved and interested in their union, and also to ensuring contact information is up to date for future mobilization efforts. Many Prairies locals have been innovative in getting the cards signed.

SUPPORT OUR VETERANS

The campaign to prevent the closure of Veterans Affairs offices across Canada was launched in October 2013 and was an issue that members and Canadians alike embraced. We are proud to support veterans and PSAC members working for Veterans Affairs Canada. To mark the closures of Veterans Affairs offices in eight communities, including in Brandon and Saskatoon, demonstrations and other events were held.

Despite the bitter cold, more than 50 people gathered outside the Veterans Affairs Canada office in Brandon to witness the closure of the office and the loss of face-to-face services to veterans. Veterans also took the opportunity to go into the Veterans Affairs Office to give flowers to the staff in appreciation for the work they do to support veterans. In Saskatoon, veterans gathered for a press conference organized by PSAC. Every media outlet in the city attended and spoke to veterans about their experiences. PSAC members in Lethbridge, along with CUPW and the Lethbridge District Labour Council, also organized a rally and march in solidarity with the veterans. Lethbridge wasn't one of the communities affected, but members recognized the importance of raising awareness of the issue since we are all affected by the loss of public services.

We also ran a series of advertisements in community newspapers and an extensive transit shelter campaign throughout February, following the closures. The campaign was extended by the advertising agency pro bono until the end of August. The ads shed light on the irresponsible cuts and called on Harper to reverse the decision and provide veterans with the services they deserve.



ELECTIONS

A month prior to our last Regional Convention the Conservatives won a majority in the federal election on May 2, 2011. Since then, various elections have been held on a provincial and municipal level.

Two of the provinces in the Prairie region had provincial elections in the fall of 2011, Manitoba (October 4) and Saskatchewan (November 7), and our Area Councils in those provinces were busy encouraging members to get out and vote for labour friendly candidates. Area Councils targeted 4,300 PSAC members in Manitoba and 3,000 in Saskatchewan with information on the MFL's "Working Families" campaign and SFL's "Labour Issues" campaign asking members to think about public services and building better communities when casting their vote. We also hosted a telephone town hall for the Manitoba election as a way to allow members to learn about election issues. We had previously done this for the federal election and it was such a success we decided emulate it for the provincial election.

In Alberta, PSAC members mobilized around the April 23, 2012 provincial election to ensure the Wildrose Party wasn't elected. Letters and pamphlets were mailed out encouraging members to vote. A number of members also participated in phone banks to call members in targeted ridings and volunteered on candidate campaigns. In two of the three ridings, the NDP candidates were successful in unseating the Progressive Conservative incumbents.

Municipal elections were also held in Saskatchewan on October 24, 2012 and in Alberta on October 21, 2013. The Lethbridge Area Council participated in the CLC's Municipalities Matter campaign by encouraging members to vote and providing them with information about the differences between the candidates on issues for working families. Meanwhile, the Regina Area Council held the government accountable on a municipal level, as Regina City Council planned to privatize the operation of Regina's wastewater treatment facility.

The Winnipeg Area Council and Westman Area Council also participated in the by-elections for the Manitoba ridings of Provencher and Brandon-Souris on November 25, 2013 by preparing a mail out to PSAC members encouraging them to vote, along with an information sheet on Bill C-4. I'm certain members will mobilize around the two upcoming federal by-elections on June 30 and take similar actions in the Alberta ridings of Fort McMurray-Athabasca and Macleod.

SASKATCHEWAN PARTY

Even outside of election periods, our members are constantly fighting back against anti-labour governments and regressive policies at every level of government. In Saskatchewan, for example, Brad Wall and the Saskatchewan Party have done serious damage to labour rights in the province. The scariest part is that he continues to get re-elected and remains one of the most popular Premiers in the country.

In response to the Saskatchewan Party's public consultation paper proposing a comprehensive review of the current provincial labour legislation in Saskatchewan, the PSAC Prairie Region submitted a position paper stating the "consultation" process was constitutionally deficient and that the entire process failed to comply with Canada's Charter of Rights and Freedoms. In total, the Ministry of Labour Relations and Workplace Safety received more than 3,700 submissions.

In February 2014, the Saskatchewan Party government was forced to disclose that they were in discussions with the Saskatchewan Indian Gaming Authority to sell Casino Regina and Casino Moose Jaw, which are currently provincial Crown Corporations. Since PSAC represents more than 400 members at Casino Regina, I attended a meeting with NDP Leader Cam Broten and several PSAC members from the local executive to provide information and feedback. Several weeks later, the same delegation met with Minister of Labour Don Morgan who advised that the sale is no longer on the table. We will continue to monitor this issue as it could potentially re-surface in a hurry or come up during the next provincial election.



NATIONAL DAYS OF ACTION

As a way to bring together all parts of the PSAC—Components and their Locals, Directly Chartered Locals, Area Councils, Regional Committees, and Regional Councils—we held two national days of action.

PSAC members at more than 20 workplaces throughout the Prairies took to the streets over the noon hour on March 1, 2012 in protest of the Conservative government’s austerity agenda. Members were very receptive to this action and we were happy to see many new faces take action. The “Standing Together” flags and stickers made their way back to work sites to go up on union bulletin boards and desks.

On September 15, 2012, PSAC Prairies members in eight different cities held events and actions. The events ranged from a pancake breakfast, to a BBQ, to a rally in the park. These events were successful because members took time to coordinate these actions in their areas and brought their friends and families out to support. They proudly wore their “Harper Hates Me” buttons and “We Are All Affected” t-shirts to send a message that “enough is enough!”

In the summer between the two national days of action, members in Coutts, Alberta, started the “I Support My Bargaining Team” green shoelace initiative for the FB bargaining team, which was implemented across the country. In the original Coutts workplace action, 22 of 25 Border Services Officers wore their green shoelaces proudly, along with “Security OUR Priority” stickers. In a workplace that typically faces intimidation from management, almost all members came together for this action. It significantly improved the morale and overall sense of solidarity in the workplace.

BOYCOTT NATIONAL PUBLIC SERVICE WEEK

PSAC’s National Board of Directors has unanimously supported a boycott of National Public Service Week for the third year in a row. Started in 2012 as a protest of the reckless cuts to public services, the boycott continues this year in light of looming attacks

on the sick leave and benefits our members rely on. We have the utmost respect for our members and the work they do, and for public service workers of all stripes. That's why it's especially important that we do not participate in these events, which claim to "honour" public service workers while simultaneously slashing jobs and forcing us into bargaining.

BILL C-377/BILL C-525

As if Harper's abuse of back-to-work legislation over the past several years wasn't enough, his government then snuck through Bill C-377. Disguised as a "private member's bill", the government stifled debate in the House and quickly passed it through third reading. Bill C-377 is unnecessary, bureaucratic red tape that will be very expensive for government to administer, will intrude on individual privacy and is unconstitutional. Its only purpose is to force unions to disclose financial information in an effort to control how and where we allocate our resources.

Bill C-525 followed a similar legislative process and was introduced as a "private member's bill". The legislation would change the rules that apply when workers decide whether or not to have a union in their workplace. Under the current laws, if a majority of employees sign union cards their union can be certified. The bill would impose a forced vote even when a majority has clearly shown they want a union. PSAC will continue to work with MPs and Senators to stop this damaging and unnecessary legislation.

CONSERVATIVE CONVENTION RALLY

On November 2, 2013, we organized a rally, working with various community groups and unions, outside the Conservative Party of Canada Policy Convention in Calgary. More than 20 cm of snow didn't stop hundreds of devoted activists and concerned Canadians from protesting the Convention and the Conservative's impaired judgment and reckless policies. Sister Benson joined us to give the Conservatives a piece of her mind and rouse rally-goers. While in Calgary, convention delegates debated and passed policy resolutions to support "right to work" legislation and severely limit how unions can spend members' dues.



LOCAL INITIATIVES

The Winnipeg Area Council continues their partnership with the McGregor Community Care Site under the Social Justice Fund initiative to support activities that promote participation in safe, structured activities for youth. The Winnipeg AC was allotted additional monies in 2012 to work with the Friends Housing Inc., a non-profit housing development for adults with chronic mental illness. Meanwhile, the Westman AC Social Justice Fund work has focused on the ever-growing challenge of homelessness and poverty in Brandon and Dauphin.

Since the Social Justice Fund developed the literacy program in 2005, the Prairies Region has been an important partner in the program by working with the Core Neighbourhood Youth Coop in Saskatoon to ensure that literacy skills not only directly benefit workers and their local communities, but help to ensure that the assistance provided will have a real impact in tackling poverty and generate lasting economic development.

Calgary's GlobalFest is an arts and culture festival that celebrates and showcases cultural diversity and artistic excellence. PSAC sponsors the event annually with monies from the Social Justice Fund and members from Calgary's HRC, AC and RWC and their families volunteer at the event. Additionally, at the request of the Calgary Human Rights Committee, the Social Justice Fund provided \$2,500 to Amnesty International to protect the rights of LGBT activists in Russia.

In May 2014 the Social Justice Fund matched the \$2,500 funding provided by the Sole Sisters, a team of union sisters led by the PSAC Calgary Women's Committee to raise money and awareness of the Basic Needs Programs for the Women's Centre of Calgary.

SOUTHERN ALBERTA FLOOD

In June 2013 Banff, Canmore, Calgary and much of Southern Alberta faced devastating flooding and evacuations. PSAC has more than 4,300 members living in Southern Alberta. More than

half work right in the downtown core, which was completely shut down for an extended period of time, including the Harry Hayes Federal Building.

We teamed up with PSAC's Social Justice Fund to establish the Alberta Solidarity Fund. An appeal to Components, Regional Offices, Area Councils, Committees and Locals across the country raised \$22,800. The solidarity funds were distributed to community partners providing support to the most vulnerable communities, including Stoney Nakoda and Siksika First Nations Food Banks; the Women's Centre of Calgary; the Rowan House Emergency Shelter for women and children; the Foothills Foundation Seniors Lodge in High Rivers; the Calgary Drop-In and Rehab Centre; and the Mustard Seed Mission.

Additionally, members from PSAC Local 30048 assisted with a flood relief concert in Lethbridge by supplying the volunteers for the event. The event raised \$8,740 with more than 250 people in attendance. Several volunteer days were also organized, which I was proud to be a part of. In Calgary, members volunteered at the Calgary Drop-In & Rehab Centre. In High River and the Siksika First Nation, members helped with cleanup efforts to rebuild communities and repair damages to houses and personal property.

INTERNATIONAL SOLIDARITY

PSAC young worker Rachel Albiez (CEIU Local 30858) participated in PSAC's Social Justice Fund Young Workers Delegation to Central America in December 2011. Sister Albiez saw first hand the beneficial outcomes of union international solidarity and social justice programs. She walked away from the trip with a deeper understanding that labour and human rights need to be defended and fought for.

Michael Shields (Agriculture 30048) had the opportunity to participate in a PSAC Social Justice Fund trip in February 2012 with four other members from the North and NCR. These young workers learned about the struggles for change in Guatemala. They met with various social justice organizations doing important work



SOCIAL JUSTICE

and received several presentations on the past and current political situation in Guatemala. They also spent some time helping on the building site of a sustainable house.

In November 2013, Armando Perla (UNE 50773) was selected to participate in the PSAC Social Justice Fund observatory mission to Honduras to offer protection to civil society organizations during the presidential elections. The mission was coordinated by Common Frontiers Canada and travelled to various parts of the country to meet with communities and groups impacted by Canadian investment in mining, maquiladoras and the mega tourism sector.

In March 2014 PSAC members participated in another Social Justice Fund delegation to Guatemala. They supported the efforts of grassroots organizations to improve livelihoods of locals through initiatives based on social justice and fair trade. Jen Botincan (UNDE 50705) was selected to participate in this opportunity. Participants worked together to build schools and community centres.



INVOLVED IN THE COMMUNITY

The Winnipeg RWC has been running the annual “Pennies for Pencils” school supplies drive for almost a decade. Locals participate by collecting change to purchase school supplies to donate to inner city schools in need and fund inner city school lunch programs. Regina locals contribute to a similar annual campaign organized by the Regina RWC and HRC in conjunction with Ranch Erhlo Society that assists families with getting their children ready for another school year.

The Saskatoon RWC organizes an annual drive to collect items including new blankets and pillows. They donate toiletries, as well as baby bottles and baby food, to the YWCA Women’s Shelter, AIDS Saskatoon, Saskatoon Downtown Youth Centre (EGADZ), and the Saskatoon Interval House. Sisters in Winnipeg also put together packages of toiletries collected and donated by PSAC members and staff on their travels throughout the year for donation to local charities.

The Lethbridge Area Council participates in an annual garden project, which produces more than 2,000 pounds of food per year. The food, valued at over of \$4,000, is then donated to the Lethbridge Interfaith Food Bank. Recently, members in Lethbridge were also active in the expansion of the Interfaith Food Bank. The beautiful, new “Teaching Garden” will be used to teach members of the community to grow their own food and is complete with a patio, raised flowerbeds, an underground sprinkler system and children’s area. PSAC Prairie Region has sponsored one of the raised, accessible flowerbeds.

The Calgary Area Council initiated the Work Sock Project prior to the 2012 holiday season with donations benefiting the Calgary Drop-In & Rehab Centre. The Area Council put a call out to Locals for socks of all shapes and sizes, then stuffed them with soap, shampoo, mitts, toques, and sweets. Area Council members handed over two boxes of approximately 50 stuffed socks to the shelter, with an additional 30 pairs of socks to stock for future distribution.



CONFERENCES

In the fall of 2011 more than 100 delegates from every part of the country came together in Yellowknife for the National Aboriginal Peoples' Conference including 19 from the Prairies.

The 16th National Triennial Convention of the PSAC was held April 2012 in Ottawa bringing together 524 members from coast to coast to coast, including 78 from the Prairies. Delegates elected a new Executive Office, including Sister Robyn Benson as PSAC National President, and participated in an anti-austerity rally.

The Prairie Region Health and Safety Conference was held November 2012 in Edmonton. Important health and safety issues such as bullying, violence in the workplace, disability management and mental health in the workplace were covered. Delegates reaffirmed their commitment to health and safety and strategized on how we can improve working conditions for our members and all workers.

Nearly 1,500 enthusiastic labour activists attended the inaugural CLC Political Action Conference in Toronto in March 2013. Representatives from every one of the CLC's 54 affiliates attended over 40 different workshops aimed at shaping political activists into political organizers. The three Prairies delegates used the opportunity to network with other activists and learn new strategies to take home.

Fifty-five Prairies delegates attended the National Health & Safety Conference in Montreal in April 2013, and dozens more applied to attend. The immense interest in the conference proves health and safety is a major concern for members in this region. During the Prairie Region caucus delegates discussed what they wanted to see from PRC Health & Safety Committee and the region as a whole with regards to education and initiatives. It was a good opportunity to discuss with activists from the region.

In May 2013, we welcomed over 60 Sisters to Banff for the PSAC Prairies Regional Women's Conference. The conference theme, "Telling Our Stories", encouraged conference delegates to share knowledge and experiences in an effort to move forward together and advance women's issues. The group was diverse with a wide range of skills and experiences.

Nearly 600 participants, including almost 80 from the Prairie Region, attended the PSAC National Equity Conferences in Toronto in November 2013. Delegates made a commitment to political action in the fight for human rights and to preserve the right to fair collective bargaining.

Unfortunately, due to low registration, we postponed the Prairies Separate Employer/DCL Conference "Building a Better Union!" set to be held October 2012. This would have been our second conference of this nature, specifically designed for representatives of our members who work for separate employers and DCL's in the Prairie Region. We have now rescheduled this conference for September 2014.



EDUCATION

We held the last of three NAPC courses for our Aboriginal, Inuit and Metis members in Winnipeg in June 2011. These courses, held in all three provinces and facilitated by the Prairies NAPC Reps with PSAC staff, were well received and are just one of our strategies for building bridges between union and Aboriginal cultures. This training encouraged members in the Prince Albert area to establish the Northern Saskatchewan Regional Aboriginal Peoples' Circle (RAPC). We will continue to offer this important course as part of the 2013-2015 Prairies Educational Plan.

The Prairie Region also hosted the pilot "Women at Work" course during the week of International Women's Day, March 2012. Participants learned about women in the labour and social justice movements, and strategized about how to address the challenges faced by working women in Canada and around the world. This course is now available to PSAC Sisters across the country under its new name "Unions Work for Women".

We had significant interest in this course and received over 70 applications, but only had space for 18 participants. As a result of the interest in this course, we developed a new one-day course, "A Woman's Place Is In Her Union", held in four regional offices later in the year. Participants learned a lot about the "herstory" of women in labour and the workplace, and in PSAC specifically, as well as the challenges women continue to face and their struggles to achieve equality.

"Unionism on Turtle Island" was held in Winnipeg in September 2012. The course brought together 17 PSAC members of varying age groups and experience levels from across the Prairie Region. The focus was Indigenous issues, including the history of oppression and resistance, Aboriginal issues at the bargaining table, creating a representative workforce, and opening the union to Aboriginal activists.

In October 2013, dozens of young workers attended a series of meetings aimed at bringing young workers together to strategize on the establishment of young workers committees. Young workers who attended the six meetings throughout the Prairies were

enthusiastic and interested in getting involved, and identified a need for education geared towards young workers. To build on the discussions and plans we're holding the Prairies Young Workers Conference in September 2014.

The 2013-15 PSAC Prairies Regional Education Plan has been completed after much consultation with members through a membership survey, town hall meetings and conference calls. The plan is designed to help us schedule events that meet members' needs on specific topics and skills, at a variety of times and locations, and using a variety of tools and methods. We also believe this plan will be flexible enough to adapt to emerging issues.

We are coming to the end of our three-year pilot project for Prairies Alliance Facilitators. This intensive program included a six-day training course followed by three assignments in facilitation and course design that members were required to complete to become certified Alliance Facilitators. We are pleased to acknowledge the alumni of the program Sisters Sandra Ahenakew, Teresa Eschuk and Nancy Johnson, and to congratulate the newest graduates Sister Maria Fitzpatrick and Brother Alec Goertzen. I was also fortunate enough to participate in this phenomenal program before becoming REVP.

As part of the Regional Education plan, we offered our first Aboriginal Awareness course in April 2013. The new course was co-facilitated by two members from the Northern Saskatchewan Regional Aboriginal Peoples' Circle (RAPC). Other new courses offered include a 1.5 day course on Canadian Labour History and "Health and Safety at PSAC Workplaces", a course which encourages all members to know and exercise their rights to build healthy and safe workplaces. Future initiatives under the 2013-2015 Regional Education Plan include Regional Activists Schools, and Mini Union Schools for Area Councils, Regional Committees and Locals.



20%

During the last education cycle (2010-2012) there was an increased membership involvement in the regional education program by almost 20%.



Six union activists have successfully completed the Prairies Alliance Facilitators Certification.

1200

Since the new Prairies website launched in September 2011, we've received over 1,200 online course applications.



The Prairie Region Council Education Committee 2011-2014:

**David Fandrich
Shaun Brennand
Tim Hogan
Judy Shannon**

ORGANIZING

Over the past few years we have welcomed hundreds of new members to our union. The momentum started to build leading up to the 2011 Prairies Convention with the certification of 150 employees at the Canadian Museum for Human Rights and 400 at the University of Winnipeg, and only increased from there.

The Manitoba Labour Board certified PSAC as the bargaining agent for a group of about 30 English Language Program instructors employed at the University of Winnipeg in December 2011 and another 200 research assistants, senior research assistants and research associates employed at the University of Winnipeg in May 2012. The new bargaining units are part of the existing PSAC Directly Chartered Local 55600 at the University of Winnipeg, which already comprises about 400 teaching assistants, lab demonstrators, markers and tutors, certified April 2011.

Employees working for the Centre for Aboriginal Human Resource Development (CAHRD) have also joined the PSAC. The Manitoba Labour Board certified the unit on in September 2012. The more than 100 workers, ranging from employment counselors to childcare workers and teachers, join the nearly 20 other First Nations employers and bargaining units represented by PSAC.

In October 2012, the Manitoba Labour Board certified PSAC as the bargaining agent for all research assistants and student assistants employed at Brandon University. Local 55601 comprises nearly 400 members employed annually by the university.

Additionally, we organized four members who work in fuel distribution at the Churchill Marine Tank Farm, a subdivision of OmniTRAX and 35 members who work as Protective Services Officers at the Winnipeg Royal Canadian Mint facility.



Health and safety is a major area of interest for our members, and rightfully so. With rates of mental illness and mental health related compensation claims increasing at staggering rates, it's never been more important to understand health and safety rights to ensure protection on the job.

However, this requires committees and reps to know their authority and exercise it before an incident occurs. It's also helpful when committees can resolve an issue at the earliest stage possible, before it becomes a larger problem and more difficult to resolve. Health and safety means prevention, education, and awareness, and these are three areas we've paid special attention to over the past three years in our health and safety activities.

ASBESTOS AWARENESS

The PSAC Prairie Region was a partner in the campaign to create a mandatory registry of public buildings containing asbestos in Saskatchewan, a campaign led by the Saskatchewan Asbestos Disease Awareness Organization (SADAO). On April 17, 2013 PSAC was one of only four groups invited to present as a witness to the Saskatchewan Human Services Committee as they debated Bill 604.

On April 18, 2013, I was honored to be in the gallery of the Saskatchewan Legislature to see our efforts pay off. Saskatchewan MLA's unanimously voted to make reporting of asbestos in public buildings mandatory by law. The legislation to amend the Public Health Act was aptly renamed "Howard's Law" in honour of our friend Howard Willems.

Brother Howard, a long-time PSAC member and activist, was diagnosed with mesothelioma (an asbestos related cancer of the lungs) and lead the fight for safe workplaces and the banning of asbestos exportation in Canada with SADAO. Howard died in November 2012, but his fight for a public asbestos registry carried on and the public attention intensified, resulting in this historic win.

Now that this unprecedented legislation has passed, advocacy groups can pursue similar legislation in provinces across the country and talk to government officials about the importance of asbestos awareness. This is an issue that affects all PSAC members working in federal buildings, as many of our members work in federal buildings that may contain asbestos and don't even know it. That's why PSAC plans to advocate for a public inventory of buildings with asbestos that are federally regulated.

BILL C-4

Bill C-4 was the omnibus budget implementation bill that was introduced in October 2013. It makes radical changes to federal labour law and, for the first time ever, makes major changes to labour relations law without warning or consultations with unions. The legislation is all about taking away our rights and affects everything from arbitration and essential services.

One of the most frightening parts about this legislation is that it removes health and safety protections, including changing the definition of "danger" in the Canada Labour Code. Workers in federal jurisdiction, including federal public service workers, will no longer be able to defend themselves from work that poses potential danger or damage in the future because the risk must be imminent. The authority and powers of health and safety officers have also been transferred to the Minister who can refuse to investigate if deemed to be trivial and can choose to provide virtual inspections rather than actually visit the workplace in person.

In November 2013 the Prairie Region hosted a telephone town hall with thousands of PSAC members to discuss Bill C-4. Members from the Prince Albert Area Council lobbied and sent letters to Randy Hoback, Conservative MP for Prince Albert, while members of the Lethbridge Area Council lobbied Jim Hillyer, Conservative MP for Lethbridge Constituency. The Winnipeg Area Council held a phone bank to inform locals about how Bill C-4 would affect them and collect contact information for follow-up activities.

The changes to the right to refuse will be a big issue going forward. We need to ensure that members know what the changes mean to them and how to resolve issues in the workplace now that the appeals process has been removed. PSAC is developing a national Bill C-4 course to help educate members on how they are impacted by this legislation and help health and safety committees navigate their role.

LOOKING AHEAD

Regionally, we're looking at training initiatives for health and safety committee members because we're finding committees aren't getting sufficient support from employer-sponsored training. Many committee members are not getting the requisite training they need as outlined in the Canada Labour Code Part II and other applicable legislation. A lot of issues can be resolved at the local level if committees are confident in knowing their rights and understand the power committees and representatives have in their workplace. An additional training need is to enhance education and awareness around disability insurance. All members benefit from knowledgeable, effective locals that understand the claims process who can assist members early on.

Clint Wirth, PSAC's Health & Safety Regional Rep for the Prairies, will tour the Prairies in the fall to meet with locals and hold town hall meetings to discuss current health and safety issues, such as Bill C-4 and the changes to the right to refuse legislation. The meetings are also meant to assess what information members need and support the committees require to do their work.

Claim suppression is a growing concern across the country and the Manitoba Federation of Labour is leading the charge in the fight back. Just recently, the Workers' Compensation Board came out with a report saying that up to 30 per cent of all WCB claims had been influenced by some sort of claim suppression. We're closely monitoring this issue, as well as Bill C-31, which calls for changes to Workplace Hazardous Materials Information System (WHIMIS), Canada's national hazard communication standard.



Communication has always been a concern for members and we're looking at how to best utilize the resources and technology available to us to enhance and improve our internal communications among members, as well as our external communications to the public.

ONLINE

In October 2011 we launched the new PSAC Prairie Region website as part of a website renewal program that all regions underwent. Since the launch nearly three years ago we've had over 335,000 page views, with more than 56,000 unique visitors. The new website was designed to allow for improved navigation and to streamline course registration. With the capability to receive online registrations, we offered online registration for the Prairies Convention for the first time. In total we received 244 registrations online from delegates, alternates, observers and guests, which proves that it is the preferred method of registration for members. PSAC also introduced a new, contemporary look to the national website in October 2013, which was re-designed and re-engineered to serve PSAC members better.

The use of social media has grown substantially over the past three years. In 2011, 140 million tweets were posted daily; that number is now over 400 million tweets daily. Facebook usage has declined by 25 per cent among teenagers, but has boomed among older demographics, with a 40 per cent boost among 35-54 and a whopping 80 per cent increase in the 55+ demographic. Instagram also made a big splash into the social media market in 2012. Be sure to follow us on Twitter (@psacprairies) and Instagram (@psacprairies) and like us on Facebook (Public Service Alliance of Canada - Prairie Region) to engage with us and join the conversation. You can also subscribe to our channel on YouTube (PSACprairies) to watch all of our videos.

TELEPHONE TOWN HALL

To help us engage thousands of Prairies members at once we've hosted several telephone town hall events on various issues over the past few years. A telephone town hall offers us the opportunity to speak with and hear from thousands of PSAC Prairies members



Public Service Alliance of
Canada - Prairie Region



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at once. It's a cross between a large conference call and a talk radio show that helps to create energy and mobilize members beyond the town hall.

After hosting two telephone town hall events around the federal and provincial elections, we held a region-wide event regarding the WFA process in April 2012. Of the more than 6,500 people who answered the call live 88 per cent participated in a portion or all of the 1 hour and 13 minute call. We also held telephone town hall events around Bill C-4 and sick leave, which were well attended. Members appreciate the opportunity to hear from their union and engage in a discussion from right at home.

PRAIRIES VIDEO PROJECT

I am very proud to announce that we were awarded the Canadian Association of Labour Media (CALM) award for "Best narrative video, or video series documentary" for the Prairies Video Project. The project was produced with union labour by Road Dog Media (UNIFOR - Canadian Freelance Union Local 2040).

The Prairies Video Project is very important to me. Never before have we collected and shared members' stories in such an intimate and compelling way. I was lucky enough to be on location for the interviews across the Prairies and to speak with these members first hand. In total, we interviewed 43 people in eight different cities across three provinces, spanning component and equity lines.

For this project, we're not only putting faces to the work we do, but the experiences we've had. We want to preserve our stories and be able to share them with current and future members, as a reminder of where we've come from and where we're going. I'm delighted that everyone can share in the insights and experiences that these members shared with us and that the project is receiving national recognition.



REVP Prairies Activities

2012	
May 4	Oath of Office
May 4	NBoD Meeting
May 4	NJSSC Meeting
May 5	Travel to Saskatoon
May 8	AEC Conference Call
May 13	Travel to Ottawa
May 14	AEC Meeting
May 15	Special NBoD Meeting / AEC Meeting
May 16	AEC Meeting
May 16	Travel to Winnipeg
May 18	Travel to Saskatoon
August 30	PRC Conference Call
September 1	Travel to Calgary/CIU Branch Tour
September 2	Calgary Pride Parade
September 2	Travel to Lethbridge
September 3	CIU Port Tour - Southern Alberta
September 4	Travel to Winnipeg
September 4	Manitoba Federal Council Meeting
September 5	Prairies Separate Employer Conference - Planning Conference Call
September 6	Workers Help Centre EI Forum (sponsored by CUPE)
September 7	Special NBoD Conference Call
September 9	Travel to Ottawa
September 10 - 12	AEC Meeting
September 12	Travel to Winnipeg
September 13	U of M Bargaining Team Elections
September 14	Travel to Saskatoon
September 15	National Day of Action Pancake Breakfast – Saskatoon BBQ – Prince Albert
September 16	Travel to Winnipeg
September 18 - 21	Prairie Region Staff Conference
September 17	PIPSC/PSAC Website Review with MFC
September 18	AFC WTC/Bargaining Agents Conference Call
September 19	United Way Labour Breakfast
September 19	Parks NSCC Conference Call
September 19	AGR 50073 AGM
September 20	Protect the Prairie.ca Conference Call

September 20	CAHRD Meeting
September 20	Take Back the Night March
September 21	PIPSC Rally
September 24	AEC Conference Call
September 26	Prairies Separate Employer Conference - Planning Conference Call
September 27 - 28	MFL Executive Council
September 29	Greetings to Unionism on Turtle Island Participants
September 30	Travel to Ottawa
October 1	AEC Meeting
October 2 - 4	NBoD Meeting
October 4	Travel to Winnipeg
October 9	Meeting with CEIU National President in Winnipeg
October 10	Prairies Separate Employer Conference - Planning Conference Call
October 11	Travel to Regina
October 12 -13	Prairie Region Council Meeting
October 15	Meeting with FSIN – Protect the Prairie.ca Campaign
October 16	Youth Initiative Organizing Conference Call
October 16	Winnipeg HRC Meeting
October 17	AEC Conference Call
October 17	Winnipeg RWC Meeting
October 18	Hot Springs Campaign Conference Call
October 21	Travel to Ottawa
October 22	AEC Meeting
October 23 - 25	NBoD Strategy Session
October 25	Travel to Winnipeg
October 25	Protect the Prairie.ca - Conference Call
October 28	Travel to Regina
October 29 – November 4	SFL Convention
October 29	Regina AC Meeting
October 29	Hot Springs Campaign Conference Call
October 30	Organizing Protocol Conference Call
October 30	Regina HRC Meeting
November 1	Meeting with MLA Cam Broten & QP at Sask Legislature for introduction of Bill 604
November 5	AEC Meeting via Conference Call (a.m. session)
November 6	AEC Meeting via Conference Call (a.m. session)
November 16	Travel to Edmonton
November 16	Meeting with Gil McGowan - AFL President
November 17 - 18	Prairies Regional Health & Safety Conference

November 20	Parks Bargaining Team Conference Call
November 21	Parks NSCC Conference Call
November 27	CMHR Conference Call
November 27	SFC Workforce Transition Committee/Bargaining Agents Meeting
November 28	SADAO Meeting
November 28	Hot Springs Campaign Conference Call
November 29	Travel to Ottawa
November 30 - December 2	Leadership Summit
December 2	Youth Initiative Meeting - Youth Portfolio
December 3	Parks NSCC Conference Call
December 3	Travel to Brandon
December 3	Brandon University Meeting
December 4	Protect the Prairie.ca - Conference Call
December 5	MFL Kids Christmas Party
December 6	MFL Executive Council & Dec. 6 th Memorial Luncheon
December 7	MFL Executive Council
December 7	MFL & NDP Labour Liaison Meeting
December 7	CLC Kids Camp Meeting
December 11	Travel to Regina
December 11	Meeting with Minister Stewart for Protect the Prairie.ca
December 11	PRC Conference Call
December 11	Travel to Winnipeg
December 12	MFL Post Secondary Policy Review Committee
December 13	Travel to Brandon
December 13	Westman AC Meeting
December 16	Travel to Ottawa
December 17	AEC Meeting
December 17	Hot Springs Campaign Conference Call
December 18	AEC Meeting (a.m. session)
December 18	Special NBoD Meeting
December 19	AEC Media Training
December 19	Travel to Winnipeg
December 20	Travel to Brandon
December 20	Tour of CFB Shilo & Union Appreciation Luncheon
December 20	Travel to Winnipeg
December 21	Asbestos Registry Conference Call - Canadian Cancer Society & SADAO
2013	
January 2	Hot Springs Campaign Conference Call
January 4	Travel to Calgary
January 4	Meeting with First Nations representatives re: Hot Springs campaign
January 4	Travel to Saskatoon

January 8	Travel to Jasper
January 8	Parks Ratification Meeting
January 8	PRC Conference Call
January 9	Parks Ratification Meeting
January 9	Jasper Town Hall Meeting (Hot Springs Campaign)
January 10	Travel to Saskatoon
January 13	Travel to Ottawa
January 14-15	AEC Meeting
January 15	Hot Springs Campaign Conference Call
January 16	OPAC Meeting
January 16	Travel to Saskatoon
January 17	AEC Conference Call
January 17	MFL Post Secondary Policy Committee Meeting via Conference Call
January 18-19	Saskatchewan Women's Forum
January 21	Meeting with Brad Trost M.P. Saskatoon-Humboldt
January 22	Travel to Moose Jaw
January 22	Atco Strategy Meeting
January 23	Travel to Winnipeg
January 25	Conference Call with NAPC Prairies Reps Re: Idle No More
January 25	Asbestos Registry Conference Call
January 29	Prairies National Officers Conference Call
February 1	Travel to Regina
February 1	Tour of USGE - RCMP Depot
February 1-2	UNE SK & MB Regional Seminar
February 3	Travel to Ottawa
February 4	AEC Meeting
February 5-8	NBoD Meeting
February 8	AEC Sub-Committee Meeting
February 9	Travel to Saskatoon
February 9	Saskatoon District Labour Council AGM
February 11	Asbestos Registry Conference Call
February 12	PRC Conference Call
February 17	Travel to Ottawa
February 18-20	AEC Meeting
February 20	Travel to Winnipeg
February 21	CLC Presentation on Conservatives and the Union
February 21	MFL Post Secondary Review Policy Committee Meeting
February 22	Lunch with reps of Social Planning Council of Winnipeg
February 24	Travel to Regina
February 25	Casino Regina Bargaining Team Meeting
February 25	Hot Springs Campaign Conference Call

February 26	CIU SK Branch AGM
February 26	SFL Collective Bargaining Committee Meeting
February 26	Travel to Winnipeg
February 27	Travel to Radium
February 28	Western Airport Strategy Conference Call
February 28	Meeting with First Nations representatives re: Hot Springs Campaign
February 28	Radium Town Hall Meeting (Hot Springs Campaign)
February 28	SADAO Conference Call
March 1	Travel to Calgary
March 1	Prairies Organizing Conference Call
March 1-3	Agriculture Union Alberta Regional Seminar
March 3	Travel to Winnipeg
March 7	Travel to Saskatoon
March 8-10	SK NDP Convention
March 10	Travel to Winnipeg
March 11-12	MFL Executive Council
March 12	PRC Conference Call
March 13	Travel to Regina
March 14	SK Legislature – Howard’s Law (Asbestos Bill)
March 15	Travel to Moose Jaw
March 15-17	Agriculture Union Saskatchewan Regional Seminar
March 17	Travel to Saskatoon
March 17	Travel to Ottawa
March 18-20	AEC Meeting
March 21	Travel to Toronto
March 22-24	CLC Political Action Conference
March 25	Travel to Winnipeg
March 27	Casino Regina Conference Call
April 4	Regional Women’s Conference - Planning Committee Conference Call
April 5	Panelist – Peggy Nash’s Tour Re: NDP Alternative Federal Budget
April 8	PRC Finance Committee Conference Call
April 9	Travel to Saskatoon
April 9	PRC Conference Call
April 9-10	USGE Prairies Regional Conference
April 10	Travel to Winnipeg
April 11	AEC/Component President’s Meeting via Conference Call
April 11	Travel to Montreal
April 12-14	National Health & Safety Conference
April 12-14	NDP Convention
April 14	Travel to Ottawa
April 15-16	AEC Meeting
April 16	Travel to Regina

April 17	Presentation to SK Committee of Human Services Re: Howard's Law
April 18	SK Legislature - Vote on Howard's Law
April 18	Travel to Calgary
April 18	Hot Springs Campaign Conference Call
April 19	PRC Meeting
April 20	Joint Meeting with PRC & Prairies National Officers
April 20	Travel to Winnipeg
April 22	Tour of Rainbow Resource Centre
April 22	Regional Women's Conference - Planning Committee Conference Call
April 23	Casino Regina Update & Strategy Conference Call
April 24	Travel to Edmonton
April 25-28	Alberta Federation of Labour Convention
April 28	Speaker at Edmonton DLC Day Of Mourning Event
April 29	Edmonton Regional Leadership Meeting
April 29	Travel to Calgary
April 30	Calgary Regional Leadership Meeting
May 1	Travel to Lethbridge
May 1	Tour of Bouvry Plant, Fort McLeod
May 1	Tour of AAFC Research Station
May 1	Lethbridge Area Council Meeting
May 2	Travel to Calgary
May 2	Travel to Banff
May 3	Tour of Banff Upper Hot Springs
May 3	UNE Local 30117 Executive Meeting
May 3-5	Prairies Regional Women's Conference
May 5	Travel to Winnipeg
May 6	MFL Post Secondary Review Policy Committee
May 7	Travel to Saskatoon
May 7	SADAO Meeting
May 8	Saskatoon Regional Leadership Meeting
May 9	Travel to Regina
May 9	Regina Regional Leadership Meeting
	FB Bargaining Tour – Regina Airport
May 10	Travel to Winnipeg
May 10	RAND Lobbying Conference Call
May 14	Winnipeg Regional Leadership Meeting
May 14	PRC Conference Call
May 16	Rainbow Resource Centre's Rally for the International Day Against Homophobia
May 17	Stewards Project Conference Call
May 21	Travel to Ottawa

May 22-23	AEC Meeting
May 23	Travel to Winnipeg
May 25	MB NDP Convention - Brandon
May 27	FB Meeting - Winnipeg Airport
May 28	PRC Finance Committee Conference Call
May 29	PRC Conference Call
May 30	CEIU Information Session
May 31	Meeting with United Way Labour Rep
June 6	Prairies Video Project Conference Call
June 9	Travel to Ottawa
June 10	AEC Meeting
June 11-14	NBoD Meeting
June 13	Parks Canada Bargaining Meetings re: CS claw back
June 11	PRC Monthly Update Conference Call
June 14	Travel to Winnipeg
June 17	Travel to Brandon
June 17	MFL Executive Council
June 17	Brandon Labour Council Meet and Greet
June 17	MFL Health & Safety Forum
June 18	Travel to Winnipeg
June 19	Freshwater Fish Campaign Meeting
June 19	Travel to Regina
June 20	SFL Labour Legislation/Political Strategy Committee Meeting
June 20	Alberta PRC Reps Conference Call
June 24	AEC Conference Call
June 27	Alberta Flooding Conference Call
July 2	Alberta Flooding Conference Call
July 3	AEC Sub-Committee-Videoconference with CURC
July 4	CMHR Museum AGM
July 5	Protect the Prairie Conference Call
July 8	AEC Conference Call
July 8	NBOD Standing Political Action Committee Conference Call
July 8	Travel to Regina
July 9	Casino Regina Ratification Votes (3)
July 10	Travel to Winnipeg
July 11	Deer Lodge RSCC Meeting
July 12	Travel to Calgary
July 12	Tour of Calgary Drop In Centre & SJF Cheque Presentation.
July 12	Volunteer with Food Prep & Service at Drop in Centre
July 13	Volunteer - Flood Relief in High River AB
July 14	Volunteer & Cheque Presentation – Siksika First Nation
July 15	Travel to Winnipeg

July 17	UTE 50031 – Pledge Form Signing
July 17	Winnipeg Airport Strike Vote
July 22	CMHR Strategy Conference Call
July 25-27	FTMS Pension Training
July 29	Hudson Bay Port Strategy Conference Call
August 1	Call with PRC Women’s Rep
August 1	Call with PRC GLBT Rep
August 2	Call with PRC PWD Rep
August 2	Conference Call with Alberta PRC Reps Re: Conservative Convention
August 5	Travel to Edmonton - Prairies Video Project Filming
August 6-7	Filming in Edmonton & area
August 7	Travel to Calgary
August 8-11	Filming in Calgary & area
August 11	Travel to Lethbridge
August 12	Filming in Lethbridge
August 12	Port of Churchill Strategy Call
August 12	Travel to Swift Current
August 13	Travel to Regina
August 13-14	Filming in Regina
August 14	AEC Conference Call
August 15	Travel to Saskatoon
August 15-16	Filming in Saskatoon
August 16	Travel to Prince Albert
August 17	Filming in Prince Albert
August 18	Travel to Brandon
August 19	Filming in Brandon
August 19	Travel to Winnipeg
August 20-22	Filming in Winnipeg
August 20	Winnipeg Airport GBU Ratification Vote
August 22	AEC Conference Call
August 26	Travel to Brandon
August 26	Conference Call with Alberta PRC Reps Re: Conservative Convention
August 26	Brandon/Shilo TC Ratification Vote
August 26	Prairies Video Project Filming
August 26	Brandon University AGM
August 27	Brandon University Ratification Votes
August 27	Travel to Winnipeg
August 28	ROB Review Conference Call
August 29	SFL – CIU Conference Call
September 2	Labour Day BBQ - Winnipeg
September 3	TC Ratification Vote - NHU Local 50012
September 4	Travel to Edmonton

September 4	Conduct Ratification Vote – Devon, AB
September 5	NHU Local 30016 - Pledge Card Campaign Meeting
September 5	NHU Local 30016 - TC Group Meeting
September 5	Meet & Greet at Edmonton Regional Office with National President
September 6	Conduct TC Ratification Votes (3 sessions)
September 6	Travel to Winnipeg
September 9 -12	AEC Meeting
September 9	Conservative Convention Rally planning conference call
September 13-14	NCR Young Workers Conference, Ottawa
September 15	Travel to Winnipeg
September 16	Component President Briefing conference call
September 16	Guest speaker at Save Our Science Rally – University of Winnipeg
September 17	Travel to Regina
September 17	TC Ratification Vote, Regina RO
September 18	Travel to Winnipeg
September 19-20	MFL Executive Council
September 20	Manitoba CCPA Annual General Meeting
September 24	Conservative Convention Rally planning conference call
September 26	UNE Local 50773 (CMHR) Strategy conference call
September 30-October 5	Vacation
October 6	Travel to Ottawa
October 7	AEC Meeting
October 8-10	NBOD
October 10	Travel to Winnipeg
October 11	Royal Canadian Mint Strategy conference call
October 15	Travel to Edmonton
October 15	UPCE membership meetings (2 locations)
October 15	Travel to Calgary
October 16	UPCE membership meeting
October 16	Travel to Winnipeg
October 17	UPCE membership meeting, Winnipeg
October 18-20	Prairie Region Council, Winnipeg
October 23	Conservative Convention Rally planning conference call
October 24	USGE Local 50015 AGM, Winnipeg
October 28	Travel to Saskatoon
October 28	Stewards Project conference call
October 28	Conservative Convention Rally planning conference call
October 29	AEC/Regional Coordinator Convention planning conference call

October 29	AEC Supporting Our Allies committee conference call
October 30 - November 1	SFL Convention, Saskatoon
October 30	AEC/Component Briefing conference call
November 1	Travel to Calgary
November 1	Common Causes Teach-In
November 2	Crash Their Party Rally
November 3	Travel to Ottawa
November 4-5	AEC Meeting
November 6	Special NBOD Meeting
November 6	Travel to Saskatoon
November 7	Travel Saskatoon to Winnipeg
November 7	National Officers conference call
November 7	Prairies C-4 Telephone Town Hall
November 13	PRC Monthly update conference call
November 14	AEC conference call
November 14	Meeting with Bob Kingston, Agriculture Union & Manitoba Minister of Agriculture Ron Kostyshyn, Winnipeg
November 14	NHU Local 50012 AGM
November 15	UNE Local 50773 (CMHR) Strategy conference call
November 16	Travel to Toronto
November 17	National Women's Conference Resolutions Committee meeting
November 17	AEC meeting/training session
November 18- 22	National Equity Conference
November 20	AEC Meeting
November 22	Travel to Winnipeg
November 26	FB Ratification Vote, Winnipeg
November 26	Travel to Saskatoon
November 27	USGE Convention Preparation Course
November 28	Prairies Staff conference call re: actions around C4
November 29	Travel to Winnipeg
November 30	UVAE Local 50021 Holiday Social
December 3	Federation of Labour VP's conference call
December 3	Joint Winnipeg HRC/RWC/Area Council meeting
December 4	UNE Local 50773 (CMHR) Strike Vote (3 sessions)
December 5	Travel to Thompson, MB
December 5	USGE Local AGM
December 5	CEIU Worksite visit
December 5	USGE NPB worksite visit
December 5	Travel to Winnipeg
December 6	MFL Executive Council

December 6	Dec. 6 th Day of Remembrance Luncheon, Winnipeg
December 8	Travel to Ottawa
December 9-10	AEC Meeting
December 11	Travel to Winnipeg
December 11	UTE Local 50031 Executive Meeting
December 11	Edmonton Area Council meeting (by phone)
December 12	Conference call re: RWC Handbook amendments
December 13	AEC conference call
December 16	AEC conference call
December 16-24	Winnipeg office
2014	
January 2-3	Winnipeg office
January 6-7	Vacation
January 8	Travel to Regina
January 8	Regina Area Council meeting
January 9 -10	Vacation
January 10	NBOD Political Action Committee conference call
January 12	Travel to Ottawa
January 13-15	AEC Meeting
January 15	Travel to Winnipeg
January 16	Component President Briefing conference call
January 18	Travel to Edmonton
January 18-19	UNE Regional Seminar
January 20	Deer Lodge Strategy Conference Call
January 20	Edmonton AC Meeting
January 21	Travel to Winnipeg
January 21	Local 55601 Service Agreement Conference Call
January 21	University of Winnipeg Membership Meeting
January 21	Calgary RWC via Conference Call
January 23	Parks Essential Services Conference Call
January 23	Regional Organizing Conference Call
January 24-26	AGR Manitoba Regional Seminar
January 28	Peoples' Social Forum Info Session
January 29	Casino Regina Conference Call
January 30	Travel to Saskatoon
January 31	Casino Regina Conference Call
January 31	Veterans Press Conference
January 31- February 2	Prairie Region Council Meeting
February 2	Travel to Winnipeg
February 5	Travel to Regina
February 5	Regina Area Council AGM

February 6	Worksite Visit & AGM - UEW Local 40721
February 7	Saskatoon and District Labour Council Community Service Award Dinner
February 8	Saskatoon and District Labour Council AGM-Presentation on Veterans Campaign and travel to Winnipeg
February 9	Travel to Ottawa
February 10-12	AEC Meeting
February 13-16	Treasury Board Bargaining Conference
February 16	Travel to Winnipeg
February 18	UNE 50757 AGM
February 21	PRC Resolutions Conference Call
February 23	Travel to Ottawa
February 24	AEC Meeting
February 25-28	NBoD Meeting
February 26	Parks NBC Conference Call
February 28	Travel to Red Deer
February 28 - March 2	AGR AB Regional Seminar
March 1-2	UNE SSO Education & AGM
March 2	Travel to Winnipeg
March 3	PRC Resolutions Conference Call
March 5	Travel to Regina
March 5	Meeting with the SK Opposition Leader re: sale of Casino Regina
March 5	Travel to Saskatoon
March 6	Speaker at SK CUPE Convention
March 8	Travel to Winnipeg
March 12	AEC Conference Call
March 12	PRC Monthly Update Conference Call
March 17 - 18	AEC via Video Conference
March 19	DCL Local 55602 (CAHRD) Membership Meetings
March 24	Meeting with SK Provincial Minister of Labour with Casino Regina Members re: potential sale of Casino
March 26	National Young Workers Conference Call
March 27	PSAC Comprehensive Strategy and Regional Plans Conference Call
March 27	Meeting with Deer Lodge Local President & RVP
March 30	Travel to Ottawa
March 31 - April 3	Meeting with EB Bargaining Team
April 1	NBoD Political Action Committee Meeting
April 2	AEC Conference Call
April 2	All TB Teams Meeting
April 3	Tour of Royal Canadian Mint – Ottawa worksite

April 4 - 6	Parks Bargaining Conference
April 8	Travel to Winnipeg
April 9	PRC Monthly Update Conference Call
April 13	Travel to Ottawa
April 14 - 15	AEC Meeting
April 15	Stewards Initiative Meeting
April 16	Travel to Winnipeg
April 22	National Officers Conference Call
April 23	National Officers Conference Call
April 24	Travel to Vancouver
April 25 - 27	BC Regional Convention
April 28	Travel to Winnipeg
April 29	Worksite visit of UVAE Deer Lodge Centre & Executive Meeting
April 30	Telephone Town Hall – Sick Leave
May 2	Travel to Calgary
May 3	CIU Alberta Executive Meeting & AGM
May 4	Travel to Montreal
May 5 - 9	CLC Convention
May 9	Travel to Winnipeg
May 12 - 13	AEC Meeting via Video Conference
May 14	Prairies Staff Conference
May 14	PRC Conference Call

Deborah (Ferguson) Wiens
Alternate Regional Executive Vice-President (A/REVP)



Welcome to the Public Service Alliance of Canada (PSAC) Prairie Region 6th Triennial Convention! What an amazing three years that it has been! During this term the Prairie Region was proud to welcome Sister Robyn Benson as our National President for PSAC! Due to Sister Robyn's move, the Alternate REVP (Regional Executive Vice President) position became vacant in the Prairie Region. I was nominated, and successful in being elected. I have been honored to represent all of you. Thank you for your support, and the opportunity.

I was sworn into this position on October 12, 2012 at my first Prairie Region Council meeting in Regina, Saskatchewan. I have now been in this role for approximately 2 years, and I can honestly say – what an eye opening experience. I could now tell you what I've done for the region in my role as Alternate REVP for the Prairies, and include things like I spoke at town halls, on the news, rally's, attended every PSAC meeting I could, attended the day of action, I chaired the communications committee, I participated in the bylaw committees and chaired mock conventions.... and I could give you details surrounding that, but... I am going to take the opportunity to tell you my experience of the last two years, what I've learnt, and what barriers I've come up against. If anyone would like details, I'm always willing to share, please come and speak with me.

Anyone who knows me knows that you always know where you "stand" with me, sometimes even when you don't want to know. I am opinionated, strong willed, stubborn, passionate and dedicated. I say this, because, I believe currently, our political environment is a mess. You will see by our slogan of this years convention – "Our Union: Bringing Us Together" is a direct reflection of the current political environment. We all know that the fight against the politics of our business is going to be long and hard. We know that with the current environment we will certainly be facing a challenge. We, the Prairie Region have an opportunity to start change now, and then well into 2015. We need to stand together!

Where to start? We have Bill 377, and Bill C4. Both bills are a nightmare for our Union. Then of course we have bargaining happening with a government that isn't exactly PRO anything for Public Service Employees. I would at this time like to say "thank you" to our bargaining teams for all the hard work they are doing for all of us! Now, this report was due mid May 2014. I know there are going to be other political agenda's that come up from the time of this report until convention, and I am sure that we will do everything in our power to fight against them.

However, this brings me to my next point. All of us in this room are Union Activists. I know, since being in this role, I have chaired meetings, done town halls, and the messaging I've received back is "we need to make it easier". I agree. I know that some believe we can't hand everyone everything on a silver platter, and to an extent I agree with that, but when we are fighting huge amounts of apathy within our own union, we need to make it easier to be involved.

Since I have become the A/REVP for Prairie Region, the Prairie Region has had a turn over of many Prairie Region Council members. Now, I am certainly NOT saying that this is due to apathy.... It is my understanding, that some is sadly from work force adjustment, some from promotion, and others for personal reasons. However, we have many committees that are

struggling within the Prairie Region, and while I can't definitely say "why", I have some ideas. I think we need to look at barriers on becoming involved.

Many speak about grass root members... and how they need to be informed. I agree, but us as leaders need to be informed as well. How much do you know about Bill 377? Bill C4? Did you read the entire documents? Could you? Do you have enough time? I think that we, the Prairie Region, need to do a better job of making it easy. When new, important legislation is on the horizon – information needs to go out as soon as possible to all the Prairie Region Council members and then to the delegates here and locals across the region. If we make it a short document, with the quick and accurate facts, it's easier to remember, and easier to distribute.

With the recent decision about desk drops – I think we have to try whatever possible to provide the information. I am sure some of you are thinking – but what about the financial cost? My question is what is the 'cost' to us as a Union if we don't? What is the value of getting one more person involved? Had it not been for my local president at the time, Lois Greenhalgh, taking the time to educate and speak with me I would not be involved. Have I made a difference? Has Lois? I would like to think so. The fact is though – many of us here have full time jobs, we all (or should be able to) have personal lives... we all give a lot to this union – which is fantastic, but... how do we make it easier? I think it starts with us here at convention. I believe everyone on the convention floor wants to help make change, and with the collective knowledge – I know we can do it!

Earlier, I said I'd talk about what I'd learnt – I've learnt that there are many facets to our Union that (I believe) many grass root members do not know about. I've learnt that we have many, many dedicated and passionate members who stand up for what they believe in. I've learnt that sometimes when standing for the way you believe is right, it can be a very hard, lonely, and an unpopular road to travel. I've recently learnt that (in my opinion) we have gaps in our Prairie Region By-laws. I personally believe that an emergency resolution should be submitted to amend this at this convention. Please feel free to discuss with me for further information.

What do I see as barriers? Grass root members see what we do as leaders. They see how much we do, and some determine that we give too much of ourselves for them to become involved. I see a barrier is that sometimes the value of what we need gets outweighed due to the financial cost. Barrier – politics get in the way of getting business done. In conclusion – I hope that we as a convention floor make change happen, that we make wise decisions, and that every person at this convention leaves, renewed, educated, motivated and reassured!

Please do not hesitate to contact me with any questions, concerns or for information.

In Solidarity,

Deborah Wiens, Alternate Prairies REVP
587-926-2329
Wiensd@psac.com

Satinder Bains
Southern Saskatchewan Geographical Representative

I was acclaimed as the PRC Rep for the South Saskatchewan when Brother Steve VanOpstal resigned in the last quarter of his term. Now I been elected as the new PRC Rep for Area Council in South Sask.

I continue to attend and work with the Regina Human Rights and Regina Area Council committees and attended the meetings on regular bases. I also had a chance to attend the PSAC National Equity Conference in Ottawa in November 2013.

The PSAC National Equity Conference addressed the importance of solidarity and that concerns of the workers are shared concerns. The main issues are Labor and Migration, Aboriginal Workers, Women, Workers of Color, Workers with Disabilities, Young Workers and Pride in the conference. The message of the conference encourage our members, workplace and future leaders to play active role in helping all our workers to become even more powerful in the workplace. The conference recognized and made me more determined to change the Conservative policies which affect aboriginal and radicalized communities, for LGBT communities and for the people living with disabilities and for women. I believe the message is to share and look at ways to built a strong, diverse and inclusive work force.

The knowledge from the conference and workshops I attended gave me ideas to share with my members, components and community to promote the Human Rights, equity rights of color, Aboriginals, LGBT and dealing with conflicts in the workplace. Increase knowledge to strategies to increase the access of workers of color, LGBT, women and Aboriginal to the Canadian labor force. Others issues for I will be interested in are related to promotion, access to training and apprenticeship programs and the recognition of international credentials.

For myself, this was a learning experience and I am happy to say we have a lot activist's to network with from all parts of Canada who work in different governments, department, agencies, unions who share the same values and concerns. In my union position capacities I feel I have a network in place to pass on the importance of our National equity conference agenda.

In Solidarity,

Satinder Bains

Shaun Brennand
Regina Area Council Representative

It is my privilege and pleasure, to present this report to the delegates at convention. As my second term comes to an end, I look back to the rewards and challenges this position has offered. The past few years have not been easy for union activists. The government has continually pounded the public service, decimating member's jobs and lively hoods in its wake. Workers' rights and privileges are being targeted constantly to the point where the rights to bargain collectively, could be a thing of the past. Adding to our challenges, the grassroots ranks of our own union have become filled with apathy; to the point where the existence of many council's and committees of the Prairie region are in jeopardy. Our councils and committee need these members back, helping us activist performing the tasks that keep our union viable.

During my term, I have worked hard to fulfil the mandates that I have been tasked with. My role as PRC Rep has been to bring the challenges forward to Regina Area Council and to help our where I could. Unfortunately, my personal life has also brought on challenge with family and personal health issues as well as a very demanding job which has added another province to my responsibility and many nights away from home. Saying this, I know that it is now my time to step aside. The next few years are going to be interesting to say the least. To my successor, you are taking on a huge amount of responsibility. It is important to maintain a balance of family, work and union volunteerism in your life.

During my tenure, I worked on the following committees;

Education Committee:

- * Reviewed the current regional education program that is coming to a close. There were a huge number of participants in 2010/2011.
- * Help prepare an e-mail survey and specific meetings in each of the regional offices and other areas to gather feedback.
- * Discussed pilot program for the Prairies Facilitator Network.
- * Discussed key activities to include in the next education cycle. These are subject to change because there has not been consultation with members as of yet. Possibilities include: bargaining and union school as there was not a union school in the last three-year cycle.
- * Specific roles for the education committee: basic consultations, promote the education program, encourage and support the AF network. Ensure the pilot project is successful. Make sure everyone is aware of the network and know whom the AF in their areas is and if they so choose that they can utilize it.

Bylaws Committee

- * First Committee meeting in April 2012 to discuss changes to bylaws.
- * Ongoing conference calls throughout the term.
- * Chaired ad-hoc committee on PRC structure to help aid changes to existing bylaws

Respectfully Submitted,
Shaun Brennand
Prairie Regional Representative to Regina and District Area Council.

Denni Ernst
Northern Saskatchewan Geographical Representative

I participated on the Convention Host Committee, Prc Finance Committee, Resolutions Finance Committee Attended town hall meetings and telephone town hall meetings. Attended the Leadership Summit. I encouraged members in various locals to join the town hall discussion that took place at the end of April. I attended Area Council meetings. I completed the final step in alliance facilitation training in May. I look forward to the upcoming convention in June.

I'd like to thank Louise in the regional office and especially sister Nancy and brother Tim for taking me under their wing. As a new member to the PRC with limited experience and very little guidance from the REVP I found their experience valuable. I have enjoyed my time on council greatly and look forward to the change that lies ahead. I have enjoyed working with each and every one of my brothers and sisters.

Respectfully submitted,

Denni Ernst

David Fandrich
Southern Alberta Geographical Representative

I would like to report the following activities:

- * Spring 2012 Southern Alberta Leadership Forum
- * Spring 2012 Third Choice Campaign public engagement
- * March 29 2012- Calgary District Labour Council Budget Watch
- * April-May 2012 PSAC National Triennial
- * June 2012-National Public Service Week- Plant gate and harper affected letter campaign
- * September 3 2012- Labour Day Barbeque Calgary
- * September 15 2012- National Day of Action (NCR)
- * April 30th 2013 WAAA Campaigner Training
- * May 2013 Calgary District Labour Council meeting
- * May and August 2013 CLC Labour College
- * November 2013, Citizens Against the Harper Dictatorship rally and speaking engagement
- * November 2013, PSAC rally during Conservative Convention
- * April 26, 2014 PRC General Convention Committee

In early 2012, I was appointed Southern Alberta Geographical after spending approximately nine months as alternate. The highlight of my time as Southern Alberta Geographical Rep was certainly being a part of the rally during the Conservative Convention. Although many other labour and social organisations participated it was the PSAC that lead the way in organising the event, which drew more than four hundred people and got national media attention. Aside from that, I was named chair of the Prairie Region Education committee and have relished the opportunity to support the development of our activists and stewards. Overall I am humble and grateful for the opportunity to serve as the Southern Alberta Geographical Rep.

Let's have a great convention.

In Solidarity,

David Fandrich
Southern Alberta Geographical Rep

Alec Goertzen
Calgary Area Council Representative

It has been my pleasure to represent PSAC members in the Prairie Region over the past 3-year term. I am very proud of my commitment to the Prairie Region Council (PRC) serving the members with dedication and most importantly with respect and dignity.

In general, I continued my participation by:

- * Submitting written reports to each Prairie Region Council meeting as required by the PRC Bylaws
- * Attended scheduled PRC meetings, and most teleconference evening calls, to represent and support Calgary area members
- * Participated in the H&S Committee of the PRC, which included organizing a Regional H&S conference on November 17-18/2012 in Edmonton; theme of the conference was Mental Health in the Workplace
- * Attended Calgary District Labor Council meetings & events to support the Labor Day BBQ, Federal Budget Watch, and Day of Mourning.
- * Participated in plans with other PRC reps to organize a response to our members & community affected by the Alberta Flood of 2013
- * Participated in organizing the event 'Crash the Party', where members gathered outside of the Conservative Convention in Calgary to protest and show solidarity 'we are all affected' with the continued cuts to public services & offices
- * Partnered with District Labor Council to send e-flyers to all Calgary area members for the
- * Calgary Municipal election to support labor friendly candidates in each of the ridings
- * Participated in boycotting Public Service Week events, which included sending PM Harper a pink slip to a morning greeting with leaflet telling members why they should boycott PSWeek. It still baffles me beyond my comprehension how the government promotes their commitment to public services & workers, while at the same time hand out a surplus letter and slice of cake to wash it all down.

This is certainly is not an exhaustive listing of my work with the PRC, but are significant highlights worth noting. Overall serving this past term on PRC has been busy but not as satisfying as previous term as I would have hoped. The leadership of the PRC continued with delays in financial reporting, unrealistic delays with committee funding, dual-mined on certain issues that delayed decision making, and had record number of resignations by reps. All this aside, I do look forward to a new makeup of the PRC and its leadership knowing together we are stronger to the challenges before us and the work YOU need actioned.

I strongly believe in our members and our challenge ahead is never over, but needs action! I thank the members for giving me the opportunity once again to represent them on the PRC.

Respectfully submitted,

Alec Goertzen
Calgary Area Council Rep
PRC Member

Tim Hogan
Prince Albert Area Council Representative

We participated in two Idle No More marches and arranged a presentation for the public to explain what Idle No More is all about. This was held in the auditorium of the John M Cuelenaere Public Library. There were roughly 100 attendees from the public that attended this event.

We participated and assisted in sponsoring the attempt to complete the world's largest round dance in July hosted by NAMC at Kinsmen Park.

We hosted the "we are all affected" training campaigners.

Met with local Presidents from PIPS and UCCO to discuss joint planning for some type of action to take place in front of our MP's office.

Attended Alliance Facilitator Workshop to develop courses for mini-school events.

Lobbying:

Contacted our MP to discuss the private members bill to eliminate the Rand formula. We did not receive a response.

Phoned local MP 3 times and e-mailed in regard to budget bill – no response was received.

Discussed the closure of Veteran Affairs offices with our Local MP. He indicated that the veterans were now getting better service, when I expressed my dismay at his statement he stated that "Oh, yeah they are."

Timothy Hunt
Gay, Lesbian, Bisexual and Transgendered (GLBT) Persons Representative

Welcome to the convention!

I have a theory about Human Rights, I want to know as much as I can! In my world, filled with rainbows (ok you can smile now), I wanted to include all equity seeking groups in all my decisions, teaching, mentoring and defending. I picked the GLBT Representative position on the Prairie Region Council because I wanted to make a difference. I just didn't realize I was really good at it! Recently I became part of the PWD (persons with disabilities) equity seeking group with my knee injury and I've been amazed how everyone around me was so accommodating in pointing me in the right direction for help and guidance, which only added to my knowledge of PWD issues (thanks Dave!). So wherever you are on the equity seeking spectrum, always leave room to grow, learn and share your experiences wherever and whenever you can.

I have enjoyed working with the entire PRC these past three years. I believe I bring friendship, knowledge and vital life experience to the council, being their GLBT equity lense. I also bring a certain level of social awareness to conversations that need to be heard, addressed and sometime explained to be sure that our council in cognisant of equity's evolution in today's Union environment and of course all of our Canadian society.

In the past three years as the GLBT representative I have approached all the Human Rights Committees in the Prairies, attended meetings/conferences/workshops dealing with GLBT issues and tried to sponsor as much attention as I could to bring the PRIDE-GLBT concerns forward. In most cases I have succeeded to reach (email trees, our regional website, etc.) out to my Brothers and Sisters to provide guidance, support and information regarding our on-going union struggles. Many events across the Prairies are listed here in my report and many more were celebrated in other cities. Our media wizard Jeffrey Vallis is also on my list of thank you's as he constantly amazes us all with his ability to make everything work on paper, posters, websites and more look amazing!!

I would like, at this time of convention gathering, to ask all our GLBT members to try, one day soon, to attend your local Human Rights Committee in your local Regional Office. You can learn more about other equity groups and hopefully bring your GLBT viewpoint to the group. This is the best way to get the "word" out to members and to bring attention to any local GLBT events/information/resources. This is the forum that you can launch your union career from, find out what interests you and put "your spin on it" ... you'll never know where it will take you and all the great people you will meet along the journey.

My work on the National Human Rights Committee was fruitful and frustrating at the same time during this triennial cycle. The seven representatives (the PSAC is split into seven regions, we are of course the Prairies) for GLBT, myself included, worked well together and came up with many workable ideas. We were able to set up clear agendas of what we wanted to accomplish and set up a framework for the workshops that in fact happened at the Human Rights Committee Conference which was held in Toronto in the fall of 2013. We also are working on GLBT information pamphlet (due out soon!) that would include many aspects of the GLBT struggles from the past to present to show our members a complete snapshot of the good work that our GLBT members/staff are working towards. The frustrating part of being part of this committee is that we have not met face to face since 2010, but we have been able to keep up during several conference calls. Not meeting face to face has been a

barrier to completing the Human Rights work we set out to complete as a committee, hopefully this will be rectified during the fall 2014 meeting of the whole committee (Women's, Aboriginal, Racially Visible, GLBT and Persons with Disabilities). I would also like to say thank you to the national PSAC staff who worked on our files as they are also wonderful to work with, some hurdles have been overcome and others are still in the works. Always moving forward – never back!

This was also a trying time in the Prairies with all of the worthwhile campaigns (We Are All Affected, Pensions, etc.) that were happening and mother nature did not help either! The flooding in Calgary during the summer of 2013 was unprecedented. Many of our union activities were put on hold and many PSAC members were faced with utter devastation as their homes became uninhabitable. With the help of the Social Justice Fund (PSAC) we were able to fund some of the Human Rights charities we have worked with in the past. We also were able to rally together members from many different locals on two separate events at the Drop-In Centre and the Mustard Seed to prepare and plate over 1,200 meals. These members came from Saskatoon, Lethbridge, Winnipeg and Edmonton and included our REVP (Marianne). I am proud of this because most PSAC members in other locals rarely interact with one another, but this was in the name of charitable work and our members are always ready to volunteer. For those who did volunteered, and you know who you are, an extended thank you from myself.

To all of my Brothers and Sisters in the Prairies, I say “thank you” and praise you all for coming forward in the name of our union. Please find below a select amount of achievements I enjoyed while being your representative on the Prairie Region Council.

In Pride & Solidarity - Prairie Wide!!

2011

<p>13th Annual Fairy Tales Film Festival May</p> 	<p>The HRC sponsored the event for one night, this was for the “Bring-a-Straight” night, there was a documentary and comedy film shown. Volunteers from various components were in attendance enjoying the event!</p>	
<p>Regina Gay Pride Parade - June</p> 		<p>BSO Leanne Shirkey’s participation became only the third time that a BSO in uniform was authorized to participate in a Gay Pride Parade and this was in Regina...Brava!!</p>
<p>Gay Rodeo Calgary July 1-3</p> 	<p>On the Midway in Strathmore I attended the Rodeo Grounds with this booth with information for all GLBT rights and freedoms. I also handed out flags to the children attending the family friendly event. A tornado also whipped through on the Sunday afternoon less than six blocks from the grounds....phew !</p>	
<p>Out Games Vancouver July 25th-29th</p> 	<p>Met with my fellow GLBT representatives from across the country to attend three days of Human Rights Forums, demonstrations and awareness. The games will be in Denver Colorado in 2015.</p>	
<p>GlobalFest 2011 Human Rights Event August 19th PSAC Sponsorship</p>	<p>The HRC got the Social Justice Fund to help us sponsor the events of GlobalFest 2011. On August 19th, twenty+plus PSAC members gathered to volunteer at the “Swearing In” of 100 new Canadians. We all then enjoyed a night of fireworks, China was the country for this evening, it was warm, fun and members got to work together from other components, priceless!!</p> 	
<p>Pride Parade in the Prairies Calgary Parade September 04, 2011</p>		<p>Joined forces with the AFL to open a table of information during the parade festivities. This year’s Grand Marshall was City of Calgary Mayor – Naheed Nenshi (great guy)</p>
<p>Sept. 05th</p> 	<p>Participated in the 3rd Annual Labour Day BBQ, we (myself, Area Council, Regional Women’s / Human Rights Committees) used this opportunity to do a “Anti-Bullying” information booth and offered to pay for the “condiments” for the event from the Human Rights Committee budget. “PSAC Members Volunteer in the Community”</p>  	
	<p>Attended meetings in Edmonton on Mondays June 27th and September 19th, working on 100th Anniversary of the AFL in Alberta. A major GLBT float will be in the parade and on display.</p>	
	<p>December 06th & 07th: Attended AFL Executive Meetings in Edmonton on representing both the PSAC V.P. (Elaine Alt) and the Pride & Solidarity Committee. We continued the business of the Province and the 100th Anniversary of the AFL in Alberta. A major float will be in the Gay Edmonton & Calgary Pride Parades and on</p>	

display at the official June 16th.

2012



January 29th

Even though the launch was just last week, the Royal Mint is already sold out of the first run. But they are taking future orders for the "wedding gift set" of coins. Artist Gary Taxali talks about his collaboration with the Royal Canadian Mint.

"The coin that Taxali is most proud of is the wedding-themed coin, featuring two interlocking rings that represent a gender-neutral marriage. "I live in a country where gender is irrelevant and the coin has to represent that," says Taxali. "I thought it would be a nice thing to represent that and to show two rings; is one a man and one a woman? Two men? Two women? It doesn't matter what they are, they represent the union of two people. "The Royal Mint really liked that idea because it represents the spirit of our nation and also, I think that it's empowering to somebody and hopefully this calling will send a powerful message that we're all the same and a wedding is a wedding. I think this is probably the first piece of currency in the world, paid by a federal government that is pro-wedding regardless of gender and that makes me really happy...."

January 09th

And

February 13th

Attended a Pride & Solidarity Committee Meeting via conference call. Working towards the AFL 100th Anniversary Gala events. We also are working on a "That's Gay" campaign to bring awareness to the use of the word Gay in today's schools and society.

Winnipeg



The Canadian Museum for Human Rights is coming along with the construction showing more and more of what it will look like when it opens, many other unions are praising the facility and its progress. The PSAC will be the union for the staff when it opens.



February 14th & 15th: Attended AFL Executive Meetings in Edmonton on December 06th & 07th representing both the PSAC V.P. (Elaine Alt) and the Pride & Solidarity Committee. We continued the business of the Province and the 100th Anniversary of the AFL in Alberta. A major float will be in the Gay Edmonton & Calgary Pride Parades and on display at the official AFL Celebration on June 16th.

Sexual diversity
in the workplace



It pays off!



2012 International Day Against Homophobia unveiled its 10th anniversary campaign, it is again May 17th this year on a work day (Thursday). See your local Regional Office for details.

Sexual diversity
in the workplace

It pays off!



May 17
International Day
Against Homophobia

Participate!
This day belongs to YOU!

homophobiasday.org

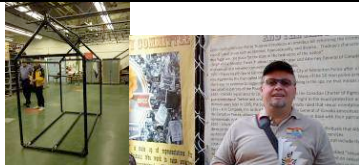


May 24 – June 01

JUICY FLICKS
 www.fairytalesfilmfest.com



May – June Fairy Tales Film Festival – The PSAC/CLC/AFL put together a banner for use on the house of labour frame that we used during the evening that we sponsored. The three members of our committee spoke on 1) creating harassment free workplaces 2) jobs within the municipal, provincial and federal levels for the GLBT youth 3) creating links between our jobs and community at large – ie. Volunteering or mentoring others. We were also honoured with the silver level sponsorship as the three unions donated \$1,000 for the festival. This year's theme was "Juicy Flicks".



June 9th: Attended with the AFL Pride & Solidarity Committee in the Edmonton parade. 10,000+ attended the hour long parade. Premier Alison Redford made the historic speech at the Pride Stage as the first Premier of Alberta to address the Pride festivities.

June 14th-16th: Attended the Executive Meetings in Edmonton on representing both the PSAC V.P. (Elaine Alt) and the Pride & Solidarity Committee. The 100th anniversary festivities, including the dinner, preparing the GLBT "house of labour" float/display.



August 16 to 26

Volunteered with our Calgary Human Rights Committee on the Globalfest Festival, this year's theme was aboriginal issues. There was 100 new Canadians sworn in during this ceremony. Our information booth raised \$1,000 for our two charities. PSAC information was displayed in the tipi supplied by the UTE local 30024



September 02nd: Participated in the 21st annual Calgary Pride Parade. Sister Marianne (REVP) joined us with other PSAC members and allies. There was also uniformed CBSA officers and Calgary Police Service officers walking in the parade with Agency approval. Also in attendance was Ron Moran, 4th VP of CIU.



May 24th to June 01st

Fairy Tales Film Festival – The PSAC/CLC/AFL sponsored a night at the festival with two powerful films “Call Me Kuchu” a drama based on human rights in Africa and “Parade” an eastern European film based on the events leading up to the parade in Belgrade in 2011.

The three members of our committee spoke on 1) creating harassment free workplaces 2) jobs within the municipal, provincial and federal levels for the GLBT youth 3) creating links between our jobs and community at large – ie. Volunteering or mentoring others.

We were also honoured again with the silver level sponsorship as the three unions donated \$3,000 for the festival, up \$2,000 from the year before. This year’s theme was “Come Out to Be Out”.



Calgary Flood: June 21st

After the aftermath of the flood, the three Calgary Regional Office Committees and Marianne (REVP) approached the Social Justice Fund for monies for the five designated charities:

1. Calgary Drop-In Centre, 2. Calgary Women’s Centre, 3. Calgary Mustard Seed, 4. Stoney / Nakoda Food Bank and 5. Foothills Foundation (non-funded Seniors Lodge-High River)



July 12th – Calgary Drop-In Centre

With our Social Justice money we were able to sponsor \$3,000 for a ham and scalloped potatoes dinner for 900+ residents of the centre. We also had ‘25’ PSAC Volunteers. A tour of the facility was also given to show the volunteers what other services the centre had to offer. The centre was evacuated to their secondary location because of the flooding....the centre had recently re-opened after the flood



July 29 – Mustard Seed Dinner

With our Social Justice money we were able to sponsor a \$1,000 roast beef dinner for over 400+ residents of the ministry. We also had ‘15’ PSAC volunteers preparing and serving the dinners. A tour of the facility was also given to show the volunteers what other services the ministry had to offer (ie. Storage lockers for all their worldly possessions while they went to find work)





CALGARY'S COMMITMENT TO
COMBATING RACISM and
ENDING DISCRIMINATION

GlobalFest 2013: August 16 to 25

I opened a panel on discussions about racial discrimination in the GLBT community at the Glenbow Museum. We also volunteered with our Calgary Human Rights Committee and Area Council along with our Brothers & Sisters from UFCW at the festival. Globalfest's theme this year was aboriginal issues. There was 100 new Canadians sworn in during this ceremony.



Sunday - September 01st

Participated in the 22nd annual Calgary Pride Parade.

Three Mounties were sighted this year at the festivities, trying to get more law enforcement personnel to attend the parade. The Calgary Human Rights Committee to send letters to our law enforcement



November 18th - 22nd - National Human Rights Conference

First time ever all the five equity groups met in Toronto for this "mega conference". Lots of things worked, some didn't, timing was a luxury. Great speakers, again not enough time. Hotel was very accommodating though, but the rooms were all over the place!! Workshops were very well run, content was better and facilitators were more "engaging". Met with all of our ten (10) Prairie Pride Delegates and congratulated them for their attendance. The saying is PSAC-proudly Serving All Canadians !



December 12th - 13th - NHRC Meeting (Ottawa)

This meeting was cancelled, now rescheduled for March 03rd & 04th. Many items we couldn't work on got pushed aside again. Conference calls are not enough, we haven't had a face to face meeting since December 2010.

Sister Benson at the conference



<p>May 17th</p> <p>11th Anniversary of the International Day Against Homophobia</p>	<table border="1"> <tr> <td data-bbox="548 121 711 302"> <p>I love my two moms!</p> </td> <td data-bbox="711 121 906 302">  </td> <td data-bbox="906 121 1068 302"> <p>I love my two dads!</p> </td> <td data-bbox="1068 121 1263 302">  </td> <td data-bbox="1263 121 1453 302"> <p>May 17</p> <p>International Day Against Homophobia</p> <p>homophobiaday.org</p> </td> </tr> </table>	<p>I love my two moms!</p>		<p>I love my two dads!</p>		<p>May 17</p> <p>International Day Against Homophobia</p> <p>homophobiaday.org</p>
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**Nancy Johnson
Regional Women's Committees Representative**



Welcome Sisters and Brothers to the City of Bridges

I hope you enjoy your time here at the Convention where delegates will be electing their representatives for the next three years. It truly has been an honour and privilege to serve as your Women's Committee Representative on your Prairies Regional Council. I had the opportunity to attend Winnipeg, Regina, Prince Albert and Edmonton RWC meetings. I also participated in several meetings via conference calls, there is no funding provided through council but we've managed to arrange meetings to coincide with the rotation of council meetings.

Thank you

Dawn McAuley and Darlene McClure-Winnipeg

Laura Ursu-Regina

Susan Norman-Brandon

Carrie-Ann French-Calgary

Bhupinder Johal-Edmonton

Denni Ernst-Prince Albert

Maria Fitzpatrick-Lethbridge

Sister Robyn Benson

Sister Judy Shannon

**Sisters Louise Mardell, Diane Allen,
Dolly Ablitt, Carm Chan and Shelley
Jamieson**

Sister Marianne Hladun

And Welcome:

Darlene Lewis-Edmonton

Michelle Lang-Regina

Deb Kosteniuk-Calgary

Gloria Kelly-Winnipeg



Memorable highlights:

**Women's World
Conference-Ottawa**

**National Women's
Conference-Toronto**

**Regional Women's
Conference-Banff**

Women's World Conference

Shortly after being elected in 2011, all the Regional Council women representatives were invited to attend the world conference being held in Ottawa. It was an incredible experience on many levels because we did not know each other and we spent the time listening and participating in all the events as a group. The march to Parliament Hill and supporting our aboriginal sisters. We made lifetime friends and we've worked so incredibly well together. We've supported each other over the years by attending each other's regional conferences (paid our own way), offering guidance and mentoring each other. Andree Cote, PSAC, Women's Program Officer's guidance has been top rate from the 1st day we met her.



Regional Women's Conference

72 Incredible Sisters invaded the Town of Banff...

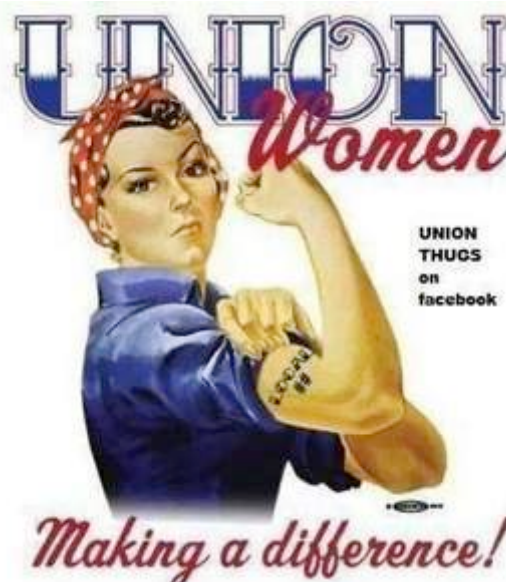
We couldn't have picked a better place to discuss and debate resolutions about affordable childcare, violence against women, our missing and murdered aboriginal sisters, and lobbying.

A special thank you to Jeannie Baldwin, REVP for the Atlantic, responsible for Women's and Andree Cote, Women's Program officer for their guidance and presentations. My full report is available on the Prairies website under Women's Program.



National Women's Conference

The newly formed National Human Rights Committee met after the Leadership Summit in December 2012 to discuss and plan the 1st National Human Rights conference that was held in Toronto in November 2103. The women representatives held several conference calls leading up to the event. Kelly Meygesi, BC region and I were chosen by the other reps to co-chair the resolutions debate. It was a lot of fun and we managed to pass all our committee recommendations. I was so proud of my Prairies Sisters who spoke passionately and eloquently on the resolutions that we had passed at our regional conference. They showed solidarity and the true meaning of sisterhood. I was elected the 1st Women's delegate to the 2015 PSAC Triennial Convention. We had 16 members running for the position and we appreciated the use of electronic balloting for the elections. It was a long process but we managed to elect a 2nd representative and two alternates. Thank you Sister Sherry Hunt for the nomination. I will do the Prairies proud!



Our Committees

Winnipeg

This committee has been one of the leaders in collecting and distributing the Tools for Schools program to the inter-city schools in Winnipeg. They have participated in various activities in the community that support women.

Thank you all for your commitment and support.

Lethbridge

This committee was newly established in 2013 and I proudly call this our “political action sisters”. They rally the members to oppose big oil companies, city councilors, school trustees on issues that not only affect our members but the people in their communities.

Saskatoon

This is my home committee... we have participated in several joint community events over the last three years from volunteering at the Summer Snack program, Foodbank Community garden, December 6th events, Sisters in Spirit vigils, Take back the night walks, International Women’s Day events, Calgary flood volunteers, lobbying for affordable childcare, April 28th Day of Mourning, Saskatchewan Women’s Forum.

Regina

This committee is in the rebuilding stage and we are working together to re-establish and encourage our union sisters to get involved. Dedication and hard work will see new happenings on the horizon. Keep an eye on this committee.

Edmonton

This committee has been a very active committee over the years and I have been working with them to plan events in their community. They had a successful December 6th and March 8th event at Canada Place and surrounding offices. December 6th was bitterly cold but our union sisters were dedicated to the event.

Calgary

The committee had some unresolved issues that resulted in their entire executive resigning in June 2013. Calgary has always been involved in many community projects over the years. I am happy to say that the committee has a new executive and with the assistance of myself, Regional Rep, Dolly Ablitt and the REVP's office, this committee is lacing up for a Women's Walk on June 1st. I'm making the trek to lend my support.

I would like to thank all the union women who have taken a lead on their Regional women's committees not only the elected committee members but also the women who attend and participate in their community. Volunteering can sometimes be a very thankless job, however, the rewards can be amazing!

Come be involved and see what it's all about! Come and network and learn about the good work that the committees do on behalf of all members and in their communities. We have many challenges ahead but I am confident that we can all make a difference when we work together. We have some very active and dedicated women who are committed to the work of the union. Thank you and keep up the exceptional good work. I would encourage all union women to check out the Prairies website and/or get involved in a Women's Committee. Come feed your activist's passion.

Women's Representative Report to Convention

Along with my responsibilities as the Women's Rep I volunteered to work on the Health and Safety committee and most recently I co-chaired with Sister Brea Lewis the convention finance resolutions committee. I am proud of the work of the committee members.

Also as a committee member I have fulfilled my duties such as attending town hall meetings, participating in rallies, reviewing committee financial reports, leadership training and actively participating at council meetings. I have enjoyed the debates they have helped me grow and learn. We may not always see eye to eye but we know at the end of the day we have mutual respect for each other. As elected members we are working for the best interest of all members.

In previous mandates the REVP ensured evening networking opportunities were available at council meetings such as group dinners. They were fun and gave us a chance to connect outside of the council. Recent levels of frustration amongst the council members have surfaced which needs to be addressed in a timely, respectful and professional manner.

I would like to thank the Regional office staff for their assistance in helping us with our work on behalf of the members. Thank you to Sister Judy Shannon for supporting the work of the RWC's through your workshop designs, the Union Women at Work course was so empowering on many levels.

Thank you Sisters and Brothers and I look forward to the work of the council.

In Solidarity

Sister Nancy Johnson

Gus Mardli
South-East Manitoba Geographical Representative

Greetings sisters and brothers,

This is going to be a short report, since I was only elected to the Prairie Region Council in January 2014, representing the South-East Manitoba Geographic Area. It has been an honour and a privilege and I will be looking forward to work with each and every local in this geographic area.

The last few months were busy, for all PRC members, prepping for the 2014 Prairie Region Triennial Convention. Resolutions were debated, voted on then submitted by the PRC. This was done through a 'one in person' official meeting and another efficiently done Webinar Meeting.

I was also very fortunate to work with other sisters and brothers of the PRC on the By-Laws Resolution Committee where we spent a couple of teleconferences debating, voting on and recommending resolutions that were submitted by other bodies.

As part of my portfolio, I was also assigned to be on the Health and Safety committee along with Sister Nancy Johnson and Brother Alec Goertzen. I am looking forward to such opportunity as well.

On April 10th 2014, I joined Brother Clint Wirth (Regional Representative, Health & Safety) for a general meeting with NHU Local 50012. The local members attending their AGM were informed about bill C-4 outcome and consequences. The attack on sick leave from the current federal government was also discussed and some members voiced their concerns and asked few questions on how it may threaten their sick leave. The local was also informed about town hall meetings and interactive webinar to be held in the near future.

I have been actively attending meetings and activities put forth by both the Winnipeg & Area Human Rights Committee and the Winnipeg Area Council.

At last I wish everyone a productive and fun-filled Convention.

Respectfully Submitted,

Gus Mardli

Jackie Nettleton
Saskatoon Area Council Representative

As part of our goal to engage with the wider labour movement the Saskatoon Area Council has continued to take part in events sponsored by the Saskatoon and District Labour Council such as the Day of Mourning for Workers killed on the job and the Labour Day BBQ. I was also able to attend the meet and greet event for unions and the Saskatoon city councilors and mayor.

The AC participates in the Remembrance Day ceremonies and the annual Pride Parade. Along with the Regional Women's Committee we sponsor an annual open house for PSAC members every December. In the past year our guest speaker was a representative from the Food Bank since the RWC and Ag Local 40022 had each been responsible for a row at the Food Bank community garden.

I participate in the Saskatoon Committee for the Government of Canada Workplace Charitable Campaign as the PSAC labour rep. As the representative from the AC to the Prairie Region Council I have attended meetings of the PRC and participated in conference calls. I also sit on the Bylaws Committee of PRC.

The Saskatoon AC has also engaged in political action such as lobbying MPs. However we are represented by Conservative MPs and we have found that they do not want to meet with us as PSAC representatives but only as individual constituents. Even so, we have found it difficult to arrange to meet with them.

The AC welcomes all PSAC members to participate in our meetings and activities. We generally operate by consensus. If a vote needs to be held two representatives from each local are eligible to vote. However it seems that the majority of members attending the AC are from one or two locals and often the same members are also on the RWC. In the past few months these same members have made up the majority of the host committee for the Prairie Region Convention as well. It would be great to have participation from more members from more Saskatoon locals.

In Solidarity,

Jackie Nettleton

Susan Norman
Westman Area Council Representative

As elected Westman Area Representative the past three years have been an up and down roller coaster ride.

In 2012 we were in full Work Force Adjustment mode. We had seen many of our members lose their jobs to the downsizing that the current government saw fit to do. The sad part of this is that the members left have to do more with less resources but continue to take pride in the job they do.

We saw many valuable programs cut, such as the Shelter Belt and Community Pasture programs. We say EI leave Brandon and members either moving to another province or take the WFA package. We saw members being forced into SERLO processes, which pitted member against member in some cases. We now see the employer hiring but of course these positions are term positions and in some cases they are using casual staff or students to fill in for our members lost jobs.

I have to say the highlight for me in this whole process was being able to hand Tony Clement his own affected letter when he came to Brandon. All I can say if looks could kill I would not writing this report.

Westman Area Council is still challenged in getting all the Components involved and excited about the Area Council and having them attend our meetings. As we go into Collective Bargaining I am sure we will be able to get more members out to meetings as the message is "No Concessions" which seems to have the member's attention as well as the "Sick Leave" issue. We will continue to strive to achieve an active Council.

I continue to attend the Brandon Labour Council Meetings on a regular basis to bring awareness of issues within the Westman area as time permits. I am sad to say that the Westman Area Women's Committee has been a struggle to maintain and is currently inactive. We will continue to try and create interest in the Area Women's Committee which. I have also attended the regular meetings of the Prairie Region Council and participated in conference calls as required.

Westman Area Council over the past few years has been involved with the United Way Christmas Tree Auction. This has been a great way to get members involved within the community and give back.

I have had the privilege and opportunity to attend numerous workshops and conferences that have assisted me in my union role.

I strongly believe in our members and that we have a huge challenge ahead of us and our union in future months a majority government. We will promote in the Westman Area that our members get involved and aware of election issues and how they affect each one of us. The "We Are All Affected" Campaign has to move forward more now than ever as erosion of services to Canadians that we provide deteriorate. Together we stand strong.

In Solidarity,
Susan Norman
Westman Area Representative on the Prairie Region Council

Matt Tijani
Winnipeg Area Council Representative

February 2014

- * Participated PRC Conference Call – PRC Bylaw Resolution
- * Attended Winnipeg Area Council Meeting.
- * Attended PSAC – Bargaining Conference in Ottawa

March 2014

- * Attended the March 21st – Day event – Day of the Elimination of Racism
- * Sign off on Winnipeg HR Financial Report

April 2014

- * Attended Winnipeg Area Council Meeting.
- * Sign off on Winnipeg Area Council Financial Report
- * Attended By Law Convention Committee Meeting
- * Review By law Resolutions.
- * Follow up on amended resolutions

May 2014

- * Participate in By Law Convention Committee conference call
- * Participated in the PRC Conference call

In Solidarity,

Respectively submitted
Matt Tijani
WAC – PRC Rep.

Communications Committee

On behalf of the Communications Committee, I would like to thank our advisor, Jeffrey Vallis, Communications Officer for the Prairie Region for all of his assistance with this committee. I would also like to thank all the committee members for their time, dedication and service to the committee and the Prairie Region.

Over the last three years, the Communications Committee tackled some large projects, including the creation of a new logo for the Prairie Region, determining what type of materials/ products/ “swag” would be useful to PSAC Prairie Region members and the Prairie Voice Award.

Of note, the Communications Committee needed to determine a theme for our 6th Triennial Convention. The theme – “Our Union: Bringing us Together”. Was a theme we picked for many reasons. Ultimately – it is about solidarity. Here is the excerpt explaining why: The theme, “Our Union: Bringing Us Together”, is about members standing together in this difficult political climate we are faced with across Local, Component and Provincial lines. At a time when workers are under attack at all levels including federal, provincial, municipal, public sector and private sector, the theme for the 6th Triennial Convention of the PSAC Prairie Region reminds us that we must all speak with a strong, unified voice and continue to work together because we are all affected.

For the logo – it was determined in 2011 all regions within the PSAC converted to the nationally-branded cogs to allow for a uniform identity and easy public recognition of our union. However, most regions complement it with an individual identity that represents the region and its members.

The logo was voted on and chosen as the new Prairie Region Logo at a recent PRC meeting. For me, when I look at this logo, I see a fresh new outlook that's still firmly based in tradition. The three stalks of wheat represent each individual province bundled together to show our solidarity. The richness of the gold is indicative of the rich landscapes across the Prairies, while the darker colour represents our strong, unwavering spirits.

For the Prairie Voice Awards, nominations were to be accepted for the following areas: Community Outreach, Human Rights, Initiative/Leadership, Labour Award, Mentor, Political Action, and Steward of the Year. At the time of this report, I am unaware of who was nominated, and/ or who the successful PSAC members were. However, the committee would like to congratulate all of the nominees and recipients at this time.

Lastly, I would also like to add a small note about the Prairie Region Video Project. Although the communications committee was not responsible for this project, I feel that it needs to be mentioned within this report as the videos greatly impacted communications within the region. Please be sure to visit the Prairie Region Website to view these videos.

<http://prairies.psic.com/>

Please feel free to contact me or any committee members with any questions, concerns or comments.

Hope your convention experience is awesome!

Deborah (Ferguson) Wiens, Alternate Prairies REVP
Chair, PSAC Prairies Communications Committee
WiensD@psac.com
587-926-2329

Committee Members:

Deborah (Ferguson) Wiens, Alternate REVP, Prairies
Dave Burchell, Persons With Disabilities (PWD) Representative
Jared Cooper, Northern Alberta Representative (until January 2014)
Timothy Hunt, Gay, Lesbian, Bisexual & Transgender (GLBT) Representative
David Pearson, Lethbridge Area Council Representative
Imy Bhatti, Racially Visible Representative

Technical Advisor: Jeffrey Vallis

Education Committee

I would like to start by thanking each of my fellow committee members (Tim Hogan, Shaun Brennand, Alex George) for their hard work and contribution to the work of the education committee. And, I would like to extend a special thanks to our staff representative Judy Shannon the Regional Education Officer for the Prairie Region. The committee could not have done without Judy's expertise, organisation and commitment.

The Prairie Region Education committee primary focus during our time together, was Prairies Education Plan. The Prairie Region Education spans three years beginning in 2013 and was completed in March of 2013. For the three-year plan the committee undertook an extensive consultation process. Meetings were held across the Prairie Region for members and activists to come together to discuss their thoughts on education. I am happy to report that the meetings were well attended. In addition, a questionnaire was developed for the Education Plan and was posted on the prairie region website so that members who were not able to participate in the meetings could share their thoughts as well. Once the consultations were finished a draft plan was prepared and shared with the Prairie Region Council before finally being submitted to the REVP for approval.

Another aspect of the Education Committee's focus was to promote and utilise the Alliance Facilitator Network. In spring of 2014 a refresher course was delivered to our existing Alliance Facilitators to re-enforce their skills and encourage the Facilitators to put their knowledge to good use. Also, several of our alliance facilitators were given the opportunity to co-present information for the Committee training sessions held in April and May. 21, 14

Overall, I am pleased with the work the committee has done and wish everyone a happy convention.

In Solidarity,
David Fandrich
Chair of the Prairie Region Council Education Committee



2013 - 2015 *(final)* Prairie Region Education Plan

The PSAC Prairie region, at a glance ...

- Our region is made up of more than 22,800 members from Manitoba, Saskatchewan and Alberta.
- 210 Locals carry out the day-to-day work of the PSAC in the Prairie region. Our Locals range in size from eight members to more than 3,000 members, including four Directly Chartered Locals. Our members come from a variety of workplaces and employers, including the Federal government and agencies, airports, crown corporations, Casino Regina, and newly organized members at the Universities of Winnipeg and Brandon, the Canadian Museum of Human Rights, and the Centre for Aboriginal Human Resource Development.
- The five PSAC Regional Offices (Winnipeg, Saskatoon, Regina, Edmonton and Calgary) and a staff of 25 support the work of the PSAC in the region.
- Prairies members are represented by the 24-member Prairie Region Council headed by Sister Marianne Hladun, the Regional Executive Vice-President for the PSAC Prairie Region. There are also eight Area Councils, eight Regional Women's Committees, four Human Rights Committees and one Regional Aboriginal Peoples Circle in the Prairies.
- The Prairie Region education program is under the leadership of the Prairie Region Council (PRC) Education Committee which consists of David Fandrich (Chairperson), Tim Hogan, Shaun Brennand, Alex George, and Judy Shannon (staff Regional Education Officer).

Developing the regional education plan ...

In October, 2012 the PRC Education Committee met to discuss the 2013 -2015 Regional Education Plan. Before designing the plan, the committee wanted to have a broad consultation with members in the region and decided on three tools to achieve that goal:

1. The first tool was an on-line membership survey open for the month of November, in which members were asked questions about their union activism, their workplace issues, and what type of education would meet their needs as members, stewards or leaders in the union. More than 100 members participated in the survey and their responses have been incorporated into this regional education plan.
2. The second tool was a series of education planning meetings across the region. There were 8 meetings, held in Winnipeg, Brandon, Prince Albert, Saskatoon, Regina, Edmonton, Calgary and Lethbridge. The 69 meeting participants discussed the purpose of union education and emerging education needs and their ideas have also been incorporated into this regional education plan.
3. The third tool was direct communication with a member of the PRC education committee, either by phone, in person or via e-mail. Ideas and responses from those who chose this route have also been incorporated into this plan.

A draft version of this plan was circulated, for feedback, to members who participated in the education planning meetings and the education survey, as well as to the Prairie Region Council, PSAC Prairies Local Presidents, component national officers, chairpersons of area councils and committees, Alliance Facilitators (AFs) and AF candidates, and PSAC Prairies staff.

Subsequently, the plan was presented to the Prairie Region Council and approved by Sister Marianne Hladun, PSAC Prairies Regional Executive Vice-President in April, 2013.

The Prairie Region Council Education Committee is confident that this Regional Education Plan will provide direction for the development of regional office education schedules and other education initiatives, and that it will also be flexible enough to respond to emerging issues over the next three years.

The purpose of union education is ...

One of the questions discussed at the regional education meetings was “*what is the purpose of union education*”. The main themes that emerged from that discussion will serve as the focus of the 2013 -2015 Prairies Regional Education Plan:

- Union education helps members understand their rights, which in turn empowers members at the workplace.
- Union education builds the union by engaging and informing members. Educated members are more likely to become active members.
- Union education provides a place for members to network and learn from one another.
- Union education brings a deeper understanding of the value the Union brings to our members’ lives.
- Union education helps us build for the future. It appreciates our past and our present, supports emerging leaders, sparks action for change, and is a safe place to talk about controversial and contentious issues.

Strengthening the education basics with new ideas and initiatives ...

Over the last three years (2010 – 2012) there was an increased membership involvement in the regional education program by almost 20% and we want to continue that trend. This cycle we will explore a variety of methods to make our education program more accessible, including:

- e-learning
- web-i-nars
- Alliance Facilitator-led education events
- Regional office and rural area courses
- education forums
- region-wide advanced training

Effective January 1, 2013 the per diem for members to attend a PSAC course was increased from \$25 to \$50 for full days (for those members not in travel status) which should ensure that no member is “out of pocket” while attending an education event.

The PRC Education Committee will continue its’ consultation throughout the three years of this education plan, to ensure that the plan continues to meet the needs of PSAC Prairies members.

Education for members, Stewards, and Union Leaders ...

We will offer union education to members under the following themes:

- Your Union
- Your Rights
- Political Activism
- Strategies for Workplace Problems
- Building a Better Future

In addition, we will offer education to union stewards under the following themes:

- Connecting with Members
- Representation Skills
- Sustainable Activism

We will also offer education to union leaders under the following themes:

- Building Leadership Capacity
- Working with Others
- Sustainable Activism

Our Education budget...

Membership expense reimbursement is based on the PSAC Prairie Region Education Administration guidelines (<http://prairies.psac.com/course-administration>) and the PSAC Travel and Family care policies.

2013-2015 PSAC Prairie Region Education Plan budget

Alliance Facilitators' Network ¹	\$ 72,500
Regional Offices allocation ²	
Winnipeg (for Manitoba)	\$101,500
Saskatoon (for N. Saskatchewan)	\$ 50,750
Regina (for S. Saskatchewan)	\$ 50,750
Edmonton (for N. Alberta)	\$ 72,500
Calgary (for S. Alberta)	\$ 72,500
Rural Members' Subsidy ³	\$ 43,500
Region-wide Education Events ⁴	\$237,500
Prairie Region Subsidies ⁵	\$ 7,500
Education supplies ⁶	\$ 900
Contingency fund ⁷	\$ 15,212
Total 2013-2015 Regional Education Budget	\$725,112

¹ This line item supports Alliance Facilitators with training and skill development, preparation and research time, and out-of-pocket costs associated with facilitating at education events. The Prairie Region Council Education Committee will carry out a comprehensive review of our Alliance Facilitator program to better respond to the needs of our members.

² Regional Offices schedule education events for members in their sub-regions, based on this Education Plan. The determination of which courses to offer, when, and how are based on the ongoing consultations with union leaders and members in the five sub-regions.

³ This budget supports education events for rural members in their communities.

⁴ Region-wide education events may include advanced union courses, union schools, conferences for separate employer and directly chartered locals, etc.. It does not include the Union Development Program (UDP) and the National Leadership courses which are funded by the PSAC National Education budget.

⁵ These subsidies are intended to cover partial costs for members participating in non-PSAC union education events such as those offered by District Labour Councils, Federations of Labour, and the Canadian Labour Congress. Subsidies are only available for courses not offered by the PSAC.

⁶ This covers the cost of education supplies such as DVDs and resource materials used at PSAC education events.

⁷ Approximately 2% of the regional education budget has been set aside for unanticipated events and activities.

Health and Safety Committee

The work of this committee has had its challenges, though it has also been a fulfilling experience, and the committee is proud of the work it has done over the past three years.

There has been much change in the committee itself in the last three years. The original committee consisted of Gloria Kelly (South East MB), Nancy Johnson (RWC Representative) and Alec Goertzen (Calgary Area Council Representative). Gloria stepped down from the Prairie Region Council and Clint Wirth took her place as the South East Manitoba Representative, and the Manitoba representative on the committee. In June 2013, the PSAC Regional Representative responsible for the committee, Bruce Campbell, retired. The committee wishes him all the best in his future endeavours. On December 2, 2013 Clint resigned from the committee to work for the PSAC in the position of Regional Representative- Health and Safety, leaving the committee without a chair. Welcome to the new Manitoba representative on the committee, Gus Mardli. Most recently, Alec Goertzen stepped aside from the committee and we thank him for all his hard work and dedication.

Through all of these changes, the committee members have taken many opportunities to fulfill the work of the committee. The committee has met face to face on many occasions, but have also held conference calls throughout this time to coordinate and plan the activities of the committee. The committee has taken on many initiatives to promote health and safety, as well as create awareness of current issues. Some of the highlights of the committee's work are listed.

2012 Prairie Region Health and Safety Conference

The 2012 Prairies Regional Health & Safety Conference was held on November 17-18 in Edmonton. The conference was attended by 46 delegates and focused on mental health in the workplace, with particular attention to the impact, recognition, and prevention of bullying. The committee was responsible for the majority of the conference, playing a large role in the organizing of the conference, including planning, agenda items, registration, delivery of workshop sessions, and various hosting duties.

Months of planning and hard work by committee members lead to a successful and productive conference. Feedback from participants was very positive, and the information provided during the conference was timely and useful to the delegates. A complete conference report is available on the Prairies website.

Guest speakers included Sjors Reijers, Manager for program Promotions at Mental Health Commission of Canada presented on the Mental Health First Aid (MHFA) program. "The priorities are to decrease stigma, raise awareness and provide first aid for mental health incidents", he explained. MHFA is the help provided to a person developing a mental health problem or experiencing a mental health crisis. Just as physical first aid administered to an injured person before medical treatment can be obtained, MHFA is given until appropriate treatment is found or until the crisis is resolved.

In the afternoon session, delegates participated in a series of workshops around the overall theme of mental health in the workplace, including Representing Members with Mental Illness, Balancing Life & Work, and Regulation 20: Violence Prevention in the Workplace. Together, members planned for continued discussions, education, networking to move health and safety work forward and to ensure workers return home every day safe and healthy.

The first part of day two was dedicated to asbestos awareness and Howard Willems, a retired PSAC member and dedicated activist, who was diagnosed with mesothelioma, an asbestos related cancer of the lungs. Howard succumbed to the illness the week prior to the H&S Conference.

Denis St. Jean, PSAC National Health and Safety Officer, made a presentation on the history of asbestos, and PSAC's asbestos resolution. REVP Marianne Hladun followed by giving a presentation on behalf of the Saskatchewan Asbestos Disease Awareness Organization (SADAO). Bruce Campbell PSAC Health and Safety Representative closed this segment with an explanation of issues that were previously encountered in Winnipeg and how they were addressed. After the break, delegates got into groups to discuss their expectations for the future and what tools they need to assist them in moving forward with their health and safety work.

Documents provided to delegates, discussed in workshops and presented throughout the conference are available for download on the PSAC website.

Day of Mourning

Each April 28 is recognized as the National Day of Mourning. On this day, candlelight vigils and walks are held throughout the prairies. On this day we recognize those that have lost their lives, or have been seriously affected by workplace injuries, such as family and coworkers. This day is also a day of call to action, to ensure no one ever has to feel a loss due to a workplace injury.

Each year, the H&S committee prepares a letter outlining the goals of this day, as well as highlighting some current issues in health and safety. We also participate in the activities in our region, and use it as an opportunity to create awareness around health and safety.

Sister Nancy Johnson has attended the Saskatoon District Labour Councils event over the last four years and this year she was asked to give a speech and greetings on behalf of the SFL President and Executive Council. The speech included the recognition of the hard work of PSAC member Howard Willems, family and friends in the success of the newly enacted bill, "Howard's Law" making it mandatory to report all asbestos in public buildings. Labour activists all across Saskatchewan celebrated this monumental bill. PRC member Sister Jackie Nettleton laid a wreath on behalf of the PSAC Saskatoon Area Council.

Website and E-newsletter Submissions

One of the main goals of the committee is to create awareness around health and safety issues. One way the committee decided was a valuable tool was the e-newsletter that is sent to members throughout the prairies periodically. The other is by posting relevant H&S information on the PSAC Prairies website, for the membership to have access to.

To date, the committee has created several different communications, including topics such as; an introduction to the committee, including its roles and functions, and highlighting some of the successes of the PSAC in regards to health and safety.

National Health and Safety Conference

This event, held April 11-14, 2013 in Montreal, gave the opportunity for the committee members to interact with other H&S activists, hear from some motivating and inspirational speakers, and attend workshops. It was also opportunity for the committee members to host a discussion with H&S activists from the prairies, to discuss the goals and needs of the region, as well as setting up a plan moving forward, capitalizing on the National and Prairie Regional Health and Safety conferences.

Health and Safety Education

A new, introductory course was created in the region, titled "Health and Safety in PSAC Workplaces". The committee was able to work with the Regional Education Officer, Judy Shannon, and shape the outlook of the course, based on feedback and information the committee members had received from members, particularly from the session at the national conference.

Committee member Johnson has co-facilitated at the SFL OH&S conference, the Act and Regulations workshop the last 2 years. At the PSAC's VP to SFL, at the 2013 convention candle lighting ceremony, she lit a candle on behalf of PSAC H&S activist Howard Willems, who passed away in November 2012 of mesothelioma. She has increased her knowledge of OH&S issues by enrolling in courses and plans to write the exam to be a Canadian Registered Safety Professional. The Saskatoon RWC and Area Council committees renamed the Saskatoon Regional office boardroom after Howard, citing that he spent many years in that room, planning, mentoring and discussing issues of the day with young activists. A photo and plaque was unveiled at their December 2013 Open House.

We would like to thank the members who sit on their local, regional and national health and safety committees or councils. This important work wouldn't be done without you!

Respectfully submitted by the Prairie Region Council Health and Safety Committee,

Gus Mardli, MB Representative
Nancy Johnson, SK Representative

**PRAIRIE REGION
BY-LAWS**

PSAC PRAIRIE REGION BY-LAWS

March 2012



BY-LAWS

of the

PSAC PRAIRIE REGION

**As adopted by the Founding Convention
in Winnipeg, October 31 and November 1, 1998
and as amended by the
Prairie Region Triennial Convention**

in

**Saskatoon, November 30 and December 1, 2001
Calgary, June 24-26, 2005
Winnipeg, June 13-15, 2008
Winnipeg, June 10-12, 2011**

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SECTION 1

NAME

Pursuant to Section 16 of the Public Service Alliance of Canada (PSAC) Constitution, the Council of the PSAC in the Prairie Region shall be known as the PSAC Prairie Region Council hereinafter referred to as the PRC.

SECTION 2

MANDATE

Sub-Section (1)

The PRC shall:

- (a) apply the PSAC Constitution, Regulations, Policies and the Prairie Region By-Laws;
- (b) identify, articulate and address all needs and issues important to the Prairie Region members;
- (c) define the issues that the Regional Executive Vice-President (REVP) will submit to the Alliance Executive Committee (AEC) and the National Board of Directors (NBoD) of the PSAC.

Sub-Section (2)

The PRC shall:

- (a) encourage elected representatives, who represent PSAC members in the Prairie Region, to participate in the activities and decision making process of the Prairie Region structure;
- (b) encourage all members in the Prairie Region to participate in the activities of the Prairie Region structure;
- (c) promote representation and activism from amongst the membership in the broader labour movement and relevant community and social justice organizations;
- (d) promote the Alliance Facilitator Network (AFN) within the Prairie Region;
- (e) promote affiliation to and the participation in Federations of Labour and District Labour Councils.

SECTION 3

OBJECTIVES

Sub-Section (1)

To unite all Prairie Region members of the PSAC in a single democratic organization.

Sub-Section (2)

To provide for a PSAC structure in the Prairie Region that reflects the needs and realities of the membership of the Prairie Region while respecting the constitutional integrity of the PSAC.

Sub-Section (3)

To promote the organization of PSAC members in the Prairie Region and to ensure that the PRC is representative, visible, fair, equitable, respectful of the individual, and collective rights of all PSAC members in the region.

Sub-Section (4)

To implement an efficient and effective communications structure among PSAC members in the Prairie Region and to facilitate networking among members.

Sub-Section (5)

To identify the needs and issues of Prairie Region members and ensure the union's regional programs and services meet these needs by setting priorities, policies and direction.

Sub-Section (6)

To promote the organization and operation of Area Councils, Regional Women's, Human Rights, Aboriginal Peoples, Racially Visible Persons, Pride and Access Committees within the Prairie Region.

Sub-Section (7)

To strengthen Locals/Branches as the foundations of the union.

Sub-Section (8)

To encourage affiliations to, and participation in, the Federations of Labour and Labour Councils in the Prairie Region.

Sub-Section (9)

The PRC shall be guided by the following principles:

- (a) fair and equitable representation of all PSAC members in the Prairie Region;
- (b) accountability to the membership;
- (c) union values;
- (d) recognition of equity seeking groups;
- (e) cost effectiveness, efficiency and transparency; and
- (f) proactive representation of the membership.

SECTION 4

MEMBERSHIP AND MEMBERSHIP RIGHTS

Sub-Section (1) – Membership

Membership as defined in the PSAC Constitution, Section 4, Sub-Section (2) and the Prairie Region By-Laws.

Sub-Section (2) – Membership Rights

Every member in good standing is entitled to:

- (a) be free from any act or omission on the part of the Prairie Region members that would discriminate against the member on the basis of age, gender, colour, national or ethnic origin, race, religion, marital status, criminal record for which a pardon has been granted, physical or mental disability, sexual orientation, language, political belief or employer;
- (b) be free from any harassment on the basis of any of the grounds mentioned above;
- (c) observe meetings of the PRC, except where matters deemed confidential by the PRC are to be discussed.

SECTION 5

STRUCTURE OF THE PRAIRIE REGION COUNCIL

The PRC shall consist of:

- (a) Regional Executive Vice-President (REVP);
- (b) Alternate Regional Executive Vice-President (A/REVP);

- (c) representatives or alternate representatives for each of the following six (6) geographical areas:
 - (i) one representative from Northern Alberta;
 - (ii) one representative from Southern Alberta;
 - (iii) one representative from Northern Saskatchewan;
 - (iv) one representative from Southern Saskatchewan;
 - (v) one representative from South-East Manitoba;
 - (vi) one representative from North-West Manitoba;
- (d) one representative for Regional Women's Committees;
- (e) one representative for Aboriginal Peoples;
- (f) one representative for Persons With Disabilities;
- (g) one representative for Racially Visible Persons;
- (h) one representative for Gay, Lesbian, Bisexual and Transgendered Persons;
- (i) one representative for Directly Chartered Locals;
- (j) one representative for Young Workers;
- (k) one representative for Separate Employer Locals;
- (l) one representative from each active PSAC Prairie Region Area Council.

SECTION 6

PRAIRIE REGION COUNCIL MEMBERS ROLES AND RESPONSIBILITIES

Sub-Section (1)

The Regional Executive Vice-President (REVP) shall, in addition to Section 13, Sub-Section (4)(b) of the PSAC Constitution:

- (a) uphold and promote the mandate and objectives of the Prairie Region;
- (b) assume responsibility for the production and distribution of minutes from the PRC meetings within a timely manner;
- (c) serve as an ex-officio member of all PRC Committees;
- (d) submit a written report of their activities to the PRC meetings and the Prairie Region Triennial Convention;

- (e) interpret the Prairie Region By-Laws.

Sub-Section (2)

The Alternate Regional Executive Vice-President (A/REVP), shall, but not be limited to:

- (a) uphold and promote the mandate and objectives of the Prairie Region;
- (b) perform the regional duties of the REVP in their absence including PRC activities and other activities within the Prairie Region;
- (c) attend meetings of the PRC;
- (d) submit a written report of their activities to the PRC meetings and the Prairie Region Triennial Convention;
- (e) perform other duties and responsibilities as determined by the PRC and/or the REVP.

Sub-Section (3)

The Geographical Representatives shall:

- (a) uphold and promote the mandate and objectives of the Prairie Region;
- (b) communicate with Locals/Branches in their geographic areas;
- (c) attend PRC meetings and shall be the spokesperson for members in the geographic area under their jurisdiction;
- (d) promote the creation of Area Councils in their geographic areas;
- (e) submit a written report of their activities to each regular meeting of the PRC and the Prairie Region Triennial Convention;
- (f) promote representation in groups who defend the interests of members in the geographic areas under their jurisdiction;
- (g) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

Sub-Section (4)

The Regional Women's Committees Representative shall:

- (a) uphold and promote the mandate and objectives of the Prairie Region;
- (b) promote the establishment of Prairie Regional Women's Committees as outlined under Section 15 of the PSAC Constitution;

- (c) communicate with the Prairie Regional Women's Committees;
- (d) attend PRC meetings and shall be the spokesperson for the Prairie Regional Women's Committees;
- (e) submit a written report of the representative's activities and those of the Prairie Regional Women's Committees to the Prairie Regional Women's Committees, the PRC meetings and the Prairie Region Triennial Convention;
- (f) promote representation in groups who defend women's interests;
- (g) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

Sub-Section (5)

The Equity Group Representatives (Aboriginal Peoples, Persons with Disabilities, Racially Visible Persons and Gay, Lesbian, Bisexual and Transgendered Persons) shall:

- (a) uphold and promote the mandate and objectives of the Prairie Region;
- (b) promote the establishment of Pride, Access, Aboriginal Peoples, Racially Visible Persons or Human Rights Committees in the Prairie Region as per Section 15 of the PSAC Constitution;
- (c) communicate with the Prairie Region Pride, Access, Aboriginal Peoples, Racially Visible Persons or Human Rights Committees;
- (d) attend the PRC meetings and shall be the spokesperson for the Prairie Region equity group members;
- (e) submit a written report of the representative's activities and those of the Prairie Region Pride, Access, Aboriginal Peoples, Racially Visible Persons or Human Rights Committees to the Prairie Region Pride, Access, Aboriginal Peoples, Racially Visible Persons or Human Rights Committees, the PRC meetings and the Prairie Region Triennial Convention;
- (f) promote representation in the groups who defend the interest of the equity group members;
- (g) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

Sub-Section (6)

The Directly Chartered Locals Representative shall:

- (a) uphold and promote the mandate and objectives of the Prairie Region;
- (b) communicate with the Prairie Region Directly Chartered Locals;
- (c) attend the PRC meetings and shall be the spokesperson for the Directly Chartered

locals;

- (d) submit a written report of the representative's activities and those of the Directly Chartered Locals in the Prairie Region to the Directly Chartered Locals, PRC meetings and the Prairie Region Triennial Convention;
- (e) promote representation in the groups who defend the interests of the Directly Chartered Local(s) members;
- (f) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

Sub-Section (7)

The Young Workers Representative shall:

- (a) uphold and promote the mandate and objectives of the Prairie Region;
- (b) promote the establishment of Young Workers' Network(s) in the Prairie Region;
- (c) communicate with Young Workers in the Prairie Region;
- (d) attend PRC meetings and shall be the spokesperson for the Young Workers in the Prairie Region;
- (e) submit a written report of the representative's activities and those of the Young Workers' Network, PRC meetings and the Prairie Region Triennial Convention;
- (f) promote representation in groups who defend Young Workers' interests;
- (g) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

Sub-Section (8)

The Separate Employer Representative shall:

- (a) uphold and promote the mandate and objectives of the Prairie Region;
- (b) communicate with the Prairie Region Separate Employer Locals;
- (c) attend the PRC meetings and shall be the spokesperson for the Separate Employer Locals;
- (d) submit a written report of the representative's activities and those of the Separate Employer Locals in the Prairie Region to the Separate Employer Locals, the PRC meetings and the Prairie Region Triennial Convention;
- (e) promote representation in the groups who defend the interests of the Separate Employer Local(s) members;
- (f) serve on PRC Committees and perform other roles and responsibilities as

determined by the PRC and/or the REVP.

Sub-Section (9)

The Area Council Representatives shall:

- (a) uphold and promote the mandate and objectives of the Prairie Region;
- (b) communicate with their respective Area Council;
- (c) attend PRC meetings and shall be the spokesperson for members from their respective Area Council;
- (d) submit a written report of the representative's activities and those of the Area Council they represent to their respective Area Council, the PRC meetings and the Prairie Region Triennial Convention;
- (e) promote representation in groups who defend the interests of members of their respective Area Council;
- (f) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

SECTION 7

PRAIRIE REGION COUNCIL MEETINGS

- (a) The PRC shall meet in session at least two (2) times a year, or upon the request of two-thirds (2/3) of its members, to conduct a special meeting.
- (b) Additional meetings may take place through teleconferencing, other available technology, and various cost-saving initiatives.
- (c) The PRC meetings will be rotated throughout the Prairie Region.
- (d) For decision making purposes a quorum shall consist of the REVP or the A/REVP and 50 per cent of the Council members, ensuring representation from all three provinces.
- (e) Minutes of all PRC meetings shall be posted on the Prairie Region's website within two months, including approval by the PRC.

SECTION 8

PRAIRIE REGION COUNCIL COMMITTEES

- (a) The PRC shall have the authority over, and the responsibility for, establishing operational/standing committees of the Council.
- (b) Appointments to committees shall be made by the REVP, in consultation with and

ratified by the PRC members, keeping in mind gender and equity representation.

- (c) All PRC Committees shall submit a written report of their activities to the PRC meetings and the Prairie Region Triennial Convention.
- (d) The PRC shall establish Terms of Reference to guide the work and activities of each committee.

SECTION 9

PRAIRIE REGION TRIENNIAL CONVENTION

Sub-Section (1)

- (a) The Prairie Region shall hold its Triennial Convention in the Prairie Region within the period commencing 14 months and ending nine months prior to the PSAC National Triennial.
- (b) The PRC may, at the request of two-thirds (2/3) of its members, call a Special Convention.
- (c) The PRC shall issue a call to Convention to all appropriate bodies, not less than four (4) months prior to the date of the Prairie Region Triennial Convention. Such Convention Call shall include the final date for receipt of resolutions from the appropriate bodies.
- (d) The PRC shall be responsible for producing and distributing the Prairie Region Triennial Convention Report to all Convention delegates, Locals/Branches, Regional Women's Committees, Access, Pride, Aboriginal Peoples, Racially Visible Persons or Human Rights Committees and Area Councils within six (6) months of Convention.

Sub-Section (2)

The Prairie Region Triennial Convention shall be chaired by the REVP, or, in their absence or on their delegation, any member of the PRC.

Sub-Section (3)

The Prairie Region Triennial Convention shall:

- (a) adopt rules of procedure governing the processing of all matters before the Prairie Region Triennial Convention;
- (b) refer to the appropriate Convention Committee and deal with all resolutions and matters submitted to it through the REVP by the PRC, Locals/Branches, Regional Women's Committees, Access, Pride, Aboriginal Peoples, Racially Visible Persons or Human Rights Committees and Area Councils; in good standing;
- (c) establish the budgetary provisions between Conventions;

- (d) deal with any other administrative matters placed before it by the delegates, in the manner prescribed by the rules of procedure adopted by the Convention for the orderly conduct of its business;
- (e) elect the representatives of the PRC, as outlined in Section 11 of these By-Laws by caucus;
- (f) elect the REVP Prairie Region and Alternate REVP Prairie Region

Sub-Section (4)

Resolutions, except for By-Laws and Finance, that are not dealt with at the Prairie Region Triennial Convention will be deferred to the first meeting of the PRC.

SECTION 10

REPRESENTATION AND VOTING AT THE PRAIRIE REGION TRIENNIAL CONVENTION

Sub-Section (1)

Each Local/Branch in good standing, shall be entitled to one delegate for the first 100 members or part thereof, and to one delegate for each additional 100 members or part thereof, in accordance with Section 4, Sub-Section (14) of the PSAC Constitution in the 12 months prior to the date of the Convention Call.

Sub-Section (2)

The PRC members shall be delegates to the Prairie Region Triennial Convention.

Sub-Section (3)

- (a) A National Officer or their Alternate shall be entitled to attend the Prairie Region Triennial Convention as a delegate.
- (b) Each PSAC equity group represented on the PSAC Equal Opportunities Committee elected from the Prairie Region shall be a delegate to the Prairie Region Triennial Convention.
- (c) Each National Aboriginal, Inuit and Métis (NAIM) Circle representative elected from the Prairie Region shall be a delegate to the Prairie Region Triennial Convention.

Sub-Section (4)

Each Regional Women's Committee in good standing will be entitled to one delegate to the Prairie Region Triennial Convention.

Sub-Section (5)

Each Regional Access, Pride, Aboriginal Peoples, Racially Visible Persons and Human Rights Committees in good standing, will be entitled to one delegate to the Prairie Region Triennial Convention.

Sub-Section (6)

Each Area Council in good standing will be entitled to one delegate to the Prairie Region Triennial Convention.

SECTION 11

ELECTIONS AT THE PRAIRIE REGION TRIENNIAL CONVENTION

Sub-Section (1) - Eligibility of Nominees for Office - REVP and A/REVP

- (a) All nominees for the office of REVP Prairie Region and A/REVP Prairie Region shall be members in good standing of the PSAC.
- (b) A nominee for the office of the REVP or A/REVP shall work or reside in the Prairie Region.
- (c) Nominees for the office of REVP, Prairie Region shall be prepared to live in a location as determined by the AEC.

Sub-Section (2) - Nomination of REVP and A/REVP

- (a) At each Prairie Region Triennial Convention, a Nominations Committee of at least three (3) persons shall be appointed by the PRC from among those present, other than staff.
- (b) The duties of the Nominations Committee shall be to:
 - (i) receive nominations for the offices of REVP and A/REVP;
 - (ii) verify the eligibility of nominees for office;
 - (iii) ascertain the willingness of nominees to accept and perform the duties of the office to which they may be elected;
 - (iv) report to the Prairie Region Triennial Convention the names of all such nominees.
- (c) Nominations for the office of REVP and A/REVP filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate.
- (d) Nominees who are not present at the Convention must submit a nomination form to the Prairie Regional Staff Coordinator prior to the start of the Prairie Region Triennial Convention.

- (e) Nominees who are present at the Prairie Region Triennial Convention can submit a nomination form to the Prairie Regional Staff Coordinator prior to the start of the Prairie Region Triennial Convention, to the Nominations Committee during Convention or be nominated from the floor of the Prairie Region Triennial Convention. The Prairie Regional Staff Coordinator will provide nomination forms received prior to the commencement of Convention to the Chair of the Nominations Committee as soon as the Nominations Committee has been ratified by Convention.
- (f) The Chairperson of the Nominations Committee shall be appointed by the PSAC Prairie Region Council. Either the Chairperson of the Nomination Committee, or a member or former member of the AEC, shall conduct the election of the REVP and the Alternate REVP. The Election Chairperson shall have the power to appoint scrutineers and assistants as deemed necessary to conduct the elections in an orderly manner, subject to the limitations of Sub-Section (2) (a) above.

Sub-Section (3) - Election of the REVP and Alternate REVP

- (a) The election of the REVP, Prairie Region and A/REVP, Prairie Region shall be conducted in turn. Each office shall be called in turn and completed before the next office is called.
- (b) As the election for the office of REVP and A/REVP is called, the nominee, nominator or seconder of each nominee, whether filed previously with the Nominations Committee or nominated from the floor, may speak to the Prairie Region Triennial Convention for not more than three (3) minutes on behalf of that nominee.
- (c) The election to the office of REVP and A/REVP shall be by secret ballot. A blank ballot paper shall be distributed to all voting delegates, for each office in turn, as it is called. Each voting delegate shall write on the ballot paper the name of their choice for the office called, from among the nominees for office.
- (d) Election to the office of REVP and A/REVP shall be declared only on receipt of a clear majority of the ballots cast with standings revealed to voting delegates after each ballot. In the event that more than two (2) nominees stand for election to any one office, the election procedure shall be by way of elimination.
- (e) In the event of a tie vote, the Chairperson shall immediately take a second ballot without recess or adjournment. If this results in a second tie vote, the Chairperson shall call a short recess before taking the third ballot.
- (f) Upon completion of the election of the REVP and A/REVP, the Nominations Committee will sign a declaration outlining the number of accredited delegates, the number of accredited delegates voting, the vote tally for each candidate and the number of spoiled ballots for each ballot during the election of the REVP and A/REVP. The signed declaration will be forwarded to the PSAC National President and maintained on file.
- (g) The REVP and A/REVP shall take office at the end of the Prairie Region Triennial Convention.

- (h) Members elected to the position of REVP shall not hold Component, Local or Branch Executive Officer positions, other than Steward.

Sub-Section (4) - Vacancy in the Position of REVP or A/REVP

- (a) A vacancy in the office of REVP shall be filled by the A/REVP.
- (b) A vacancy in the office of Alternate REVP, occurring six months or more prior to the Prairie Region Triennial Convention, shall be filled in the following manner:
 - (i) nominations shall be called by the AEC from amongst all members in the Prairie Region;
 - (ii) the AEC shall ensure that all nominees are members in good standing of the PSAC in the Prairie Region of the PSAC, and that the nominator and seconder were delegates at the previous Prairie Region Triennial Convention;
 - (iii) the nominations process will be concluded within 60 days from the date of notice of vacancy in the position of Alternate REVP;
 - (iv) if there is more than one nominee for the office of A/REVP, and an election is necessary, it shall be conducted by the AEC from amongst those members in good standing who were voting delegates at the preceding Prairie Region Triennial Convention.

Sub-Section (5) - Nomination and Election of the PRC Representatives and Alternate Representatives

- (a) Election Procedures for Prairie Region Council Representatives
 - (i) The elections shall be by secret ballot. A blank ballot paper shall be distributed to all voting delegates for each office in turn, as it is called. Each voting delegate shall write on the ballot paper the name of their choice for the Representative or Alternate from among the nominees.
 - (ii) The election for Representative and Alternate shall be declared only on receipt of a clear majority of the ballots cast with standings revealed to voting delegates after each ballot. In the event that more than two (2) nominees stand for election for any one office, the election procedure shall be by way of elimination.
 - (iii) The Representatives and Alternates shall be sworn in and take office at the end of the Prairie Region Triennial Convention.
- (b) The above procedures shall apply to the following positions on the Prairie Region Council:
 - (i) The Geographic Representatives and their Alternates shall be nominated and elected in caucus at the Prairie Region Triennial Convention by delegates from the geographic area they are to represent.

- (ii) The Regional Women's Committee Representative and her Alternate shall be elected in caucus at the PSAC Prairie Region Triennial Convention by the delegates who have self identified at the time of registration as being a member of a duly established PSAC Prairie Regional Women's Committee.
- (iii) The Equity Group Representative and their Alternates for the Aboriginal Peoples, Persons with Disabilities, Racially Visible and Gay, Lesbian, Bisexual, and Transgendered Persons shall be nominated and elected in caucus at the Prairie Region Triennial Convention by delegates who have self-identified on their Convention registration form as being a member of their respective Equity Group.
- (iv) The Directly Chartered Local Representative and their Alternate shall be nominated and elected in caucus at the Prairie Region Triennial Convention by delegates representing Directly Chartered locals within the Prairie Region.
- (v) The Young Workers Representative and their Alternates shall be nominated and elected in caucus at the Prairie Region Triennial Convention by delegates who have self-identified at the time of registration as representing Young Workers within the Prairie Region.
- (vi) The Separate Employer Representative and their Alternates shall be nominated and elected in caucus at the Prairie Region Triennial Convention by delegates representing Separate Employer Locals within the Prairie Region.

Sub-Section (6) - Election of the PRC Prairie Region Area Council Representatives

- (a) Election of the Area Council Representatives and their Alternates shall occur no later than one month before the Prairie Region Triennial Convention.
- (b) The Representatives and their Alternates shall be nominated and elected at an election "meeting" called by the President of the Area Council. Delegate status to this meeting is outlined in Section 14, Sub-Section (3) of the PSAC Constitution.
- (c) The elections shall be by secret ballot. A blank ballot paper shall be distributed to all voting delegates for each office in turn, as it is called. Each voting delegate shall write on the ballot paper the name of their choice for the Representative or Alternate from among the nominees.
- (d) The election for Representative and Alternate shall be declared only on receipt of a clear majority of the ballots cast with standings revealed to voting delegates after each ballot. In the event that more than two (2) nominees stand for election for any one office, the election procedure shall be by way of elimination.
- (e) The newly elected PRC Area Council Representative shall be the Area Council delegate to the Prairie Region Triennial Convention and be sworn in and take office at the end of the Prairie Region Triennial Convention. Save and except where the Area Council Representative is re-elected, then the delegate entitlement follows

Section 10, Sub-Section (6) of the Prairie Region By-Laws.

- (f) Should the Alternate Area Council Representative have to take office they shall be sworn in at the first Prairie Region Council meeting they attend.

Sub-Section (7) - Vacancy in the Position of Representative

- (a) In the event of a vacancy, the position of a PRC Representative shall be filled by the Alternate.
- (b) Should a vacancy occur in the position of Alternate, at least one year before the next Prairie Region Triennial Convention, the appropriate caucus delegates will elect a representative in the same role.

SECTION 12

AREA COUNCILS

Sub-Section (1)

Area Councils will be the primary link between the PRC and Locals/Branches.

Sub-Section (2)

The creation of Area Councils in the region outlined under Section 14, Sub-Section (1) of the PSAC Constitution shall be a priority of the PRC.

Sub-Section (3)

Component National Officers shall have the right to join only one Area Council in the region of their choice, with full voice and vote. [Note: this expands the voting rights outlined in PSAC Constitution, Section 14, Sub-Section (3)].

Sub-Section (4)

A Representative of a Prairie Regional Women's Committee shall have the right to join the Area Council that falls within their geographic jurisdiction, with full voice and vote. [Note: this expands the voting rights outlined in PSAC Constitution, Section 14, Sub-Section (3)].

Sub-Section (5)

A Representative from an Access, Pride, Aboriginal Peoples, Racially Visible Persons or Human Rights Committees shall have the right to join the Area Council that falls within their geographic jurisdiction, with full voice and vote. [Note: this expands the voting rights outlined in Section 14, Sub-Section (3) of the PSAC Constitution].

SECTION 13

FINANCES AND COLLECTION OF MEMBERSHIP FEES

Sub-Section (1)

The PRC shall be funded from the budget allocated by the PSAC to the Prairie Region and from the membership fees levied, pursuant to Section 16, Sub-Section (2) of the PSAC Constitution.

Sub-Section (2)

Membership fees levied by the PRC shall be established by the Prairie Region Triennial Convention.

Sub-Section (3)

The fiscal year of the PRC shall be from January 1 to December 31. A committee of three shall be appointed by the PRC to perform an annual review of PRC's finances and expenditures. The report of the review committee with its recommendations shall be presented to the first PRC meeting of the year. A financial report shall be presented at the Prairie Region Triennial Convention.

Sub-Section (4)

Any expense not accounted for in the budget will require a two-thirds (2/3) majority vote by the PRC.

Sub-Section (5)

The Prairie Region Council budget, as passed by Convention, shall be posted on the Prairies website.

Sub-Section (6)

The Prairie Region Council budget variance report shall be posted on the Prairie Region's website quarterly.

SECTION 14

DISCIPLINE

The Prairie Region Council shall have the authority by a two thirds (2/3) majority vote at a regular or special meeting to temporarily relieve of their duties, until such time as an investigation has been completed and a decision rendered, an officer of the PRC from their position on the PRC for contravening a provision of the PSAC Constitution and/or these By-Laws, in accordance with Section 25 and Regulation 19 of the PSAC Constitution.

Furthermore, the Prairie Region Council shall have the authority by a two thirds

(2/3) majority vote at a regular or special meeting to recommend to the appropriate body to suspend the membership of any Prairie Region Council officer for contravening a provision of the PSAC Constitution and/or these By-laws in accordance with Section 25 and Regulation 19 of the PSAC Constitution.

SECTION 15

AMENDMENT OF PRAIRIE REGION BY-LAWS

Any amendment of, deletion from, or addition to these By-Laws shall become effective by approval of two-thirds (2/3) of the delegates voting at a Prairie Region Triennial Convention.

Unless otherwise specified, any amendment of, deletion from, or addition to these By-Laws shall become effective at the time of its adoption.

SECTION 16

INTERPRETATION OF PRAIRIE REGION BY-LAWS

Only the REVP is empowered to interpret the By-Laws, except that the PRC or Prairie Region Triennial Convention may reverse the interpretation given.

SECTION 17

OATH OF OFFICE

“I having been elected an officer of the Public Service Alliance of Canada, Prairie Region, solemnly declare that for my term of office I shall abide by and uphold this Constitution, fulfill the duties of such office, will maintain and uphold the dignity of the union and will always keep confidential all matters concerning the affairs of the union that are brought to my attention.”

GLOSSARY

GLOSSARY

AEC – Alliance Executive Committee

Alliance Facilitators' Network (AFN) – PSAC members trained as facilitators to educate other Alliance members to provide local, regional and workplace based training opportunities (Policy Statement on the PSAC Membership Education Program - September 1997).

Area Councils – A duly recognized and established council comprised of PSAC members who have organized in any area of the Prairie Region that can reasonably encompass one Area Council. (PSAC Constitution, Section 14)

A/REVP – PSAC Alternate Regional Executive Vice-President for the Prairie Region.

Branches – The name given to groupings of members who are in the Customs and Immigration Union (CIU) Component. “Branches” are similar to “Locals”.

Directly Chartered Local – Directly Chartered Local means an organized group of members established by the Alliance Executive Committee in accordance with the PSAC Constitution and deriving its jurisdiction, authority and rights from Section 11 of the PSAC Constitution. (PSAC Constitution, p. 19)

Geographic Area – The area for which each of the five Prairie Regional Offices has jurisdiction.

Human Rights Committee – A duly recognized and established committee comprised of PSAC members who self identify as being representative of Racially Visible, Aboriginal, Persons with Disabilities, or the Gay, Lesbian, Bisexual and Transgendered community, and who have organized in any area of the Prairie Region that can reasonably encompass a Human Rights Committee. (PSAC Constitution, Section 15).

In Good Standing – A Local that is not in trusteeship.

Local – Includes within its meaning a Directly Chartered Local

NBoD – National Board of Directors

Prairie Region Triennial Convention – PSAC Prairie Region Triennial Convention

PRC – Prairie Region Council

PSAC Prairie Region – The region includes the provinces of Alberta, Saskatchewan, Manitoba and remote areas in other provinces and territories, where members pay dues and are served by the PSAC Prairie Region.

PSAC Prairie Regional Office Area – The area serviced by the regional office in question.

Regional Women's Committee (RWC) – A duly recognized and established committee comprised of a group of PSAC women who have organized in any area of the Prairie

Region that can reasonably encompass one Regional Women's Committee. (PSAC Constitution, Section 15).

REVP – PSAC Regional Executive Vice-President for the Prairie Region.

Separate Employer Locals – For the purposes of Prairie Region Council Elections, Separate Employer Locals means the following: Locals for bargaining units falling within the Prairie Region such as Avion Services Corp., The Winnipeg Regional Health Authority Deer Lodge Centre Site, Freshwater Fish Marketing Corp., Hudson Bay Port Company, Churchill Marine Tank Farm, Canadian Museum for Human Rights, All Nations' Healing Hospital Inc., Aramark Canada Ltd. 15 Wing Moose Jaw, ATCO Structures & Logistics Ltd. 15 Wing Moose Jaw, Sodexo Canada Limited, Saskatoon Airport Authority, Regina Airport Authority Inc., Calgary Airport Authority, Winnipeg Airports Authority Inc., and Edmonton Regional Airports Authority.

Separate Employer Locals do not include Locals in bargaining units and employers covered by the Public Service Relations Act (Treasury Board or Separate Agencies), Directly Chartered Locals, or Code certified bargaining units that are national in scope, such as, Canada Post, NAV Canada and the Royal Canadian Mint.

REGULATIONS

By a clear majority, PRC can enact a Regulation;
by two-thirds (2/3), it can amend and rescind a Regulation

REGULATION 1

DEFINITION OF COMMITTEE IN GOOD STANDING

(as per Section 10, Sub-Sections [4], [5] and [6] of the Prairie Region By-Laws)

Committees shall hold at least four meetings per year. One such meeting shall be known as the Annual Meeting at which time officers shall be selected/elected and financial and other reports presented.

Committees shall forward to the REVP, minutes of all meetings no later than thirty (30) days following the date on which each meeting is held per Section 14, Sub-Section (13)(a) of the PSAC Constitution.

The budget of all Committees will be published on the appropriate website once the budget has been passed.

The reports of each chair shall be in writing and shall be published on the appropriate website.

REGULATION 2

PRAIRIE REGION CONVENTION RESOLUTIONS COMMITTEES

The PSAC Prairie Region Triennial Convention Resolutions Committees will meet no less than one (1) month prior to the Prairie Region Convention.

REGULATION 3

Enacted this 31st day of January, 2014.

DELEGATE STATUS FOR THE REGIONAL WOMEN'S COMMITTEE CAUCUS AT PRAIRIE REGION CONVENTION

In order to attend the Regional Women's Committee Caucus the delegate must be a member of a PSAC Regional Women's Committee, which is in good standing, and have attended at least two RWC meetings within the 12-month period immediately preceding the Prairie Region Convention.

**RESOLUTIONS
OF
RECORD**

1) LABOUR COUNCIL

BE IT RESOLVED THAT all Prairie Region Council members contact and work with their local Labour Council to launch a campaign to get more locals affiliated to not only their local Labour Council but also to their respective Federation of Labour.

2) POLITICAL ACTION

BE IT RESOLVED THAT the Prairie Region Council and Area Councils establish political action as their top priority for the next round(s) of bargaining and beyond.

BE IT RESOLVED THAT the Prairie Regional Education Officer(s) develop a series of modules to train members around political action and that these modules include, but not be limited to:

- ❖ Lobbying Members of Parliament;
- ❖ Effective Communication for Political Action;
- ❖ Campaign Development Training.

BE IT FURTHER RESOLVED THAT these modules be incorporated into the national education programs.

BE IT FURTHER RESOLVED THAT the Prairie Region Council set aside funds from the Education Fund and Alliance Facilitator funding to implement this resolution.

3) EQUITY FUNDING

BE IT RESOLVED THAT the PRC Equity Group Representative draft procedures for members to follow when requesting such funding to ensure equitable and transparent distribution of funds. Final approval of the procedures document will be the responsibility of the REVP.

4) PRAIRIE REGION TRIENNIAL CONVENTION FINANCE COMMITTEE

BE IT RESOLVED THAT the Finance Committee's Report to the Prairie Region Triennial Convention be distributed to all appropriate bodies at least two (2) months prior to the Prairie Region Triennial Convention.

BE IT RESOLVED THAT the Finance Committee report to the Prairie Region Triennial Convention include the proposed budget for the ensuing period.

5) AREA COUNCIL PRESIDENTS CONFERENCE

BE IT RESOLVED THAT the Regional Executive Vice-President for the Prairie Region chair a minimum of one (1) conference call per year for all Area Council Presidents; and

BE IT FURTHER RESOLVED THAT the Prairie Region fund a face-to-face conference for Area Council Presidents (or respective alternates) and the REVP once during each three (3) year period between Regional Conventions.