



**OUR UNION: BRINGING US TOGETHER**



# CONVENTION MINUTES

PSAC PRAIRIE REGION  
6TH TRIENNIAL CONVENTION  
SASKATOON, SASKATCHEWAN



**Report  
of the  
PSAC Prairie Region  
6<sup>th</sup> Triennial Convention  
June 27 to 29, 2014**

**TCU Place  
Saskatoon, Saskatchewan**



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# **FRIDAY, JUNE 27, 2014**

## **ABORIGINAL OPENING AND OPENING CEREMONIES**

Oliver Cameron, Elder, Beardy's and Okemasis First Nation, performed the aboriginal opening of the Convention.

Sister Jackie Oswald, USGE Regional Vice-President for Manitoba and Saskatchewan, RCMP/Justice/PPSC, led the group in the singing of Solidarity Forever.

Sister Nancy Johnson, Co-Chair of the Prairie Region Host Committee, extended greetings and thank you to the Host Committee members and to additional helpers.

The Host Committee is comprised of: Denni Ernst, Tim Hubick, Nancy Johnson, Tracy Karcha, Trudy Lerat, Jacque Maurice, Jackie Nettleton, Nicole Wurm and Karen Zoller.

Sister Hladun expressed her thanks to every member on the Host Committee for their contributions to Convention.

## **CONVENTION CALL TO ORDER**

The 6<sup>th</sup> Prairie Region Triennial Convention was officially called to order by Sister Hladun.

## **MINUTE OF SILENCE**

Matt Tijani, Winnipeg Area Council Representative on the PRC, introduced the minute of silence to remember union sisters and brothers that our no longer with us.

## **PSAC POLICIES**

Timothy Hunt, GLBT Representative on the PRC, read the PSAC Statement on Harassment. The anti-harassment coordinators for this Convention are Erna Post and Clint Wirth.

Jackie Nettleton, Saskatoon Area Council Representative on the PRC, read the PSAC Scent-Free Policy.

The Door Tiling Guidelines were reviewed.

## **INTRODUCTION OF PRAIRIE REGION COUNCIL**

Sister Hladun introduced the members of the Prairie Region Council; they are:

From Saskatchewan:

- Brother Satinder Bains, Southern Saskatchewan Geographical Rep
- Brother Shaun Brennand, Regina Area Council Rep

- Sister Denni Ernst, Northern Saskatchewan Geographical Rep
- Brother Tim Hogan, Prince Albert Area Council Rep
- Sister Nancy Johnson, Regional Women's Committees Rep
- Brother Chad Kemery, Separate Employers Rep
- Sister Jackie Nettleton, Saskatoon Area Council Rep

From Manitoba:

- Brother Glen Johnston, Northwest Manitoba Geographical Rep
- Brother Gus Mardli, Southeast Manitoba Geographical Rep
- Sister Susan Norman, Westman Area Council Rep
- Brother Matt Tijani, Winnipeg Area Council Rep

From Alberta:

- Brother Imy Bhatti, Racially Visible Rep
- Brother Dave Burchell, Persons With Disabilities Rep
- Brother David Fandrich, Southern Alberta Geographical Rep
- Brother Alec Goertzen, Calgary Area Council Rep
- Brother Timothy Hunt, Gay, Lesbian, Bisexual & Transgender Persons Rep
- Sister Darlene Lewis, Edmonton Area Council Rep
- Brother David Pearson, Lethbridge Area Council Rep
- Brother Gary Sparvier, Aboriginal Peoples Rep
- And Sister Deborah Wiens, Alternate REVP

We also have three vacant positions on Council, including Representatives of Northern Alberta Geographical, Young Workers, and Directly Chartered Locals.

Most of these positions will be up for election this weekend at Convention, except for the eight Area Council Reps.

## **PRC AREA COUNCIL REPRESENTATIVES**

In accordance with Prairie Region By-Laws, Section 11, Sub-Section (6) (b), PRC Area Council Reps and their alternates are elected at Area Council meetings.

As such, the following individuals were elected at their Area Council AGMs and will be sworn in on Sunday:

- Regina Area Council Representative Satinder Bains and Alternate Melissa Brandt, with Second Alternate Dan Grunert.
- Calgary Area Council Representative Alec Goertzen and Alternate Janet Parris.
- Prince Albert Area Council Representative Tim Hogan and Alternate Trudy Lerat.
- Lethbridge Area Council Representative Greg Krokosh and Alternate Ray Wilson.



- Edmonton Area Council Representative Ben Lemon and Alternate Darlene Lewis, with Second Alternate Sandra Reiling.
- Saskatoon Area Council Representative Jackie Nettleton, with no Alternate elected.
- Westman Area Council Representative Susan Norman and Alternate Glen Johnston.
- Winnipeg Area Council Representative Matt Tijani and Alternate Darlene McClure.

Sister Hladun thanked the current and past members of the Prairie Region Council for their contributions and congratulated the new members.

### **INTRODUCTION OF SPECIAL GUESTS**

Sister Hladun acknowledged and welcomed members of the National Board of Directors and Component Executives who are in attendance.

- Sister Robyn Benson, PSAC National President, Prairies Sister and delegate.
- Brother Chris Aylward, PSAC National Executive Vice-President
- Brother Bob Campbell, National President, Union of Taxation Employees
- Sister Mary Chamberlain, Executive Vice-President, Union of National Defence Employees
- Sister Kim Coles, National Executive Vice-President, Union of Veterans Employees
- Sister Christine Collins, National President, Union of Canadian Transportation Employees
- Brother Jean-Pierre Fortin, National President, Customs and Immigration Union
- Sister Joanne Hay, National Executive Officer, Union of Postal Communications Employees
- Brother Bob Jackson, Regional Executive Vice-President, PSAC British Columbia
- Brother Bob Kingston, National President, Agriculture Union
- Sister Donna Lackie, National President, Government Services Union
- Brother John MacLennan, National President, Union of National Defence Employees
- Brother Doug Marshall, National President, Union of National Employees
- Brother Todd Panas, National President, Union of Environment Workers, and Prairies delegate
- Brother Yvan Thauvette, National President, Union of Veterans Affairs Employees
- Brother Tony Tilley, National President, National Health Union

## **GREETINGS: KELLY HARRINGTON, SASKATOON & DISTRICT LABOUR COUNCIL PRESIDENT**

David Fandrich, Southern Alberta Geographical Representative on the PRC, introduced Kelly Harrington.

*Sister Harrington wished the delegates a successful convention in the next three days.*

*She commended the PSAC on its campaign "We Are All Affected" and the videos – Veterans and EI – that were produced and shared.*

*The Labour Council is willing to work with the PSAC and is connecting the labour movement in Saskatoon and across the nation with 100 other labour councils in other cities. The Saskatoon and District Labour Council (SDLC) hosts events such as the Annual Day of Mourning, the Labour Day BBQ and the Summer Snack Program.*

*It also honours the spirit of volunteerism of union members who are devoted to the union and the community with the Labour Community Service Award. Past recipients include Howard Willems and Marianne Hladun.*

*The SDLC can always count on the PSAC to be there. The "Together Fairness Works" campaign will help to create change, end attacks on unions, and restore services to our communities.*

Sister Hladun thanked Kelly, and as a token of appreciation, offered a donation to the SDLC Summer Snack Program.

## **ADDRESS: MARIANNE HLADUN, PSAC PRAIRIES REVP**

Sister Hladun addressed the delegation (**Appendix "A", page 39**).

## **RATIFICATION OF APPOINTMENTS TO CONVENTION COMMITTEES**

### **Credentials Committee**

*m/s Ghassan Mardli and Niru Channan:*

That the following members be recognized as the Credentials Committee:

#### Members:

Jennie Grundy (from Alberta)  
Alain Courcelles (from Manitoba)  
Patricia Lumbala (from Saskatchewan)

#### Staff Resource:

Tom Milne

**MOTION CARRIED**

## **FIRST REPORT OF THE CREDENTIALS COMMITTEE**

*m/s Alain Courcelles and Jennie Grundy:*

That the following report be adopted:

DELEGATES                    258

GUESTS                        4

NBOD                         9

OBSERVERS                 30

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TOTAL                         301

**MOTION CARRIED**

## **ADOPTION OF THE RULES OF ORDER**

*m/s Timothy Hunt and Pat Mason:*

That the rules of order be adopted.

**MOTION CARRIED**

## **RATIFICATION OF APPOINTMENTS TO CONVENTION COMMITTEES**

### **Nominations Committee**

*m/s David Fandrich and Michelle Lang:*

That the following members be recognized as the Nominations Committee:

Bob Jackson, Chair

Members:

Deb Kosteniuk (from Alberta)

Campbell Alexander (from Manitoba)

Bonnie Heidt (from Saskatchewan)

Staff Resource:

Lisa Garnier

**MOTION CARRIED**

**Finance/General Committee**

*m/s Carol Yates and Herhald Mark:*

That the following members be recognized as the Finance/General Committee:

**Members:**

Nancy Johnson  
Brea Lewis  
Denni Ernst  
Tim Hogan

**Staff Resources:**

Keith Gauthier  
Diane Allen

**MOTION CARRIED**

**By-Laws Committee**

*m/s Nancy Johnson and Bill Engel:*

That the following members be recognized as the By-Laws Committee:

**Members:**

Glen Johnston  
Don Wilkie  
Gus Mardli  
Jackie Nettleton  
Matt Tijani  
Deb Wiens

**Staff Resources:**

Shelley Jamieson  
Lorraine Lepage

**MOTION CARRIED**

**General Committee**

*m/s Chris Davis and Don Wilkie:*

That the following members be recognized as the General Committee:

**Members:**

Dave Burchell  
Martine Babcook  
Timothy Hunt  
David Fandrich

Darlene Lewis  
David Pearson

Staff Resources:  
Marija Babic  
Oneil Carlier

**MOTION CARRIED**

**REFERRAL OF BUSINESS TO THE APPROPRIATE CONVENTION COMMITTEES**

*m/s— Nancy Johnson and Daniel Minucci:*

That all business be referred to the appropriate Convention Committees.

**MOTION CARRIED**

**ADDRESS: ROBYN BENSON, PSAC NATIONAL PRESIDENT**

Sister Benson addressed the delegation (**Appendix “B”, page 43**).

Sister Hladun thanked Sister Benson, and presented her with a special Prairies jacket, with the slogan “Union Pride, Prairie Wide” embroidered on the chest.

**PSAC VIDEO**

The video “EI: Hitting Rock Bottom” was presented to the delegation. It can be viewed at <http://psacunion.ca/videos?page=1>.

**ADOPTION OF AGENDA**

*m/s— Maria Fitzpatrick and Daniel Minucci:*

That the agenda be adopted as presented.

**MOTION CARRIED**

*m/s— Chris Beaton and June Martin-Gendron:*

That the agenda be amended by holding the REVP and Alternate REVP elections on Saturday at 9 am (instead of Sunday at 9 am).

Some concerns were raised with regard to changing the day of the elections of REVP and Alternate REVP.

*m/s Milton Dyck and seconder Brea Lewis:*

That the previous question be called.

MOTION TO CALL THE QUESTION CARRIED.

**MOTION TO AMEND THE AGENDA DEFEATED**

**REGIONAL WOMEN'S COMMITTEE ELECTIONS**

**Nancy Johnson – ELECTED**

1<sup>st</sup> Alternate: Gloria Kelly

2<sup>nd</sup> Alternate: Deborah Wiens

**REPORT OF THE CREDENTIALS COMMITTEE**

*m/s Jennie Grundy and Patricia Lumbala:*

That the following report be adopted:

DELEGATES            267

GUESTS                7

NBOD                  11

OBSERVERS           32

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TOTAL                   317

**MOTION CARRIED**

**ADOPTION OF THE REVP REPORT**

Sister Deborah Wiens assumed the Chair.

*m/s Marianne Hladun and Todd Panas:*

That the report of the REVP be adopted.

**MOTION CARRIED**

Sister Marianne Hladun assumed the Chair.

## **ADOPTION OF THE PRAIRIE REGION COUNCIL AND COMMITTEE REPORTS**

*m/s Tim Hogan and Herhald Mark:*

That the reports of the Prairie Region Council and PRC Committee Reports be adopted (**Appendix “C”, page 53**).

### **MOTION CARRIED**

## **COMMITTEE REPORTS – GENERAL SESSION**

### **FINANCE/GENERAL RESOLUTIONS COMMITTEE**

#### **Budget 2015-17 (Appendix “D”, page 91)**

*m/s Nancy Johnson and Brea Lewis:*

That the budget for 2015-17 be adopted.

The delegation had a wholesome discussion about the budget.

*m/s Karen Zoller and Kevin Roh:*

That the previous question be called.

**MOTION TO CALL THE QUESTION CARRIED**

### **MOTION CARRIED**

### **BY-LAWS RESOLUTIONS COMMITTEE**

#### **Resolution BL-003: Electronic Voting at Prairie Region Convention**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee’s recommendation of **concurrence** in Resolution BL-003 which reads as follows:

**BE IT RESOLVED THAT** Section 11 Sub-Section 3 (c) and Section 11 Sub-Section (5) (a) (i) be reworded to include the use of electronic voting where viable; and

**BE IT FURTHER RESOLVED THAT** the wording read as follows:

Section 11

Sub-Section (3)

(c) The election to the office of REVP and A/REVP shall be by secret ballot. Each voting delegate shall indicate by ballot the name of their choice for the office called, from among the nominees for office.

Section 11  
Sub-Section (5)  
Election Procedures for Prairie Region Council Representatives

(i) The elections shall be by secret ballot. Each voting delegate shall indicate by ballot the name of their choice for the office called, from among the nominees for office.

**BE IT FURTHER RESOLVED THAT** this change be enacted immediately to allow for electronic voting at the 2014 Prairie Region Convention.

RATIONALE

The Committee agrees that the immediate change to the Prairie Region By-Laws will allow for the use of electronic voting at this and Subsequent Prairie Region Conventions.

*m/s Gary Esslinger and Wanda Dufty:*

That the resolution be referred back to the Committee with the following instructions: that Section 11 (3) (c) and 11 (5) (i) be amended to read "... indicate by ballot **or electronic voting** the name...."

**MOTION TO REFER CARRIED**

**Resolution BL-002: Young Worker Committees**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-002 which reads as follows:

**BE IT RESOLVED THAT** Section 6 Sub-Section (7) be amended to read as follows:

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;
- g) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVp.



**BE IT FURTHER RESOLVED THAT** all references to Prairie Region committees be updated to include the Young Workers' Committees.

**BE IT FURTHER RESOLVED THAT** any reformatting of numbering/bullets to reflect this change be carried out as needed.

### RATIONALE

The Committee recognizes this is a change to the By-Laws to establish Young Workers' Committees within the Prairie Region in accordance with the PSAC Constitution, Section 15.

### **MOTION OF CONCURRENCE IN RESOLUTION BL-002 CARRIED**

#### **Composite Resolution BL-011A: Membership Rights**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Composite Resolution BL-011A which reads as follows:

**BE IT RESOLVED THAT** Section 4, Sub-Section 2 (a) of the Prairie Region By-laws be amended to read:

to be free from any act or omission on the part of the Prairie Region members that would discriminate against the member on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, physical or mental disability, sexual orientation, gender identity **or expression**, language, political belief, social and economic class or employer; and

**BE IT RESOLVED THAT** all references of 'gender identity' in the **PSAC Prairie By-Laws** be replaced with 'gender identity **or expression**' and any formatting of numbering/bullets be carried out as needed; and

**BE IT FURTHER RESOLVED THAT** the PSAC Constitution **Section 5, Membership Rights, Sub-Section (b)** be amended to read as follows:

#### **Sub-Section (b)**

to be free from any act or omission on the part of the union, or other members, that would discriminate against the member on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, physical or mental disability, sexual orientation, gender identity **or expression**, language, political belief, social and economic class or employer; and

**BE IT FURTHER RESOLVED THAT** all references of 'gender identity' be replaced with 'gender identity or expression' elsewhere in the PSAC Constitution, website or reference materials.

RATIONALE

To bring the Prairie Region By-laws in line with the PSAC harassment statement and to ensure this is addressed at the 2015 PSAC National Convention.

m/s Gary Esslinger and Samantha Simpson

That the resolution be referred back to the Committee with the following instructions: highlight changes being proposed for delegates to see.

**MOTION TO REFER CARRIED**

Resolution BL-005: PRC Objectives

m/s Glen Johnston and Don Wilkie:

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-005 which reads as follows:

**BE IT RESOLVED THAT** the words "The PRC shall" be added to Section 3 immediately following Objectives; and

**BE IT FURTHER RESOLVED THAT** in all Sub-Sections the word "to" be deleted.

RATIONALE

The Committee recognizes the need to have consistency within the Prairie Region By-laws as per Section 2 Mandate. The Committee also recognizes the need to provide clear direction to the PRC.

m/s June Winger and Brea Lewis:

That the resolution be referred back to the Committee with the following instructions: in Sub-Sections 1 to 8, the word "strive" be added before the word to; and in Sub-Section 9, the words "The PRC shall" be deleted.

**MOTION TO REFER CARRIED**

**Resolution BL-004: Area Council Objective**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-004 which reads as follows:

**BE IT RESOLVED THAT** Section 12 Sub-Section (2) be deleted in its entirety to eliminate the redundancy; and

**BE IT FURTHER RESOLVED THAT** any reformatting of numbering/bullets to reflect this change be carried out as needed.

**RATIONALE**

The Committee recognizes that the creation of Area Councils is not a responsibility of Area Councils as stated in the By-laws. Section 14 Sub-Section 1 of the PSAC Constitution speaks to the organization and operation of Area Councils which is already an objective of the PRC under Section 3 (6) of the Prairie Region By-Laws.

**MOTION OF CONCURRENCE IN RESOLUTION BL-004 CARRIED**

**Resolution BL-017: 2nd Alternate for PRC Positions**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-017 which reads as follows:

**BE IT RESOLVED THAT** the Prairie Region By-Laws be amended to establish the position of a 2<sup>nd</sup> Alternate to the positions of the Geographic Rep, Regional Women's Committees Rep, Equity Group Reps (Aboriginal Peoples, Persons with Disabilities, Racially Visible Persons and Gay, Lesbian, Bisexual and Transgendered Persons), Directly Chartered Locals Rep, Young Workers Rep, Separate Employer Rep and Area Council Rep; and

**BE IT FURTHER RESOLVED THAT** Section 11 Sub-Section (5) and Sub-Section (6) of the PR By-Laws be amended to include the position of a 2<sup>nd</sup> Alternate for all Representatives; and

**BE IT FURTHER RESOLVED THAT** all references to Alternates for the Geographic Rep, Regional Women's Committees Rep, Equity Group Reps (Aboriginal Peoples, Persons with Disabilities, Racially Visible Persons and Gay, Lesbian, Bisexual and Transgendered Persons), Directly Chartered Locals Rep, Young Workers Rep, Separate Employer Rep and Area Council Rep found within the By-Laws be updated to include a reference to the 2<sup>nd</sup> Alternate.

## RATIONALE

The Committee feels that this will provide a smoother transition should one of the positions be vacated; streamlines the process; and is more cost-effective.

### **MOTION OF CONCURRENCE IN RESOLUTION BL-017 CARRIED**

#### **Resolution BL-006: PRC Objectives**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-006 which reads as follows:

**BE IT RESOLVED THAT** Section 3 Sub-Section (6) be amended to reflect the need for the PRC to promote the sustainability of Area Councils and PR Committees; and

**BE IT FURTHER RESOLVED THAT** the wording shall read as follows:

Section 3

Sub-Section (6)

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

## RATIONALE

The Committee feels that it should be an objective of the PRC to promote sustainability of the Area Councils and the Prairie Region Committees as in accordance with Section 14 Sub-Section 1 of the PSAC Constitution.

### **MOTION OF CONCURRENCE IN RESOLUTION BL-006 CARRIED**

#### **Resolution BL-010: PRC Membership Rights**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-010 which reads as follows:

**BE IT RESOLVED THAT** Section 4 of the PRC By-Laws be amended to reflect the following changes:

## **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.

### RATIONALE

To align with the PSAC Constitution

### **MOTION OF CONCURRENCE IN RESOLUTION BL-010 CARRIED**

#### **Resolution BL-013: Delegate Status to Prairie Region Convention**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-013 which reads as follows:

**BE IT RESOLVED THAT** Section 10 Sub-Section (3) (b) be deleted in its entirety and Sub-Section (3) (c) be renumbered to reflect this change.

### RATIONALE

The Committee agrees that the Prairie Region By-Laws require updating to delete the reference to the PSAC EOC as it no longer exists.

### **MOTION OF CONCURRENCE IN RESOLUTION BL-013 CARRIED**

### **GENERAL RESOLUTIONS COMMITTEE**

#### **Resolution GEN-002: Child Care Provider**

*m/s Dave Burchell and Martine Babcock:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution GEN-002 which reads as follows:

**BE IT RESOLVED THAT** the Public Service Alliance of Canada remove this barrier by amending the definition of a family care provider to be any person who provides this care with a receipt.

### RATIONALE

As PSAC members we strive to eliminate barriers so we can participate without financial hardship at all PSAC activities.

The following members of the Committee wish to be recorded against the Committee's recommendation: Dave Burchell and David Fandrich.

*m/s Karen Zoller and David Beeds:*

That the resolution be referred back to the Committee with the following instructions: add following "...other than a dependent's parents."

MOTION TO REFER DEFEATED

*m/s Omar Murray and Arryn Varls:*

That the resolution be referred back to the Committee with the following instructions: add following "...Subject to eligibility and financial hardship."

MOTION TO REFER DEFEATED

*m/s Pamela Shaw and Pat Mason:*

That the resolution be referred back to the Committee with the following instructions: add following "...who is not the primary usual caregiver" with a receipt.

**MOTION TO REFER CARRIED**

### **Resolution GEN-013 – 2<sup>nd</sup> & 3<sup>rd</sup> BIR only: Removal of Barriers for Members with Disabilities (MWD)**

*m/s Dave Burchell and Martine Babcook:*

That the Convention adopt the committee's recommendation of **concurrence** in the 2<sup>nd</sup> & 3<sup>rd</sup> BIR only of Resolution GEN-013 which reads as follows:

**BE IT FURTHER RESOLVED THAT** PSAC ensure that a visit to such facility by a designated member of the MWD Working Group or regional representative takes place well in advance of booking any facilities; and

**BE IT FURTHER RESOLVED THAT** PSAC remove or accommodate as many identified barriers as possible to MWD in order to achieve maximum participation at any PSAC events.

## RATIONALE

We believe that PSAC should be actively engaging our members with disabilities to remove barriers to participate.

*m/s Sylvie Bowler and Stephanie Hodgson:*

That the resolution be referred back to the Committee with the following instructions: that the words "visit to" be replaced with the words "review of".

## **MOTION TO REFER CARRIED**

### **ABORIGINAL PEOPLES ELECTIONS**

**Gary Sparvier – ELECTED**

1<sup>st</sup> Alternate: Janet Husak

2<sup>nd</sup> Alternate: Sandra Relling

## **SATURDAY, JUNE 28, 2014**

### **DIRECTLY CHARTERED LOCALS ELECTIONS**

**Michelle Lang – ELECTED**

1<sup>st</sup> Alternate: Stephanie Primrose

2<sup>nd</sup> Alternate: Jim Boychuk

### **SEPARATE EMPLOYER LOCALS ELECTIONS**

**Chad Kemery – ELECTED**

1<sup>st</sup> Alternate: Kristin Beauchamp

2<sup>nd</sup> Alternate: Michelle Larmour

### **GREETINGS: LARRY HUBICH, SASKATCHEWAN FEDERATION OF LABOUR PRESIDENT**

Sister Nancy Johnson introduced guest speaker, Larry Hubich.

*Brother Larry Hubich advised that the Saskatchewan Federation of Labour (SFL) represents over 100,000 members.*

*There are currently 23,000 PSAC members in the region that protect our way of life. The membership is diverse. The current federal government wants to weaken our organization and is intent on attacking your union. This has been the theme across the country. Governments attack unions because they think economy does better when*

*unions do not exist. When the truth is that society and the economy actually do better when employees have a voice through their unions.*

*In the 1970s, job rate was better due to much union involvement and membership. Best growing economy. Most advanced Health and Safety legislation. Unprecedented period of prosperity. Union activism will not stall our economy – it's just not true.*

*It is the working people across Canada that have made the country what it is today. Built the middle-class through collective bargaining. It's not the other way around.*

Sister Hladun thanked Brother Hubich and, as a token of appreciation, offered a donation to the SFL Summer Camp.

**ADDRESS: BARBARA BYERS, CANADIAN LABOUR CONGRESS**  
**SECRETARY-TREASURER**

Sister Hladun introduced Sister Barbara Byers.

*Sister Barbara Byers offered greetings to the delegation from 3.3 million members of the Canadian Labour Congress (CLC) and CLC staff. She also acknowledged the work of national leaders and delegates here in the region. CLC looks forward to working with the PSAC against the Harper government. The labour movement is being challenged, but we will work together. We need all of our resources to do it. We need to build our membership and reach out to the general public. We must put emphasis on what unions do for members and for citizens of this country.*

*At the CLC Convention, members agreed to push-back against a government that seeks to strip away rights regarding legislative protections.*

*The right-wing government and employer groups are attacking members and citizens' rights; to weaken the union's ability to fight back.*

*We must take labour on the offensive to defeat Stephen Harper and his right-wing government. That is our goal.*

*Harper especially focused his assault on public service workers. Attacking pension plans and sick leave. We must ensure that Harper knows that we are going to stand up and fight.*

*We are at a critical juncture. If we don't fight back - our unions, our movement, our country - will be changed forever. It's that serious.*

*At the CLC Convention, a resolution was passed, it is the "Together Fairness Works" campaign. The ads, which reflect core Canadian values, have been popular with the membership and the general public. They have instilled pride in our membership. Proud members are our best messengers. The "Sunny" ads have reached over 10 million people.*



*Of Canadians, 30% are on our side; 20% are not really into unions, and the rest are non-partisan.*

*We have to continue to explain what unions have done for members and for Canada. Union members earn more - \$5 more; and if you are a woman in a union you make \$6 more as a union member.*

*We have to tie unions to the value of fairness and switch the public's view of unions.*

*When we fight for rights, we are fighting on behalf of ALL Canadians. We have to be visible.*

*Labour Day will be a day for our activists to build engagement with their co-workers, families and communities. So they know what a great labour movement they are a part of.*

*Pensions: Canadians can't save enough for retirement and workplace pensions are under attack. The best defense is to fight for a good Canada Pension Plan for everybody. Harper wants people to invest in defined contribution plans which means you take the risk. Seniors are living in poverty. We need to have an increase in Canada Pension. Retirement, security and dignity for all retirees.*

*Childcare: We need to keep on having this conversation. Why is there only one province that has \$7 per day childcare?*

*The message from the CLC is as follows: We will work with you when you are working on behalf of workers and on behalf of citizens. If any government chooses to attack us we will fight back, mobilize and build solidarity.*

Sister Hladun thanked Sister Byers, and as a token of appreciation, offered a PSAC Prairies fleece blanket.

## **REPORT OF THE CREDENTIALS COMMITTEE**

*m/s Patricia Lumbala and Alain Courcelles:*

That the following report be adopted:

DELEGATES            268

GUESTS                10

NBOD                  12

OBSERVERS           32

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TOTAL                  322

**MOTION CARRIED**

## COMMITTEE REPORTS – GENERAL SESSION

### BY-LAWS RESOLUTIONS COMMITTEE

#### RESOLUTION BL-003

#### ELECTRONIC VOTING AT PRAIRIE REGION CONVENTION - continued

The Committee met to review the referral from the floor. The Committee added the words "or electronic voting" in Section 11, Sub-Sections 3 c) and 5 i).

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-003 which reads as follows:

(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.

Section 11

Sub-Section (5)

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.

**BE IT FURTHER RESOLVED THAT** this change be enacted immediately to allow for electronic voting at the 2014 Prairie Region Convention.

#### RATIONALE

The Committee agrees that the immediate change to the Prairie Region By-Laws will allow for the use of electronic voting at this and Subsequent Prairie Region Conventions.

#### **MOTION OF CONCURRENCE IN RESOLUTION BL-003 CARRIED AS AMENDED**

#### COMPOSITE RESOLUTION BL-011A: MEMBERSHIP RIGHTS– continued

The Committee met to review the referral from the floor. The Chair reviewed and highlighted the changes being proposed for delegates to see.

*m/s Glen Johnston and Don Wilkie*

That the Convention adopt the committee's recommendation of **concurrence** in Composite Resolution BL-011A which reads as follows:

**BE IT RESOLVED THAT** Section 4, Sub-Section 2 (a) of the Prairie Region By-Laws be amended to read:

to be free from any act or omission on the part of the Prairie Region members that would discriminate against the member on the basis of age, ~~gender~~, ~~sex~~, colour, national or ethnic origin, race, religion, marital status, **family status**, **criminal record** ~~for which a pardon has been granted~~, physical or mental disability, sexual orientation, **gender identity or expression**, language, political belief, **social and economic class** or employer; and

**BE IT RESOLVED THAT** all references of 'gender identity' in the *PSAC Prairie By-Laws* be replaced with 'gender identity **or expression**' and any formatting of numbering/bullets be carried out as needed; and

**BE IT FURTHER RESOLVED THAT** the PSAC Constitution **Section 5, Membership Rights, Sub-Section (b)** be amended to read as follows:

**Sub-Section (b)**

to be free from any act or omission on the part of the union, or other members, that would discriminate against the member on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, physical or mental disability, sexual orientation, gender identity **or expression**, language, political belief, social and economic class or employer; and

**BE IT FURTHER RESOLVED THAT** all references of 'gender identity' be replaced with 'gender identity or expression' elsewhere in the PSAC Constitution, website or reference materials.

RATIONALE

To bring the Prairie Region By-Laws in line with the PSAC Constitution harassment statement and to ensure this is addressed at the 2015 PSAC National Convention.

*m/s Gary Esslinger and Nathaniel Angus-Jackman*

That the resolution be divided. That the two "Be it resolved" be dealt with as one Section and the two "Be it further resolved" as another.

MOTION TO DIVIDE CARRIED

*m/s Gary Esslinger and Nathaniel Angus-Jackman*

That the two "Be it resolved" be tabled.

MOTION TO TABLE THE TWO BIR CARRIED

**MOTION OF CONCURRENCE IN RESOLUTION BL-011A (TWO BIFR ONLY)  
CARRIED UNANIMOUSLY AS AMENDED**

## RESOLUTION BL-005: PRC OBJECTIVES – continued

The Committee met to review the referral from the floor and agreed with its recommendations.

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-005 which reads as follows:

**BE IT RESOLVED THAT** the words "The PRC shall" be added to Section 3 immediately following Objectives; and

**BE IT FURTHER RESOLVED THAT** in Sub-Sections 1 - 8 the word "strive" be added before the word to; and

**BE IT FURTHER RESOLVED THAT** in Sub-Section 9 the words "The PRC shall" be deleted.

### RATIONALE

The Committee recognizes the need to have consistency within the Prairie Region By-Laws as per Section 2 Mandate. The Committee also recognizes the need to provide clear direction to the PRC.

### **MOTION OF CONCURRENCE IN RESOLUTION BL-005 CARRIED AS AMENDED**

#### **FINANCE/GENERAL RESOLUTIONS COMMITTEE**

### **COMPOSITE RESOLUTION FIN-014A: REGULATION 15A TASK FORCE REPORT**

*m/s Brea Lewis and Nancy Johnson:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution FIN-014A which reads as follows:

**BE IT RESOLVED THAT** the report to the National Board of Directors during the February 2012 meeting on the recommendations from the Regulation 15A Task Force be reviewed for feasibility within 6 months; and

**BE IT FURTHER RESOLVED THAT** these 19 recommendations be implemented where feasible within 18 months; and

**BE IT FURTHER RESOLVED THAT** the PSAC conduct another operational/administrative review of Regulation 15 with the intent to make our Union more inclusive, accessible and democratic.

## RATIONALE

The Committee discussed that without knowing or being able to determine the full costs associated with implementing all 19 recommendations, as this is calculated by PSAC National, that it is financially prudent to direct governing bodies to implement all 19 recommendations with the specific direction of "where feasible". The Committee also recognized that complete implementation of the task force report requires additions or amendments to PSAC Regulation 15A which must be done by the PSAC NBoD or at the PSAC National Convention and require additions or amendments to the Administrative Guidelines Governing Voting Procedures and Bargaining Expenses which is a responsibility of the AEC. The Committee also recognizes that it is good practice to continually re-evaluate processes in order to ensure they are still feasible, practicable and applicable to current needs and wants of the membership.

## **MOTION OF CONCURRENCE IN RESOLUTION FIN-014A CARRIED**

### **COMPOSITE RESOLUTION FIN-006A: ELECTRONIC VOTING FOR RATIFICATION VOTES**

*m/s Brea Lewis and Nancy Johnson:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution FIN-006A which reads as follows:

**BE IT RESOLVED THAT** the PSAC make "ELECTRONIC VOTING" available for all ratification votes as another option/alternative form of voting to supplement the tradition paper ballot.

## RATIONALE

The Committee recommends concurrence as the PSAC National Collective Bargaining Committee has identified the CFIA Bargaining group as the pilot project for electronic voting and this is currently underway. The Committee acknowledges that electronic voting should be offered as an option and not as a sole means of casting ratification votes to ensure that all members have an opportunity to exercise their right to vote.

## **MOTION OF CONCURRENCE IN RESOLUTION FIN-006A CARRIED**

### **RESOLUTION FIN-010: REDUCE SOCIAL JUSTICE DEMAND IN BARGAINING**

*m/s Brea Lewis and Nancy Johnson:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution FIN-010 which reads as follows:

**BE IT RESOLVED THAT** the social justice fund proposal be removed as a bargaining proposal when bargaining goes to the Public Interest Commission or arbitration.

## RATIONALE

Committee discussed an example where a bargaining group recently had to remove a bargaining demand Submitted by members to make room for the Social Justice Fund when bargaining went to the Public Interest Commission or arbitration. The Committee also discussed that the current practice is that if a bargaining team reaches a tentative agreement that does not include the Social Justice Fund that the negotiator has to email the National President for permission to remove the SJF demand. Currently, the PSAC Social Justice Fund demand cannot be removed as a demand without the written consent of the PSAC National President. This is a practice in principle that has carried on from direction adopted at the 2003 PSAC Convention even though the recommendation from the position paper had a sunset clause of three years. The Committee recognizes the importance of the PSAC Social Justice Fund demand, however believes that the voice of the members through their bargaining demands should prevail if going into a dispute resolution process.

*m/s Deborah Wiens and Ghassan Mardli*

That the previous question be called.

MOTION TO CALL THE QUESTION CARRIED

**MOTION OF CONCURRENCE IN RESOLUTION FIN-010 DEFEATED**

## **GENERAL RESOLUTIONS COMMITTEE**

### **RESOLUTION GEN-002: CHILD CARE PROVIDER – continued**

The Committee met to review the referral from the floor and agreed with its recommendation to add the following words: "who is not the primary usual caregiver".

*m/s Dave Burchell and Martine Babcook:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution GEN-002 which reads as follows:

**BE IT RESOLVED THAT** the Public Service Alliance of Canada remove this barrier by amending the definition of a family care provider to be any person who is not a primary/usual care giver with a receipt.

## RATIONALE

As PSAC members we strive to eliminate barriers so we can participate without financial hardship at all PSAC activities.

m/s Ghassan Mardli and Jackie Nettleton:

That the resolution be tabled.

**MOTION TO TABLE RESOLUTION GEN-002 CARRIED**

**GLBT PERSONS ELECTIONS**

**Timothy Hunt – ELECTED**

1<sup>st</sup> Alternate: Tim Hubick

2<sup>nd</sup> Alternate: Scott Gatzke

**REPORT OF THE CREDENTIALS COMMITTEE**

*m/s Alain Courcelles and Jennie Grundy:*

That the following report be adopted:

DELEGATES	268
GUESTS	10
NBOD	12
OBSERVERS	32
<hr/>	
TOTAL	322

**MOTION CARRIED**

**COMMITTEE REPORTS – GENERAL SESSION**

**GENERAL RESOLUTIONS COMMITTEE**

**RESOLUTION GEN-013 – 2nd & 3rd BIR only: REMOVAL OF BARRIERS FOR MEMBERS WITH DISABILITIES - continued**

The Committee met to review the referral from the floor and agreed with its recommendation that the word “visit to” be replaced with the words “review of”.

*m/s Dave Burchell and Martine Babcook:*

That the Convention adopt the committee’s recommendation of **concurrence** in the 2nd & 3rd BIR only of Resolution GEN-013 which reads as follows:

**BE IT FURTHER RESOLVED THAT** PSAC ensure that a review of such facility by a designated member of the MWD Working Group or regional representative takes place well in advance of booking any facilities; and

**BE IT FURTHER RESOLVED THAT** PSAC remove or accommodate as many identified barriers as possible to MWD in order to achieve maximum participation at any PSAC events.

RATIONALE

We believe that PSAC should be actively engaging our members with disabilities to remove barriers to participate.

**MOTION OF CONCURRENCE IN RESOLUTION GEN-013 CARRIED AS AMENDED**

**RESOLUTION GEN-018: PROTECTIVE REASSIGNMENT FOR PREGNANT AND NURSING MOTHERS**

*m/s Dave Burchell and Martine Babcook:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution GEN-018 which reads as follows:

**BE IT RESOLVED THAT** PSAC exert pressure to obtain legislation guaranteeing the protective reassignment of workers, a practice currently underway in some provinces (including Quebec) so that pregnant or nursing employees receive leave with pay; and

**BE IT FURTHER RESOLVED THAT** PSAC negotiate with our employers a policy similar to the protective reassignment provisions in Quebec, which would provide for reassignment or leave with pay; and

**BE IT FURTHER RESOLVED THAT** PSAC continue the petition campaign to make progress on the issue of protective reassignment for pregnant or nursing women; and

**BE IT FURTHER RESOLVED THAT** PSAC work in solidarity with all women who do not have access to protective reassignment.

RATIONALE

We as the Committee believe that all pregnant and nursing mothers in any position should have the right to work in a safe and healthy environment.

**MOTION OF CONCURRENCE IN RESOLUTION GEN-018 CARRIED UNANIMOUSLY**



**RESOLUTION GEN-005: PSAC CONSTITUTION**

*m/s Dave Burchell and Martine Babcook:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution GEN-005 which reads as follows:

**BE IT RESOLVED THAT** the NBOD establish a committee to re-visit our Union's name and provide recommendations for the 2018 PSAC Triennial National Convention.

**RATIONALE**

With the increasing diversity of workplaces joining our Union the Committee agrees with the intent of establishing a committee to revisit our name.

The following member of the committee wishes to be recorded against the Committee's recommendation: Martine Babcook.

*m/s Mike Vanson and Herhald Mark:*

That the question be called.

**MOTION TO CALL THE QUESTION CARRIED**

**Point of privilege:** Delegate Tamara Wilton requested a standing count/vote.

A standing vote was held and the results were as follows:

**Results:**     126 yes  
                  120 no

**MOTION OF CONCURRENCE IN RESOLUTION GEN-005 CARRIED**

**RESOLUTION GEN-004: PRC REPRESENTATIVE REPORTING**

*m/s Dave Burchell and Martine Babcook:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution GEN-004 which reads as follows:

**THE ACTIONS REQUESTED:** The representative responsible for his or her area of responsibility shall consult/communicate with each Local in good standing prior to and after each Prairie Region Council meeting, be it electronically or in print.

## RATIONALE

Communication is a corner stone of our organization. Direct communication with members/locals will increase participation and awareness of the Prairie Region Council.

### **MOTION OF CONCURRENCE IN RESOLUTION GEN-004 CARRIED**

#### **BY-LAWS RESOLUTIONS COMMITTEE**

#### **RESOLUTION BL-007: PRC QUORUM**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-007 which reads as follows:

**BE IT RESOLVED THAT** Section 7 Sub-Section (d) be amended to remove "ensuring representation from all three provinces".

## RATIONALE

The Committee realizes that in consideration of budgetary restraints and taking into account unforeseen travel restrictions, i.e. weather it is not always possible to ensure representation from all three provinces.

### **MOTION OF CONCURRENCE IN RESOLUTION BL-007 DEFEATED**

#### **RESOLUTION BL-008: PRC STANDING COMMITTEES**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-008 which reads as follows:

**BE IT RESOLVED THAT** Section 8 Sub-Section (a) on the PRC By-Laws be amended to identify the standing committees; and

**BE IT FURTHER RESOLVED THAT** Section 8 Sub-Section (a) on the PRC By-Laws be amended to clarify the PRC's authority in regard to committees; and

**BE IT FURTHER RESOLVED THAT** Section 8 Sub-Section (a) on the PRC By-Laws be amended to read as follows:

(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

RATIONALE

The Committee recognizes the value of recognizing all standing committees.

**MOTION OF CONCURRENCE IN RESOLUTION BL-008 CARRIED**

**RESOLUTION BL-009: DELEGATE STATUS TO PRAIRIE REGION CONVENTION**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-009 which reads as follows:

**BE IT RESOLVED THAT** Section 10 Sub-Section (3) be deleted in its entirety and replaced by the following wording:

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 Regional Triennial Conventions as delegates.

RATIONALE

The Committee agrees that updates to the By-Laws were necessary to:

- 1.) properly recognize NAPC (formerly known as NAIM)
- 2.) clarify the definition of national officers and remove the reference to the PSAC Equal Opportunities Committee which no longer exists.

**MOTION OF CONCURRENCE IN RESOLUTION BL-009 CARRIED**

**RESOLUTION BL-014: DELEGATE STATUS TO PRAIRIE REGION CONVENTION**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-014 which reads as follows:

**BE IT RESOLVED** Section 10 Sub-Section (3) (c) be amended and read as follows:

Each National Aboriginal Peoples Circle (NAPC) representative elected from the Prairie Region shall be a delegate to the Prairie Region Triennial Convention.

## RATIONALE

The Committee agrees that the Prairie Region By-Laws require updating to bring them in line with the name change from NAIM to NAPC.

*m/s Brea Lewis and David Fandrich:*

That the resolution be tabled.

## **MOTION TO TABLE RESOLUTION BL-014 CARRIED**

## **RESOLUTION BL-015: PRAIRIE REGION TRIENNIAL CONVENTION LOCATION**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-015 which reads as follows:

**THEREFORE BE IT RESOLVED THAT** Section 9 Sub-Section (1) (a) be amended to read as follows:

The Prairie Region shall hold its Triennial Convention in the Prairie Region within the period commencing 14 months and ending nine months prior to the PSAC National Triennial Convention. The PRC shall make every effort to ensure that the Regional Convention rotates through the three provinces of the Prairie Region.

## RATIONALE

While the Committee recognizes the importance of rotating the Prairie Region Triennial Convention through the three provinces the PRC cannot always guarantee that accommodations and meeting spaces are always available. However, we feel confident that the PRC will make every effort to do so.

*m/s Ken Yestrau and Brenda Skayman:*

That the question be called.

## **MOTION TO CALL THE QUESTION CARRIED**

## **MOTION OF CONCURRENCE IN RESOLUTION BL-015 CARRIED**

## **GEOGRAPHICAL ELECTIONS**

**Northern Alberta Geographical Rep:** Murray Pruden

1<sup>st</sup> alternate: Brenda Skayman

2<sup>nd</sup> alternate: Elaine Gariepy

**Southern Alberta Geographical Rep:** Sherry Hunt

1<sup>st</sup> alternate: Deb Kosteniuk

2<sup>nd</sup> alternate: Kristin Strachey

**Northern Saskatchewan Geographical Rep:** Denni Ernst

1<sup>st</sup> alternate: Melanie Markling

2<sup>nd</sup> alternate: Jacqueline Maurice

**Southern Saskatchewan Geographical Rep:** Deanna Getz

1<sup>st</sup> alternate: Raelene Ramnes

2<sup>nd</sup> alternate: Tracy Karcha

**South-East Manitoba Geographical Rep:** Gus Mardli

1<sup>st</sup> alternate: Gloria Kelly

2<sup>nd</sup> alternate: Darlene McClure

**North-West Manitoba Geographical Rep:** Jennifer Grant

1<sup>st</sup> alternate: Michael Weisgerber

2<sup>nd</sup> alternate: Martin Kaminski

### **PERSONS WITH DISABILITIES ELECTIONS**

**Kim Haynes - ELECTED**

1<sup>st</sup> Alternate: Peter Barr

2<sup>nd</sup> Alternate: Robert Callahan

### **YOUNG WORKERS ELECTIONS**

**Kristin Savage – ELECTED**

1<sup>st</sup> Alternate: Nathaniel Angus-Jackman

2<sup>nd</sup> Alternate: Stephanie Vandewaeter

**SUNDAY, JUNE 29, 2014**

### **RACIALLY VISIBLE PERSONS ELECTIONS**

**Sam Akinsanya – ELECTED**

1<sup>st</sup> Alternate: Philip Chan

2<sup>nd</sup> Alternate: Khalid Ahmad

Brother Bob Jackson assumed the Chair.

## REPORT OF THE CREDENTIALS COMMITTEE

*m/s Jennie Grundy and Patricia Lumbala:*

That the following report be adopted:

DELEGATES            268

GUESTS                11

NBOD                  11

OBSERVERS           32

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TOTAL                   322

### **MOTION CARRIED**

### **ELECTION OF REVP**

Brother Bob Jackson assumed the Chair.

*m/s Mike Brecht and Gregory Krokosh:*

That there be scrutineers for each of the candidates to observe the voting process.

### **MOTION CARRIED**

Four (4) written nominations were received.

**1) Nancy Johnson** - nominated by Maria Fitzpatrick and seconded by Timothy Hunt

Sister Johnson accepted the nomination.

**2) Marianne Hladun** – nominated by Randy Walker and seconded by Michelle Lang

Sister Hladun accepted the nomination.

**3) Samuel Akinsanya** – nominated by Alec Goertzen and seconded by Timothy Hunt

Brother Akinsaya accepted the nomination.

**4) Blair Winger** – nominated by Mona Simcoe and seconded by Shaun Brennand

Brother Winger accepted the nomination.

At this point, the Chair called for further nominations from the floor. The Chair declared the nominations closed.

Each candidate made a presentation. Following their presentation, delegates were asked to vote. Scrutineers were designated for each of the candidates to observe the voting process.

**1<sup>st</sup> ballot: 259 ballots cast – Johnson 56; Hladun 120; Akinsanya 4; Winger 79**

Not a clear majority. Brother Akinsanya is removed from the ballot, and there is a second ballot.

**2<sup>nd</sup> ballot: 258 ballots cast – Johnson 50; Hladun 118; Winger 90**

Not a clear majority. Sister Johnson is removed from the ballot, and there is a third ballot.

**3<sup>rd</sup> ballot: 256 ballots cast – Hladun 132; Winger 124**

Marianne Hladun was declared elected Regional Executive Vice-President, Prairies.

### **ALTERNATE REVP**

Two (2) written nominations were received.

**1) Susan Norman** – nominated by Glen Johnson and seconded by Barb Christiansen.

Sister Norman accepted the nomination.

**2) Deb Ferguson-Wiens** – nominated by Denni Ernst and seconded by Lois Lafond.

Sister Ferguson-Wiens accepted the nomination.

At this point, the Chair called for further nominations from the floor. The Chair declared the nominations closed.

Two (2) nominations were received from the floor.

**1) Nancy Johnson** – nominated by Deborah Basaraba and seconded by Deanna Getz.

Sister Johnson declined.

**2) Blair Winger** – nominated by Peter Barr and seconded by Denise Davey.

Brother Winger declined.

Each candidate made a presentation. Following their presentation, delegates were asked to vote. Scrutineers were designated for each of the candidates to observe the voting process.

**Results:** Ferguson-Wiens 103; Norman 154

Susan Norman was declared elected Alternate Regional Executive Vice-President, Prairies.

Sister Marianne Hladun assumed the Chair.

## **COMMITTEE REPORTS – GENERAL SESSION**

### **BY-LAWS RESOLUTIONS COMMITTEE**

#### **RESOLUTION BL-016: PRC REPORTING**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-016 which reads as follows:

**BE IT RESOLVED THAT** Section 13 Sub-Section (6) be amended to read as follows:

#### *Sub-Section (6)*

The Prairie Region Council budget variance report be presented to all regularly scheduled PRC meetings in accordance with Section 7 (a) of the Prairie Region By-Laws.

### **RATIONALE**

The Committee feels that the needs of transparency are being met because the budget variance report is part of the financial report. This financial report is presented to each PRC meeting and is included in the minutes of record. All of this material is posted on the website.

The following members of the Committee wish to be recorded against the Committee's recommendation: Jackie Nettleton, Deb Wiens.

### **MOTION OF CONCURRENCE IN RESOLUTION BL-016 DEFEATED**

#### **RESOLUTION BL-018: RESPONSIBILITIES OF DCL PRC REPRESENTATIVE**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-018 which reads as follows:

**BE IT RESOLVED THAT** the following roles and responsibilities be inserted into Section 6 Sub-Section (6) of the PR By-Laws and numbered accordingly:

promote discussions between DCL's to aid in mutually benefiting projects and priorities within the Prairie Region



## RATIONALE

The Committee recognizes the benefit of promoting open communication among the DCL's.

## **MOTION OF CONCURRENCE IN RESOLUTION BL-018 CARRIED**

### **RESOLUTION BL-019: VACANCY OF PRC REPRESENTATIVE**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-019 which reads as follows:

**BE IT RESOLVED THAT** Section 11, Sub-Section (7) – Vacancy in the Position of a Representative be amended to read as follows:

Section 11, Sub-Section (7) – Vacancy in the Position of a Representative

- a) In the event of a vacancy, the position of a PRC Representative shall be filled by the Alternate.
- b) In the event, there is no alternate to assume the PRC Representative position, the vacancy, 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 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;
  - 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, 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).

**BE IT FURTHER RESOLVED THAT** all Sections of the Prairie Region By-Laws be amended to reflect this change.

## RATIONALE

The Committee recognizes that a more comprehensive process should be in place.

## **MOTION OF CONCURRENCE IN RESOLUTION BL-019 CARRIED**

**RESOLUTION BL-020**  
**YOUNG WORKERS DELEGATES TO THE PRAIRIE REGION CONVENTION**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-020 which reads as follows:

**BE IT RESOLVED THAT** Section 10 Sub-Section (4) and (5) of the Prairie Region By-Laws be amended as follows:

*Sub-Section (4)*

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

*Sub-Section (5)*

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

*Sub Section (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.*

**BE IT FURTHER RESOLVED** that the Prairie Region By-Laws be re-numbered accordingly.

**RATIONALE**

The Committee recognizes the importance of the inclusion of all recognized committees.

**MOTION OF CONCURRENCE IN RESOLUTION BL-020 CARRIED UNANIMOUSLY**

**RESOLUTION BL-028**  
**PRAIRIE REGION TRIENNIAL CONVENTION – DELEGATE ENTITLEMENT**

*m/s Glen Johnston and Don Wilkie:*

That the Convention adopt the committee's recommendation of **concurrence** in Resolution BL-028 which reads as follows:

**BE IT RESOLVED THAT** Sub-Section 10(1) of the PSAC Prairie Region By-Laws be changed that each local/branch in good standing is entitled to one delegate for the first 200 members or part thereof, and to one delegate for each additional 200 members or part thereof.

## RATIONALE

The Committee recognizes that the Submitting body is referring to Section 10 Sub-Section (1) of the Prairie Region By-Laws.

The Committee feels that the numbers should be reviewed and on the whole, balancing cost efficiency against representation feel that this was a more equitable formula. Considerations also included recognizing that with a smaller delegate entitlement, more options for accommodations and meeting spaces would be available.

*m/s Martine Babcook and David Fandrich:*

That the question be called.

**MOTION TO CALL THE QUESTION CARRIED**

## **MOTION OF CONCURRENCE IN RESOLUTION BL-028 DEFEATED**

### **HONOURS AND AWARDS**

Sister Deborah Wiens and Brother Dave Burchell, members of the PRC Communications Committee and Awards Selections Committee to come up and present the Prairie Voice Awards.

The Prairie Voice Awards was created to recognize and salute the tireless work our members do every day in their locals, their committees or councils, and their communities.

It's a way for us to say thank you to our Sisters and Brothers for their commitment to the labour movement and their efforts to make our union stronger.

The award we're handing out this year is an exclusive print made especially for our Prairie Voice Award from the Saskatoon Community Youth Arts Programming (SCYAP).

SCYAP is a charitable organization that meets the social, educational and economic needs of youth at risk through arts.

Steward of the Year is awarded to a member that takes on challenges or situations, consistently follows through with responsibilities and helps to educate members on grievance handling. Congratulations Sister Tamara Wilton from UTE Local 30025 in Edmonton.

Human Rights is awarded to a member who advances human rights work or raises awareness or money for an organization or cause (this can include racially visible, aboriginal, women, GLBT, etc.). Congratulations to Brother Timothy Hunt from CIU Local 30036 in Calgary.

Labour Award is presented to a member who participates actively in the labour movement and/or does something to further the work or collective goal of the broader

labour movement. Congratulations to Sister Brea Lewis, CIU Branch President in Saskatchewan.

Leadership Award: A good "Leader" shows initiative and innovation in their work. They lead by example and always work to create a strong, united union — one that stands together, and works together, in solidarity. Congratulations to Brother Todd Panas, National President of the Union of Environment Employees.

The Mentor Award is awarded to someone with a kind heart and big personality that recognizes the value of mentorship and invests time into others' success. Leads by example, fosters positive energy, and promotes positive change. Congratulations to Sister Nancy Johnson.

Based on her experience, knowledge and dedication to so many areas in her community and her union, we also thought it fitting to award Nancy the award for Political Action.

Community Outreach is awarded to a member who participates in volunteer efforts, supports community activities or groups and is a leader in the development and growth of their community. Congratulations to Brother Hycinth Jayasuriya.

### **ADMINISTRATION OF THE OATH OF OFFICE**

Sister Robyn Benson assumed the Chair and administered the Oath of Office to the newly elected officers.

### **ADJOURNMENT**

Sister Hladun resumed the Chair and adjourned the Convention proceedings.

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**Address: Marianne Hladun**

By a show of hands, how many were at Convention in 2011 in Winnipeg?

In some ways, we're in a very different place than we were just three years ago.

- The federal government has cut billions of dollars from public services and thousands of federal government jobs.
- We've lost over 3,000 members in the Prairies due to federal budget cuts and workforce adjustment.
- The attack on the labour movement has been relentless with malicious anti-labour legislation such as Bill C-377, Bill C-525 and Bill C-4.

Then again, in other ways, something things haven't changed.

- In 2011, we rallied with postal workers at Convention calling on Canada Post to respect workers.

This time, we're fighting Canada Post on their decision to stop door-to-door delivery and to cut 8,000 jobs in the process.

- In 2011, our members stood our ground in the face of a concerted campaign to erode the pension rights of our members in the public sector.

Now, we're fighting the Conservative government's plan to strip away sick leave rights and contract out the management of the sick leave system.

- In 2011, Harper had just won a majority government and was eager to use the power for evil.

Three years later and, well, we all know how that's turned out.

But there's a silver lining to all of this: Union members are fed up, Canadians have had enough, and we're all ready to fight back—together.

That work has already begun.

Member by member.

Local by local.

Area by area.

The We Are All Affected campaign is a perfect example of this.

It forms the foundation of the way we do business: talking to our members, talking to our friends and family, talking to politicians and the media.

I look forward to seeing the campaign continue and to having the face-to-face discussions that are critical to the success of our union, both at the bargaining table and at the ballot box during the next federal election.

We're communicating more effectively.

Our telephone town hall events have been one of the most successful examples of this.

These events were started right here in the Prairies and have now been done by every other region within PSAC on various important issues.

We're taking to the streets.

Last year hundreds of members and activists gathered in blizzard conditions to protest the Conservative's Convention and their impaired judgment and reckless policies.

And that's just one example, look at the mobilization around the National Days of Action, or the cuts to Veterans Affairs, or the community rallies protesting backwards provincial and municipal policies.

We're active in our communities.

By working together with community groups we were able to achieve an historic win in Saskatchewan that will set a precedent across the country.

The Sask Party unanimously passed an opposition bill to make reporting of asbestos in public buildings mandatory.

This is something that our friend Brother Howard Willems fought tirelessly for and something PSAC was proud to keep fighting for on his behalf.

We've also built bridges with Indigenous communities through our work with Idle No More, the fightback against the privatization of the Canadian Rockies Hot Springs, and relief efforts during the disastrous southern Alberta flooding last summer.

But, perhaps most importantly, we're talking to each other.

I have attended each of the multi-local meetings across the region over the past two months and the participation and discussion has been both exciting and encouraging.

We're sharing ideas, stories and experiences so that we can learn from our mistakes, build on our successes and plan for the future.

That was the whole premise of the Prairies Video Project.

Never before have we collected and shared members' stories in such an intimate and compelling way.

I was lucky enough to be on location for the interviews across the Prairies and to speak with these members first hand.

I'm delighted that everyone can share in the insights and experiences that these members shared with us.

The project has also received national recognition when it was awarded the Canadian Association of Labour Media award for "Best narrative video, or video series documentary".

Each video will be an important resource for us to teach members about our history and build solidarity.

The project showcases the power of collective bargaining, the importance of human rights, the reason we do what we do, and so much more.

We're going to show a trailer for the video project immediately following my address.

Throughout the weekend, we'll also be screening short two-to-three minute clips with excerpts from the 42 interviews and 2,500 minutes of footage we collected.

It's critical that we tell these stories both to archive our history, but also to help the next generation of activists just starting out their careers.

Our region has always fostered young workers.

It was young workers from the Prairies who put the resolution forward at the 2012 PSAC National Convention to create regional young workers committees.

Since then we held a series of meetings, which attracted dozens of young workers to network and strategize.

Next, we'll host the Prairies Conference for Young Workers from September 22-24 to continue this work.

At the same time we'll hold the Prairies Conference for Separate Employers and Directly Chartered Locals.

The conference comes at a time when we've organized seven new bargaining units, including three new directly chartered locals over the past few years.

We've certainly come a long way with the work we've done to mobilize members and build capacity.

But there's more work to do.

Let's continue to build on the momentum and keep moving forward.

Our priorities must be to defend collective agreements, defend public services and work towards the defeat of the Conservative government in the next federal election.

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

Thank you.



**Speech to the  
PSAC  
PRAIRIES  
REGIONAL CONVENTION  
by  
Robyn Benson, National President  
Saskatoon, Saskatchewan  
June 2014**

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Sisters and Brothers, it is so great to be here with you here in Saskatoon for the last of PSAC's seven Regional Conventions.

You know the Prairies is my home and I am so moved and honoured to be attending this Convention as a delegate once again, and for the very first time as your National President.

All of the debates and decisions we make at conventions help shape the future of our union. The direction we take – how we move forward – is in your hands.

**You** are the leaders who are in the best place to set our course.

**You** represent the rank and file.

**You** work with members day in and day out, and you give voice to their issues and concerns.

**You** are important leaders in our great union, and I want to thank you for all that you do.

This is a critical time for PSAC members in the Prairies and across the country. Our jobs are on the line, and so are our working conditions.

The rights that we have won through years and years of mobilization, legal action and sheer determination are being stripped away.

Pay equity. Employment equity. Fair wages. Pensions. Health benefits. Social security. They are all under attack.

And, sisters and brothers, it's our job to turn things around, not just for ourselves and our families but for all the generations of workers to come.

This is the time to draw the line in the sand.

Now more than ever we have to say NO to every government and every employer that tries to take away what is rightfully ours.

Now is the time for us to move forward, not backward – united as a union, united with other unions, and united with all Canadians. Because together we can make our country a better place.

The next few years will be a big test for us, but we will succeed.

The threats ahead are enormous. But we also have opportunities.

First, we are starting to see cracks in Canadian Conservative landscape.

The late Jim Flaherty's sudden break from Stephen Harper on income-splitting was an important sign that things are starting to shift.

Then in the last few days, we have finally seen a move to change the temporary foreign worker program. Even Jason Kenney has been forced to admit that a better strategy for dealing with labour shortages is to raise wages.

But there are other signs that the Conservatives hold on Canada is weakening.

Consider Dimitri Soudas, Nigel Wright, Mike Duffy, Pamela Wallin.

Consider the robo-call scandals.

Consider what the courts have said about the Conservatives' so called "tough-on-crime" laws.

Consider the fact that the Supreme justices had to slap Harper for not following the law when he handpicked his Québec nominee to the Court.

Even the Conservative-controlled Senate is moving away from Stephen Harper's agenda.

In a huge labour movement victory, it looks like Bill C-377 won't be going back to the House of Commons any time soon.

This is the private member's bill that would have required unions to spend hundreds of hours reporting on our expenses to the Canada Revenue Agency.

These are hundreds of hours that are much better spent defending and representing our members.

We also just received word that Bill C-525 is delayed for now in the Senate, and that we have won some time to fight against it.

This is another piece of anti-union legislation that will make it much more difficult for workers in the federal sector to get unionized, and much easier for unions to be decertified.

The federal Conservatives are feeling the pressure of public anger. More and more people are saying enough is enough.

They are fed up with the billions of dollars going to tax breaks for the wealthiest, while billions of dollars are being cut from public services.

Canadians are worried about the future, and especially about the future of their children and their grandchildren. And for good reason! Youth unemployment has never been higher. Employment Insurance benefits are almost impossible to get. And younger workers are going to have to work much longer to qualify for Old Age Security.

The fact is that Canadians are sick and tired of bad government in Parliament. They have had enough of scandals, the backroom deals, and the bullying tactics of those in power.

Canadians want their country back.

And PSAC members and leaders can be proud of the role we've played in turning public opinion against the Conservatives.

Here in the Prairies, you have helped expose the damage being done.

Working hand-in-hand with the Components in the region, you have put the spotlight on the impact of the federal government's budget cuts.

Thanks to you, the voters in this region know about Service Canada cuts that have meant longer times for processing EI cuts. Thanks to you, the people of this region are better informed about the cuts to border services, the cuts to National Defence and at Parks Canada.

You were on the front lines here in Saskatchewan mobilizing against the Closing of the Prairie Farm Rehabilitation Administration.

And across the region, you have helped explain the devastating impact of the many other program cuts at Agriculture Canada, including the shut down of the Prairie Shelterbelt Program and the Community Pasture Program.

Marianne and your Regional Council are leading the mobilization in this region with new energy and dedication.

You've given voice to PSAC members, and shown the public the faces of those who deliver services, through your award-winning video project. We win public support when we give members a chance to tell their own stories about the important work we do.

You've been on the front-line with veterans, demanding that the Harper government start giving them respect, dignity and honour for their service to Canada.

You've been marching hand-in-hand with Aboriginal and First Nations' communities and the Idle No More movement demanding that governments respect the rights of the Indigenous peoples of this region.

Your efforts have given the PSAC unprecedented visibility. And I know you are committed and determined to do more.

Because the harder we fight, the stronger we get.

And we are getting stronger, sisters and brothers. And we are also winning.

When we fought back against the closures of the veterans' offices, we won the support and respect of millions of Canadians. The issue made headline news for weeks.

When we forced Treasury Board to respect the negotiated Work Force Adjustment language in our collective agreements, including the right to alternation, we won jobs for hundreds of members who would otherwise have been thrown out of work.

We won pay equity for Canada Post workers ending a battle that lasted more than 30 years, and that put 250 million dollars in the hands of members.

When Treasury Board tried to put in place its new pay in arrears system, we fought back, and we won. No government employees' pay will be clawed back as originally planned.

In a precedent-setting case, we won Fiona Johnstone's right to work set shifts so that she could have access to day care.

And with that win, every Canadian worker can now argue for accommodation in order to meet family responsibilities.

Every one of these victories has made us better organized, more credible, and better prepared to fight on other fronts. And, that's good, because we have big fights coming soon at the bargaining table.

In just over a week's time, the largest round of collective bargaining in Canada will get underway when the PSAC sits down across from the federal Treasury Board to negotiate agreements on behalf of more than 120,000 federal workers.

Let's be clear. Treasury Board is going to do everything it can to break our union and weaken our contracts.

The Harper government wants to lower the working conditions and wages of all workers across the land, and it is going to try to use this round of bargaining to set an example for other employers.

That is why this upcoming round is everyone's business. We all have a stake in mobilizing around these negotiations.

And if we fight back against the attack – all of us in this room, alongside every PSAC member from coast to coast to coast – we will set the example of what unions everywhere can still achieve.

Our strategy for taking on this epic battle is straightforward.

We are organizing a massive and powerful force of resistance.

We are building solidarity with other unions.

And we are building strong public support by showing that this fight is not only about us, but about all Canadians.

The "We are all affected" campaign has already shown thousands of Canadians just how badly this government has been managing their services.

And in the coming months, we are going to continue this work by strengthening our campaign to stop the cuts to Employment Insurance and by fighting back against the cuts to home delivery of mail by Canada Post.

Through these campaigns, we will win allies and supporters. And this stronger solidarity will help us achieve better collective agreements, as well as better public services.

It is the way forward.

The more united we are, the stronger we are.

Through the PSAC's leadership, we have united federal public sector unions under one roof and signed a historic solidarity pact for the upcoming negotiations with Treasury Board. This is a bold and unprecedented move.

The most important piece of our strategy is right here in this room. **You**, the front-line leaders.

It starts with every local being eager, energized and prepared.

I know many of you are already talking to your members and many have been collecting signed pledge cards in support of our collective agreements and public services. I am proud to report that we have reached out to more than 30,000 members who have pledged to do their part to defend public services and workers' rights.

But we need to do much more to engage our members. We need to organize concrete actions.

Over the coming months, we will be identifying strategic targets.

Workers in some worksites may walk off the job at lunch time for 19 minutes, as they have been doing in the province of Québec for the past three months.

And some may take even bolder action.

The decisions on what to do will be in your hands. The most important thing is that whatever you decide, it has to be a success.

We have to show that we are strong and organized.

That's why we aren't going to try to bring all members out at the same time and ask them to do the same thing—at least not just yet.

We are starting slow but steady so that we can get better and better organized and get ready to take bold cross-country action when we need to, with other unions supporting us, and with the public on our side.

That, sisters and brothers, is how we are going to defend our collective agreements. That's how we will make gains.

Our locals are where the work needs to take place.

As front-line activists, you are leading this charge, and although I know you bear many responsibilities, let me stress this as clearly as I can. Mobilizing our locals is the most important, crucial job you must accomplish.

Our success as a national union depends on our locals being ready for the challenge.

You, your officers and stewards play a critical role in engaging our members, co-workers, friends, neighbours and communities.

Where you sense apathy and demobilization, you need to intervene.

You need to communicate our story and convince people around you of the value and the importance of this fight. You need to convince others that this fight is everyone's fight.

We have to rally together and push in the same direction, whether we are talking about Components, DCLs, Regional Councils, Area Councils, Committees – everyone.

We need to make this commitment. And we need to follow through.

As your National President, my pledge to you is constant and unwavering support. I will work with you, stay connected to you, and support you in any way that is needed.

Sisters and Brothers, I say again, we are at a critical time.

We are living in a time of right-wing governments. They have a single goal.

They want to set our country back 40 years.

They want to destroy the hard-earned commitments that generations of Canadians have fought for and achieved over many decades.

Commitments like social programs and public services. Commitments that take shape every day through the hard work of public service workers.

**We** fought for these public services and the values that underline them.

**We** fought for prosperity and wealth to be shared and benefit all.

**We** fought for more equality and opportunity.

**We** fought for progressive and fair taxation, social programs and access to health care and education.

**We** fought for decent wages.

And

**We** fought for the right to express ourselves, to organize ourselves and to bargain collectively.

These services, these values, these commitments were not handed to us on a silver platter. We fought to establish them, and to make them a reality in this country.

And we will fight just as hard to keep them.

They think that they can rip apart what holds us together. They believe they can impose more inequality, more wealth concentration, more inequity and more violence on us.

Front-line leaders, as unions, we have a choice to make.

We can either roll over or put up a fight.

We can accommodate this destruction or refuse it entirely.

Ask yourselves why the Conservative government is so intent on attacking us?

It attacks us because we protect the promise that our society holds and the foundations on which it stands. To put it more bluntly, they attack us because they recognize our power.



They know we are a force to contend with. And they know we have the people, the resources and the power to defeat them.

Brothers and Sisters, it's time to use that power.

It's time to stand together and fight.  
Sick leave claw back? We say **no!**

Roll back of pay equity gains? We say **no!**

Performance management as a new termination tool? We say **no!**

Privatization of public services? We say **no!**

Unilateral moves on labour laws and right to work? We say **no!**

And instead we say **yes** to getting our country back.

With the help of a strong Prairies Region, **we** will continue to build a better union for our members.

**We** will get the membership mobilized from the locals on up and ready for action.

**We** will not bow down to the threat of back-to-work legislation.

**We** will sign fair and decent collective agreements.

**We** will continue to fight the Conservative agenda, and replace it with one that meets the very real needs of all Canadians.

**We** will stand together, as union leaders, as dedicated Sisters and Brothers on the front-line.

Together **we will win.**

Thank you.



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



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

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

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

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

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

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

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

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

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

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

What do I see as barriers? Grass root members see what we do as leaders. They see how much we do, and some determine that we give too much of ourselves for them to become involved. I see a barrier is that sometimes the value of what we need gets outweighed due to the financial cost. Barrier – politics get in the way of getting business done.

In conclusion – I hope that we as a convention floor make change happen, that we make wise decisions, and that every person at this convention leaves, renewed, educated, motivated and reassured!

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

In Solidarity,

Deborah Wiens, Alternate Prairies REVP  
587-926-2329  
[Wiensd@psac.com](mailto:Wiensd@psac.com)

**Satinder Bains**  
**Southern Saskatchewan Geographical Representative**

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

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

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

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

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

In Solidarity,

Satinder Bains

**Shaun Brennand**  
**Regina Area Council Representative**

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

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

During my tenure, I worked on the following committees;

**Education Committee:**

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

**Bylaws Committee**

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

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

**Denni Ernst**  
**Northern Saskatchewan Geographical Representative**

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

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

Respectfully submitted,

Denni Ernst

**David Fandrich**  
**Southern Alberta Geographical Representative**

I would like to report the following activities:

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

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

Let's have a great convention.

In Solidarity,

David Fandrich  
Southern Alberta Geographical Rep



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

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

In general, I continued my participation by:

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

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

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

Respectfully submitted,

Alec Goertzen  
Calgary Area Council Rep  
PRC Member

**Tim Hogan**  
**Prince Albert Area Council Representative**

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

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

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

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

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

Lobbying:

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

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

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

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

Welcome to the convention!

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

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

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

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

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














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

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

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

In Pride & Solidarity - Prairie Wide!!

2011

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

display at the official June 16<sup>th</sup>.

## 2012



January 29<sup>th</sup>

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

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

January 09<sup>th</sup>

And

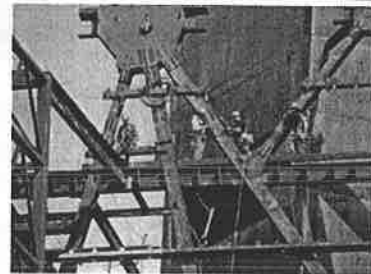
February 13<sup>th</sup>

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

Winnipeg



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



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



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





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



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

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



**August 16 to 26**

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



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



**May 24th to June 01st**

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

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

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



**Calgary Flood: June 21st**

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

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



**July 12th – Calgary Drop-In Centre**

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



**July 29 – Mustard Seed Dinner**

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





**GlobalFest 2013: August 16 to 25**

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



**Sunday - September 01st**

Participated in the 22nd annual Calgary Pride Parade.

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



**November 18<sup>th</sup> - 22<sup>nd</sup> - National Human Rights Conference**

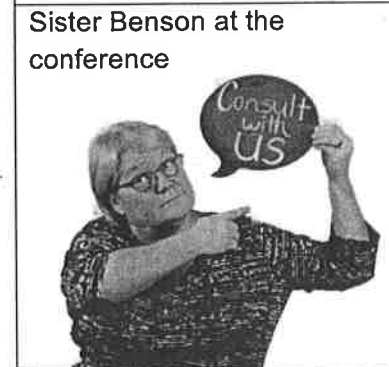
First time ever all the five equity groups met in Toronto for this "mega conference". Lots of things worked, some didn't, timing was a luxury. Great speakers, again not enough time. Hotel was very accommodating though, but the rooms were all over the place!! Workshops were very well run, content was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



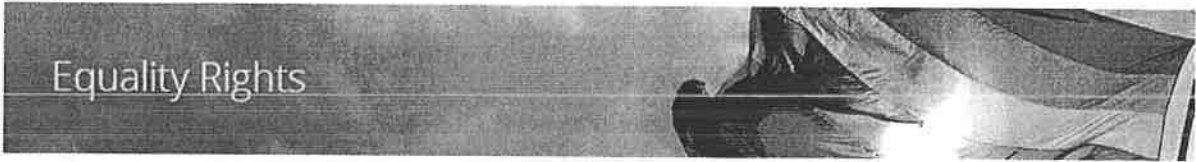
**December 12<sup>th</sup> - 13<sup>th</sup> - NHRC Meeting (Ottawa)**

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

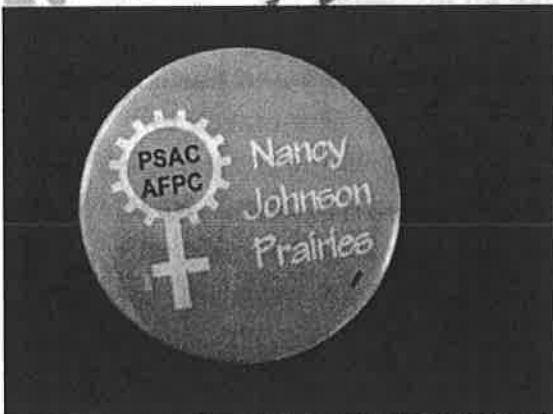
Sister Benson at the conference



<p><b>May 17<sup>th</sup></b>  <b>11<sup>th</sup> Anniversary of the  International Day  Against Homophobia</b></p>	<table border="1"> <tr> <td data-bbox="539 142 711 382"> <p><b>I love  my two  moms!</b></p> </td> <td data-bbox="711 142 893 382">  </td> <td data-bbox="893 142 1052 382"> <p><b>I love  my two  dads!</b></p> </td> <td data-bbox="1052 142 1230 382">  </td> <td data-bbox="1230 142 1421 382"> <p><b>May 17</b>  International  Day Against  Homophobia   <a href="http://homophobia.org">homophobia.org</a></p> </td> </tr> </table>	<p><b>I love  my two  moms!</b></p>		<p><b>I love  my two  dads!</b></p>		<p><b>May 17</b>  International  Day Against  Homophobia   <a href="http://homophobia.org">homophobia.org</a></p>
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**Nancy Johnson  
Regional Women's Committees Representative**



## **Welcome Sisters and Brothers to the City of Bridges**

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

## **Thank you**

**Dawn McAuley and Darlene McClure-Winnipeg**

**Laura Ursu-Regina**

**Susan Norman-Brandon**

**Carrie-Ann French-Calgary**

**Bhupinder Johal-Edmonton**

**Denni Ernst-Prince Albert**

**Maria Fitzpatrick-Lethbridge**

**Sister Robyn Benson**

**Sister Judy Shannon**

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

**Sister Marianne Hladun**

### **And Welcome:**

**Darlene Lewis-Edmonton**

**Michelle Lang-Regina**

**Deb Kosteniuk-Calgary**

**Gloria Kelly-Winnipeg**

## Memorable highlights:

Women's World  
Conference-Ottawa

National Women's  
Conference-Toronto

Regional Women's  
Conference-Banff



## Women's World Conference

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

## Regional Women's Conference

72 Incredible Sisters invaded the Town of Banff...

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

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



## National Women's Conference

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



## **Our Committees**

### **Winnipeg**

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

Thank you all for your commitment and support.

### **Lethbridge**

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

### **Saskatoon**

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

### **Regina**

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

## **Edmonton**

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

## **Calgary**

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

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

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



## **Women's Representative Report to Convention**

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

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

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

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

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

**In Solidarity**

**Sister Nancy Johnson**



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

Greetings sisters and brothers,

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

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

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

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

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

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

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

Respectfully Submitted,

Gus Mardli

**Jackie Nettleton**  
**Saskatoon Area Council Representative**

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

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

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

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

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

In Solidarity,

Jackie Nettleton

**Susan Norman**  
**Westman Area Council Representative**

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

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

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

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

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

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

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

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

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

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

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

February 2014

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

March 2014

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

April 2014

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

May 2014

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

In Solidarity,

Respectively submitted  
Matt Tijani  
WAC – PRC Rep.

## Communications Committee

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

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

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

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

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

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

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

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

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

Hope your convention experience is awesome!

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

Committee Members:

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

Technical Advisor: Jeffrey Vallis

## **Education Committee**

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

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

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

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

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



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

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### The PSAC Prairie region, at a glance ...

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



## Developing the regional education plan ...

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

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

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

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

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

## **The purpose of union education is ...**

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

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

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

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

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

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

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

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

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

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

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

- Connecting with Members
- Representation Skills
- Sustainable Activism

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

- Building Leadership Capacity
- Working with Others
- Sustainable Activism

## Our Education budget...

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

### 2013-2015 PSAC Prairie Region Education Plan budget

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

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

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

<sup>3</sup> This budget supports education events for rural members in their communities.

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

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

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

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

## **Health and Safety Committee**

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

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

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

### **2012 Prairie Region Health and Safety Conference**

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

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

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

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

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

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

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

### **Day of Mourning**

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

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

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

### **Website and E-newsletter Submissions**

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

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

## **National Health and Safety Conference**

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

## **Health and Safety Education**

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

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

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

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

Gus Mardli, MB Representative  
Nancy Johnson, SK Representative





**Prairie Region Council Budget  
Prairie Region Convention 2015-2017**

	Budget Year 2015	Budget Year 2016	Budget Year 2017
<b>Revenue</b>			
AEC Transfer	191,636.25	191,636.25	191,636.25
Interest	250.00	250.00	250.00
<b>Total Revenue</b>	<u>191,886.25</u>	<u>191,886.25</u>	<u>191,886.25</u>
<b>Expenses</b>			
PRC Meetings	78,600.00	78,600.00	78,600.00
Conference Calls	5,000.00	5,000.00	5,000.00
Council Members	10,000.00	10,000.00	10,000.00
Special Projects	5,000.00	5,000.00	5,000.00
Donations	5,000.00	5,000.00	5,000.00
Equity Events / Action	5,000.00	5,000.00	5,000.00
HRC Assistance	5,000.00	5,000.00	5,000.00
RWC Assistance	5,000.00	5,000.00	5,000.00
Area Council Assistance	10,000.00	10,000.00	10,000.00
Committee/Council Networking	2,500.00	2,500.00	2,500.00
MB Federation of Labour	2,000.00	2,000.00	2,000.00
SK Federation of Labour	2,000.00	2,000.00	2,000.00
AB Fédération of Labour	2,000.00	2,000.00	2,000.00
Young Worker Outreach	3,000.00	3,000.00	3,000.00
MB Youth Camp	1,500.00	1,500.00	1,500.00
SK Youth Camp	1,500.00	1,500.00	1,500.00
AB Youth Camp	1,500.00	1,500.00	1,500.00
RWC Special Events	10,000.00	10,000.00	10,000.00
Convention	20,000.00	20,000.00	20,000.00
Memberships	3,000.00	3,000.00	3,000.00
Communications	13,000.00	13,000.00	13,000.00
<b>Total Expenses</b>	<u>190,600.00</u>	<u>190,600.00</u>	<u>190,600.00</u>
<b>Excess of Revenue over Expenses</b>	<b>1,286.25</b>	<b>1,286.25</b>	<b>1,286.25</b>

**Budget Assumptions:**

- 1) AEC Transfer may change after the 2015 PSAC Triennial Convention
- 2) The Budget amounts for these expenditures will be available for use by the PRC at any time over the three year period

**As we move to the next budget cycle, this budget is being presented to continue regional support for PSAC's priorities of:**

1. **Defending collective agreements**
2. **Defending public services**
3. **Building opposition to the federal Conservative government**

**This budget provides the resources for members at all levels to participate in their union and mobilize around issues for all workers. It is about communicating with members using new and proven technologies. It is about providing resources and support for Prairie Region Council members to illustrate leadership within their constituencies. It is about working collectively with components and National Officers to build momentum. And it's about providing opportunities for members to network both within the membership and with others in the labour movement and allies in the community.**

**Anticipating a critical time of action leading into the next budget cycle, expenses from 2012-2014 were monitored closely with many line items significantly under budget. As we move forward, reallocating these funds may assist in achieving our priorities.**

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**Meetings**

The PRC holds a minimum of two face-to-face meetings per year. The budget line item of \$78,600 has not been increased from 2012-2014 and covers the costs of LWOP, travel, accommodations and meeting room costs. Our committee work will continue to be covered by this line item.

**Conference Calls**

This is a new line item of \$5,000 for the 2015-2017 budget. In the past, conference calls with PRC and/or National Officers have been covered under the PRC Meetings line item. Members in the region have clearly identified communication as a priority and as such, starting in December 2012, the PRC has held monthly update conference calls at a regularly scheduled time (excluding July and August). This ensures that PRC reps have access to timely information to report back to their constituents. Costs for the monthly update calls, official PRC conference calls and committee conference calls (as needed) were charged to the PRC Meeting line item and totalled \$2,789.82 for 2013. The

budgeted amount includes for up to 10 monthly update calls as well as additional official conference calls where decision-making is required.

It was also identified that National Officers of components are critical to our success in mobilizing members in the region. Several conference calls have been held with the REVP and National Officers to not only provide information but get feedback on how to achieve our priorities. The budgeted amount includes for up to four conference calls per year with National Officers.

### **Council Members**

The line item for Council members has not changed from the previous amount of \$10,000. The members continue to do their outreach via email, phone and face-to-face meetings. While we remain under budget, it is prudent to keep the line item the same as we look at PRC members doing outreach to all locals urban and rural. Of the \$5,362.40 expended in 2013, \$3,805.62 was for PRC reps to attend Leadership meetings in April/May 2013.

### **Special Projects**

This line item has not changed from the previous amount of \$5,000. It has been used to support local initiatives. For example, in 2013, the full allotment was contributed to the PSAC Social Justice Fund for relief efforts in the Southern Alberta region affected by flooding.

### **Donations**

This line item has not changed from the previous amount of \$5,000. Donations have been in support of Brothers and Sisters from PSAC locals and within the labour movement who have been on extended strikes, donations to local advocacy groups or charities such as Unemployed Workers Centres and Labour Day events.

### **Equity Events**

This line item has been reduced by \$1,000 to \$5,000 from \$6,000. While it has been underutilized, it is prudent to keep a significant amount and to ensure that members are aware that funding may be available for equity events in their location.

### **RWC Special Events**

This line item has been reduced by \$2,000 to \$10,000 from \$12,000. The reduction reflects the change in status for the Prince Albert and Westman RWC's which are inactive. The 2012-2014 budget allocated \$12,000 per year for Regional Womens Committees to fund one-day seminars in their respective locations. This line item has been reduced to \$10,000 per year from \$12,000. While the funds have not been expended in 2012-2013, it is a practice some RWC's are planning for.

### **Human Rights Committee Assistance**

This line item has not changed from the previous amount of \$5,000. We have four active HRC's in Edmonton, Calgary, Regina and Winnipeg, as well as an active RAPC in Prince Albert. Full reports of the HRC activities can be found in our Convention documents. Although these committees receive some funding from Ottawa, our work within our communities and workplaces on equity issues and to fight the governments (federal, provincial and municipal) on regressive agendas, must continue.

Changes to the allocation process, initiated in 2012, included committees receiving funds based on action plans and budgets and the actual bank balance already available versus an equal division between active committees. PRC reviewed all requests for funding and approved allocations based on the information provided. All funds remaining in this line item will continue to be available for use by HRC's upon request.

### **Regional Women's Committee Assistance**

This line item has been reduced by \$1,000 to \$5,000 from \$6,000. We have six active RWC's in Edmonton, Calgary, Lethbridge, Saskatoon, Regina, and Winnipeg. RWC's in Prince Albert and Westman are currently inactive. Full reports of the RWC activities can be found in our Convention documents. Although these committees receive some funding from Ottawa, our work within our communities and workplaces on womens issues and to fight the governments (federal, provincial and municipal) on regressive agendas, must continue.

Changes to the allocation process, initiated in 2012, included committees receiving funds based on action plans and budgets and the actual bank balance already available versus an equal division between active committees. PRC reviewed all requests for funding and approved allocations based on the information provided. All funds remaining in this line item will continue to be available for use by RWC's upon request.

### **Area Council Assistance**

This line item has been reduced by \$2,000 to \$10,000 from \$12,000. We have eight active AC's in Edmonton, Calgary, Lethbridge, Prince Albert, Saskatoon, Regina, Westman and Winnipeg. Full reports of the Area Council activities can be found in our Convention documents. The Area Councils are mandated to serve as a liaison for Locals/Branches of Components and Directly Chartered Locals. This line item is to assist them with meetings, education, speakers and community events as most political action expenses incurred are charged to the Political Action budget.

Changes to the allocation process, initiated in 2012, included committees receiving funds based on action plans and budgets and the actual bank balance

already available versus an equal division between active committees. PRC reviewed all requests for funding and approved allocations based on the information provided. All funds remaining in this line item will continue to be available for use by Area Council's upon request.

### **Committee/Council Networking**

This is a new line item for 2015-2017 for \$2,500 per year. Committees and Area Councils provide opportunities for members to participate at the grassroots level. While Committees and Area Councils may read each others minutes, this line item will ensure that Committees and Area Councils have an opportunity to meet via conference call or webinar a minimum of twice per year to share successes and challenges.

### **Federations of Labour**

In the last budget cycle, the line item for Federations of Labour was separated for each province to accurately reflect the needs of our region. We believe that members need to take an active part in the labour movement as a whole and the best way to do that is through the Federations of Labour. PSAC pays the affiliation fees for our Locals but does not cover the cost of Conventions or Conferences. This line item will ensure we are able to offer members subsidies to participate within their respective Federation of Labour.

### **Youth Camp – Manitoba, Saskatchewan and Alberta (Mary Veilleux Memorial)**

Last budget cycle, funding for Youth Camps was separated into individual line items. This line item has been moderately reduced based on usage to \$1,500 from \$2,000 per year, per province. We have historically funded at least one child to our respective Federation of Labour Kids Camps and had to find monies within other line items until last budget cycle. Although not fully utilized in each province, reports back from those attending are that it is an experience of a lifetime. While the attendees may not end up as PSAC members, they go home understanding what unions are and how they contribute to society. This line item is also available to assist members to participate as camp counselors.

### **Young Worker Outreach**

This line item (formerly called Youth Outreach) has not been changed from the previous budget amount. Due to a change for the PRC Young Worker representative in 2012, plans for young worker outreach was re-scheduled to 2013. This line item has also been used to assist young workers to attend local conferences such as Federation of Labour Young Worker conferences. As the network increases, it is important that we have resources available to support young workers.

## **Convention**

The Prairie Region Convention is not fully funded irrespective of the money allocated in the PSAC budget. As such, we continue to believe it is prudent to maintain this line item. Our practice has been to use all monies received from the PSAC's budget on subsidies for our members and any surplus from the Council and registration fees on the costs of doing business at Convention. This line item will ensure that, at least in part, these costs would be covered should there be an occasion where there is no surplus to draw from.

## **Memberships**

This is a new line item that will be used to cover annual membership to Canadian Centre for Policy Alternatives in Manitoba and Saskatchewan and Public Interest Alberta. Both CCPA and PIA, provide valuable research and educational resources on issues of a provincial and federal nature. They are non-profit organizations that rely on funding from progressive organizations such as unions to operate and this line item would ensure we could make a commitment each year. As members of these organizations, PSAC members often receive a discount on attending events.

## **Communications**

This was a new line item from the 2012-2014 budget has been reduced by \$2,000 to \$13,000 from \$15,000. It was initially intended to do a hard copy newsletter from the region twice per year that would be mailed to the membership. Following a Communications survey done at the 2012 Prairie Region Convention, attendees indicated that they preferred electronic forms of communications versus hard copies sent by mail. As such, the budget was used to purchase banners for each Regional Office to use at union or community and regional swag and promotional items with the new logo.

This line item will be used to support a variety of communication strategies including but not limited to, purchasing promotional materials, the e-newsletter, new forms of technologies that may become available to create networking such as exploring a Prairie Region webinar license, media advertising, etc.