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## WELCOME FROM THE REVP

Dear Sisters & Brothers,

Welcome to the 7th Prairie Region Triennial Convention in Winnipeg, Manitoba.

Over the next few days there will be a lot of discussion and debate on a variety of issues. I want to thank all of the members who have taken the time from their busy lives to be here this weekend as we set the path for the future of our region and our union. I also want to thank the locals, committees and area councils who submitted resolutions.

Convention is a great opportunity for members from across the Prairies to meet and network with each other. I encourage you to take this opportunity to reach outside your circles and share ideas of the activities that worked in your local, committee or area council.

For first-time delegates, there is an orientation in the Lombard Room from 7:45 a.m. to 8:45 a.m. on Friday, April 21, right before Convention begins. Unfortunately, only half of the delegates who identified as first-time delegates participated last time. This is an opportunity to learn more about your union and the Convention process, and to really enrich your experience. For the more seasoned delegates, I encourage you to offer your assistance to newer delegates whenever possible.

As you may know, some people were disappointed that we weren't able to bring Convention to Alberta—including myself. Alberta is a great province to visit, and the conference facilities were impressive, but there were simply not enough unionized hotels to facilitate our Convention and a ruling from the National President reaffirmed our commitment to support unionized facilities and services. The AFL has advised that several unions are actively organizing hotels, so I am hopeful that it will be possible to hold our Convention in Alberta in the future.

We have a busy weekend ahead of us with three days of business and a banquet 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 boutique in the exhibition area to purchase materials for you or your Local.

In Solidarity,

Marianne Hladun  
Regional Executive Vice-President, PSAC Prairies



## GREETINGS FROM THE HOST COMMITTEE

The Winnipeg Host Committee welcomes you to Winnipeg and invites you to join us for our banquet dinner!

**Canadian Museum for Human Rights**  
**Saturday, April 22, 2017**  
**4:30 p.m. - 10:00 p.m.**

Beginning at 4:30 p.m., four galleries will open exclusively for PSAC Prairies members for two hours. Members are encouraged to take a self-guided tour through the galleries: What are Human Rights?, Indigenous Perspectives, Canadian Journeys, and Protecting Rights in Canada. Please note, these galleries are not recommended for children under 12.

At 6:00 p.m., the cash bar will open in the Garden of Contemplation. Dinner begins at 7:00 p.m. in Buhler Hall. During the banquet dinner, a slideshow that celebrates our history will be presented and the Prairie Voice Awards will be handed out. The museum boutique will also remain open for an extra 90 minutes until 7:00 p.m. for our members to browse the selection of ethical and sustainable products.

We are also holding a silent auction with great prizes. There will be ticket sellers in place during the banquet to sell you silent auction tickets and the winning tickets will be drawn at the dinner on Saturday. The funds raised will be donated to a new development in Winnipeg's North End called Merchants Corner. The new facility will feature 30 units of affordable housing, an educational hub, and a common space open to the community.

Make sure you pick up your package of information at the host committee table. You can use this information to find attractions, the best restaurants and the Winnipeg nightlife. If you are looking for something that isn't in your guide, just ask one of us on the host committee and we will help you. We will be on site throughout the weekend.

In Solidarity,

2017 Prairie Region Host Committee:

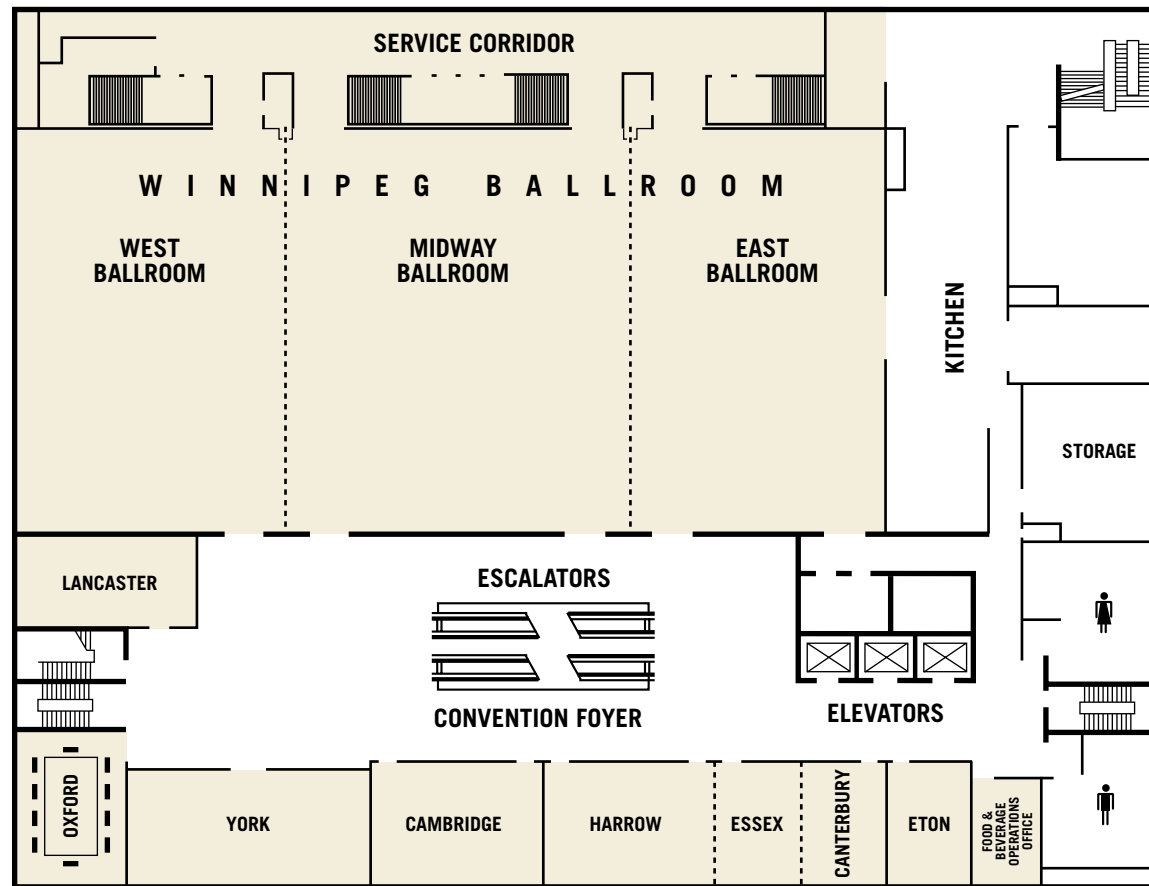
Frank Janz (co-chair)  
Matt Tijani (co-chair)

Greg Ballendine  
Tracy Grove  
Sheilagh Hanson

Yvonne Hein  
Dawn MacAulay  
Nicole Papineau

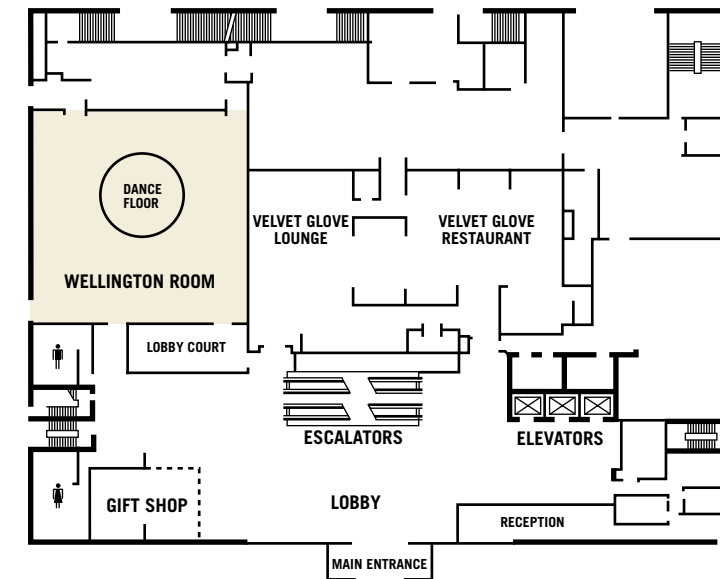
# FLOOR PLANS

## MEZZANINE LEVEL

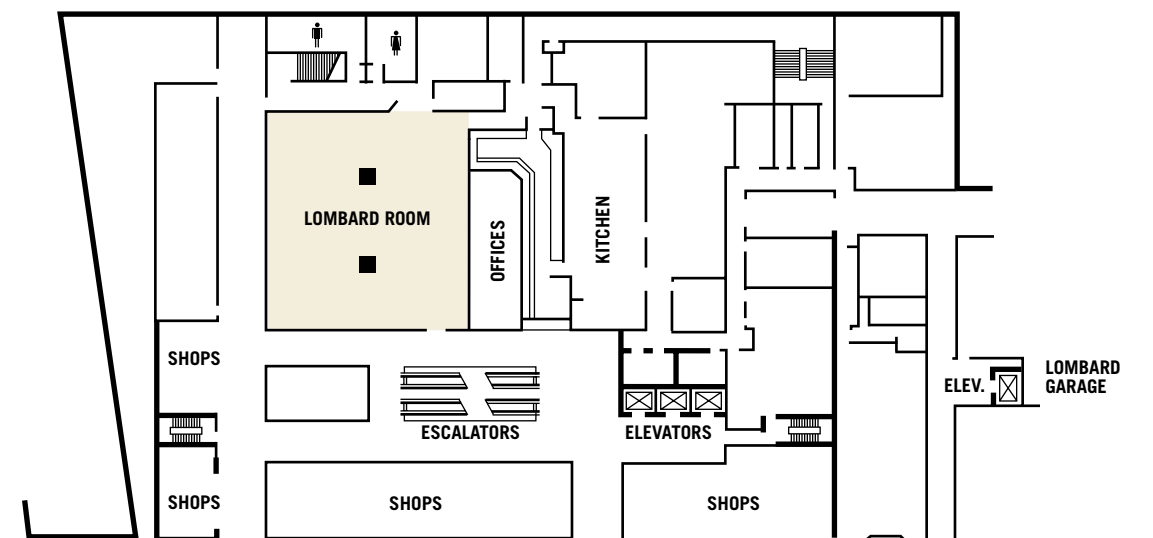


# FLOOR PLANS

## LOBBY LEVEL



## CONCOURSE LEVEL



## FACILITY INFORMATION



**Fairmont Winnipeg**  
 2 Lombard Place  
 Winnipeg MB  
 Toll Free: 1-800-441-1414  
 Local Phone: 204-957-1350  
 Email: winipeg@fairmont.com  
 Facebook: The Fairmont Winnipeg  
 Twitter: @FairmontWpg

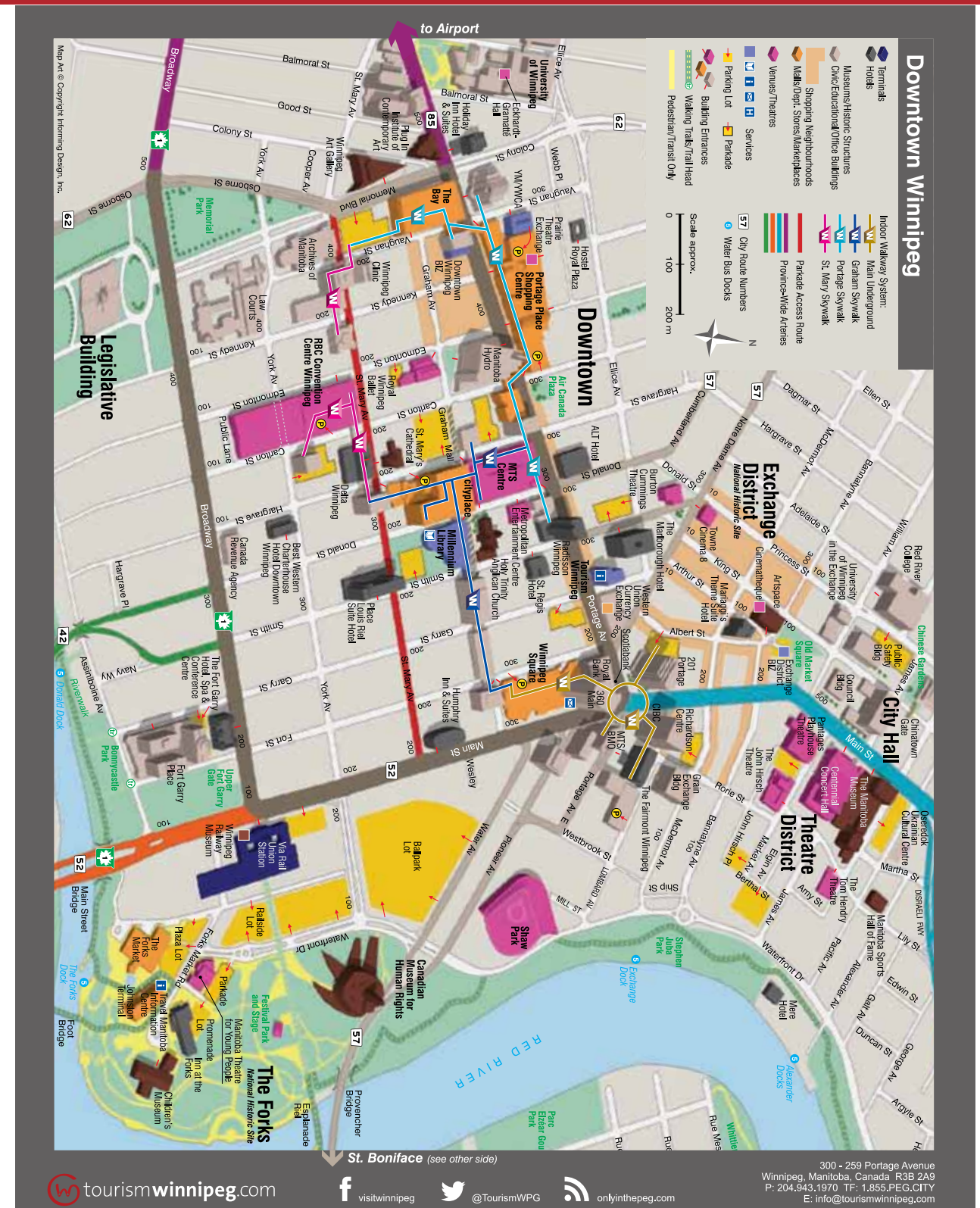


**Radisson Hotel Winnipeg Downtown**  
 288 Portage Ave.  
 Winnipeg MB  
 Toll Free: 1-800-339-5238  
 Local Phone: 204-956-0410



**Canadian Museum for Human Rights**  
 85 Israel Asper Way  
 Winnipeg, Manitoba R3C 0L5  
 Telephone: 204-289-2000  
 Toll Free: 1-877-877-6037  
 Email: info@humanrightsmuseum.ca  
 Facebook: Canadian Museum for Human Rights  
 Twitter: @CMHR\_News  
 Instagram: cmhr\_mcdp

## CITY MAP





## PSAC STATEMENT ON HARASSMENT

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, family status, criminal record, disability, sexual orientation, gender identity or expression, language, social and economic class or political belief. Members are also entitled to be free from personal harassment.

If you experience harassment at this event, contact the identified Anti-Harassment Resource Person 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.

**Anti-Harassment Resource Persons:  
Clint Wirth or Erna Post  
204-509-6611**



## PSAC STATEMENT ON SCENT-FREE ENVIRONMENTS

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 encouraged to address the person in a cordial and respectful manner. Any unresolved issues may be brought to the attention of the organizers who may investigate and attempt to find a reasonable accommodation.

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

**For assistance in resolving any matters please contact  
Alison Davis in the Administration Office**



## 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.



## RULES OF ORDER

- (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.  
  
(c) Committees shall be permitted to present up to ten priority recommendations. 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.



## RULES OF ORDER

- (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);



## RULES OF ORDER

- (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



## RULES OF ORDER

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



## RULES OF ORDER

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.





## CONVENTION 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 a 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).



## CONVENTION TILING GUIDELINES

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.



## CONVENTION 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.



## CONVENTION COMMITTEE GUIDELINES

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.

## VOTING CONVENTION RESOLUTIONS

When Convention resolutions are presented for deliberations, they form part of different Convention Committee reports. The members of each Convention Committee presented their recommendation of either “**Concurrence**” (in favour of) or “**Non-Concurrence**” (against) each resolution.

The delegates vote on the Convention Committee recommendation—not the resolution itself.

The following chart attempts to simplify this procedure by demonstrating how each delegate should vote in the four possible instances.

Committee recommendation	Decision of the delegate regarding the resolution	The delegate should vote:
Concurrence	Agrees with the resolution	<b><u>In favour of</u></b> the recommendation
	Does not agree with the resolution	<b><u>Against</u></b> the recommendation
Non-Concurrence	Agrees with the resolution	<b><u>In favour of</u></b> the recommendation
	Does not agree with the resolution	<b><u>Against</u></b> the recommendation

## SPEAKERS’ BIOGRAPHIES

**BARBARA NEPINAK**, a member of Pine Creek First Nation, is a retired mother/grandmother with 35 years of federal public service. Barbara is active in the urban and surrounding areas serving on Advisory Councils and Boards as Elder and Cultural Advisor. Presently, she serves on the Special Indigenous Advisory Council to the Canadian Human Rights Museum, Arts & Cultural Industries, Travel Manitoba, Advisory Council member for the University of Brandon and two Research Programs with the University of Manitoba. She serves as a board member of The Forks Foundation Board and Peer Assessment for the Cultural Human Resources Council in Ottawa. She provides Elder teachings in the Seven Oaks School Division as well as provides Ojibwe classes for children. Barbara has received recognition awards such as the Recipient of the Keeping the Fires Burning through Ka Ni Kanichihk and was twice recognized with the Citizenship Award by previous Mayors. Barbara is also an interpreter/translator for CanTalk a national organization that provides language services.



Barb, along with her husband, Clarence, have been recognized as Traditional Wisdom Keepers by the Circle of Educators of Manitoba. Both received the Queen’s Jubilee Award. Both have been involved with various schools in the Artist in the School program with cultural teachings. Both individuals have been delivering school and public programming at The Forks for the last 19 years. Barb & Clarence continue to teach at the School Division in the Ojibwe language. They also share traditional stories and legends at The Forks for all school divisions during the winter season.

Barb & Clarence continue to work where they are needed and completed a cultural based program at Assiniboine Park Zoo, Ojibwe language instruction at the Millenium Library, and continue to provide Ojibwe language instruction in Seven Oaks School Division. Both were recently appointed to the Canadian Institutes of Health Research national Patient Oriented Research Council.

## SPEAKERS' BIOGRAPHIES

**MARIANNE HLADUN** has served as Prairies Regional Executive Vice-President for the past five years. For over 20 years, Hladun's comprehensive union experience has spanned various positions including President of Agriculture Union Local 40022.

She was elected North Saskatchewan Geographical Rep on the Prairie Region Council in 1999 and Alternate REVP in 2008 and 2011. She was National Human Rights Director for Agriculture Union for nine years, and Regional Vice-President, North Saskatchewan for one.

Previously elected three times to the CFIA bargaining team, Hladun is now responsible for 26 regional bargaining units, and several national units including Parks Canada and the Royal Canadian Mint. She also shares the Education and Young Workers AEC portfolios.

Hladun is an Alliance Facilitator, a graduate of PSAC's Union Development Program and CLC's Labour College of Canada, and holds a Labour Studies diploma from the University of Saskatchewan. She was Vice-President to the Saskatchewan Federation of Labour for 10 years and sat on committees including Education and Collective Bargaining/Labour Legislation. She also chaired Political Strategy for four years.

With a strong commitment to community and social justice, Hladun has volunteered with the United Way of Saskatoon as Labour Representative on the Board of Directors for two terms, as well as the Saskatchewan Asbestos Disease Awareness Organization. She is also involved with NASHI, a charity to divert youth from human trafficking and has participated in five humanitarian missions to Ukraine with the charity.

Since 1986, Hladun has worked for Correctional Services of Canada, Prairie Farm Rehabilitation Administration and Canadian Food Inspection Agency.



 [@mshladun](#)  
[@psacprairies](#)

## SPEAKERS' BIOGRAPHIES

**ROBYN BENSON** was re-elected as the National President of the Public Service Alliance of Canada at PSAC's 17th National Triennial Convention in May 2015. She was first elected as PSAC National President in May 2012.

Born and raised in Manitoba, Robyn's first involvement with our union began during the 1980 CR Strike, sparked by union sisters who were fed up with pay inequality. At the time, she was a single mother of two small children and working as a term for the Canada Revenue Agency (CRA).

Robyn continued to work for CRA for 20 years while holding various positions within our union, including Treasurer and then President of her Local, and Regional Vice-President, Prairie Region for the Union of Taxation Employees. In 2000, Robyn was elected as PSAC Regional Executive Vice President (REVP), Prairies. She served as REVP from 2000 to 2012.

As National President, Robyn is responsible for a variety of national portfolios, including collective bargaining; communications, political action and campaigns; PSAC's Social Justice Fund; the Joint Learning Program; and Workforce Adjustment.

Whether she is walking side-by-side with members on the picket lines or standing in solidarity with sisters and brothers at rallies and demonstrations, Robyn has always been and continues to be a voice for all members. As a passionate advocate for human rights, social justice and strong public services, Robyn's dedication to and respect for PSAC members guides her every decision.



 [@BensonRobyn](#)  
[@psacnat](#)

## SPEAKERS' BIOGRAPHIES

**HASSAN YUSSUFF** was elected president of the Canadian Labour Congress in May 2014, becoming the first person of colour to lead Canada's union movement.

Since his election, Hassan has led Canada's unions in a major campaign to improve workplace rights for everyone and dramatically transform the way Canadians view the labour movement.

Along the way, Hassan launched the CLC campaign that helped defeat the Harper government and delivered many significant victories for workers and their families.

Under Hassan's leadership, Harper's anti-union legislation is being repealed, the Canada Pension Plan was expanded for the first time in history, migrant workers won key rights, and Canada announced a comprehensive ban on the import and export of asbestos.

Hassan's advocacy has also earned him an international platform as president of the Trade Union Confederation of the Americas, from which he continues to champion equity and workers' rights around the world, challenge climate change and strive for a better world for future generations.



 [@hassan\\_yussuff](https://twitter.com/hassan_yussuff)  
[@CanadianLabour](https://twitter.com/CanadianLabour)

## SPEAKERS' BIOGRAPHIES

**KEVIN REBECK** was re-elected President of the Manitoba Federation of Labour for a third term in 2015. He was first elected in 2009 after serving as President of the Canadian Union of Public Employees Manitoba Division, General Vice-President of CUPE National and 2nd Vice-President of the Winnipeg Labour Council. Brother Rebeck also served as a member of the MFL Executive Council for eight years prior to becoming President, the last three as MFL Executive Vice-President.



 [@KevinRebeck](https://twitter.com/KevinRebeck)  
[@MFLabour](https://twitter.com/MFLabour)

On assuming office, he set the tone for his term by saying, "It's an honour to have the unanimous support of Manitoba's labour movement. The MFL will continue to push governments to enact progressive laws and policies that will benefit working families. To do this, we will redouble our efforts to activate, motivate and educate union activists to carry out our work on the shop floor, in our communities and in the political arena."

Brother Rebeck has been active in the Manitoba Labour movement since 1992. He has been an invited speaker on a variety of public policy issues, including:

- the Economic Crisis and unemployment
- Anti-Security Prosperity Partnership Agreements
- Privatization and Contracting Out concerns
- Canadian Pension Plan Reforms
- Government Budgets and Consultations
- Expert Panel on Older Workers
- Premiers Economic Advisory Committee Round Table on Healthcare
- The 2009 World Water Forum

A long-time activist in the New Democratic Party, he has served on the Provincial Executive, has been a Constituency President and currently is the Vice-President of Concordia Constituency. Brother Rebeck has been a community and labour activist for over 20 years and believes in engaging our community to be more politically active and involved.

## ACRONYMS

<b>A</b>	AC	Area Council
	AEC	Alliance Executive Committee
	AFL	Alberta Federation of Labour
	AGM	Annual General Meeting
	AGR	Agriculture Union (PSAC Component)
	APSAR	Association of Public Service Alliance Retirees
	APTN	Aboriginal Peoples Television Network
	A/REVP	Alternate Regional Executive Vice-President
	ATCO	Official employer name
<b>B</b>	BIR	Be It Resolved
<b>C</b>	CA	Collective Agreement
	CAHRD	Centre for Aboriginal Human Resource Development
	CALM	Canadian Association of Labour Media
	CAPE	Canadian Association of Professional Employees
	CCPA	Canadian Centre for Policy Alternatives
	CDLC	Calgary & District Labour Council
	CEIU	Canada Employment & Immigration Union (PSAC Component)
	CFB	Canadian Forces Base
	CFIA	Canadian Food Inspection Agency
	CIU	Customs Immigration Union (PSAC Component)
	CLC	Canada Labour Code
	CLC	Canadian Labour Congress
	CLIFF	Canadian Labour International Film Festival
	CPP	Canada Pension Plan
	CRA	Canada Revenue Agency
	CUPE	Canadian Union of Public Employees
	CUPW	Canadian Union of Postal Workers
<b>D</b>	DCL	Directly Chartered Local
	DI	Disability Insurance
<b>E</b>	EI	Employment Insurance
<b>F</b>	FFMC	Freshwater Fish Marketing Corporation
<b>G</b>	G&A	Grievance and Adjudication

## ACRONYMS

<b>G</b>	GCWCC	Government of Canada Workplace Charitable Campaign
	GLBT	Gay, Lesbian, Bisexual and Transgender (also LGBT, GLBTQ, and LGBTQ2—"Q" means "Queer" and "2" means "Two-Spirited")
	GSU	Government Services Union (PSAC Component)
<b>H</b>	HRC	Human Rights Committee
	H&S	Health and Safety
<b>I</b>	ILO	International Labour Organization
	IWD	International Women's Day (March 8)
<b>J</b>	JLP	Joint Learning Program
<b>M</b>	MFL	Manitoba Federation of Labour
	MGEU	Manitoba Government and General Employees' Union
	MLA	Member of the Legislative Assembly
	MOU	Memorandum of Understanding
	MP	Member of Parliament
<b>N</b>	NAPC	National Aboriginal Peoples' Circle
	NASHI	Official charity name and Ukrainian word meaning "Our"
	NBoD	National Board of Directors
	NCR	National Capital Region
	NDP	New Democratic Party of Canada
	NEC	National Equity Conferences
	NEU	Nunavut Employee Union (PSAC Component)
	NEVP	National Executive Vice-President
	NHRC	National Human Rights Committee (formerly EOC)
	NHU	National Health Union (former PSAC Component—now UHEW)
	NJC	National Joint Council
	NRC	Natural Resources Canada
	NRU	Natural Resources Union (PSAC Component)
	NSCC	National Strategy/Strike Coordinating Committee
	NVP	National Vice-President
	NWT	Northwest Territories
<b>O</b>	OSH	Occupational Health and Safety
<b>P</b>	PIA	Public Interest Alberta
	PIPSC	Professional Institute of the Public Service of Canada

## ACRONYMS

<b>P</b>	PR	Prairie Region
	PRC	Prairie Region Council
	PSES	Public Service Employee Surveys
	PSHCP	Public Service Health Care Plan
	PTSD	Post-Traumatic Stress Disorder
<b>R</b>	RAPC	Regional Aboriginal Peoples' Circle
	RCM	Royal Canadian Mint
	REVP	Regional Executive Vice-President
	RHSC	Regional Health and Safety Committee
	RO	Regional Office
	RSCC	Regional Strategy/Strike Coordinating Committee
	RTW	Return to Work
	RV	Racially Visible
	RVP	Regional Vice-President
	RWC	Regional Women's Committee
<b>S</b>	SEL	Separate Employer Local
	SFL	Saskatchewan Federation of Labour
	SJF	Social Justice Fund
<b>T</b>	TFWP	Temporary Foreign Workers Program
<b>U</b>	UCTE	Union of Canadian Transportation Employees (PSAC Component)
	UDP	Union Development Program
	UEW	Union of Environment Workers (former PSAC Component—now UHEW)
	UHEW	Union of Health and Environment Workers (PSAC Component—merger of UEW and NHU)
	UN	United Nations
	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)	

## ACRONYMS

<b>U</b>	USW	United Steelworkers
	UTE	Union of Taxation Employees (PSAC Component)
	UVAE	Union of Veterans Affairs Employees (PSAC Component)
<b>W</b>	WASCO	Winnipeg Airport Services Corp.
	WCB	Workers Compensation Board
	WG	Working Group
	WRHA	Winnipeg Regional Health Authority
<b>Y</b>	YEU	Yukon Employees Union (PSAC Component)

## ELECTIONS RESULTS

	Current (2014-17)	Newly Elected (2017-20)
<b>Regional Executive Vice-President (REVP)</b>	Marianne Hladun	
<b>Alternate REVP</b>	Frank Janz	
<b>Regional Women's Committees</b>	Gloria Kelly	
<b>Aboriginal Peoples</b>	Janette Husak	
<b>Persons with Disabilities</b>	Kim Haynes	
<b>Racially Visible Persons</b>	Sam Akinsanya	
<b>Gay, Lesbian, Bisexual and Transgender Persons (GLBT)</b>	Timothy Hunt	
<b>Directly Chartered Locals (DCL)</b>	Michelle Lang	
<b>Young Workers</b>	Nathaniel Angus-Jackman	
<b>Separate Employers Locals</b>	Chad Kemery	
<b>Geographical Area Reps</b>		
<b>Northern Alberta</b>	Brenda Skayman	
<b>Southern Alberta</b>	Deb Kosteniuk	
<b>Northern Saskatchewan</b>	Valerie Illingworth	
<b>Southern Saskatchewan</b>	Deanna Getz	
<b>South-East Manitoba</b>	Gus Mardli	
<b>North-West Manitoba</b>	Michael Weisgerber	
<b>Area Council Reps</b>		
<b>Edmonton</b>	Darlene Lewis	Chris Beaton
<b>Calgary</b>	Alec Goertzen	Alec Goertzen
<b>Lethbridge</b>	Greg Krokosh	Krysty Munns
<b>Saskatoon</b>	Jackie Nettleton	Evelyn Jackson
<b>Prince Albert</b>	Shannon Blum	Shannon Blum
<b>Regina</b>	Satinder Bains	Satinder Bains
<b>Winnipeg</b>	Matt Tijani	Greg Ballendine
<b>Westman</b>	Glen Johnston	Glen Johnston

## ELECTIONS RESULTS

	Alternate	2nd Alternate
<b>Regional Executive Vice-President (REVP)</b>		
<b>Alternate REVP</b>		
<b>Regional Women's Committees</b>		
<b>Aboriginal Peoples</b>		
<b>Persons with Disabilities</b>		
<b>Racially Visible Persons</b>		
<b>Gay, Lesbian, Bisexual and Transgender Persons (GLBT)</b>		
<b>Directly Chartered Locals (DCL)</b>		
<b>Young Workers</b>		
<b>Separate Employers Locals</b>		
<b>Geographical Area Reps</b>		
<b>Northern Alberta</b>		
<b>Southern Alberta</b>		
<b>Northern Saskatchewan</b>		
<b>Southern Saskatchewan</b>		
<b>South-East Manitoba</b>		
<b>North-West Manitoba</b>		
<b>Area Council Reps</b>		
<b>Edmonton</b>	Dragana Ristivojevic	Darlene Lewis
<b>Calgary</b>	Dale Marianicz	Phillip Chan
<b>Lethbridge</b>	Kathy Williams	None
<b>Saskatoon</b>	None	None
<b>Prince Albert</b>	Pennie Young	None
<b>Regina</b>	Deanna Getz	Brett Pollard
<b>Winnipeg</b>	Lorelei Topnik	None
<b>Westman</b>	Jeff Sexton	Jennifer Grant





The past three years kept PSAC members in the Prairies very busy. With three provincial elections, several municipal elections and a federal election, as well as new courses and conferences, multiple campaigns and ongoing political action and lobbying, there is a lot to be proud of.

Last November marked the 50th anniversary of the founding of the Public Service Alliance of Canada. PSAC was born when the Civil Service Association and the Civil Service Federation merged in 1966. Back in 1966, PSAC used the newfound strength and unity to negotiate its first collective agreements with the federal government. Over the next decades, we won major improvements in working conditions for our members.

Our strength and unity is still what makes us effective in our work to this day. Between mobilizing around bargaining and fighting to keep sick leave, to doubling efforts to unseat the Conservatives and participating in monthly 19th events, our members never shy away from an opportunity to take action and to speak out for workers' rights.

Serving as your Regional Executive Vice-President for the past five years has allowed me to meet with so many incredible labour activists. I am constantly reminded how lucky I am to be surrounded by union sisters and brothers who challenge and inspire me.

I've also been fortunate to participate in some truly life changing opportunities. In 2016 I attended the United Nations Commission on the Status of Women in New York, an intergovernmental body of the UN dedicated to the promotion of gender equality and the empowerment of women. Later that year, I participated in a mission to Bangladesh with PSAC's Social Justice Fund to determine the level of progress on health and safety for factory workers. Even though there is much work to be done in Canada, I am even more grateful for the protections and freedoms we enjoy.

It's been an exciting and exhilarating three years for our members, and this report only briefly touches on some of what happened across the region. While it wasn't possible to fit all of the great work our members did into this report, I want to sincerely thank each and every member for doing their part.

Together we've shared some incredible successes, and we've had our share of disappointment too. And, in some cases, the fight is still going on. But the biggest accomplishment from the last three years is the sustained level of engagement from our members.

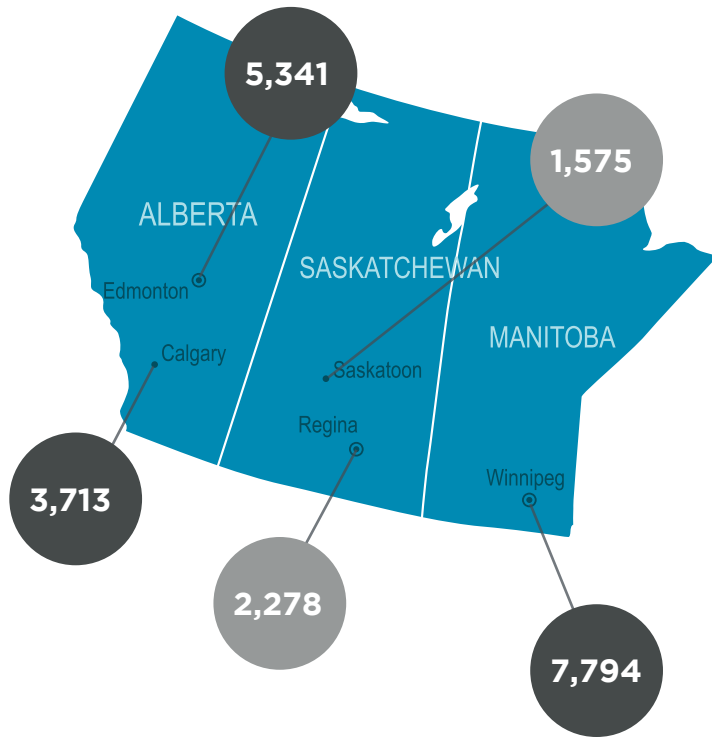
For every member, who volunteered at a community organization on behalf of the union, or marched in a Pride parade, or helped with a local labour day BBQ, or took a PSAC course, or sat on a bargaining team, or rallied in front of a workplace, or lobbied a politician, or signed a union card for the first time, you each make this union strong. We couldn't do any of the great work we do in our communities and in our workplaces without you. Thank you for your continued efforts and dedication to workers rights and social justice.

To read more about the work of our committees and area councils, view the full-colour PDF of this report, or learn about anything else mentioned in this report, I encourage you to visit the PSAC Prairie Region website.

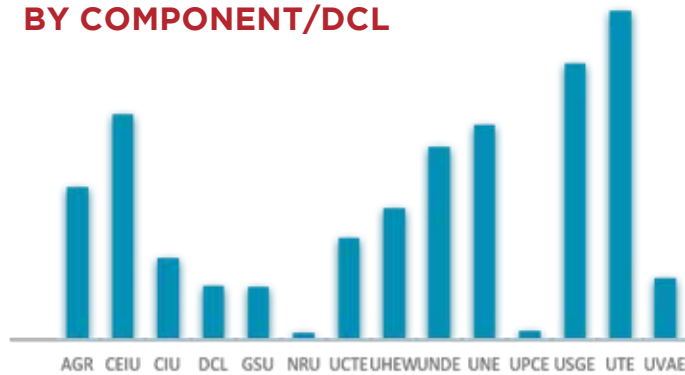
From left: PSAC founding Convention in Ottawa (Nov. 1966); Vote Child Care rally at the Manitoba Legislative Building (May 2015); 19th Day of Action rally in Winnipeg (Mar. 2015); United Nations Commission on the Status of Women in New York (Mar. 2016); Social Justice Fund mission to Bangladesh (Feb. 2016).



**PRAIRIES MEMBERSHIP BY REGIONAL OFFICE AREA**



**PRAIRIES MEMBERSHIP BY COMPONENT/DCL**



*\*These figures do not include recently organized units that are currently negotiating their first collective agreement and not yet collecting dues.*

There are currently 20,701 PSAC members in the Prairie Region that span three provinces, 13 components, 197 locals, and five directly chartered locals. These members are serviced by 20 PSAC staff in five regional offices. The biggest regional office is Winnipeg, with 7,794 members across Manitoba, followed by Edmonton (5,341), Calgary (3,713), Regina (2,278), and Saskatoon (1,575). Meanwhile, the biggest component is UTE with 3,618 members throughout the region, followed by USGE (3,038), CEIU (2,477), UNE (2,359) and UNDE (2,127).

We have collective agreements with 29 different employers, including Treasury Board, which employs 12,618 members throughout the Prairies in 32 different departments. The government departments that employ the largest number of members are Employment and Social Development Canada (2,324), Department of National Defence (2,039), and Correctional Service of Canada (1,530). While most locals saw slight increases or slight decreases in their membership numbers since 2014, the overall number of members is about the same.

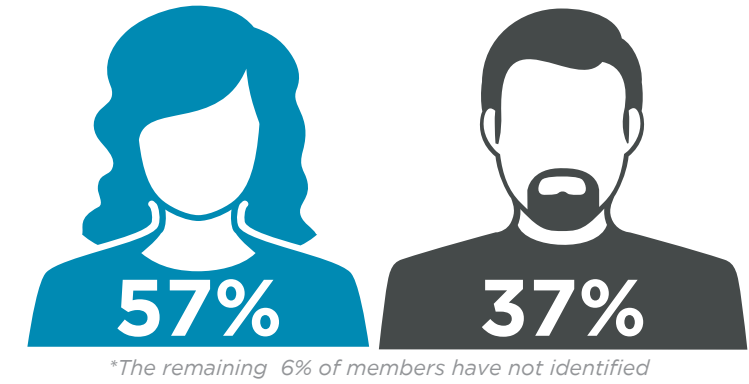
The PSAC Prairie Region presently has five directly chartered locals with approximately 3,000 members and eight collective agreements. There are 17 separate employer locals with approximately 1,600 members and 22 collective agreements. These numbers are expected to increase as we continue to organize.

The regional membership is 57% female and 37% male (6% unknown), with more than 1,200 people holding a union position in their local or component. This includes one national president, two component national presidents, 91 component elected officers, 286 shop stewards and chief stewards, 67 local health and safety reps, and three local young worker reps.

We have 19 different area councils and committees, including eight area councils (Calgary, Edmonton, Lethbridge, Prince Albert, Regina, Saskatoon, Westman, Winnipeg), six regional women's committees (Calgary, Edmonton, Lethbridge, Regina, Saskatoon, Winnipeg), four human rights committees (Calgary, Edmonton, Regina, Winnipeg), and one regional aboriginal peoples' circle (Northern Saskatchewan).

PSAC Prairies members also attended various national conferences. The PSAC National Triennial Convention was held April 26 to May 1, 2015 in Québec City, Québec. Of the 520 registered delegates, 77 were from the Prairies. The PSAC National Health and Safety Conference was held November 18 to 20, 2016 in Montréal, Québec with 52 of the 292 registered delegates from the Prairies. The PSAC National Equity Conferences are scheduled to be held March 24 to 28, 2017 in Toronto, Ontario with 510 members expected to attend, including 79 from the Prairies.

**PRAIRIES MEMBERSHIP BY GENDER**



**PRAIRIES MEMBERSHIP BY UNION POSITION**



**20,701**  
THE TOTAL NUMBER OF PSAC MEMBERS IN THE PRAIRIE REGION

**114**  
PSAC PRAIRIES COURSES OFFERED SINCE JUNE 2014

**1,431**  
PSAC PRAIRIES COURSE PARTICIPANTS SINCE JUNE 2014  
*\*This number doesn't include courses offered through JLP or components.*

THE PRAIRIE REGION HAD THE THIRD HIGHEST PARTICIPATION RATE OF ALL PSAC REGIONS, WITH 6% OF OUR MEMBERS TAKING PSAC COURSES SINCE JUNE 2014.

**THIRD PLACE**



 **WEBSITE**

The PSAC Prairies website continues to grow as a top source of information for members. Website traffic in 2016 increased by 10% since 2014 with 47,146 website sessions, 29,656 web users (up 19%), and 151,080 web page views (up 12%).

In the first three months of 2017, we've already seen a 64% increase in page views from the same period the year before. The spike in traffic is likely due to members seeking information about ratification votes, as the top page for 2017 is "Ratification votes for members in the TC, PA, SV and EB bargaining units." The top page for 2016 was "CRA Ratification Vote Meeting Dates & Locations," which suggests members rely on the website when they're looking for important union information.

The use of Windows computers has decreased by 11% since 2014 among website users. The use of Android devices has increased by 8% over the same period and the use of Blackberry devices has

decreased by 4%. Apple remains the number one device among website users, with 62% of all mobile visitors using an iPhone or iPad to access the website.

The member information dashboard on the PSAC national website also received some improvements. Members can now log in to the website to get news about their employer, their collective agreement, and contact information for their region, component or local. Members are still able to update their contact information, but the new dashboard page now delivers much more information.

 **E-NEWSLETTER**

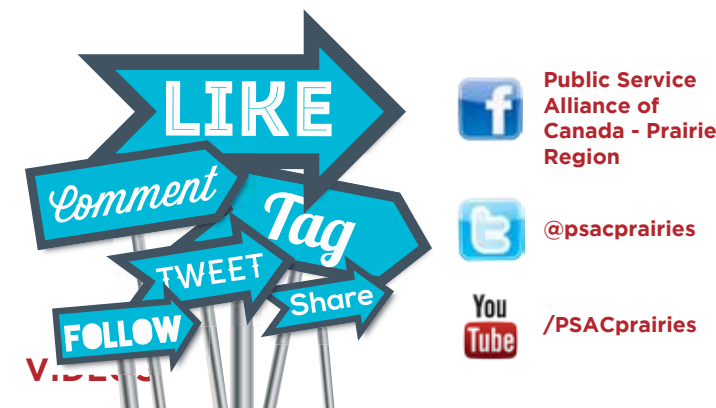
The Prairies e-newsletter is another effective method for reaching our members. Last year, the open rate for the e-newsletter averaged 44.4%, double the industry average of 22.1%. Meanwhile, the average click rate was 6.3%, almost triple the industry average of 2.6%. In 2015, the open rate was 37.6% and the click rate was almost identical at 6.45%.


Despite e-mail being the preferred form of contact for many members, we only have home e-mails for 38% of our regional membership. On the other hand, we have home mailing addresses for 90% of our members in the Prairies and home telephone numbers for 80%.

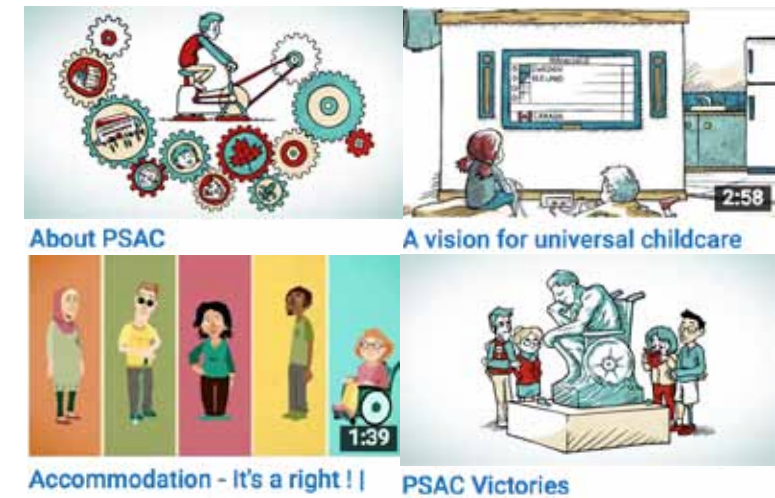
 **SOCIAL MEDIA**


Over the past three years, we have increased our Facebook following marginally year-over-year. We now have nearly triple the Facebook "likes" as we did at the 2014 Prairie Region Triennial Convention. However, we are still one of the lowest among other PSAC regions. We are currently investing resources into growing that following through targeted ads and promoted posts, with a goal to reach 5,000 Facebook "likes" by the end of 2017.

We currently have a bigger audience on Twitter and we continue to get great engagement from our tweets. In 2016, we had 223,912 impressions, 883 retweets and 691 likes. We also had 707 clicks on the URL links contained in our tweets, and 663 clicks on the hashtags. Two of the top three most viewed tweets were related to the #SupportOurPort campaign. Already in the first three months of 2017, we have 29,504 impressions, 96 retweets, 107 likes, and 133 URL clicks. The top three most viewed tweets are all related to political action and labour legislation.



 Since the last PSAC Prairie Region Triennial Convention, PSAC National has released more than 20 online videos, in both official languages, which have collectively garnered over 2.5 million views on YouTube. The Vote to Stop the Cuts video alone has nearly 1.7 million views. Other topics included "Standing together for bargaining, standing together for public services," "A vision for universal childcare," "PSAC Victories," "Accommodation - It's a right!" and more.



 **WEBINARS**

In 2015, we held monthly, interactive webinars for members to learn about critical issues and get important updates. The webinars were also an opportunity for members to ask questions and give feedback. The topics included bargaining basics, retirement security, childcare, political action, labour history and health and safety. All webinars were posted to the PSAC Prairies YouTube channel following the event. Participation varied depending on topic, but feedback was always positive. Members were grateful for an opportunity to learn and engage with their union from the comfort of their homes.

**BORDER INSECURITY.**

CANADA

# CAMPAIGNS

## VOTE TO STOP THE CUTS

With a unanimous mandate from our 2015 National Triennial Convention, PSAC launched the Vote to Stop the Cuts public awareness campaign on July 13, 2015. The message: stop the cuts to public services by voting out the Conservatives.

After its launch, #VoteToStopTheCuts went viral. The two campaign videos received 5.3 million views on YouTube and Facebook; Over 370,000 people visited VoteToStopTheCuts.ca; Campaign content got 1.3 million Tweets, Facebook likes and shares; Canadians sent 5,339 letters to candidates; and PSAC's Facebook following grew from 9,000 followers, to 28,000 (now nearly 32,000), making us one of the most influential Canadian unions on social media.

An Ekos poll, taken right before the election suggested eight out of ten respondents believed that cuts to public services would influence the way they voted. The campaign

owes its success to PSAC members who spread the message, through face-to-face conversations, by wearing a campaign button, sharing campaign messages on social media and sending letters to candidates.

Members also did their part to ensure the issue was visible inside and outside their workplaces, with monthly actions on the 19th as a reminder of the upcoming federal election and the cuts to public services, as well as a show of solidarity with bargaining teams. After officially launching this initiative in the Prairies on November 19, 2014, it quickly grew, with more locals joining the movement and participating in actions each month. Some actions were photo ops with members holding "standing together for public services/standing together for fairness" signs or information pickets. The events and actions were popular and got members mobilized who aren't typically involved in union activities.

**HARPER'S CONSERVATIVES ARE BLEEDING OUR PUBLIC SERVICES.**  
**VOTE TO STOP THE CUTS.**



## SICK LEAVE

Prior to PSAC reaching tentative agreements with Treasury Board, which covers over 73,000 members in the TC, SV, PA and EB bargaining units, we fought a nearly three-year battle against the very real threat of losing sick leave. In the 2014 federal budget, the Conservative government announced that it planned to eliminate the existing sick leave provisions for federal public service workers, whether or not an agreement was reached at the bargaining table.

PSAC members immediately took action, writing letters to their MPs and their local newspapers and sharing their stories with the union. We hosted a telephone town hall with nearly 4,000 members throughout Alberta, Saskatchewan and Manitoba to discuss important information about the attack on sick leave.

Multi-local meetings were held to discuss our plan. The meetings were a huge success, with hundreds of members attending to hear updates from leadership and bargaining team members. We also held two webinars for those who had prior engagements and for members in rural areas who weren't able to attend in person.

PSAC launched an online petition asking people to take the pledge to support paid sick leave for federal government workers, and for all workers across Canada. Over 33,000 people took the pledge.

After Justin Trudeau defeated Stephen Harper in the federal election, we were hopeful for a more cooperative bargaining process. But we were quickly disheartened to find the Liberals maintaining Harper's position at the bargaining table. In response, we launched a series of radio and print ads appealing directly to Trudeau to #MakeGoodOnYourWord and support public service workers.

In the end, our efforts paid off and the government backed down from their position on sick leave. While we still have several bargaining units without an agreement, including FBs, Parks and CFIA, I am confident they will maintain their sick leave, as well. I'd like to thank all of our bargaining team members for their dedication to securing a fair collective agreement, and to all of the PSAC members who took action to protect sick leave.



## SUPPORT OUR PORT

On July 25, 2016, OmniTrax Canada advised UCTE members working at the Port of Churchill in Churchill, Manitoba, that they were cancelling the grain shipping season and workers currently on staff would be laid off effective August 8. Workers not yet called in for the season were notified they would not be called back. Our members make up roughly 10% of the town's population.

In response, PSAC and UCTE launched a campaign to #SupportOurPort, including window signs and buttons, which gained national attention in the House of Commons and the media. We also joined with the local community to create a Facebook group called "Support Our Port."

In December, employees of the Port of Churchill visited Parliament Hill to call on Prime Minister Justin Trudeau and Minister of Transport Marc Garneau to save the port by converting the Port of Churchill into a Port Authority under federal jurisdiction.

The group posed for a photo that read, "No Christmas for Churchill – Save Our Port." They also met with several MPs and staff from all parties and attended Question Period.

Immediately following our action on The Hill, we received a call from Minister of Natural Resources Jim Carr to discuss the issue, hear our concerns, and provide us with updates. After repeated e-mails and phone messages went ignored, and with little-to-no action from the government, I am certain that our very public efforts forced them to finally respond. I am very proud of the workers for sharing their stories and standing up to the employer.

The Liberals say they're looking at a long-term strategy, but haven't made any commitments. However, this is only the first step in the process of securing this community's future. We still believe that making the Port of Churchill a port authority would help strengthen the long-term economic prospect of Churchill itself.



"Canadian Families living in rural Alberta deserve to have access to Federal jobs."

—Local Processing Centre Employees

**STOP CLOSURE OF VEGREVILLE CASE PROCESSING CENTRE**

RESPECTVEGREVILLE.CA

"I have seen, first hand, the devastation that just the announcement of the closure has already done to our community."

—Local Restaurant Manager



## RESPECT VEGREVILLE

On October 27, 2016, Immigration, Refugees and Citizenship Canada employees at the Vegreville Case Processing Centre were shocked to learn that the federal government plans to close their processing centre in Vegreville, Alberta and relocate it to Edmonton by the end of 2018. Approximately 280 employees work in the centre, processing temporary and permanent residency applications, work permits and student permits. The employees represent approximately 5% of the population of Vegreville, a community approximately 100 km outside of Edmonton.

The closure of the Case Processing Centre will have a devastating impact on the entire

Vegreville community, and PSAC/CEIU are doing everything we can to stop it. We convened a steering committee consisting of local representatives and union leaders to help guide our planning and to ensure we are strategic and effective in our efforts. We also launched an online action so PSAC members and Canadians can show their support.

We held a community forum on December 18, which more than 400 people attended to show their support, voice their concerns, and call for the government to #RespectVegreville. We have since sent multiple letters to the Minister of Immigration and the Prime Minister, as well as every Liberal MP and the National Rural Caucus, asking for their support to reverse the decision.

# FIX PHOENIX! PAY SYSTEM

## FIX PHOENIX

One year after its launch, the Phoenix pay system is still not working. Thousands of public service workers have been paid incorrectly or not at all. Many more worry every pay day if they will be the next victim of the Phoenix debacle. It is also putting excessive stress on the employees who process pay under the new system.

PSAC members have been underpaid, not paid at all, or had to wait months for their paycheques. In one of the worst cases, a member faced foreclosure on her house and additional legal fees.

Minister Judy Foote has admitted that 700 compensation advisors should not have been laid off before the Phoenix launch, saying savings were sought at the expense of employees. She also acknowledged that many good ideas on how to fix Phoenix have come from union members.

The government has confirmed that it is two months—or 200,000 cases—behind in processing “pay transactions” under the

new Phoenix pay system. They also have no date for when the system will be fixed. On February 23, 2017, PSAC, the Professional Institute of the Public Service of Canada (PIPSC), and the Canadian Association of Professional Employees (CAPE) called on the government to include a \$75 million Phoenix contingency fund in the upcoming federal budget. The fund would give departments and agencies the resources they need for the staff and training to deal with Phoenix.

However, the federal government’s budget, delivered on March 22, failed to address the problem. By not including the contingency fund, the government is going to prolong and worsen the problems with the pay system. It also sends the message that fixing Phoenix is not a priority for this government.

I want to thank all the members who have been active on this issue, both online and in their workplaces. The national website has a dedicated section to #FixPhoenix with regular updates to continue to follow this issue as it develops.



## NO MORE FAIRY TALES

Members of our regional women’s committees in Alberta worked together to come up with a regional campaign to encourage MPs and MLAs in the Prairies to take action on the issue of child care and work together to create a national child care program. The slogan is, “No more fairy tales. It’s time to make universal child care a reality.” The campaign launched on December 22, 2016 with a holiday-themed online postcard and three more online postcards were developed to be released monthly.

The idea stemmed from conversations at the 2016 Prairies Regional Women’s Conference. Through a series of conference calls and emails that followed, the committees developed the No More Fairy Tales campaign with an online action.

PSAC National also released their own online action calling on governments to create a universal child care system. The Liberal government’s second budget answered PSAC’s call for a long-term federal commitment to early childhood education and child care, but the amount allocated is not enough to ensure a universal, affordable system across Canada. Affordable, high quality child care is critical for women’s economic security, for children and families, and it is good for the economy.

There is still much work to do to make child care a reality for all who need it and our Prairies Regional Women’s Committees are committed to pushing the issue in their communities. This is only the beginning of our efforts, as members identified this was a priority for our union when they passed a resolution at the 2015 National Triennial Convention, which calls on PSAC to continue work with affiliates, allies and child care advocates and to dedicate \$10,000 per year for each region to promote the campaign in their workplace and community.



**UPDATE:** It has been several years since we launched our Don’t Sell Our Hot Springs campaign with UNE. On September 2, 2016 the Minister responsible for Parks Canada announced that the Agency would no longer



pursue the privatization of the Canadian Rockies Hot Springs. This is a true victory for all the members within our Parks locals that took action. Thank you for your hard work and commitment, and congratulations!



## FEDERAL ELECTION

Area Councils and Committees in the Prairie Region spent months leading up to the October 19, 2015 federal election day reaching out to members to discuss election issues and encourage members to vote in advance polls.

Area Councils spearheaded candidates' forums in five targeted ridings in the Prairies. We sponsored, organized and moderated all of the forums, but they were open to the public and questions came from the floor. The events were well-received by members and the public. In some cases, they were the only forums planned for those ridings.

Dozens of members organized mail-outs from each regional office to Prairies members in the area. The mail out included a newsletter with information about various activities and ways to get involved, as well as a letter addressed to members in specific ridings. The newsletter was one way to promote the telephone town hall about the election and a webinar about writing a letter to the editor.

Members also participated in phone banks, calling members in certain ridings to discuss the election, important issues and ensure they vote. Feedback from members on these calls was overwhelmingly positive and appreciative. It was also a great way to get members involved that haven't been involved in the past.

All of this was in addition to the monthly activities locals participated in to mark the 19th and ensure public visibility and workplace discussion about the election and bargaining. After months of work, we successfully defeated the federal Conservative government and #StoppedHarper.

With the newly elected Liberal government, we saw an opportunity to reverse the damage caused by the cuts and sponsored a Canadian Centre for Policy Alternatives study titled *Reversing the Damage: How the Federal Liberals Can Restore Hope on the Prairies*. The report, released on February 24, 2016, helps assess the damage, including services to veterans, to those seeking information about Employment

Insurance, CPP or income taxes, and to the thousands who visit our National Parks, and charts a way forward with recommendations.

I want to thank all members who actively participated by stepping up to ensure we saw change in Ottawa. Members who volunteered for phone banks, stuffed envelopes, organized and attended candidate forums and took to the streets to flyer drop or door knock for progressive candidates need to be acknowledged. We would not have seen change without those efforts.

## ALBERTA PROVINCIAL ELECTION

Alberta's NDP won the May 5, 2015 provincial election by a landslide, sweeping to power with a majority mandate. The NDP gained 49 seats for a total of 53 of 87 seats.

We were proud to see Maria Fitzpatrick (USGE member) elected NDP MLA in Lethbridge East and Oneil Carlier (former Agriculture member & PSAC Edmonton Regional Rep) elected NDP MLA in Whitecourt-Ste Anne. It was a truly inspiring night for PSAC members and Albertans.

On May 10, 2016 and March 28, 2017, I had the pleasure of joining a Labour Liaison meeting in Edmonton with Premier Rachel Notley and members of her cabinet. The provincial government is working closely with the Alberta Federation of Labour and both sides are committed to quarterly labour liaison meetings.

## SASKATCHEWAN PROVINCIAL ELECTION

In preparation for the April 4, 2016 election, we did a mail out to all members in Saskatchewan and held a telephone town hall. We worked with the SFL on their election campaign, which focused on how the Saskatchewan Party wasn't listening on key issues.

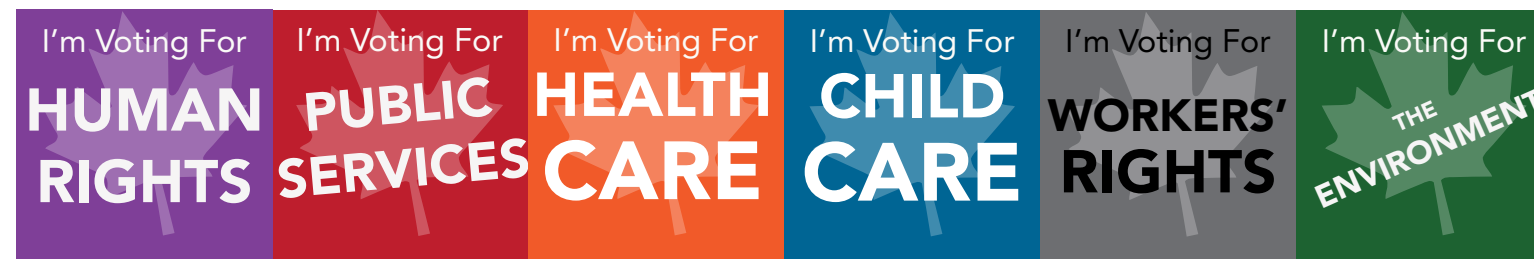
Unfortunately, Brad Wall was re-elected and the Sask Party remains in power. This means that Crown corporations remain at risk of privatization—despite a campaign promise that stated otherwise—and labour rights continue to be stomped on.

We have been working with the SFL to build effective opposition. They have launched phase two of their OwnIt! Campaign, which aims to expose and amplify the very real risks posed by the Sask Party's privatization agenda.

## MANITOBA PROVINCIAL ELECTION

Meanwhile, the April 19, 2016 election of Brian Pallister's PC government in Manitoba is equally troubling, as Pallister has already publicly embarked on a campaign to slash spending and open the door to privatization.

During the provincial election campaign, we worked closely with the Manitoba Federation of Labour, focusing on key policy areas identified by the MFL. We hosted a telephone town hall and circulated a newsletter to our Manitoba members with information about the election and encouraging them to vote.







WE MUST CONTINUE TO KEEP A WATCHFUL EYE ON ALL LEVELS OF OUR GOVERNMENTS TO ENSURE LABOUR LAWS ARE RESPECTED, HEALTH AND SAFETY IS PRESERVED, AND ALL CANADIANS ARE VALUED.

**FEDERAL**

In January 2015, the Supreme Court of Canada released a ground-breaking decision that enshrines the right to strike as a constitutionally protected right. PSAC was one of several unions, civil liberties and business groups that intervened in this case. PSAC and other unions argued that the essential services law limited workers' rights to strike and ability to negotiate. The Court agreed with unions that the right to strike is necessary to allow workers to join together effectively to advance their workplace rights.

Earlier the same month, the Supreme Court of Canada released another important decision that reinforces workers' rights to freedom of association and collective bargaining with their employer. PSAC was an intervener in the case and supported the appellants in their constitutional challenge. The Supreme Court found that the federal labour laws, which prevent RCMP members from joining a union of their choice and engaging in collective bargaining, violate the *Charter of Rights and Freedoms*. This decision is a major victory for all workers in their right to unionize freely and independently.

It's important to note that we have seen some concessions from the federal Liberal government, like repealing C-377 and C-525, two bills that were designed to weaken unions with unreasonable financial reporting and to make it more difficult to join a union. While we're pleased with this progress, we have concerns over other legislation this government is moving ahead with, including Bill C-27. In response, PSAC joined the CLC's lobbying efforts of Liberal MPs and Ministers regarding Bill C-27. This bill changes the *Pension Benefits Standards Act* to allow for target benefit plans and is an attack on retirement security.

**PROVINCIAL**

On October 28, 2016, the Saskatchewan government introduced Bill 40, which changes the definition of privatization regarding Crown corporations. We are very concerned for the more than 300 PSAC members working at Casino Regina (Saskatchewan Gaming Corp.) and have been meeting with other unions and the Saskatchewan Federation of Labour to participate in campaigns to oppose privatization of Saskatchewan Crowns.



make it harder for everyday Manitobans to join a union, and open the door to greater intimidation, bullying and harassment by employers. At its core, Bill 7 is not about protecting workers' democratic rights. Rather, it is directly aimed at expanding the ability of employers to interfere in the process. This legislation's purpose is to make it more difficult for workers to exercise their legal right to unionize and depress the rate of unionization in Manitoba.

On December 9, I attended a press conference at the Manitoba Legislature with MP Niki Ashton, MLA Rob Altemeyer and representatives from Manitoba fishers regarding the provincial government's decision to pull out of the Freshwater Fish Marketing Corp. PSAC/UHEW represents the engineers at the FFMC processing centre in Winnipeg and there is concern regarding the viability of the plant should Manitoba fishers no longer use the facility.

On March 20, 2017, Brian Pallister's

On November 1, 2016, I presented to the Manitoba government's Standing Committee on Social and Economic Development to submit PSAC's position on Bill 7: *The Labour Relations Amendment Act*. The bill would ban card check,

government introduced two bills that attack workers and their fundamental labour rights. The legislation calls for wide-reaching restrictions on bargaining and collective agreements and provides broad powers for the government that would normally be reserved for the Manitoba Labour Board. *The Health Sector Bargaining Unit Review Act* provides for the creation of seven bargaining units for each health region. This will force unions to re-organize their own members and is a blatant attempt to pit unions against one another.

*The Public Services Sustainability Act* mandates a two-year wage freeze, followed by maximum annual increases of 0.75% and 1.0% in years three and four. This applies to all employees employed in or by: the provincial government; a health organization—including Deer Lodge Centre where over 500 PSAC members work; post-secondary institutions—including the University of Winnipeg and Brandon University where hundreds of PSAC members are employed as academic capacity workers; and several other agencies, authorities and organizations. Instead of allowing savings and efficiencies to be found at the bargaining table, this government is mandating that it has to be on wages.

**LOBBYING TIPS:**

1. Establish your agenda and goals.
2. Listen well.
3. Be prepared, but don't feel that you need to be an expert.
4. Don't stay too long.
5. Remember you are there to build a relationship.
6. Follow-up is important.



In September 2014, nearly 40 young workers attended the **Prairies Young Workers' Conference**, which was an important networking and educational opportunity for young members. During the two days, participants spent time learning more about their union, getting to know other members and sharing workplace experiences.



Meanwhile, 22 members from various separate employer locals and directly chartered locals gathered for the concurrent **Separate Employers Conference**. The gathering was the first of its kind in almost six years. Conference objectives included learning about the PSAC structure, how to deal with management, grievance-handling techniques and to develop leaders to lead others in the locals.



PSAC was proud to be a sponsor of the **ChildCare2020 National Conference**, the first national childcare policy conference in a decade, held in Winnipeg, November 13-15, 2014. The conference brought together parents, early childhood educators, union activists, researchers and politicians to envision what childcare could look like in 2020 if governments really cared. We brought a strong delegation of PSAC sisters from across the country together for the event, re-confirming our union's commitment to affordable and accessible childcare.



The PSAC Prairie Region also hosted the first **Waskawetohta (Taking Action) Conference** for First Nation, Inuit and Métis activists from April 22-24, 2016 in Winnipeg, which was an immense success. We welcomed 25 members to the conference to develop an action plan for Aboriginal issues in the Prairie Region between 2016 and 2018.



The **Prairies Regional Women's Conference** was held June 11-12, 2016 in Winnipeg with over 60 sisters in attendance. Our main objective was to have conference participants reach out and involve other members to build our regional women's committees and mobilize to contribute collectively to social change. There was also a focus on building strong women's committees and on domestic violence in the workplace.



A resolution passed at the 2015 PSAC National Triennial Convention to establish Regional Racially Visible Conferences for the 2016–2018 budget cycle. The inaugural **Prairies Racially Visible Conference** was held September 9–11, 2016 in Winnipeg with 41 members in attendance. The goal was to discuss, strategize and mobilize on issues impacting racially visible members in the region and to create a network of racially visible members in the Prairies.



The **PSAC's Union Development Program** (UDP) has been one of the most comprehensive union leadership training programs in Canada for more than 35 years. The New UDP provides an advanced learning opportunity for emerging leaders to develop the necessary analysis and skills to identify and support union priorities, and to expand our pool of skilled activists who can inspire others. Fourteen members have gone through the New UDP since it re-launched in January 2015 and seven members are currently enrolled for the 2017 session



Over 20 Prairies members participated in the popular **Unionism on Turtle Island course** December 12–16, 2015 in Edmonton. This course was offered to both Aboriginal and non-Aboriginal members as a means of sharing stories and perspectives. Participants explored important topics such as the history of oppression and resistance, Aboriginal issues in bargaining, creating a representative workforce and opening the union to Aboriginal activists.

Toward the end of 2014, regional offices throughout the Prairies held **Activist Schools** for PSAC members who are active in their union, eager to build workplace power and interested in doing political and social activism work. Dozens of activists participated in the training aimed at providing the tools and skills needed to support political and social activism, as well as prepare them to have meaningful and motivational conversations with co-workers.



**SOUTHERN ALBERTA**



In February 2015, members from the Calgary Area Council, RWC and HRC worked together with members from the Lethbridge Area Council and RWC to come up with the perfect way to let Stephen Harper know exactly how they feel. They developed a **special Valentine's Day card** that read, "Dear Steve: Roses are red, violets are blue. We want a new Prime Minister, and it isn't you!" The message was shared on social media.

For the first time, PSAC participated in **Fiestaval Latin Festival** at Calgary Olympic Plaza in July 2015. The Calgary Area Council, RWC and HRC worked together to promote PSAC's Vote to Stop the Cuts campaign and hand out information and other materials. Many people who visited the tent expressed discontent with the government and were surprised by the extent of the cuts.

The three Calgary committees also decided that, since it's difficult to get members to come to the committees, the committees would go to the members. In September 2016 they rented an ice cream truck and set up outside the Harry Hays Building over lunch. Committee members handed out ice cream with PSAC 50th anniversary buttons and talked to members about the work the committees do and how they could get involved. Nearly 300 people came through the tent in three hours, making it one of the most successful committee events in 2016. Several of the members who attended ended up joining committees after the event.



Each year, the Lethbridge Area Council & RWC donate thousands of pounds of fresh vegetables to the Interfaith Food Bank Society of Lethbridge through their community garden. In 2016, committee members continued their work and support of community garden and food bank projects, including the tomato project, a young chef program and completing major irrigation on the raised beds of the community garden.

The Lethbridge RWC hosted an annual knitting event on December 5, 2016 where local knitters and crocheters made toques and scarves to donate to local organizations. The knitwear was donated to Lethbridge Family Services and the Alzheimer Society of Alberta.

### NORTHERN ALBERTA

The Edmonton RWC held a toque and socks drive over the 2015 holiday season. Committee members donated hundreds of toques, socks and toiletries to Mustard Seed to be delivered to the homeless during the holidays. They also have their own ongoing Garden Project. In the past, committee members have worked with community schools. This year, they're working with the Seniors Association of Edmonton and their goal is to grow a garden that will feed single senior women who live below the poverty level.

The Edmonton Area Council hosted a solidarity brunch on October 1, 2016 with 35 members in attendance from 22 locals. Speakers at the event included, Gil McGowan (President, Alberta Federation of Labour President), Bruce Fafard (President, Edmonton and District Labour Council), Oneil Carlier (Alberta NDP MLA and former PSAC Regional Representative), and myself.



### SOUTHERN SASKATCHEWAN

On December 11, 2016 the Regina RWC hosted a women's self-defense workshop with three self-defense instructors and dozens of participants. The RWC also volunteered with members of the Regina Area Council at the Unions of Regina Christmas Dinner on December 20. The event, which was hosted by the Regina & District Labour Council, fed 1,800 people and provided gifts to children in need.



Last year, over 100 people participated in **the annual Regina RWC walk** through Wascana Park on Mother's Day to commemorate the ongoing tragedy of missing and murdered Indigenous women. Many who walked were directly affected by Indigenous women who have gone missing, or knew someone who was affected.



In December 2016, the Regina Human Rights Committee held a Mental Health Seminar with a presentation on mental health and resources available, as well as a workshop on work/life balance. The seminar was held in honour of the Day of Persons with Disabilities (December 3) and was very well received by those who attended.

### NORTHERN SASKATCHEWAN

In Saskatoon, the RWC worked on their own annual community garden initiative and worked with the Summer Snack Program. The maintenance and care of garden plots yields large amounts of vegetables for the community throughout the summer.

The Saskatoon Area Council was actively engaged in the Saskatchewan provincial election, holding a "meet and greet the provincial candidates" pancake breakfast in Saskatoon. One of the two PSAC members running as NDP candidates was from Saskatoon and members supported his campaign.

The Prince Albert Area Council worked hard with the Regional Aboriginal People's Circle to inform and bring out the vote for the provincial election. They held a pancake breakfast with a panel of provincial candidates where participants asked questions with a clear focus on Aboriginal issues. The Prince Albert Area Council also organized a town hall forum around bargaining and Phoenix. The event was well-attended and well-received by members.

RAPC members coordinated and facilitated several conference calls in 2016 with community activists from Idle No More, Manitoba Grand Council, Council of Canadians, NAPC and the Prairie Region Council to discuss the impact of the oil spill on First Nations communities along the North Saskatchewan River.

### MANITOBA



On July 9, 2016 members of the Winnipeg Human Rights Committee travelled to Steinbach (about an hour to the east of Winnipeg) to participate in **the first-ever Steinbach Pride**. While federal Conservative MP Ted Falk, among others, declined to participate in this historic march, over 3,000 other people attended to show their support, including myself and PSAC National President Robyn Benson.

The Winnipeg Area Council, with assistance from the RWC and HRC, created a float for **the annual Santa Claus Parade**. This was the first time the committees participated in the parade and it was well-received by the community and the members who volunteered to do face painting and walk in the parade with the PSAC float handing out candy. Many people called out from the crowd that they were a PSAC member and showed their support for the union.

For the fifth year, the Westman Area Council participated in the 21st Annual Christmas Tree Auction by decorating one of twelve Christmas trees to donate to local families. The 2016 event raised \$38,505 for the United Way of Brandon & District.





On behalf of our National President, I participated in a mission to Bangladesh with PSAC's Social Justice Fund, February 1-12, 2016. Members of PSAC, CUPE, USW and UNIFOR met with union leaders and the victims and family members of victims from the 2012 Dhaka fire in the Tazreen Fashion factory and the 2013 Rana Plaza collapse, which collectively killed 1,246 people and injured another 2,700.

The objective of the tour was to determine the level of progress on health and safety for factory workers, so we also met with representatives at the International Labour Organization and the Accord. This was followed by a meeting with Bangladesh government officials responsible for health and safety of workers and the Bangladesh Garment Manufacturers and Exporters Association.



**SJF COMMUNITY SUPPORT**

The Calgary RWC participated in the Scotiabank Calgary Marathon on June 1, 2014 to raise money for the Women's Centre of Calgary's "Basic Needs" program. Members raised \$2,500 in donations, which was matched by the PSAC Social Justice Fund for a

final donation of \$5,000. The SJF has continued to provide yearly support to the Women's Centre since the Southern Alberta floods in 2013.

In Saskatoon, the Core Neighbourhood Youth Co-op (CNYC) is an alternative education program helping youth to develop literacy and vital job skills. Supported by the SJF's Literacy Fund and other partners, the CNYC is providing a supportive, alternative learning environment for youth who are not succeeding in the regular school system. Support for the CNYC began with the Agriculture Component, that brought the program to the attention of the SJF. The PSAC Prairie Region visits the program every semester to identify any new needs or concerns related to the program. Through its Community Credit Class program, the CNYC helps youth who have grown up in poverty and abuse to complete their high school education as well as learning skills they can use towards gaining employment.

The Winnipeg Area Council launched a new partnership with Ndinawe, an integrated service organization for youth, focusing on shelter, education, outreach and support. With



funding from PSAC's Social Justice Fund, the Area Council was able to purchase small appliances and equipment for use in their kitchen, as well as food to start a meal program.

The Winnipeg Regional Women's Committee donated \$2,000 to the West Central Women's Community Centre, which offers upwards of 600 meals a week to families in need. The Centre also offers programs that help clients utilize the food in their Winnipeg Harvest basket and programs that deal with proper nutrition.

We were on the ground at emergency centres providing direct support for victims of the 2016 Fort McMurray wildfire, which destroyed approximately 2,400 homes and buildings. Locals and components donated thousands of dollars in relief funds. This level of care and solidarity is what we are all about in the labour movement. We also have to recognize the work that firefighters, emergency care workers and frontline workers did around the clock. The PSAC Prairie Region donated \$5,000 to Red Cross relief efforts and appealed to components, locals and members to give generously.

During harsh times, when families lose homes and jobs, the level of domestic violence often rises to the surface. In response, the Social Justice Fund donated nearly \$12,000 to the Waypoints Community Services to provide temporary shelter for women and children seeking shelter and the most vulnerable members of the community. Another donation was made to help Filipino migrant labour access community services after fleeing the wildfires. I am proud to say that everyone stepped up in a big way.





## EDUCATION IN ACTION

Each year since 2007, PSAC members volunteer and travel to Guatemala to participate in the Education in Action (EIA) project. The EIA volunteers meet with Human Rights defenders, women’s groups, and communities defending their rights. Education in Action is one of our most successful worker education programs.

Two young workers from the Prairies, Sisters Kara Bye (USGE, SK) and Mackenzie Campbell (CEIU, MB), participated in the March 2017 Education in Action delegation to Guatemala. From 2014–2016 three young workers also participated, including Sisters Krysty Munns (AGR, AB), Stephanie Vandewaeter (CIU, AB), and Jennifer Botincan (UNDE, MB), along with Brother Ken Friesen (USGE, MB).

EIA volunteers work in solidarity with the Comité Campesino del Altiplano (CCDA), a farmer’s coalition working for labour rights and long-term social change in Guatemala. The objective of this project is to work hand in hand with families in the rebuilding of their communities. The CCDA has been defending the economic, social and cultural rights of the Mayan people since 1982, struggling for equitable land distribution, carrying out sustainable agricultural development, and encouraging the economic empowerment of women.

The volunteers have also helped to build homes for impoverished families, schools, and community centres, a medical centre, and a kitchen.

FOR MORE INFORMATION ON  
PSAC’S SOCIAL JUSTICE FUND AND  
EDUCATION IN ACTION, VISIT  
**PSAC-SJF.ORG**

APPLICATIONS FOR THE 2018 EIA  
DELEGATION WILL BE AVAILABLE ON  
THE SJF WEBSITE IN JULY 2017.



More than 1,100 academic workers at the University of Saskatchewan joined PSAC on April 23, 2015. The bargaining unit was certified by the Saskatchewan Labour Relations Board and comprises all registered graduate students employed by the U of S, including teaching assistants, teaching fellows, student assistants and research assistants. The academic workers voted 96% in favour of joining PSAC. The new unit joined 22,000 PSAC members in 51 other bargaining units at 24 different Canadian universities, including the University of Winnipeg and Brandon University.

Additionally, postdoctoral fellows at the University of Saskatchewan were certified on November 1, 2016. Bargaining will begin in 2017 for the 400 or so members.

On December 9, 2016, the Manitoba Labour Board issued a bargaining certificate for approximately 30 members at the Winnipeg Airport in its WASCO subsidiary, Bouygues Energies and Services Canada Limited. We are currently still before the Manitoba Labour Board challenging that the Winnipeg Airport Authority is the true employer and not the subsidiary.

We also organized a unit of Winnipeg Protective Services Officers, with 35 members who perform security services at the Winnipeg Royal Canadian Mint facility. They ratified their first collective agreement on March 1, 2017.

We are currently working on organizing RCMP civilian members as part of a national campaign and new members will join existing bargaining units represented by PSAC and USGE—PSAC’s component representing members working in Canada’s federal justice system. PSAC/USGE is the only union currently organizing civilian members that has the combined expertise of Treasury Board negotiations and RCMP labour relations.





## ASBESTOS

The federal government has announced its commitment to banning asbestos and asbestos-containing products by 2018. PSAC has been calling on the federal government to ban the import, export and manufacturing of asbestos for years. The federal government will create new regulations to ban asbestos, establish new federal workplace health and safety rules, and enhance the registry for federally owned buildings.

We're celebrating this decision in loving memory of our brother Howard Willems, who passed away on November 8, 2012. While battling a vicious occupational disease caused by inhaling asbestos fibers, Howard successfully lobbied for the introduction of legislation, known as Howard's Law, requiring all public buildings in Saskatchewan containing asbestos to be reported in a public registry. This is a long-awaited decision and victory for all workers.

## REGIONAL HEALTH & SAFETY CONFERENCE

The 2015 Prairies Regional Health & Safety Conference was held November 21-22, 2015 in Winnipeg with over 60 PSAC members in attendance from across the Prairies. Over the course of two days, members participated in three workshops, including: Representing Members with DI and WCB Concerns; Medical Privacy—What Info the Employer is Entitled to and When; and Mental Health First-Aid.

## BILL C-4

Health and safety information sessions were held in several locations in the Prairies in early 2015. The 90-minute sessions reviewed the significant changes with the introduction of Bill C-4, which seriously undermines the health and safety protections in the Canada Labour Code covering workers under federal jurisdiction. Members appreciated the

opportunity to learn more about the topic and committed to taking the information back to their locals and building on the awareness and education. Despite committing to reverse these harmful changes, the Liberal government has yet to take action.

## STOP WORKPLACE VIOLENCE

PSAC's "Stop Workplace Violence" campaign was designed to empower members to deal effectively with individual and institutional workplace violence. As part of this campaign, a two-day course was offered in regional offices throughout the Prairies in 2016, with applications exceeding capacity. Feedback on the sessions was overwhelmingly positive with members saying they had been waiting for this type of course. We are now preparing to do another round across the region. A webinar was also held in March 2016. The recording is available on the PSAC Prairies YouTube channel.

## WCB

As part of the *Workers Compensation Act* Legislative Review, PSAC Prairies submitted an analysis of the issues for consideration on behalf of the more than 8,000 PSAC members living and working in Manitoba. We would like to thank the Workers Compensation Board of Manitoba, and the *Workers Compensation Act* Legislative Review Committee 2016 for the opportunity to share our thoughts on how to ensure The *Workers Compensation Act* is up to date and meets the needs of all involved.

## PHYSICAL VIOLENCE IN THE WORKPLACE

In 2007, Statistics Canada released a report called *Criminal Victimization in the Workplace*. Highlights from the report include the following:

- Nearly one-fifth of all incidents of violent victimization, including physical assault, sexual assault and robbery, occurred in the victim's workplace.
- 71% of the workplace violent incidents were classified as physical assaults.
- Men and women were equally likely to have reported experiencing workplace violence.
- 27% of incidents involving male victims resulted in injuries, compared with 17% of those involving female victims.

## WORKPLACE BULLYING

The Workplace Bullying Institute conducted a survey in 2012 of 552 full-time employed Canadians and found the following:

- 45% of respondents said they were bullied. Sources of bullying were: 24% coworker, 23% immediate boss, 17% higher manager, 17% external to company (e.g. customers).
- Only one-third of workers reported the bullying to HR.
- One-third of bullied workers said it caused them health problems.
- 26% of bullied workers stopped the bullying by quitting their jobs.

*\*Stats from PSAC's Stop Workplace Violence Kit, available at psacunion.ca*

2014	
May 21	CFIA Ratification Webinar
May 23	Prairies Summit Planning Conference Call
May 26	Multi Local Meeting–Prince Albert
May 27	Multi Local Meeting–Saskatoon
May 28	Multi Local Meeting–Regina
Jun. 3	Multi Local Meeting–Medicine Hat/Lethbridge
Jun. 4	Multi Local Meeting–Calgary
Jun. 4	AEC Conference Call
Jun. 5	Multi Local Meeting–Edmonton
Jun. 7	UTE Winnipeg Tri-Local Picnic
Jun. 9	Travel to Ottawa
Jun. 10–13	NBoD Meeting
Jun. 11	PRC Update Call
Jun. 13	AEC meeting
Jun. 14	Travel to Winnipeg
Jun. 17	Multi Local Meeting–Brandon
Jun. 18	Multi Local Meeting–Winnipeg
Jun. 19	UPCE Meeting–Winnipeg
Jun. 22	Travel to Saskatoon
Jun. 23	CAHRD Conference Call
Jun. 25	AEC Conference Call
Jun. 26	PRC Meeting
Jun. 27–29	Prairie Region Convention
Jul. 3	Prairies Summit Planning Conference Call
Jul. 3	UNDE Local 50704 BBQ–Brandon
Jul. 4	CAHRD Conference Call
Jul. 9	CAHRD Conference Call
Jul. 22	Manitoba Labour Board Hearing re: CAHRD
Aug.10	Travel to Edmonton
Aug. 11–12	NHU Convention
Aug.12	Travel to Winnipeg
Aug. 13–15	Agriculture Union Convention

Aug. 29	Young Workers' Conference Planning Conference Call
Sept. 1	Winnipeg Labour Day March & BBQ
Sept. 3	Separate Employer Conference Planning Conference Call
Sept. 10	Winnipeg RWC Meeting
Sept. 11–12	MFL Executive Council Meeting
Sept. 11	MFL Labour Liaison Meeting
Sept. 14	Travel to Ottawa
Sept. 15–17	AEC Meeting
Sept. 18	Travel to Regina
Sept. 18	Regina Area Council Meeting
Sept. 19	Prairie Region Council & Committee/Area Council/Circle Orientation
Sept. 20–21	Prairies Summit
Sept. 22	Prairie Region Council Meeting
Sept. 23–24	Separate Employer & Young Workers' Conferences
Sept. 24	Travel to Winnipeg
Sept. 29	AEC Conference Call
Sept. 30	Election of Bargaining Team–UCTE Local 50602
Oct. 1	Political Action Committee Meeting via Conference Call
Oct. 6	Prairies Summit Steering Committee Conference Call
Oct. 16	Royal Canadian Mint NSCC
Oct. 19	Travel to Ottawa
Oct. 20	AEC Meeting
Oct. 21–24	NBoD Meeting
Oct. 24	Travel to Saskatoon
Oct. 25	Bill C-4 OSH Course–Speaker
Oct. 25	Solidarity Rally with the Muslim Community
Oct. 28	CLC MB Political Action Planning Conference Call
Oct. 28	Travel to Regina
Oct. 28	Casino Regina Worksite Tour

Oct. 29–Nov. 1	SFL Convention
Oct. 30	AEC Meeting via Conference Call
Nov. 1	Travel to Winnipeg
Nov. 7	Activist School–Winnipeg
Nov. 7	Travel to Edmonton
Nov. 8	Activist School–Edmonton
Nov. 8	Travel to Winnipeg
Nov. 12	AEC Conference Call
Nov. 12	National Young Workers Committee Conference Call
Nov. 13	Meeting with Chair of Prairie Region Council Finance Committee
Nov. 13	USGE Local 50015 AGM
Nov. 13–15	ChildCare 2020 Conference
Nov. 18	Meeting with Ron Bailey re: Community Unemployed Help Centre
Nov. 18	Conference Call re: Prairies Regional Plan
Nov. 18	NHU Local 50012 AGM
Nov. 19	Travel to Calgary
Nov. 19	GSU Local 30401 AGM
Nov. 19	PRC Monthly Update Conference Call
Nov. 20	AEC Meeting via Video Conference
Nov. 21	Activist School–Calgary
Nov. 21	Travel to Regina
Nov. 22	Activist School–Regina
Nov. 22	Travel to Winnipeg
Nov. 24	Westman & Winnipeg PRC/Committee/Area Council Joint Meeting
Nov. 25	Prairies Summit Steering Committee Conference Call
Nov. 26	Mobilization Conference Call
Dec. 1	AEC Conference Call
Dec. 4–5	MFL Executive Council
Dec. 5	Women's Committee Memorial Luncheon

Dec. 6	Winnipeg RWC Dec. 6 <sup>th</sup> Event
Dec. 7	Travel to Ottawa
Dec. 8	Parks Bargaining Team Caucus
Dec. 9–10	Parks Bargaining
Dec. 10	USGE Local 50131 AGM via Conference Call
Dec. 10	Standing Education Committee Conference Call
Dec. 10	Travel to Winnipeg
Dec. 11	Prairies Summit Steering Committee Conference Call
Dec. 12	Conference Call with Public Interest Alberta
Dec. 22	Meeting with CCPA Manitoba
2015	
Jan. 8	Travel to Ottawa
Jan. 9	Prairies Summit Steering Committee Conference Call
Jan. 10–11	National Young Workers Meeting
Jan. 12–13	AEC Meeting
Jan. 14	Travel to Winnipeg
Jan. 14	Prairies "Bargaining Basics" Webinar
Jan. 16	Call with Kent Peterson re: upcoming SFL campaign
Jan. 20	National Young Workers Committee Conference Call
Jan. 21	Travel to Lethbridge
Jan. 21	Lethbridge & District Area Council film screening
Jan. 22	Travel to Calgary
Jan. 22	Calgary & Lethbridge PRC/Committee/Area Council Joint Meeting
Jan. 22	Travel to Winnipeg
Jan. 23–24	CLC Election Preparation Conference–Winnipeg
Jan. 26	Prairies Steering Committee Conference Call
Jan. 27	Meeting with CCPA Manitoba, Re: study on public service cuts



Jan. 29	PSAC National Triennial Constitution Committee Conference Call
Jan. 30–31	PSAC Leadership Training
Feb. 3	Royal Canadian Mint NSCC
Feb. 4	Travel to Saskatoon
Feb. 6	Meeting with U of S Organizing Team
Feb. 7	Privatization Panel at Saskatoon & District Labour Council AGM
Feb. 8	Travel to Winnipeg
Feb. 9	Prairies Steering Committee Conference Call
Feb. 10	Prairies Organizing Meeting
Feb. 10	Travel to Ottawa
Feb. 11	PSAC Triennial Convention Committee Chairs Meeting
Feb. 11	Prairies “Retirement Revolution” Webinar
Feb. 12–13	AEC Meeting
Feb. 16–20	PSAC Triennial Convention Committees Meetings
Feb. 21	Travel to Winnipeg
Feb. 27–28	Prairie Region Council Meeting
Mar. 1	Travel to Ottawa
Mar. 2	AEC Meeting
Mar. 3–4	NBoD Meeting
Mar. 3	Parks NSCC Meeting
Mar. 5	Travel to Winnipeg
Mar. 9	USGE/RCMP Info Picket
Mar. 9	Travel to Brandon
Mar. 9	Multi Local Meeting–Brandon
Mar. 9	Travel to Winnipeg
Mar. 10	Standing Committee on Education Conference Call
Mar. 11	Travel to Lethbridge
Mar. 11	Prairies “Childcare: Our Vision For Tomorrow” Webinar
Mar. 12–13	Filming of Sick Leave Video Project
Mar. 13–15	Agriculture Regional Seminar, Alberta

Mar. 15	Travel to Winnipeg
Mar. 16	AEC Conference Call
Mar. 16	Prairies Telephone Town Hall, Treasury Board Bargaining
Mar. 17	AEC Conference Call
Mar. 17	Prairies H&S Conference Planning Meeting
Mar. 18	UTE Day of Action–Winnipeg Tax Centre
Mar. 19–20	MFL Executive Council Meeting
Mar. 19	PSAC National Day of Action–Winnipeg
Mar. 21–22	UDP West/North Step 2–Winnipeg
Mar. 23	U of W Bargaining Update Conference Call
Mar. 27	Travel to Regina
Mar. 28–29	Agriculture Regional Seminar, Saskatchewan
Mar. 29	Travel to Winnipeg
Mar. 30	AEC Meeting via Video Conference
Mar. 30	Travel to Edmonton
Mar. 30	AEC Meeting via Video Conference (a.m. only)
Mar. 30	Food Safety First Press Conference
Mar. 30	Travel to Winnipeg
Apr. 1	Multi-Local Meetings–Winnipeg
Apr. 1	Treasury Board Mobilization Conference Call
Apr. 2	Royal Canadian Mint NSCC
Apr. 2	Sodexo Conference Call
Apr. 7	Travel to Edmonton
Apr. 7	Multi-Local Meetings–Edmonton
Apr. 8	Multi-Local Meetings–Edmonton
Apr. 8	Edmonton HRC Meeting
Apr. 8	Prairies “Let’s Get Political” Webinar
Apr. 9–10	Public Interest Alberta Advocacy Conference

Apr. 10	Travel to Winnipeg
Apr. 13	Travel to Calgary
Apr. 13	NRC Worksite Visit & Calgary RWC Meeting
Apr. 14	UVAE Worksite Visit & Multi-Local Meetings–Calgary
Apr. 15	Multi-Local Meetings–CFB Suffield & Drumheller
Apr. 16–17	AFL Convention–Calgary
Apr. 17	Travel to Winnipeg
Apr. 20	Winnipeg Area Council Meeting
Apr. 21	AEC Conference Call
Apr. 22	NBoD Conference Call
Apr. 24	Travel to Quebec City
Apr. 25	NBoD Meeting
Apr. 26–May 1	PSAC National Triennial Convention
May 2	Travel to Winnipeg
May 3	Travel to Saskatoon
May 4	Site Tour, USGE Local 40161
May 5	Multi-Local Meetings–Saskatoon
May 6	Tour of Core Neighborhood Youth Co-op (SJF Project)
May 6	Multi-Local Meetings–Prince Albert
May 7	Travel to Regina
May 7	NHU Local 40013 Meeting
May 7	Multi-Local Meetings–Regina
May 7	PRC/Staff/Committee meeting–Regina
May 8	Casino Regina AGM (two meetings)
May 8	Multi-Local Meeting–Regina
May 8	Travel to Winnipeg
May 10	Travel to Ottawa
May 11–12	AEC meeting
May 12	Travel to Winnipeg
May 13	Childcare Rally
May 13	Sodexo Conference Call
May 13	Prairies “Turn Back Time” Webinar

May 14	NBoD Education Committee Conference Call
May 19	Treasury Board Mobilization Conference Call
May 26	Political Action Committee and Collective Bargaining Committee Conference Call
May 27	Travel to Brandon
May 28–30	MFL Convention
May 29	Meeting with Brandon University Local Executive
May 30	Travel to Winnipeg
May 31	Travel to Ottawa
Jun. 1	AEC Meeting
Jun. 1	NBOD Strategy Planning Committee Meeting
Jun. 2–3	NBoD Meeting
Jun. 2	Standing Education Committee Meeting
Jun. 2	Prairie Region Council Conference Call
Jun. 3	Parks NSCC Meeting
Jun. 25	Travel to Ottawa
Jun. 26	Polcom/REVP/Regional Coordinators Federal Election Meeting
Jun. 26	Travel to Winnipeg
Jun. 29–30	AEC Meeting
Jun. 30	Travel to Winnipeg
Jul. 2	Standing Education Committee Meeting
Jul. 4	UVAE Family Day BBQ
Jul. 7	Organizing Proposal Conference Call
Jul. 7	UCTE Local 50602 Ratification Meetings
Jul. 8	Meeting with UNE RVP MB
Jul. 8	Travel to Brandon
Jul. 8	Westman Area Council Meeting
Jul. 8	Travel to Winnipeg
Jul. 9	Meeting with PRC Young Workers Rep
Jul. 14	Conference Call with SFL re: Own It Anti-Privatization Campaign

Jul. 14	Winnipeg Area Council Meeting
Jul. 15	NBoD Strategy Planning Committee Conference Call
Jul. 15	Travel to Vancouver
Jul. 16–19	Advanced Trust Management Standards pension training
Jul. 20	Travel to Winnipeg
Jul. 20	Regina Area Council Meeting by Conference Call
Jul. 21	Federal Election Campaign Conference Call
Jul. 25	CLC Doorknocking–Elmwood-Transcona
Jul. 27	UNE Conference Call
Jul. 28	Royal Canadian Mint NSCC by Conference Call
Aug. 4	Interview: CFCR 90.5 FM Saskatoon Community Radio
Aug. 5	Conference Call with Director, Finance
Aug. 5	Election Group Conference Call
Aug. 5	Saskatoon Area Council Meeting
Aug. 6	Meeting with NextUp Sask. Coordinator
Aug. 6	Public Event for Federal Leaders Debate, Saskatoon
Aug. 7	Travel to Winnipeg
Aug. 10	Meeting with Liberal Candidate, Winnipeg South
Aug. 13	MFL Meeting re: C-377 and Federal Election Planning
Aug. 13	Edmonton RWC by Conference Call
Aug. 14	UNE Local Meeting at Riding Mountain National Park
Aug. 18	CLC Doorknocking–Winnipeg-Centre
Aug. 19	Agriculture Union Membership Meeting
Aug. 20	Attended Agriculture Union Food Safety First Press Conference, Winnipeg
Aug. 20	Elections Group Conference Call
Aug. 26	Meeting with Research Assistant

Aug. 26	NBoD Strategy Planning Committee Conference Call
Aug. 27	CLC/AFL Federal Election Conference Call
Aug. 31	Conference Call with Research Assistant
Sept. 2	Federal Election Conference Call with Prairies Staff
Sept. 2	CLC/SFL Federal Election Conference Call
Sept. 2	PRC Conference Call
Sept. 3	Elections Group Conference Call
Sept. 4	Winnipeg 1919 General Strike Walking Tour
Sept. 7	Labour Day March & Picnic, Winnipeg
Sept. 7	Travel to Ottawa
Sept. 8	Standing Education Committee Meeting
Sept. 8	Travel to Montebello
Sept. 8	NBOD Strategy Session Planning Committee–Meeting with Facilitators
Sept. 9	NBOD Meeting
Sept. 9–11	NBOD Strategy Session
Sept. 10	PRC Conference Call
Sept. 12	AEC Meeting
Sept. 12	APSAR Annual Meeting
Sept. 14–15	AEC Meeting
Sept. 15	Elections Group Meeting
Sept. 16	Travel to Saskatoon
Sept. 16	Moderate Area Council Candidate Forum for Saskatoon-West
Sept. 17	Travel to Prince Albert
Sept. 17	Federal Election Membership Townhall in Prince Albert
Sept. 17	Travel to Saskatoon
Sept. 18	Travel to Edmonton
Sept. 18	Doorknock in Edmonton Centre
Sept. 19	Chair UDP-West Mock Convention, Edmonton
Sept. 21	Travel to Saskatoon

Sept. 21	General Membership Meeting Local 40004–U of S
Sept. 22	Travel to Winnipeg
Sept. 22	Moderate Area Council Candidate Forum in Elmwood-Transcona
Sept. 23	AFL Political Strategy Committee by Conference Call
Sept. 23	Travel to Shilo
Sept. 23	Meeting with SV Group Members
Sept. 23	UNDE General Membership Meeting, Shilo
Sept. 23	Travel to Winnipeg
Sept. 28–29	MFL Executive Council
Sept. 29	Elections Group Conference Call
Sept. 29	Supporting our Allies Committee Conference Call
Sept. 30	Travel to Regina
Sept. 30	Moderate Area Council Candidate Forum in Regina-Lewvan
Oct. 1	Travel to Winnipeg
Oct. 1	Letter Writing Webinar
Oct. 4	Travel to Ottawa
Oct. 5	Parks Bargaining Team Caucus
Oct. 5	CLC /AFL Federal Election Conference Call
Oct. 6	AEC Meeting
Oct. 6	NAPC by-election Process Meeting
Oct. 6	Travel to Winnipeg
Oct. 7	Prairies Federal Election Telephone Town Hall
Oct. 8	Review of PRC Audit with PRC Finance Committee and Auditor
Oct. 8	Travel to Edmonton
Oct. 9	Meeting with AFL Interim President
Oct. 9	Meeting with Alberta Minister of Agriculture–Oneil Carlier

Oct. 10	CLC Door Knocking Edmonton-Griesbach (Volunteer)
Oct. 11	Travel to Winnipeg
Oct. 13	Travel to Lethbridge
Oct. 13	Meeting with Maria Fitzpatrick, MLA Lethbridge East
Oct. 13	Meet & Greet with the National President hosted by the Lethbridge & District Area Council
Oct. 14	Persons Day Breakfast
Oct. 14	Tour of Research Station AGR Local 30048
Oct. 14	Meeting with Cheryl Meheden, Federal NDP Candidate, Lethbridge riding
Oct. 14	Lethbridge District Labour Council Meeting
Oct. 15	Travel to Winnipeg
Oct. 16	UEW Prairies Regional Conference
Oct. 18	Travel to Saskatoon
Oct. 19	Federal Election–Outside Scrutineer in Saskatoon-Grasswood (Vacation)
Oct. 20	AEC Conference Call
Oct. 20	Meeting with U of S Organizing Team
Oct. 21–23	SFL Convention
Oct. 26	AEC via Conference Call
Oct. 26	Speaker at Administrative and Supervisory Personnel Association (ASPA) Lunchtime Rally at U of S
Oct. 27	Travel to Ottawa
Oct. 27–28	NBoD Meeting
Oct. 29	Travel to Saskatoon
Oct. 30	Royal Canadian Mint NSCC via Conference Call
Oct. 30	Travel to Winnipeg
Nov. 2	Meet with Keynote Speaker for Prairies H&S Conference
Nov. 5	Meeting with CCPA MB
Nov. 5	Travel to Brandon

Nov. 5	Brandon University Local 55601 AGM
Nov. 5	Travel to Winnipeg
Nov. 9	PRC H&S Committee Conference Call
Nov. 10	Meeting via Conference Call with U of S Local 40004 President
Nov. 12	Meeting with UNE National President & MB RVP
Nov. 12	Travel to Regina
Nov. 13	SFL Political Strategy Meeting
Nov. 13	Travel to Winnipeg
Nov. 15	Travel to Moose Jaw
Nov. 16	NHU SK Regional Conference
Nov. 16	AEC via teleconference
Nov. 16	NBoD Collective Bargaining Committee via teleconference
Nov. 16	Travel to Regina
Nov. 16	SK NDP Labour Reception
Nov. 17	Special NBoD Meeting via teleconference
Nov. 17	AEC Meeting via teleconference
Nov. 17	Travel to Winnipeg
Nov. 18	Travel to Calgary
Nov. 18	GSU Local 30401 AGM
Nov. 18	Travel to Edmonton
Nov. 19	AFL Political Strategy Meeting
Nov. 19	GSU Local 30001 AGM
Nov. 19	Travel to Winnipeg
Nov. 21–22	Prairies Health & Safety Conference
Nov. 25	Security Resource Group Strategy Conference Call
Nov. 25	Travel to Edmonton
Nov. 26	PRC Committee Meetings
Nov. 26	CEIU Local 30851 AGM
Nov. 27–29	Prairie Region Council Meeting
Nov. 29	Travel to Winnipeg

Dec. 3–4	MFL Executive Council Meeting
Dec. 4	NBoD Retreat Conference Call
Dec. 4	Travel to Brandon
Dec. 4	Brandon United Way Christmas Tree Auction
Dec. 5	Travel to Saskatoon
Dec. 6	Dec. 6 <sup>th</sup> Remembrance Vigil at the Saskatoon RO
Dec. 7	Travel to Winnipeg
Dec. 10	National Area Councils' Conference Call
Dec. 10	Travel to Ottawa
Dec. 11–13	PSAC National Women's Forum
Dec. 14–15	NBoD Strategy Session
Dec. 15	Young Worker Planning Meeting
Dec. 15	Prairies Racially Visible Conference Planning Meeting
Dec. 16	AEC Meeting
Dec. 17	Travel to Saskatoon
Dec. 17	Meeting with National President & Cam Broten, Saskatchewan NDP Leader
Dec. 18	U of S Bargaining Local 40004
Dec. 19	Travel to Winnipeg
Dec. 21	UNE Local 50235 AGM
<b>2016</b>	
Jan. 8	AFL Political Strategy Meeting via Conference Call
Jan. 10	Travel to Ottawa
Jan. 11–12	AEC Meeting
Jan. 12	RV Prairies Conference Steering Committee Conference Call
Jan. 13	Standing Education Committee Co-Chair Meeting
Jan. 14	CLC Meeting re: UN Commission on the Status of Women
Jan. 15	Bangladesh Participants Skype Call

Jan. 15	Mint Ratification Meetings
Jan. 16	Travel to Winnipeg
Jan. 18	NBoD Collective Bargaining Committee via Conference Call
Jan. 20	Interview by Red River College, Labour Studies student
Jan. 20	Winnipeg Area Council Meeting
Jan. 25	AGR Local 50056 AGM
Jan. 26	Special NBoD Meeting via Conference Call
Jan. 26	National Lobby Campaign Webinar
Jan. 27	Treasury Board Mobilization Meeting–Winnipeg
Jan. 28	Treasury Board Mobilization Meeting–Brandon via Conference Call
Jan. 28	Interview by Red River College, Labour Studies students
Jan. 28	Young Worker Working Group Meeting
Jan. 29–30	Manitoba/NWT Ont. AGR Union Regional Seminar
Feb. 1–2	Travel to Dhaka, Bangladesh
Feb. 3–11	Social Justice Fund Solidarity Tour
Feb. 12–13	Travel to Winnipeg
Feb. 16	SFL Provincial Election Campaign Update Conference Call
Feb. 16	Standing Education Committee Meeting via teleconference
Feb. 18	CEIU Local 50770 AGM
Feb. 18	Travel to Saskatoon
Feb. 19–20	Prairie Region Council Meeting
Feb. 21	Prairie Region Council & National Officers Joint Meeting
Feb. 22	AEC via teleconference
Feb. 22	Travel to Ottawa
Feb. 23	NBoD

Feb. 23	Standing Education Committee Meeting
Feb. 23	Conference Call with Prairies NAPC reps
Feb. 24	NBoD
Feb. 24	Meeting with Niki Ashton, MP Churchill—Keewatinook Aski, Manitoba
Feb. 25	NBoD
Feb. 25	Meeting with Daniel Blaikie, MP Elmwood—Transcona, Manitoba
Feb. 26	Travel to Winnipeg
Mar. 1	National Young Workers Working Group online meeting
Mar. 3	SFL Central Strategy Committee Meeting via teleconference
Mar. 5	Travel to Vancouver
Mar. 5–6	UDP Step 2–REVP Panel Presentation
Mar. 6	Travel to Winnipeg
Mar. 7	IWD Breakfast
Mar. 7–8	MFL Executive Council
Mar. 11	Travel to New York
Mar. 12–21	United Nations Committee on the Status of Women
Mar. 21	Travel to Winnipeg
Mar. 22	UTE Local 50031 Bargaining Rally
Mar. 22	Winnipeg Area Council Budget Watch
Mar. 22	AEC Budget Day Briefing Conference Call
Mar. 23	Prairies Women's Conference Steering Committee Conference Call
Mar. 24	NBoD Standing Education Committee Meeting via teleconference
Mar. 29	MB Healthcare Roundtable
Mar. 29	SK Provincial Election Telephone Town Hall
Mar. 30	PRC Finance Committee via teleconference
Mar. 30	UVAE Local 50022 AGM

Mar. 31	Travel to Saskatoon
Apr. 1	Meeting with PRC Young Worker Rep via teleconference
Apr. 1	Door Knocking with Sask. Prov. NDP Candidate (and PSAC member), Jesse Todd
Apr. 2-3	SK Agriculture Union Regional Seminar
Apr. 4	Vacation-Volunteer for Sask. Provincial Election
Apr. 5	Travel to Winnipeg
Apr. 5	Multi-Local Bargaining Update Meetings
Apr. 6	Multi-Local Bargaining Update Meetings
Apr. 7	Meeting with PRC Finance Committee
Apr. 7	Travel to Edmonton
Apr. 8-10	Federal NDP Convention
Apr. 10	Travel to Ottawa
Apr. 11-12	AEC Meeting
Apr. 13	AFL Political Action Committee Meeting via teleconference
Apr. 13	MB Provincial Election Telephone Town Hall
Apr. 14	NBoD Political Action Committee Meeting
Apr. 14	Travel to Winnipeg
Apr. 15	University of Winnipeg Students' Association (UWSA) Fight for 15 Living Wage Rally
Apr. 20	Prairies Organizing Conference Call
Apr. 22	Waskawetohta Conference-Opening Remarks & Dinner
Apr. 24	Waskawetohta Conference-Lunch & Closing Remarks
Apr. 26	Prairies Staff Conference
Apr. 27	SFL Central Strategy Committee Meeting via teleconference
Apr. 27	Winnipeg Area Council Meeting
Apr. 28	Day of Mourning Candle Light Memorial

Apr. 28	Brandon University DCL 55601 AGM
May 2	Travel to Regina
May 2	Prairies Organizing via conference call
May 3	CLC Webinar on Article 4 Process
May 3	Regina HRC Meeting
May 4	Regina RWC Meeting
May 5	Multi-Local Bargaining Update Meetings
May 6	Travel to Winnipeg
May 7	Travel to Ottawa
May 7	UNDE 50 <sup>th</sup> Anniversary Event
May 9	AEC Meeting
May 9	Standing Education Committee Co-Chair meeting
May 9	Travel to Edmonton
May 10	AEC Meeting via teleconference
May 10	Labour Liaison Committee Meeting with Premier Notley and Cabinet Ministers
May 11	Volunteer at Edmonton Emergency Relief Centre
May 11	Edmonton Area Council Meeting
May 12	Travel to Regina
May 13	DCL Local 40005 AGM (two meetings)
May 13	Travel to Winnipeg
May 14	Travel to Ottawa
May 15	NDP Federal Council Meeting
May 15	Travel to Winnipeg
May 17	Meeting with Cindy Murdock-CLC Manitoba Regional Rep
May 17	Meeting with Kevin Rebeck-MFL President
May 24	G&A Webinar with Prairies National Officers and PRC
May 25	Travel to Edmonton
May 26	CEIU Local 30851 AGM, Edmonton
May 27	Travel to Winnipeg
May 29	Travel to Regina

May 30	Guest Speaker at USGE Prairies Regional Conference
May 30	UN Commission on the Status of Women Debrief Conference Call
May 31	Travel to Winnipeg
May 31	NBoD Education Committee Co-Chairs Meeting via teleconference
Jun. 1	Travel to Brandon
Jun. 2-3	MFL Executive Council Meeting, Brandon
Jun. 5	Winnipeg Pride Parade
Jun. 5	Travel to Ottawa
Jun. 6-7	AEC Meeting
Jun. 7	NBoD Standing Political Action Committee Meeting
Jun. 8	Tour of UTE Winnipeg Tax Centre with PSAC National President
Jun. 8	Day of Action, various worksites visited
Jun. 9	NBoD Briefing Conference Call
Jun. 10	Presentation to MFL/NDP Review Committee
Jun. 10-12	Prairies Regional Women's Conference, Winnipeg
Jun. 11	UTE Winnipeg Tri-Local Picnic
Jun. 14	Bargaining Rally sponsored by USGE
Jun. 14	Manitoba Legislature for introduction of Bill 7
Jun. 15	Jun. 8 <sup>th</sup> Debrief of Events Conference Call
Jun. 17	Travel to Ottawa
Jun. 17	Parks NSCC Conference Call
Jun. 20	AEC Meeting
Jun. 21 -23	NBoD Meeting
Jun. 23	NBoD Standing Education Committee Meeting
Jun. 23	Travel to Winnipeg
Jun. 24	NBoD via teleconference
Jun. 24	APTN Live Aboriginal Day Sponsors event

Jun. 24	NBoD Standing Political Action Committee Meeting via teleconference
Jun. 25	APTN Live Aboriginal Day at the Forks
Jun. 28	Prairies Bargaining Update Webinar (SV & TC)
Jun. 29	Prairies Bargaining Update Webinar (PA/EB/FB)
Jun. 30	Parks NSCC Conference Call
Jul. 6	AEC Conference Call
Jul. 7	PRC Ad Hoc Recruitment Committee Conference Call
Jul. 9	Inaugural Steinbach Pride Parade
Jul. 12	MGEU Picket Line Rally
Jul. 13	Meeting with Board President of the Winnipeg Islamic Social Services Association
Jul. 15	CUPW Rally
Jul. 19	Meeting with Winnipeg United Way CEO and Labour Rep
Jul. 20	AEC Conference Call
Jul. 21	Presentation to Federal Government Service Canada Service Review Panel, Winnipeg
Jul. 28	ATCO (UNDE 40800) RSCC Conference Call
Jul. 28	Prairies Webinar-Phoenix Pay System
Jul. 29	Port of Churchill Conference Call w/UCTE
Jul. 30	Water is Life (Husky Oil Spill) Conference Call
Aug. 4	Meeting with Daniel Blaikie, NDP MP for Elmwood-Transcona
Aug. 4	Meeting with MB NDP MLA Labour Critic Tom Lindsey
Aug. 4	Meeting with Churchill Mayor Michael Spence
Aug. 4	Prairies Webinar-Phoenix Pay System
Aug. 4	Water is Life Conference Call
Aug. 5	Travel to Churchill
Aug. 5	Meeting with Port of Churchill management

Aug. 5	AEC Conference call
Aug. 5	Port of Churchill Membership meeting
Aug. 6	Travel to Winnipeg
Aug. 8	UTE Day of Action at Winnipeg Tax Services Office
Aug. 8	Conference Call with National Farmers Union and Canadian Wheat Board Alliance
Aug. 11	ATCO RSCC via teleconference
Aug. 15	Port of Churchill Conference Call with UCTE
Aug. 20	CUPW Rally in front of MP Jim Carr's office
Aug. 22	Port of Churchill Conference Call
Aug. 24	NBoD Briefing Conference Call
Aug. 24	Meeting with UVAE NVP, Deer Lodge Centre
Aug. 25	Meeting with U of S. Local 40004 President and Regional Rep via teleconference
Sept. 1	Travel to Saskatoon
Sept. 2	Conference Call with Service Canada managers re: Churchill
Sept. 2	Meeting with Cathy Sproule, NDP MLA Saskatoon-Nutana & Agriculture critic
Sept. 2	Meeting with Sheri Benson, NDP MP Labour Critic
Sept. 2	Meeting with DCL 40004 U of S Local
Sept. 5	SDLC Labour Day BBQ, Saskatoon
Sept. 6	Travel to Moose Jaw
Sept. 6	UNDE Local 40800 Bargaining update membership meeting
Sept. 7	AFL Political Action Committee Planning Session via teleconference
Sept. 8	Meeting with Prairies Racially Visible Conference Steering Committee
Sept. 8	MFL Executive Council

Sept. 9	Opening of the Prairies Racially Visible Conference
Sept. 9	Port of Churchill RSCC via teleconference
Sept. 10	Prairies Racially Visible Conference
Sept. 11	Travel to Ottawa
Sept. 12-14	AEC Meeting
Sept. 13	Joint Meeting with Regional Coordinators and Polcom's
Sept. 14	NBoD Standing Education Committee Meeting
Sept. 15	Port of Churchill Conference Call
Sept. 21	Support Our Port Rally & Bargaining-Winnipeg
Sept. 29	Education Committee Co-Chair Meeting
Sept. 30	Conference Call with Minister Bains
Sept. 30	Travel to Edmonton
Oct. 1	Edmonton Area Council Solidarity Brunch
Oct. 1	Travel to Winnipeg
Oct. 2	Guest Speaker at UNE MB/SK Regional Seminar
Oct. 2	Travel to Ottawa
Oct. 3	AEC Meeting
Oct. 3	Education Committee Meeting
Oct. 4	NBoD Meeting
Oct. 4	NBoD Standing Education Committee Meeting
Oct. 4	Meeting with MP Niki Ashton, Ottawa
Oct. 5	NBoD Meeting
Oct. 5	Travel to Winnipeg
Oct. 6	House of Commons Standing Committee on Finance-Pre-Budget Consultations in Advance of the 2017 Budget
Oct. 6	Millennial Forum with Niki Ashton
Oct. 11	MFL NDP Review Committee Meeting
Oct. 12	Travel to Lethbridge

Oct. 12	Lethbridge Area Council & Committee Meeting
Oct. 12	Lethbridge District Labour Council
Oct. 13	Travel to Calgary
Oct. 13	Calgary Area Council & Committee Meeting
Oct. 14	Travel to Winnipeg
Oct. 17-18	AEC meeting via teleconference
Oct. 20	Constitution Review Committee Meeting
Oct. 20	RSCC Meeting for the University of Winnipeg Academic Capacity
Oct. 21	Travel to Ottawa
Oct. 21	PSAC Caucus at the CLC Rise Up Conference
Oct. 23	PSAC Caucus at the CLC Young Workers Summit
Oct. 24	Parks Bargaining
Oct. 25	Guest at the CLC Young Workers Summit
Oct. 25	Travel to Winnipeg
Oct. 26	UNE Local 40811 AGM
Oct. 26	Travel to Regina
Oct. 27	SFL Convention
Oct. 27	Meeting with Committee Chairs and PRC
Oct. 28	SFL Convention
Oct. 28	Parks NSCC via Conference Call
Oct. 29	SFL Convention
Nov. 1	PSAC Submission on Bill 7 to Manitoba Standing Committee on Social and Economic Development
Nov. 2	Vegreville Campaign Conference Call
Nov. 2	Travel to Brandon
Nov. 2	National Day of Action-Post-Secondary Education
Nov. 2	Travel to Winnipeg
Nov. 2	Travel to Calgary
Nov. 3	PRC Committee Meetings

Nov. 4-6	Prairie Region Council Meeting
Nov. 6	Travel to Winnipeg
Nov. 8	USGE Local 50015 AGM
Nov. 8	Vegreville Campaign Conference Call
Nov. 9	Presentation to Manitoba Federal Liberal Caucus
Nov. 9	U of W Membership Meeting and Bargaining Update
Nov. 9	MFL NDP Leadership Selection Process Consultation
Nov. 13	Travel to Ottawa
Nov. 14	National Education Policy Meeting
Nov. 14	Meeting with Minister Bain's staff re: Churchill
Nov. 15	AEC Meeting
Nov. 15	Special NBoD Meeting
Nov. 16	AEC Meeting
Nov. 17	Parks NSCC
Nov. 17	Travel to Montreal
Nov. 18-20	National Health & Safety Conference
Nov. 20	Travel to Winnipeg
Nov. 21	Throne Speech Day Rally
Nov. 21	Meeting with PRC RWC Rep
Nov. 21	Update Call with Niki Ashton re: Churchill
Nov. 22	Travel to Edmonton and Vegreville
Nov. 22	Vegreville Campaign Meeting
Nov. 23	Meeting with Jessica Littlewood, MLA Vegreville Introduced from Gallery during Question Period
Nov. 23	Travel to Winnipeg
Nov. 24	NHU Local 50012 AGM
Nov. 30	Vegreville Campaign Meeting
Dec. 1	AEC Conference call
Dec. 3-4	Edmonton RWC Domestic Violence Seminar
Dec. 4	Travel to Winnipeg
Dec. 6	MFL Memorial Luncheon

Dec. 9	Press Conference at MB Legislature re: FFMC w/Niki Ashton
Dec. 9	Travel to Regina
Dec. 10	Regina HRC Mental Health Seminar
Dec. 11	Regina RWC Self Defense Workshop
Dec. 11	Travel to Ottawa
Dec. 12	AEC Meeting
Dec. 13	Churchill on the Hill Action
Dec. 13	Port of Churchill Press Conference
Dec. 13	Meeting with NDP Leader, Thomas Mulcair
Dec. 13	Meeting with Minister Carr staff
Dec. 13	Meeting with Minister Bains staff
Dec. 13	Meeting with MP Randy Hoback
Dec. 14	Constitution Review Committee Meeting
Dec. 14	Travel to Regina
Dec. 15	SFL Public Sector Bargaining Meeting
Dec. 16	Regina Regional Office Open House
Dec. 17	Travel to Winnipeg
Dec. 18	Travel to Edmonton
Dec. 18	Respect Vegreville Community Forum

Dec. 19	Travel to Calgary
Dec. 19	UCTE Local 30318 AGM
Dec. 19	Travel to Winnipeg
Dec. 20	UNDE Local 50704 Christmas Lunch
Dec. 21	Meeting with Minister Carr
Dec. 21	Meeting–Milton Sussman (CEO WRHA) with Manitoba Federation of Labour
<b>2017</b>	
Jan. 4	Provincial Union Leaders Meeting
Jan. 6	AFL Political Action Committee Meeting via Conference Call
Jan. 8	Travel to Ottawa
Jan. 9–10	AEC Meeting
Jan. 11	Travel to Winnipeg
Jan. 11	Bouygues Conference Call
Jan. 12	Childcare Campaign Conference Call
Jan. 12	Manitoba Healthcare Section Union Meeting
Jan. 13	Vegreville Campaign Conference Call
Jan. 13	AEC Conference Call
Jan. 16	Vegreville Campaign Steering Committee Conference Call
Jan. 17	AGR Local 50056 AGM (Morden)
Jan. 19–20	Prairie Region Council Meeting

### Prairie Region Council Rep Reports Convention 2017

Position	Name	Page #	Rec'd by Deadline
REVP	Marianne Hladun	33	Yes
Racially Visible Persons Rep	Sam Akinsanya	76	Yes
Regina AC Rep	Satinder Bains	79	Yes
Prince Albert AC Rep	Shannon Blum	82	Yes
Southern SK Rep	Deanna Getz	84	Yes
Calgary AC Rep	Alec Goertzen	86	Yes
PWD Rep	Kim Haynes	88	Yes
GLBT Persons Rep	Timothy Hunt	90	Yes
Northern SK Rep	Valerie Illingworth	94	Yes
Westman AC Rep	Glen Johnston	95	Yes
RWC Rep	Gloria Kelly	96	Yes
Southern AB Rep	Deb Kosteniuk	98	Yes
Lethbridge AC Rep	Gregory Krokosh	102	Yes
DCL Rep	Michelle Lang	103	Yes
Edmonton AC Rep	Darlene Lewis	104	Yes
SE Manitoba Rep	Gus Mardli	105	Yes
Saskatoon AC Rep	Jackie Nettleton	107	Yes
Northern AB Rep	Brenda Skayman	109	Yes
Winnipeg AC Rep	Matt Tijani	110	Yes
NW Manitoba Rep	Michael Weisgerber	113	Yes

Young Workers Rep	Nathaniel Angus-Jackman	No Report
Aboriginal Peoples Rep	Janette Husak	No Report
Alternate REVP	Frank Janz	No Report
Separate Employers Rep	Chad Kemery	No Report

**Sam Akinsanya**  
**Racially Visible Representative**

**Reporting Period #:1**

The following is a summary of my activities as the regional representative for the Racially Visible members of the PSAC in the Prairie Region. I was elected as the regional representative at the Regional Triennial Convention at Saskatoon in June 2014.

Following my election in June of 2014, my first duty was to attend the National Human Rights Committee annual conference in Ottawa in November of 2014. To the best of my understanding, this meeting was the first of its kind whereby all the equity groups were brought together at the same time under the National Human Right Committee (NHRC).

There were six working groups (WG) at the conference. The WG's consisted of the five equity groups and representatives from all the seventeen PSAC components make up the sixth WG.

The primary goal of the meeting is to provide a forum for all the elected equity group representatives to come together and shared their views with one another and also to provide an opportunity for the equity groups to develop our own priorities that are reflective of Human Rights in Canada, within the context of the PSAC priorities.

**For detail on this first activity, please refer to my report submitted to the Prairie Regional Council (PRC) dated November 30, 2014.**

**Reporting Period #:2**

On December 11, 2014, participated on a Teleconference held by the national Human Rights officer in Ottawa.

The goal of the teleconference was to discuss and formulate action plan to support/create Educational Workshop plan, discuss potential action plan for the 2015 Federal election and discuss strategy for building the equity group net work across the country.

Also attended the activist school from November 21-23, 2014 at Palliser in Calgary as well, I also attended the Leading Change Training in Winnipeg in January of 2015.

**For a full detail of this report, please refer to my report submitted to the PRC on February 12, 2015.**

**Reporting Period #:3**

Participated on a conference call that was chaired by Sister Robyn Benson. Discussion at the teleconference revolved around the 2015 Elections – National and provincial PSAC strategy to mobilize members for the purpose of getting members out to vote, what the role of the NHRC representatives should be, discussion of National Equity Conference (NEC) in 2017.

Participated on another teleconference with the Racially Visible Members - WG (NHRC) on June 26, 2015. The teleconference was chaired by Sister Jeannie Baldwin. The agenda for

the meeting was very similar to the previous one chaired by Sister Benson. The difference this time was that it was specifically for the RVM WG of the NHRC and how we could assist with the action plan in order to positively affect the outcome of the National election on October 19<sup>th</sup>.

Under my leadership in the summer of 2015, the Calgary Human Rights Committee organized an outreach campaign by setting up a tent at the Calgary Latino Fiestaval for July 17, 18 & 19, 2015.

With the collaboration of the Area council AC, Regional Women Committee RWC and Calgary Human Rights Committee CHRC, planned and organized the participation of the PSAC in the Latino Fiestaval. This event took place at the Calgary Olympic Plaza. The objective of the event was to interact with the members of the public attending the event to discuss the 2015 elections both at the provincial and national level. Attendance at the event was estimated between 40 – 60 thousands people

**For a full detail of this report, please refer to my report submitted to the PRC on November 07, 2015.**

**Reporting Period #:4**

Met with the REVP to begin discussion on the logistics of the 2016 RVMs Conference in Prairie Region. Also discussed at this meeting was potential dates and locations for the 2016 RVMs' regional Conference. However, we did not come to a decision and instead, we deferred the decision making to the Steering committee once we have formed one.

**For a full detail of this report, please refer to my report submitted to the PRC on February 04, 2016.**

**Reporting Period #:5**

The first Steering committee meeting for the RVMs' conference was held on January 12, 2016 via teleconference call. Also attended PRC meeting in Saskatoon, February 19 – 22, 2016.

I was invited to and attended, the Steering committee meeting on May 6<sup>th</sup> 2016 for the National Human Rights Conference taking place at the Sheraton Centre in Toronto. At the meeting the committee was presented with the general theme of the Conference from the perspective of the RV members and we were asked to provide input. This was a one day meeting and we spent the whole day ironing the theme as well as the subject matter of the workshops.

On September 8<sup>th</sup> to 11<sup>th</sup>, 2016, the first Racially Visible Members' Regional Conference was undertaken in the Prairie region in Winnipeg.

**For a full detail of this report, please refer to my report submitted to the PRC on October 17, 2016.**

### Reporting Period #:6

The final reporting period consisted solely of one activity. This was my participation in, The 2016 Rise-UP Human Rights Conference which was organized/hosted by Canadian Labour Congress. The event took place at Shaw Centre in Ottawa, from Thursday October 20<sup>th</sup> to Sunday 23<sup>rd</sup>.

The event started at 3:00 p.m. on Thursday with registration of delegates that went on for most of the afternoon. Later in the evening there was a meet and greet gathering at the Shaw-Centre, Ottawa. The meet and greet gathering went on for a while into the night.

The second day started in early morning with the completion of delegates' registration while simultaneously the Women's caucus and the Allies of women caucus was taking place. At 9:00 a.m., the conference commenced in the plenary with the introduction of Panel speakers which included the CLC president, Danny Glover and others. This was titled "Success Story Unplugged".

### For a full detail of this report, please refer to my report submitted to the PRC on January 9, 2017.

In summary, serving as the Racially Visible members representative in the prairie region has been humbling and at the same time challenging. The expectation is enormous and the prospective should be prepared to make a lot of personal and family sacrifice.

In my opinion, this position has had unnecessary challenges/frustrations to overcome or face head-on. However, keeping with a focus on helping the membership at large has made the difference – keeping in mind that if barriers experienced by RVMs are ultimately dealt with successfully, it's worth all the challenges. Helping one ... Helps the many!

Finally, I would like to thank everyone that has supported me during the last three year of my tenure and as such making the job easier to do.

In solidarity,

Sam Akinsanya  
Racially Visible Rep.  
Prairie Regional Council  
Public Service Alliance of Canada

### Satinder Bains Regina Area Council Representative

I had the great honor to represent the Regina Area Council on the Prairie Region Council and to work together with strong union activist to in the Prairies where we took our issues and concerns forward no matter how difficult or complicated they were. Working with our members as colleagues had also provided me with a great learning experiences.

This also helped me provide representation for PRC and its members with diverse activists and the most current professional knowledge and skills. Together we explored ways to renew the labor movement, celebrate our diversity and better understand the changing nature of work which our members will be facing in our workplace and communities. Hopefully I was able to provide information to improve the lives of all Canadians and the future of the labor movement.

Some of the highlight this term I was able to network and work with union members who identify with one or more of our equity groups Aboriginal workers, workers of color, workers with disabilities. I was able to meet with my peers and find out what's working at organizations similar to ours and connect with them during the meetings and conference at networking sessions and also to continue sharing solutions and ideas.

The following are some of the sessions along with my PRC responsibilities that were of particular relevance: Decolonizing Violence against Indigenous Women, Mental Health and the Workplace, Working While Black, International Solidarity and Human Rights.

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

November 13th, 2014 attended a conference call to discuss the activities and responsibilities shared between Geographical Reps and Area Council Reps so we do not duplicate our work and work together to achieve our goals to represent and inform our members.

December 11th set up information picket line at "F" Division and Depot Division in Regina along the USGE National office staff, RVP, Regional office Rep Dianne. We handed out pamphlets with information regarding defending sick leave, protecting workers, fighting for healthier workplaces and bargaining demands updates to all employees coming to work.

January 9th-10<sup>th</sup> 2015 attended the CLC Election Preparation training in Saskatoon report attached.



The CLC Election Preparation conference in Saskatoon from January 9th to the 10th, CLC executive Larry Hubich and Hassan Yussuff CLC President welcomed around 200 delegates from all over Saskatchewan to start the conference. The Topic of the conference was Good Jobs, Child Care, Health Care and Retirement Security in which I see as taking action and influencing change.

The conference consisted of numerous key note speakers who spoke about the importance of solidarity and that concerns of the workers are shared concerns. The main workshop I attend were Building Allies Locally, Effective Campaigning and From engagement to Action in the conference. The speakers commended and encouraged our future leaders to play active role in helping all our workers to become even more powerful in the workplace and the community. The conference was to identify the issues that we are facing in the coming Federal and Provincial elections for workers who recognize and are 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. The conference shared and looked at ways to build a strong, diverse and inclusive work force and community. I believe this will help achieve our goals as we go into our communities and listen to people and identify the issues they are facing in the coming elections. This can be achieved using methods Park and Bark, Fields of Dreams and Go-Listen-Built methods.

January 19th set up Being effected campaign at the RCMP Depot and Casino Regina along with Sister Lang to make the members and the public aware the challenges that we are facing ahead.

January 30th –Feb. 1st attended the Leading Change a two day workshop for the PSAC Leaders conducted by the PSAC. We planned activities and action plans for engagement/mobilizations in our communities and workplace.

June 19th Day of Action was held at the RCMP Depot to make the employees and the public what our concerns are around sick leave and how it affects us all.

July 20th Regina Area Council identified three activities leading up to the next federal election. The activities will consist of an all-candidates' debate, an issues based flyer campaign and a telephone bank. More detail and a proposed budget for each activity were discussed and along with the activities for the Canada Labor Day picnic in Regina Sask.

These are just some of the activities that I have highlighted in my term I have also attended the World Social Forum in Montreal, attended the first PRC Racially Visible conference held in Winnipeg. Continue to support the Regina Area Council committee by lobbying the MP's, supporting picket lines for members on strike to arranging Labor Day picnic.

For me this was a great learning experience and I continue to build on my knowledge, experience and success. I am happy to say we have lot activists from all parts of Prairies Region who work in different governments, department, and agencies, unions who share the same values and concerns when we are dealing with our current issues, concerns and governments.

Thank you for your support

In Solidarity,

Satinder Bains  
Regina Area Council Rep

**Shannon Blum**  
**Prince Albert and District Area Council**

I joined PRC in 2016 when sister Melanie Markling had to resign for personal reasons. I have since been very grateful for the opportunity it has presented.

At each step of union involvement one learns a little more about how things work and why they work (or sometimes don't work) the way they do. Participating in the PRC has offered me the opportunity to see how other locals and components see PSAC. How we fit together like a large jigsaw puzzle that looks like a lot of oddly shaped pieces in the beginning, but makes a beautiful picture in the end. I have learned that diversity is important and should be fostered. I've challenged and been challenged to think outside my current perspective and view situations and people from a new one. I've also watched, like in any family, my brothers and sisters fight but most often work it out and end with a stronger relationship in the end.

Being an active member of PRC and of Area Council has also afforded me the opportunity to champion causes and create social forums to address them.

**Elections** – For both the federal and provincial elections the area council in Prince Albert held an event. For the federal election (in 2015 before I joined PRC) a town hall was organized, where individuals would have the chance to meet the local PSAC staff, as well as Sr. Hladun, and have discussions on why one vote did make a difference. For the Provincial Election we held a pancake breakfast where nearly 100 people were served and an all candidates forum was held. There was some very lively debate between the NDP and Saskatchewan Party! I can now honestly say that all of our local MP's know my name, whether for better or worse.

**Outreach** – I won't mince words here, recruitment is difficult. People, on the whole have stressful, time consuming, jobs which leave them exhausted. Many members have families with children participating in several extra activities and are often managing more than one child's schedule. Some are primary care givers for elderly or disabled family. I believe that PSAC must find ways to aid in the work/life balance as much as we expect the employer to do so. We often hope for more from our activists than our employers ever would. It is extremely rewarding work, but if a person is too intimidated by the sheer quantity or huge time commitments to ever start, then they will never get the opportunity to be that activist. Thus, I have been focusing on smaller projects, shorter meetings and ensuring that every person who becomes involved realizes that what they contributed was important, no matter how small. It's slow going, but I have several faithful members with the same philosophy working along side me pushing the rope up the hill. In the end we will be successful because we realize that even if each of us only takes 1 step up the hill, that's one more step than we had before.

**Activities**

I have participated in many training courses, conferences and events over the last year. Some of my favorites include the Regional Women's Conference and the National Health and Safety Convention but I have learned and grown in each. I have listed each of these events and courses at the end of my report, but I will leave the details out as they are all available in my committee reports.

**Moving Forward**

I have been privileged to be elected for another term on PRC by the PAAC. If you've spent any time with me, you've likely heard "if we don't change, we die". Thus, while it is my intention to attempt to attend at least one meeting of every local, my true focus remains on finding ways to engage our young members while continuing to rely on the experience and drive of our current activists. I truly believe that every one of our members is an activist waiting to be found, one just needs to find the one thing they like to do, and then help them do it.

In conclusion being a member of PRC is an enriching growth experience and I hope that any activist would consider becoming a part of this council at least once in their union involvement. I look forward to the challenges of the coming 3 years.

**Involvement**

- On March 12<sup>th</sup>, 2016 the PA-AC had an all Candidate's Forum and Pancake Breakfast
- On April 28<sup>th</sup>, 2016 I attended my first Regional Labour Management committee for CSC
- On May 18<sup>th</sup>, 2016 I worked with Valerie Illingworth at the Saskatoon Office recruiting for the June 8<sup>th</sup> day of action to support our bargaining teams.
- May 29-31, 2016 I participated in the USGE (my components) Regional Conference
- June 2-5<sup>th</sup>, 2016 I was privileged to participate in PSAC Facilitator Training Program
- June 10-12<sup>th</sup>, 2016 was the PSAC Regional Woman's Conference in Winnipeg
- June 20<sup>th</sup>, 2016 was my first meeting of the PRC Education committee
- Sept 15<sup>th</sup>, 2016 Phoenix related plant gate at Saskatchewan Penitentiary.
- Sept 24-25<sup>th</sup>, 2016 I attended a course on Violence Prevention in the Workplace
- Sept 28, 2016 the Prince Albert & District Area Council hosted a town hall
- October 15<sup>th</sup>, 2016 I attended and spoke at a pilot program course on Staffing in the Public Service at the Saskatoon Regional Office
- Nov 17-19, 2016 attended the PSAC National Health and Safety Convention and helped facilitate Violence Prevention in the Workplace.
- The PAAC as met in 2016 on Jan 11<sup>th</sup>, Mar 10<sup>th</sup>, Sept, 15<sup>th</sup> and Nov 15<sup>th</sup> and in 2017 on January 11<sup>th</sup>.

**Deanna Getz**  
**Southern Saskatchewan Regional Representative**

Fellow member,

How fast three years flies by. It's now time to re-elect your next representative.

I want to thank you for letting me serve as your Southern Saskatchewan Geographical Representative.

I have learned much, met new members, heard local concerns and have worked with a great group of people on the PRC.

The PRC meets twice a year with face to face meetings. We have met 5 times in the last three years and have conducted other business via webinars or phone conference calls.

The PRC approved the Education plan, budgets for the coming fiscal years which included a line item to ensure the books are audited by an outside firm every year.

There has been a large amount of change with federal governments, from Conservative to Liberal party running the country. Psac has been working to get the members fair contracts, and trying to assist members affected by, yes I'll say the nasty word, Phoenix.

In Saskatchewan and Manitoba, there were provincial elections. Psac is working actively with area councils to lobby the government not to sell our crown corporations or privatize our liquor stores or casinos.

I have worked with the Human Rights committee to get them back in good standing and assisted them in a very successful event focused on Mental Health.

I have worked tirelessly to support the Psac initiatives above by participating in calling members to lobby their MP's, assisting with organizing forums to assist members in making informed votes, to assisting with campaigns to support Psac with issues that affect you, the members.

I have sat on the Communications committee as part of my portfolio on PRC. We worked together to order items that would get our message out to the public at our events, such as ordering tents, to selecting swag for the upcoming Prairie Region Convention. We have worked closely with the Communications Officer at PSAC to ensure the website is more effective for our members. The Communications Committee were also tasked with the administering the Prairie Voice Award, reviewing the nominations submitted by members and will be presenting the deserving recipients with awards for their hard work and dedication to the union.

The PRC have been working on the Prairie Region Convention. We decided on the theme of the convention, agenda, venue and other items related to the planning of the

convention. Each member on the PRC was assigned a committee they will sit on, and will review resolutions submitted to convention. I will be sitting on the General Resolutions Committee. I look forward to reviewing the resolutions put forward by our members. This is your chance to put forward changes you want made. One does not realize all the planning that goes into a convention or all the behind the scenes work the PRC do to assist with convention.

Finally, at our January 2017 meeting, we finalized plans for the convention, and discussed ways to use some of the deferred revenue. As you may know, we lost Judy Shannon, our Education Coordinator recently. A suggestion that went over very well was to set aside funds from the deferred revenue to fully fund one member to the Prairie School for Union Women, a school Judy was passionate about.

We also decided to use deferred funds to have a live camera feed on the convention floor to allow members the full benefits of seeing what is taking place on the convention floor.

I feel the PRC works hard on many items that affect our members and escalates those items forward to the National office for action.

I hope to meet more of you at the Prairie Region Convention this year. Please feel free to approach me to discuss any concerns you would like brought forward to the PRC.

Respectfully submitted,

Deanna Getz

Southern SK Geographical Representative

Thanks,

De Getz

**Alec Goertzen**  
**Calgary Area Council Representative**

Respectfully submitted to the delegates of the 2017 Prairie Region Triennial Convention, Winnipeg, Manitoba:

PRC Finance Committee – during this term I participated as an active member of the PRC Finance committee. At the 2014 Regional Triennial Convention, there was a clear message from members that fiscal responsibility and accountability was a priority for our members, and unaudited financial documents are not reliable for planning the future of our regional work. I decided to participate as an active member of the PRC finance committee, along with 4 other passionate members all strong on financial matters, to ensure this was accomplished to the best of my ability. Together the PRC Finance validated the expenses of the PRC and its committees, and implemented a formal audit process to ensure we could attest to the systems and process were within or compliant with acceptable accounting principles. We formally developed a Terms of Reference of our committee with roles and accountability. This includes a formal review with the REVP of all Regional Committee's annual Budget requests for allocation funding dispersal. I'm very proud of the work we do on the Finance Committee and now glad we can provide you our membership with professionally audited financial statements that attest to these fiscal and financial responsibilities for this Convention and financial decision making for the operation of our regional work.

Area Council Rep (Calgary) - my work with the Area Council is to be an effective liaison with the PRC and ensure the work they are doing is supported (politically and financially). This would include getting our message out the general public on national priorities and campaigns to our community and also our area membership. During this period, there was nothing more important as the 2015 election to bring an end to the Conservative government reign of our members and our neighbors. A lot of work, sweat and tears went into having a presence and getting out to speak with general public and relay our message, and so we did take advantage of being present at events such as Labor Day BBQ in downtown Calgary, GlobalFest cultural festival, letter writing campaigns during Provincial election and some later by-elections. We continued with attempts to engage our members to join in these events and other celebrations with hosting Public Service Week BBQ (June 2015), Volunteer Appreciation evening (Dec 2014/2015), and hosting film nights with short films through Canadian Labor International Film Festival (Oct 2015/2016). With a celebration of 50th anniversary of PSAC there was an ice cream event for our members in downtown Calgary (Aug 2016).

I wish to recognize and greatly thank with all appreciation, the Calgary Area Council executive - Dale Mariancz, Phillip Chan, and Deb Kosteniuk for their strong support and endless understanding to the commitment of the Area Council work we do for our Calgary members and the Calgary community. I look forward in serving another term (2017/2020) as your Calgary Area Council Representative on Prairie Region Council.

**Kim Haynes**  
**Prairie Region Person's with Disability Representative**

Report for the period of Spring 2014 to Spring 2017.

The last 3 years have been jammed packed with events and meetings & meetings.

But rather report on every meeting & conference I attended – I'm going to report on what I heard & learnt.

The first year was all about defeating the "Harper" Government – which happened but are we really any better off?? Talk about keeping the Liberal government Accountable – so what action did we do?

In 2015 there was a lot of focus on Mental Health. This illness/disability effects so many of us and because most know so little about it many employers find it easy just to ignore it and hope it goes away. The greatest take away with conference is the networking – we have many experiences shared with others. I was very fortunate to walk away with other policies and action plans for back to work programs, duty to accommodate & even Employment Equity. But sadly to say – the "awesome" poster **never made it to our Region.**

Concluding my educational part of this year was the Women's Forum on Domestic Violence at Work. I really wish most if not all PSAC member can have the ability to attend a conference as this. The Agenda was jammed packed with a panel of amazing speakers – maybe just maybe too much to take in all at once. The big take away for me was how Domestic Violence transcends over to the workplace. Another shocking fact was the percent of women who experience Domestic Violence and **1 out 5 of all Canadian women that live with a disability, 40% of them experienced some form of violence** in their lives. And another study states that 60% of women with disabilities are likely to experience some form of violence in the course of their adult lives.

In 2016 the primary focus continued on "Mental Health" a much "hidden" disability, but thankfully with public awareness this disability is being shared more offend. Although sometime this disability does not get accommodate.

In June I attended a very motivating 2016 PSAC Prairies Regional Women's Conference which recapped the facts about Violence in the Work Place & Mental Health. This Conference inspired the solidarity with our sisters not only in the Prairies buy also in our local Regions.

Lastly, I was at the National Human Rights Conference where much info came to light but one of my big take away is reviewing/updating the PSAC "Duty to Accommodate" Booklet.

**The duty to accommodate relates to all grounds of discrimination found under human rights legislation which includes not only disabilities but also culture, religion, family status and so on. But what is "reasonable effort, short of undue hardship". Remember that not only has the employer has the duty to accommodate but also the Union & the you "the employee"**

This what Treasury Board has to say about "Disability Management in the Federal Public Services (Fundamental, Management Programs, Handling, Care, Info from our Practitioners, Wellness, Resources) <http://www.tbs-sct.gc.ca/psm-fpfm/ve/dee/dmi-igi/index-eng.asp>

Attending the Canadian Labour Congress "Rise Up" conferences which was again jammed pack with speakers was amazing but we need to be aware that **60% of ALL Human rights issues are with persons with disabilities, & the #1 being Brain injuries.**

I'm sad to say I was unable to attend the 2017 spring Human Rights & Prairie Region Conference as I was with my sister during her illness and as she passed away.

I very pleased to share with my Region I am on a committee for a "Return to Work" (RTW) program. This committee acknowledges that each case must be rationalised individually. And of course to go hand in hand with the RTW program is the "Duty to Accommodate". I hope to have something shortly to share with all.

Something that I'm sure all activists know is that we are lacking in membership engagement, that we need to give our Bargaining Teams more support, and that the Phoenix Pay System is broken – so why is our leadership always repeating this to us without any suggestion for support. What type of "Political Action" does our leadership want from us??

Sadly at the last conference for the National Human Rights it was really noticeable that our ideals and thoughts if they were not the ones on the facilitators list were just washed away. I always hear from this current leadership that we are being "heard" – but are they hearing, because I do not think they are listening.

In conclusion on Human Rights issues we need to do four things:

- 1) Information
- 2) Educate
- 3) Policy reform
- 4) Advocate

Personally I would like to see this Union get recognized for something great – like "Quality, Affordable Day Care".

Thank you for the amazing opportunity to represent you & support this region as the Person with Disability.

Sincerely,

Kim Haynes

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

Welcome to the Winnipeg!

The principles that I have to follow are simple and listed on the main website, however, some of you may have never seen them before, these items are the basis for “all Human Rights” in our union.

*PSAC is a proud ally in the struggle for the advancement of the human rights of gay and lesbian, bisexual and transgender people in Canada.*

*Eradicating homophobia and transphobia in the workplace and bargaining and lobbying for the full protection of our GLBT members' human rights are ongoing priorities for the PSAC.*

*The current, concerted attacks on unions undermine the struggle for human rights. Together, we can work to fend off such attacks by championing the many victories we've gained for our members.*

*PSAC defends the human rights of all our members, because We are ALL Affected by discrimination and inequality.*

I have a theory about Human Rights in Canada; I want to know as much as I can! In my GLBT 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, at the time, I was really good at it! So wherever you are on the equity seeking spectrum, always continue leave room to grow, learn and share your experiences wherever and whenever you can – knowing that we've got each other backs.

I have enjoyed working with the entire PRC these past nine years. I believe I bring friendship, knowledge and vital life experience to the council, being part of the PRC-GLBT equity lens. 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 (ie. Gender Identity & Gender Expression, now awaiting the Senate to make it law as of November 18, 2016 as part of Bill C-16)

In the past nine 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 some 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, my second 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 spring of 2017. We have worked on and completed the GLBT information pamphlet (available on the PSAC main website <http://psacunion.ca/history-glb-rights> ) 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 do not meet face to face often enough, but we have been able to keep up during several conference calls.

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!

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 these past three years.

In Pride & Solidarity - Prairie Wide!!

Timothy Hunt – Prairie Region Council – GLBT Representative

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**Edmonton Pride Parade – June 2014**

The hubby and I attended the AFL float and joined up with some brothers and sisters (thanks to Brother James Somers-CRA) to carry the PSAC banner and flag.

**2014 Convention – 2014**

The conference was held in Saskatoon this time, lots of friendly faces and great meeting space. I was successful in retaining my seat as PRC – GLBT representative.

### **World Pride Conference / Games - Toronto - June 2014**

Our union's presence at World Pride events in Toronto was particularly notable. PSAC activists attended an international human rights conference and more than 250 of them marched in the trans and dyke marches, as well as the main parade – spreading the union message to millions of bystanders. We sent two members of the Prairies Region, Brother Chris Gagne-Little (a/RVP UNE-Winnipeg) and Sister Kate Hart (Passport Cda/UNE-Edmonton) to be ambassadors from our region.

### **Calgary Pride – August 21-30, 2014**

Many different events located around the city during Pride week

### **National Human Rights Committee - November 2014**

This was the inaugural meeting for the new three year cycle. 17 component representatives and our new human rights representatives were in attendance. We continued our work from the last three cycle and we looked forward and started new items. We meet again next fall and we will be working towards getting as many members to the conference in Toronto for March of 2017. We also as a group laid a PSAC wreath on the war memorial (Security was very tight that day, ask me about the big guns!) with Sister Robyn Benson.

### **TUB Course Address – October 2014**

I addressed the new unionists at our Calgary Regional Office. I explained what the PRC is and who and what we represent. This is a great way to share your knowledge with new unionists who only see their own components and sees the “big picture” for the first time.

### **National Human Rights Committee-GLBT conference call – February 2015**

### **National Human Rights Conference call with PSAC President (Robyn) – June 2015**

### **Broadbent Society Presentation for the PSAC National – July 2015**

Delivered the views of the PSAC at this event, it was well received

### **NHRC - Conference Call - September 2015**

Statements of Principles regarding the following items were discussed at length with the viewpoint of each of equity lenses:

- Human Rights
- Sexual Orientation and Gender Identity
- Literacy
- Employment Equity
- Racial Equality
- Pay Equity
- Technological Change
- Child Care
- Telework

- Women's Equality and Human Rights

### **National Human Rights Committee (Ottawa) – November 2015**

### **2016 Canadian Gay Curling Championships – November 10, 2016**

The PSAC held a national event in Winnipeg for the first time, a donation was requested as some of our PSAC alumni attend this event, making this was an appropriate type of event to sponsor. Brother Frank Ganz presented the cheque and attended the event (thanks Frank!)

### **National Human Rights Committee-GLBT – September 2016**

- Debrief on Trans Campaign from bill C-279 to bill C-16
- National Conference preparations for March 2017
- PSES survey discussions
- Safer Spaces Initiative – with regards to the GLBT equity lens
- CLC national conference preparations

### **Rise Up! CLC Human Rights Conference (Ottawa) – October 2016**

The conference brings our union movement's diverse activists and allies together in a unique space for forward-thinking strategies and skills. Rise Up! Will explore ways to renew labour movement, celebrate our diversity, and better understand the changing nature of work.

### **Knee Replacement – October 25, 2016**

Yes, I finally got the surgery !! I was basically out of commission till January.

### **National PSAC Human Rights Conference (Toronto) – March 2017**

**Valerie Illingworth  
Northern Saskatchewan Geographic Rep**

On June 22, 2016, I was notified that I won the election for the Northern Saskatchewan Geographic Rep for the Prairie Region Council.

On July 25 I participated in a PSAC webinar dealing with Phoenix.

On August 17 I volunteered for the Summer Snack Program in Saskatoon. This was an amazing experience being able to bring food to kids in need.

September proved to be a busy month. I attended and helped out at the PSAC tent to show our support at the Labour Day BBQ. On the 27th I attended the Prince Albert Area Council town-hall. The two hot topics were Phoenix and bargaining. It was a great event. Very informative.

From November 3 to November 6, I attended my first PRC meeting. Many issues were discussed and it was great to meet all my colleagues.

In the new year I was confirmed as a member of the SFL Women's Committee. All standing committees will be meeting in March. I look forward to working with my sisters on this committee.

From January 18 to the 22nd I attended the PRC meeting. I currently sit on the both the General Resolution and the Health and Safety Committees.

During the year I also attended courses at the Saskatoon PSAC office. I successfully completed both the Union Development Program and the Alliance Facilitator Program. I am currently working with the Saskatoon RO to become certified.

Respectfully  
Valerie Illingworth  
Northern Saskatchewan Geographic Rep

**Glen Johnston  
Westman Area Council Representative**

Report to the 2017 PSAC Prairie Region Triennial Convention

I was elected as the Alternate for the position of the Westman Area Council (WMAc) Representative to the Prairie Region Council (PRC) in support of Susan Norman who was elected as the WMAc Rep. At the PSAC Prairie Region Triennial Convention in June 2014, Susan Norman was elected as the Alternate REVP which meant that I then assumed the position as of the end of Convention.

As the WMAc Rep to the PRC, my primary role was to serve as the direct link between the Council and PRC. During this mandate the WMAc was in a transitional phase as members retired, left the area to pursue opportunities or step back to regroup and recharge. The WMAc also struggled with member recruitment/involvement but the Council members remained committed to serving the membership in our area.

In November of 2016 the WMAc met to elect the WMAc Rep to PRC as required in the both the PR Bylaws and the WMAc Bylaws. At this meeting the Council members again put their trust in my hands and I was acclaimed to the position of the WMAc Rep to PRC for the 2018 to 2020 mandate.

As part of my duties I am also required to produce reports on my activities as the WMAc Rep. These reports were then presented to the PRC at the regularly scheduled meetings. These reports can be found on the Prairie Region website.

During the 2014 to 2017 mandate the PRC stood up the PRC Bylaws Committee whose objective was to examine the PR Bylaws and bring suggestions on ways to better clarify and simplify the bylaws. The committee was also tasked with drafting resolutions on bylaw changes to bring forward to the 2017 PSAC Prairie Region Triennial Convention.

At the first meeting of the Bylaws Committee I was elected as the chair and our work began. During the tenure of this committee, we drafted recommendations on changes to the Regulations and Definitions of the PR Bylaws. The PRC Bylaws Committee also produced reports that were presented to the PRC. These reports can be found on the Prairie Region website.

At the PRC meeting in Nov of 2016, the PR Convention Committees were stood up and I was assigned to the Convention Bylaws Committee.

In January of 2017 the PR Convention Bylaws Committee met to discuss resolutions dealing with the PR Bylaws that had been submitted by the deadline. Over the course of our meeting the Committee members were able to review and provide recommendations on Concurrence or Non Concurrence of the submitted resolutions. At the conclusion of the 2017 PSAC Prairie Region Triennial Convention the work of this committee will have been completed and a new cycle will begin.

Respectfully submitted,

Glen Johnston  
WMAc Rep to the PRC



**Gloria Kelly**  
**Regional Women's Committees Representative**

As I write this report for convention I am pleased to let you know we have strong and viable Regional Women's Committees in Winnipeg, Regina, Saskatoon, Calgary, Edmonton and Lethbridge. Your sisters are active and they are making a difference in their communities – a fact we should all be proud of.

I have only been the PRC representative for Regional Women's Committees for a year as I moved up from the alternate position when Sister Nancy Johnson accepted a position at PSAC. But, it has been an interesting year and I know the past three years have seen our sisters active in a host of programs and projects.

In the midst of this past three year cycle we had a change in government at the federal level and provincially in both Alberta and Manitoba. While two of those changes should be positive for us all three bring with them challenges, altered dynamics and a new way of thinking and planning as we move forward with the agenda set forth by PSAC nationally.

There is no question child care and domestic violence continues to be the main focus for the women's directorate nationally. However, they are far from the only issues our sisters have engaged in. Economic security for women of all ages is an emerging issue and it relates directly to the anti-poverty and childhood hunger work undertaken by our sisters and their allies not to mention a decent standard of living for senior women who way too often live out their lives in relative poverty. Clean drinking water for all Canadians is also a growing concern for our sisters

Across the region our sisters have addressed all these issue in a variety of ways but make no mistake they have all made a difference.

In Edmonton we have helped support a community garden, in Winnipeg a breakfast program at an inner-city school and in Saskatoon a summer snack program with each designed to combat hunger in children.

At our regional conference in 2016 our sisters raised over \$1200 in support of a local women's shelter that is in the final stages of a major expansion. A keynote address to the conference by the shelter's executive director brought home to us very clearly why it is so important that we take the issue of domestic violence and its spill over into our work places seriously.

During this mandate many of our activist sisters across our components took part in an intensive PSAC forum on Domestic Violence at Work from which will flow the direction in which we will move as an organization on this issue. Our Edmonton RWC has already hosted a workshop on this issue in late 2016 and there is much more to come as PSAC rolls out a coordinated campaign and educational package.

Our fight for a national child care framework continues. We have been at this for over four decades and we will continue to fight in support of our future generations. Our Calgary and Lethbridge RWCs in late 2016 developed a wonderful post card campaign based on familiar

fairy tales and nursery rhymes that project had a significant impact. That campaign is a prime example of what can happen when you encourage a group of women with a cause and active imaginations to think outside the box.

Battling hunger and poverty will always be of concern to our members. I am pleased to report that the RWC in Winnipeg was able to connect with the West Central Women's Resource Centre and provide them with \$2100 in social justice funds to help equip their new kitchen. The equipment will allow the center to provide more meals to clients and support programing including how to get the very most out of a food bank hamper.

By the time you read this report we will have concluded the 2017 National Equity Conference. While at the time of writing I do not know how many prairie women were able to attend I do know over 80 applied – an amazing number. As your RWC representative in the region I was selected to be a member of the resolutions committee for the women's section of the equity conference.

As we move into the next three year cycle I believe our RWCs are strong, viable and in growth mode. We have new members who are coming forward and as our demographics continue to shift we have to be creative in how we encourage members to engage and become involved.

Personally, as I write this report, I have reflected over the past 40+ years that I have been an activist for the rights of not just women but for their families and indeed our broader communities. I believe economic security is the root that makes us grow and prosper and if we can make headway here we are making a giant step forward.

I am retiring later this year and will embark on the next phase of my busy life. Make no mistake I will still be involved in working to make this world and our small slice of it a better place for all of us to live. I see the future in the faces of my three amazing grandchildren. For the youngest who is my only granddaughter I think I will save one of prized possessions from my activist days – the t-shirt that says "Nasty Woman".

To each and every sister who I have come in contact with and yes to the brothers who have supported us – thank you from the bottom of my heart and keep up the great work you do in the name of our union.

I would be remiss if I did not say a massive thank you to our staff that has been so supportive. While most have helped me in some way I feel I must say a special thanks to Tracy Thor and Shelly Jamieson – two extraordinary women who have kept me on the straight and narrow more time than I can count. Their guidance and wisdom has been invaluable as we have worked to support our sisters and our membership - I am proud to call them both my friends.

Gloria Kelly

**Deb Kosteniuk**  
**Southern Alberta Geographic Representative**

In 2015 Sister Sherry Hunt stepped down as the Southern Alberta Geographic Representative. I was first alternate and it has been my pleasure to represent PSAC members in the Southern Alberta area since taking oath in November, 2015.

In the time I have been the Southern Alberta Geographic Rep, there has been a federal election and provincial elections in all three Prairie Provinces. Bargaining has been an ongoing issue: Some components finally completed successful contract negotiations after long, hard, dedicated work on the part of bargaining teams. Some tables are still negotiating, some may need arbitration, and some are starting negotiations all over again. We held firm about not giving up sick leave. I have little doubt it will remain something we have to remain firm on and I am sure we will also be defending our pensions. One thing I see in Southern Alberta is how dedicated our members are, participating in Days of Action, letter writing campaigns, and other events.

There is still a major issue that we must hold the government accountable for: the disaster that is the Phoenix Payroll system. It has taken a court challenge by PSAC to get the admission government did not listen to us or our members about this system. They are to be consulting and keeping PSAC advised as they try to fix everything that has gone wrong. We know there are still thousands of cases waiting to be resolved.

Some of the highlights during my time as Southern Alberta Geographical Rep have been:

**2015**

I was a UDP participant in 2015, from January 2015 to September 2015. Fellow PRC members Sherry Hunt, Murray Pruden, Michelle Lang and Shannon Blum were also in my UDP class.

I participated in one PRC teleconference in the late fall. We were already starting to plan the 2017 Regional Triennial.

I participated in the PSAC picnic boycotting National Public Service Week in June, 2015, manned PSAC booths at Fiestaval in July, GlobalFest in August, 2015 and the Labour Day BBQ organized by Calgary Labour Council.

In addition to volunteering at the PSAC booth at GlobalFest, I was the closing speaker at the GlobalFest Human Rights Forum on Cultural Healing.

August 2015 I participated in a rally at Stephen Harper's office in Calgary to support CUPW's save door to door delivery campaign.

December 7, 2015 I attended the PSAC Education Planning Session held in Calgary.

**2016**

January 24, 2016, I gave a presentation on PRC at a TUB/Grievance Handling course.

June 9, 2016, I attended the Prairies Regional Women's Conference in Winnipeg. I was part of the steering committee, but I have to say it was one of the best conferences I have been to.

June 25, 2016 I volunteered at the PSAC booth for Aboriginal Days at the Indian Village on the Stampede Grounds. Victoria Norris of the Human Rights Committee organized the event, which was well attended and our PSAC tent was popular.

September 5, 2016 Area Council, Human Rights Committee, and RWC participated in the CDLC's Labour Day BBQ. We served 200 slices of cake, contributed to the bbq by donating the condiments for the event, and operated our "wheel of fortune" game. We covered a table with craft paper and had people write down why they celebrated Labour Day or what it meant to them, generating some conversation on the meaning/history of Labour Day. There was very good attendance for this event.

September 29, 2016 the Calgary committees jointly held an "ice cream social" on the lawn of the Harry Hays Building, which I attended. We had 300 members from at least 6 different components participate. The event celebrated PSAC's 50<sup>th</sup> Anniversary and invited members to participate in committee work. I worked with Matthew Brent, the regional political communications officer at the time, to produce a 50<sup>th</sup> Anniversary button for distribution to the members at the ice cream social.

The Calgary Sisters in Spirit Vigil was October 6, 2016. Every year Calgary RWC partners with Awo T'aan Healing Lodge and other community groups for this event. I served on the planning committee. I was able to collaborate with Matthew Brent, the regional political communications officer at the time, on a sticker that combined the PSAC logo, the Sister in Spirit logo and the Vigil's theme "Healing through truth and reconciliation" on it. It was used to seal the 500 brown bag lunches distributed to participants. We also provided the PSAC Idle No More Slap Fans, which were well used in the march/rally to Olympic Plaza. This was largest Vigil so far in its 12-year history.

There was an art project developed by two indigenous teenaged sisters that ran in conjunction with Sisters in Spirit Vigil called FOOTPRINTS: An Art Project. They collected shoes, with each pair representing a murdered or missing Indigenous woman or child. They hoped to collect 1200 pairs – they got over 1500. Calgary RWC did a small blitz and was able to contribute 200 pairs of gently used shoes from members in Calgary, Red Deer and Bowden. Displayed in Olympic Plaza it made quite an impact:

November 2, 2016 I participated in the “Make Good on Your Word” letter writing campaign, sending my letter to Prime Minister Trudeau.

November 22 and 25, 2016 I attended the CLiFF festival. Calgary attendance doubled from last year. Lethbridge’s CLiFF had very good participation with 90 or more people at their event. Area Councils

November 27, 2016 I attended (Dis)Placed: Indigenous Youth and The Child Welfare System at the Glenbow Museum. The film launch included a panel discussion featuring the film maker Melissa Britain, Dr. Cindy Blackstock (Executive Director of the First Nations Child and Family Caring Society of Canada and a leading advocate for First Nations children), individuals from the film, as well as Indigenous community leaders.

December 7, 2016 I participated in the CLC’s campaign to lobby MP’s about Bill C-27. I contacted my MP, Kent Hehr, and tried to arrange a face to face meeting. I was advised he would call me and I am still waiting for his call as I write this report.

December 14, 2016 I participated in the online Vegreville campaign, sending my letter in support of leaving the processing centre in Vegreville to Minister McCallum.

December 22, 2016 a regional campaign advocating for a National Childcare Program called “No More Fairy Tales” was launched. This campaign ends March, 2017.

The Lethbridge and Calgary RWC’s began working together on the project at the Prairie Regional Women’s Conference. It consists of four monthly online postcards tied to the campaign’s page, which outlines the purpose of the campaign and allows members of PSAC (and the public too) to send a letter to their provincial and federal representatives asking them to move forward with implementing a national childcare program. The link is: <http://e-activist.com/page/4761/action/1> This was the first card:

Jeffrey Vallis, our regional political communications officer worked hard to come up with images that matched our vision, as well as creating the letter and URL for people to visit.

I issue a newsletter that keeps component locals, committees and councils in the loop on what PRC is doing, as well as highlighting their activities or issues that trending. In each newsletter I solicit input, encourage contact should they have questions or concerns, and ask what they would like to know about PRC; I believe this is in keeping with the spirit of Resolution Gen004 passed at the 2014 Regional Triennial in Saskatoon.

I am part of the Communications Committee of the PRC. We try to promote, encourage and improve communications so that PRC communications, at all levels, is effective, efficient and responsive to the needs of the union and its members. We have been examining ways to improve the website to increase user friendliness, we have worked

to help “brand” things like tents/table cloths/banners/promotional items to have a common look/feel with the cogs image and using the phrase “Union Pride Prairie Wide”. We recognize that sometimes communications do not seem to come down to members in a timely manner, and we are working to improve that!

#### Communications Committee

As a PRC member, I attended town hall meetings, webinars, rallies, and actively participated in Council meetings. There is always lots of good debate around the Council Table and I have learned so much by being a part of it. We do have our differences, but we try to be respectful of them. I would also like to recognize the assistance we receive from the Regional Office staff – they help us so much.

I cannot finish this report without mentioning our late Sister, Judy Shannon. She spent 20 years as an activist and mentor, and delivered countless seminars and workshops with her colleagues across the country. She had a passionate interest in women’s issues, social justice, and the political process. For many of us, I think, she helped us to truly see how the Union could contribute to these issues as well as many more. For me, she was an inspiration and I am hoping I can meet the standards she set. She taught me that passionate and dedicated members, willing to stand up for the rights and beliefs of others, are important. She also taught me not to be afraid should I find I am standing alone. For those members who didn’t meet or know Judy, but took courses through PSAC, you have been touched by her already. There isn’t a course being offered today that doesn’t have her “stamp” on it.

Finally, please enjoy convention!!! It will be a very exhilarating experience and you will find you make contacts that can last a lifetime.

Respectfully submitted

Deb Kosteniuk  
Southern Alberta Geographic Representative

**Gregory Krokosh**  
**Lethbridge & District Area Council Representative**

I look back upon the past three years with satisfaction that the financial concerns expressed at the last convention have been resolved by way of an audit and this convention will have the proper financial documents needed for the members to understand what has been done and what will be expected to be done over the next three years. The insertion of the PRC finance committee into the budget allocation process for Councils/Committees has made the process smoother and more timely.

The Lethbridge & District Area Council has been quite busy with numerous projects for the members, within the house of labour and in the community. Involvement has had its highs and lows but input is always being sought and the work is getting done. I congratulate the new executive: Krysty Munns as President and Lethbridge & District Area Representative on the Prairie Region Council, Ray Wilson as the Vice-President and David Pearson as Secretary/Treasurer. I have every confidence that they will do great work and I encourage all members to be an active part of the Area Council and share both their ideas and efforts.

I wish every success to the upcoming Council. I do not envy the position they will be facing. The current Liberal Government is acting very Conservative and the unallocated surplus/deferred revenue which has always been a safe source of funding now has to be planned to be spent or returned to PSAC National.

Respectfully Submitted,  
Gregory Krokosh

**Michelle Lang**  
**Directly Chartered Locals Representative**

I was elected as the Directly Chartered Local Representative at the last Prairie Region Triennial. These last three years have flown by!

The Saskatchewan Government has done nothing but attempt to dismantle crowns and bust unions. Starting back in 2013 when they drafted a Memorandum of Understanding selling the Casino to Saskatchewan Indian Gaming Authority for less than it profited in a year. When approached by myself and two brothers from my local the Sask Party turned it into that is was just a comment made in the hallway. To this day, the rumours still fly and the idea of being sold is in the memberships minds daily. 2016 They put forth a bill to redefine the definition of privatization. Bill 40 will allow the sale of 49% of a crown corporation without taking it to a referendum. Brad Wall knows he will not win a referendum. Don Morgan (Minister of Labour for the Sask Party) is at least decent enough to come and face activists at the SFL Convention held yearly.

Recently in the news Brad Wall is putting the onus of his financial mismanagement on crown front line workers. He is currently seeking to open existing collective bargaining agreements and roll back wages. If the workplace has yet to bargain a whole lot of zeros are rolling around. The economic slowdown is expected to last a minimum of two years.

Being a member of the SFL Executive Council and The Regina District Labour Council means that PSAC can network with other unions and rally together to form action against this government. Union wins that affect us all. Just recently the Saskatchewan Labour Relations Board has dismissed the Saskatoon Public Library's application to remove employees with supervisory duties from their union. This is a HUGE win for not only CUPE Local 2669 but for all Unions across the prairies where the governments are trying to implement this. Another win was when Saskatchewan Federation of Labour took the province to the Supreme Court of Canada over the right to Strike and won!

Sitting at the PRC Table I enter into discussions on finances and other business. I ask questions as well as seek extra information on issues that I may not totally be involved in. I base my votes on what I think is the right thing to do making sure that DCLs are protected and not harmed by any choices.

In Solidarity

Michelle Lang

**Darlene Lewis  
Edmonton Area Council Rep**

Welcome Brothers and Sisters to Convention

It is with pleasure that starting in January 2017 as Alternate to Ben Lemon I stepped in as Area Council Rep.

Prior to joining the committee I participated in rallies held at Canada Place supporting our bargaining teams.

Attended PSAC Solidarity Breakfast on October 1<sup>st</sup>, 2016 open too all Local Presidents and RVP'S and which Marianne Hladun was invited where we had a chance to meet Allies, MP'S, and MLA'S. This event was organized by the Edmonton Area Council.

Attended the PRC Meeting held in Winnipeg January 19 to 23<sup>rd</sup> and was on the General Resolution Committee.

Participated in Winnipeg for the Women's March on Washington on January 21<sup>st</sup> 2017 (Take a stand alone and support the rights of all women) was the March.

Hope your experience here at convention is a learning one and you Enjoy!

In Solidarity,

Sister Darlene Lewis  
Alternate Area Council Rep  
PRC Member

**Gus Mardli  
South-East Manitoba Geographic Representative**

Greetings Sisters and Brothers,

It has been an honour and a privilege to represent South-East Manitoba on the PRC (Prairie Region Council) and I would be more than willing to let my name stand to represent you again for another term.

I had a very good start to my term as I had started on setting-up a communication network to ensure receiving information from locals in SE Manitoba. This network list was very helpful allowing me I to disseminate PRC information to locals in my jurisdiction, to promote participation of our activist in the broader labour movement and to share information on relevant community and social justice organizations who have common interests with our members.

I was a member of the PRC Health & Safety Standing Committee during this term. We were tasked to participating in the organization and hosting of the Triennial Regional Health & Safety Conference. The Committee was tasked to draft new Terms of Reference - which is still in the work - as we got to deal with a resolution was carried by the National PSAC Triennial convention that mandated new Regional Health & Safety Committees. Eventually PRC decided that the PRC Health & Safety Standing Committee is in fact the Regional Health & Safety Committee. The Regional Health & Safety Triennial Conference was held in November 2015 in Winnipeg. The participants' feedback reflected a very successful conference. I was also privileged to represent the Prairie Region on the Steering Committee of the 2016 National Triennial Health & Safety Conference.

This term was busy with political action as many activists in our union worked hard to promote to everyone to go out and vote. Canadians needed to be heard that the former Conservative Government's attacks on labour and social justice was not acceptable. I promoted trainings put forth by not just our own union (e.g. PSAC's training: Setting The Stage For The Next Federal Election); but also by other labour body such as the Canadian Labour Congress who designed training for activists that was named: Election Preparation Conference. The conference had 6 workshops and each participant was able to take part in 3 of them. I participated in:  
a) Building Allies Locally, b) Engaging Young Workers. c) From Engagement to Action. I volunteered a couple of times in a phone bank that was initiated at the Winnipeg Regional office to make phone calls to locals and members promoting the participation in events and actions.

I volunteered at events that were sponsored by the Winnipeg Area Council. Some events included speaking to the public about the importance of voting in the Federal Election, the importance of educating oneself about how crucial for the Federal Government to treat Canadians with dignity and how important Public Services are for Canada and Canadians.

I also attended All Candidate Forums for Federal Elections that was sponsored by PSAC.

In the midst of Bill C-59 fiasco, I sought every training possible about this issue so I can answer questions from locals about the changes and the impacts Bill C-59 had on Canadian and their Health and Safety.

This term I managed to attend two (2) Local AGMs. I spoke to locals about the importance of voting, the importance of finding out which political party supports and stands public services the most; and I reminded everyone about the former Conservative Government attacks on Public Services. I answered questions about the Prairie Region Council mandate and responsibilities. I discussed the PSAC Three Priorities especially the 3rd one about the MPs Lobbying campaign.

Early 2016 I attended the Treasury Board mobilization training at the Winnipeg Regional Office then I volunteered as Area Coordinator in the event any Strike Mobilization was going to take a place.

During spring of 2016 I met with the Portage-Lisgar MP as a part of the PSAC MP Lobbying Campaign. We discussed Bill C-59; Candice asked information on our union stand on Bills being repealed by the liberals (C-377 and C-525) and I made sure to talk about Bill C-4

This term I have continued to actively attend meetings held by both the Winnipeg & Area Human Rights Committee and by the Winnipeg Area Council.

Recently it has been busy for me - as well as for all PRC members - prepping for the 2017 Prairie Region Triennial Convention. Resolutions were debated, voted on then submitted by the PRC. I will be co-chairing the Bylaws Resolution Committee and everything seems to be going very smoothly.

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

Respectfully Submitted

Gus Mardli

**Jackie Nettleton**  
**Saskatoon and District Area Council**

The Saskatoon Area Council participates with the wider labour movement and the community. There are a few core things that we do every year.

We attend the Day of Mourning Ceremony for workers killed due to their work and lay a wreath.

We participate in the Labour Day BBQ that is organized by the Saskatoon and District Labour Council (SDLC). Several PSAC members volunteer and the Area Council has a table (and since last fall a tent!) where we hand out information and swag to the adults and balloons for the kids.

We usually participate in the Public Service Appreciation Week activities but since PSAC has encouraged members to boycott this in recent years we have instead asked locals to put events on for their members and asked them to ignore the employers' activities.

We have a very nice rainbow flag that we march behind at the Saskatoon Pride Parade and we hand out temporary rainbow tattoos to the children.

We have a seat on the GCWCC committee in Saskatoon and we budget \$100 in Ten Thousand Villages gift cards to the worksite with our members that has the highest participation rate.

We attend the Saskatoon Remembrance Day Ceremony and lay a wreath on behalf of the PSAC.

Along with the Saskatoon Regional Women's Committee we host a seasonal open house in December for our members and guests from the SDLC.

Apart from our core activities we also participate in other things as the need or opportunity arises. In June 2015 we were part of a Public Service Appreciation Day with several other public sector unions (CUPE, Firefighters etc.) that was held in Rotary Park.

Prior to the last federal election, as part of our Days of Action, we held a noon hour rally in front of the federal building downtown where we handed out pizza and juice. We had guest speakers such as the president of CAPE (Canadian Association of Professional Employees) and a candidate for the election.

Prior to the last provincial election we held a pancake breakfast at the Saskatoon Forestry Farm and Zoo so our members could bring their families and meet local candidates. Most of the Saskatoon candidates were able to come and speak to us.

We have lobbied MPs with issues concerning PSAC members such as sick leave. However, the last government made this difficult as each Conservative MP would meet only with their own constituents and not just a representative of the AC.

Other years we have participated in the United Way Day of Caring where people volunteer a day to one of the United Way agencies such as Services for Seniors or the YWCA daycare. We have also volunteered with Habitat for Humanity in housebuilding. The more people we have the more we can do.

The Area Council operates primarily by consensus and all members are welcome to attend and participate in meetings. We welcome the participation and ideas of all members. Our minutes and meeting announcements are posted on the PSAC website.

In solidarity,

Jackie Nettleton  
PRC Rep.  
Saskatoon and District Area Council

**Brenda Skayman**  
**Northern Alberta Geographical Representative**

I am the alternate to this position and have stepped into this position until convention as Brother Murray Pruden resigned from the PRC.

As this was my first meeting during this term, it was a very busy and productive meeting.

We met as committee to review the finances and business of the committee. We then moved into convention resolution committees. I was a member of the general resolution committee. I had the pleasure of sitting on this committee and prioritizing resolutions, providing rational and a committee report to be presented at convention.

In Solidarity

Brenda Skayman  
Northern Alberta GEO Rep

**Matt Tijani**  
**Winnipeg Area Council Representative**

May 2014

- Attended Winnipeg Area council meeting

August 2014

- Attended Winnipeg Area council meeting

September 2014

- Attended Winnipeg Area council meeting
- Participate in Labour Day Parade and Picnic
- Attended Prairie Region Council meeting and Prairies Strategic Summit

October 2014

- Attended Winnipeg Area council meeting

November 2014

- Attended Winnipeg Area council meeting

December 2014

- Participated in Communication Committee Conference call.

January 2015

- Participate in Labour Day Parade and Picnic

February 2015

- Attended Winnipeg Area council meeting
- Attended PRC meeting.

March 2015

- Attended Winnipeg Area Council meeting
- Attended 19<sup>th</sup> of each month March and Rally activities in support of collective bargaining at Winnipeg Via Rail Station.

April 2015

- Attended Winnipeg Area council Meeting.
- Attended Winnipeg Multi Local Meeting. Bargaining Unit Update

May 2015

- Participated in MAY Day gathering and March at Winnipeg City Hall
- Attended Winnipeg Area Council meeting.

June 2015

- Participated in PRC/National Officers/Steering Committee conference call
- Attended training for Setting the Stage for the Federal Election

August, 2015

- Attended PSAC Leadership Leading Change training in Ottawa.
- Attended Political action Rally for Change in Winnipeg

September, 2015

- Attended POLITICAL ACTIONS SKILLS WORKSHOP
- Attended Labour day rally and picnic in Winnipeg
- Participate in 2 conference calls.
- Participate in stuff envelopes for an election mail out
- Did political action phone bank.

November 2015

- Participated in drafting the Communication Committee Terms of Reference.
- Sign off on Winnipeg Area Council Financial Report
- Attended PRC Meeting

January 2016

- Attended WAC meeting. Presented PSAC report.
- Participated in Webinar National Lobby Campaign Overview
- Attended Training - National Lobby Campaign
- Participated – conference call – PRC communication committee.
- Attended Agriculture component meeting

February 2016

- Attended Lobbying Training

March 2016

- Attended WAC meeting. I gave PRC Report.
- Attended 2016 Budget Watch.

April 2016

- Attended multi local meeting at Union Center to receive an update on current negotiations from a bargaining team member
- Attended WAC meeting

May 2016

- Attended May Day Labour movement celebration /match
- Participated on Communication Committee conference call.
- Participated in Prairie Webinar
- Participated – conference call – PRC communication committee.

June 2016

- Participated in our national day of action on **June 8th**
- Participated in Communication committee Conference call meeting
- Participated in the webinar on bargaining update

July 2016

- Participated on Phoenix update webinar

November 2016



- Attended PRC Meeting.
- Volunteered for 2017 PRC Convention Host Committee.

January 2017

- Attended WAC council monthly meeting.
- Attended 2017 PRC Convention Host committee meeting.
- Attended PRC meeting in Winnipeg.
- Participate in 2017 Convention By-Law Committee. Responsible for Bye Law resolutions to be presented at 2017 PRC convention.
- Attended Women Freedom March

In Solidarity

Respectively submitted

Matt Tijani - WAC – PRC Rep.

**Michael Weisgerber**  
**North-West MB Geographical Representative**

I took over the position of NW MB Geographical Rep to the PRC late in the term, attending my first meeting in November 2016. I have endeavored to gain and maintain contacts for Locals within the geographical region and build on the work completed by my predecessor.

I continue to learn the varied issues from within the region and the difficulties with operating within such a large area. At the November PRC meeting I was successful in presenting a request and background information forwarded to me from a Local in the region to have a new category created for convention subsidies to the Prairie Region Triennial Convention. ( MB above the 53rd Parallel)

Following from the November PRC meeting I have continued to represent North-West MB as a member of the PRC as well as participating in the Prairie Region Triennial Convention Bylaws Committee.

It has been a great experience and honour to represent the PSAC members of the NW MB Geographical Region for my short term and I would like to thank the members for this opportunity.

Respectfully Submitted  
Michael Weisgerber  
North-West MB Geographical Rep, PRC



# **PSAC PRAIRIE REGION BY-LAWS**

November 2015

**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  
Saskatoon, June 27-29, 2014**

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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; and
- (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; and
- (e) promote affiliation to and the participation in Federations of Labour and District Labour Councils.

### SECTION 3

#### OBJECTIVES

The PRC shall:

##### *Sub-Section (1)*

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

##### *Sub-Section (2)*

Strive 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)*

Strive 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)*

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

##### *Sub-Section (5)*

Strive 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)*

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

##### *Sub-Section (7)*

Strive to strengthen Locals/Branches as the foundations of the union.

##### *Sub-Section (8)*

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

##### *Sub-Section (9)*

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 is defined in accordance with the PSAC Constitution, Section 4 and Regulation 5.

##### *Sub-Section (2) – Membership Rights*

Every member in good standing is entitled to:

- (a) all rights in accordance with the PSAC Constitution, Section 5; and
- (b) 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; and
- (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; and
- (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 PRC;
- (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; and
- (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 PRC;
- (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; and
- (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 PRC;
- (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; and
- (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 PRC;
- (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; and
- (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 PRC;
- (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; and
- (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 PRC;
- (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 Locals members;
- (f) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP; and
- (g) promote discussions between DCL's to aid in mutually benefiting projects and priorities within the Prairie Region.

*Sub-Section (7)*

The Young Workers Representative shall:

- (a) uphold and promote the mandate and objectives of the PRC;
- (b) promote the establishment of Young Workers Committees in the Prairie Region as outlined under Section 15 of the PSAC Constitution;
- (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 Committees, PRC meetings and the Prairie Region Triennial Convention;
- (f) promote representation in groups who defend Young Workers interests; and
- (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 PRC;
- (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 Locals members; and

- (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 PRC;
- (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; and
- (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 to, and the responsibility for establishing operational committees as needed and the following standing committees:  
  
Education Committee  
Health & Safety Committee  
Finance Committee  
Communications Committee  
By-Laws Committee
- (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 fourteen (14) months and ending nine (9) months prior to the PSAC National Triennial Convention. The PRC shall make every effort to ensure that the Regional Convention rotates through the three provinces of the Prairie Region.
- (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, Young Workers 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, Access, Pride, Aboriginal Peoples, Racially Visible Persons, Young Workers 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; and
- (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)*

PSAC members who hold a PSAC national elected office, National Aboriginal Peoples' Circle (NAPC) representatives and Component National Officers who are members of the Prairie Regional Caucus shall be entitled to attend Prairie Region Triennial Conventions as delegates.

*Sub-Section (4)*

Each Regional Committee, as defined under Section 15 of the PSAC Constitution, in good standing will be entitled to one delegate to the Prairie Region Triennial Convention.

*Sub-Section (5)*

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; and
  - (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. Each voting delegate shall indicate by ballot or electronic voting 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, Alternate Representatives, and Second Alternate Representatives*

- (a) Election Procedures for Prairie Region Council Representatives
  - (i) The elections shall be by secret ballot. Each voting delegate shall indicate by ballot or electronic voting the name of their choice for the office called, from among the nominees for office.
  - (ii) The election for Representative, Alternate and Second 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, Alternates, and Second 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, their Alternates, and their Second 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, her Alternate, and her Second 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, their Alternate, and their Second Alternate 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, their Alternate, and their Second 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, their Alternate, and their Second Alternate 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, their Alternate, and their Second Alternate 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, their Alternates, and their Second Alternates shall occur no later than one month before the Prairie Region Triennial Convention.
- (b) The Representatives, their Alternates, and their Second 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, Alternate, and Second Alternate from among the nominees.

- (d) The election for Representative, Alternate and Second 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 (5) of the Prairie Region By-Laws.
- (f) Should the Alternate or Second 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 and the Second Alternate shall assume the Alternate Representative position.
- (b) In the event there is no Alternate to assume the PRC Representative position, the vacancy, occurring six (6) months or more prior to the Prairie Region Triennial Convention, shall be filled in the following manner:
  - (i) nominations shall be called by the Regional Coordinator, Prairie Region from amongst the members in the Prairie Region;
  - (ii) the Regional Coordinator 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; and
  - (iv) if there is more than one nominee for the PRC Representative position and an election is necessary, it shall be conducted by the Regional Coordinator from amongst those members in good standing who were voting delegates at the preceding Prairie Region Triennial Convention.
- (c) Should a vacancy occur in the position of Alternate or Second Alternate, at least one year before the next Prairie Region Triennial Convention, the appropriate caucus delegates will elect a representative in the same manner as identified in Sub-Section (7) (b).

## SECTION 12

### AREA COUNCILS

#### *Sub-Section (1)*

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

#### *Sub-Section (2)*

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 (3)*

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 (4)*

A Representative from an Access, Pride, Aboriginal Peoples, Racially Visible Persons, Young Workers 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

**AEC** – Alliance Executive Committee: The Alliance Executive Committee shall be composed of the National President, one National Executive Vice-President and seven Regional Executive Vice- Presidents, all nine of whom shall be elected in accordance with the provisions of Section 23. (PSAC Constitution Section 7 Sub-Section (1) (c))

**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 (AC)** – 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** – As identified in the PR Bylaws Section 5 (c), the area of jurisdiction has been defined as follows:

Northern Alberta  
Southern Alberta  
Northern Saskatchewan  
Southern Saskatchewan  
South-East Manitoba  
North-West Manitoba

**Human Rights Committee** – A duly recognized and established committee comprised of PSAC members who self identify as being representative of Racially Visible Persons, Aboriginal Peoples, Persons with Disabilities, or Gay, Lesbian, Bisexual and Transgendered Persons, 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/Branch that is not in trusteeship.
- As defined in the PSAC Constitution Section 4 Sub-Section (2)

**Local** – Includes within its meaning a Directly Chartered Local or when identified as such a Component Local.

**NBoD** – National Board of Directors

**Prairie Region Triennial Convention** – PSAC Prairie Region Triennial Convention

**PRC** – Prairie Region Council

**PSAC Prairie Region (PR)** – 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. (For enquiries call the office closest to your work location.)

**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 (SEL)** – 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 REGIONAL COMMITTEE / AREA COUNCIL IN GOOD STANDING

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

Committees/Councils 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/Councils 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/Councils will be published on the appropriate website once the budget has been passed.

The reports of each Chair/President 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; and
- 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.