

RECOMMENDATIONS
FROM THE
REGULATION 15A TASK FORCE
CONSULTATION PROCESS
TO THE
NATIONAL BOARD OF DIRECTORS

February 7-10, 2012

Ongoing Information and Communication

1. Take steps to increase the knowledge of members about collective bargaining and the importance of collective agreement language and protections through the distribution of educational materials, and through PSAC's general education program.
2. Take steps to bring the collective bargaining process closer to the rank-and-file membership by finding new and innovative ways to solicit bargaining proposals and keep members informed of developments related to bargaining.
3. Develop electronic tools for members to use on their computers and smart phones so they can access their collective agreements electronically.
4. Worksite visits by Bargaining Team members and negotiators and other elected leaders close to the bargaining process will be an organizational priority.
5. Use electronic means (Intranet, telephone, video conferencing, and others) to get information to members about bargaining from beginning to end.
6. Put in place two-way communication tools with members to allow for ongoing discussion and dialogue about the collective bargaining process. These two-way communication tools will include social media networks, webinars, telephone town hall meetings and other new technologies.
7. Continue to expand the database of member's non-work e-mail addresses so as to be able to communicate with them about collective bargaining quickly and inexpensively throughout the bargaining process.

8. Take steps to make the collective bargaining process visible to members every step of the way to rebuild the trust of PSAC members.
9. Ensure ongoing and frequent involvement and engagement of Component Executives in the bargaining process.

Communicating Recommendations of the Bargaining Team at Membership Meetings

10. The recommendation of the Bargaining Team to seek a strike mandate, and/or to accept or reject a tentative agreement, will continue to be communicated and explained to members through formal information membership meetings. Participation in those meetings will be strongly encouraged (but not mandatory in order to vote).
11. The responsibility for the organization of multi Local meetings will be assigned to the PSAC Regional Offices. Individual Locals are responsible to ensure their Local participates in either one of the multi Local meetings or will organize a meeting to conduct the vote.
12. The Regional Offices will be responsible for:
 - ensuring that the proper information is brought to these meetings;
 - arranging for qualified speakers to explain the recommendation of the Bargaining Team;
 - setting up systems to check membership status;
 - establishing the process for the casting of ballots for those who choose to vote at the meeting;
 - engaging Locals in the promotion of membership participation in the meetings, and the appointment of returning officers to assist in the balloting process.
13. Following a Team recommendation to accept a tentative agreement or a request for a strike vote, and prior to holding membership meetings, the PSAC will convene electronic information sessions for Local/Branch Presidents with members covered by the collective agreement(s). Additionally, face-to-face meetings of Local Presidents will also be organized wherever practicable. These meetings will be used to brief the Local Presidents on the Bargaining Team(s)' recommendation about the ratification or strike vote process to these Local leaders. This process will provide Local leadership with timely, direct information so they can start organizing for strong participation in the membership meetings.

14. Members will be provided with information on the proposed changes contained in a tentative agreement, and the implications of the changes. This information will be provided in a variety of different ways, including through the distribution of print bulletins in and out of the workplace, the PSAC web site, Face book, Twitter, and other media outlets. Telephone town-hall information sessions, webinars and other technologies will be used to ensure that all members have an opportunity to ask questions.

Voting

15. The vote on the Bargaining Team's recommendation will be organized such that members have opportunities to vote elsewhere and in other ways than at membership meetings. The voting period will be set by the PSAC.

16. The current Voting Guidelines mandate Regional Offices to work with Locals to establish a Local balloting system. The following should be added to the existing responsibilities:

- a. identifying and setting up additional balloting stations conveniently located for members;
- b. appointment of Local returning officers for each polling station.

17. An independent auditor, from outside of the union, will be appointed to audit and report the results of national bargaining unit ratification and strike votes.

18. The PSAC will immediately investigate the feasibility of introducing electronic balloting for the purposes of voting for ratification of tentative agreements or strike votes. The feasibility report should be made to the Alliance Executive Committee and then to the National Board of Directors before February 2013. Feasibility will require that the electronic voting will be: affordable, private, secure and reliable.

19. Should electronic voting be viewed as feasible, then the provider of the service would play the role of independent auditor and service provider.

Implementation

The above recommendations are expressed as general principles or recommendations. If agreed to, they will need to be implemented as follows:

- Some recommendations will require additions or amendments to Regulation 15A which must be adopted by the NBoD or Convention. This includes, for example, the broadening of membership voting outside meetings held for that purpose (recommendations 10 and 15).

- Many of the recommendations will require additions or amendments to the *Administrative Guidelines Governing Voting Procedures and Bargaining Expenses* (which is the responsibility of the Alliance Executive Committee).
- A number of the more operational recommendations will, if adopted, be the responsibility of the Collective Bargaining Branch or other sections of the PSAC.