**Present:**

Colleen Coffey, REVP Atlantic

Katie Murphy-Langille, EA to the REVP

Debbie McLaughlin, A/Atlantic Regional Coordinator

Angela Decker, Director for Women – NL

Jill Power, Provincial Director – NL

Roger Duffy, Provincial Director – NL

Mike LeBlanc, Provincial Director - NB

Darlene Bembridge, Provincial Director - NB

Bill Kroeger, Provincial Director – NS

Chris Di Liberatore, Provincial Director – NS / Alternate REVP

Brian Oldford, Director for Non-Treasury Board/Separate Employer – Maritimes

Terry Sacrey, Director for Non-Treasury Board/Separate Employer - NL

Shanny Doucet, Director for Francophone Members

Rhonda Doyle–LeBlanc, Director for Women – Maritimes

Joey Dunphy, Director for Aboriginal Members

Chris Lansdell, Director for Racially Visible Members

Wayne Kelley, Director for GLBT Members

Michelle Neill, Director for Members with Disabilities

Leanne Moss, Director for Young Workers

Les Smith, Provincial Director – PE

Heather Ford, Provincial Director – PE

John Ivany, Director for Directly Chartered Locals

**Guests:**

Lynette Robinson, Atlantic RVP - USGE

**Regrets:**

Sebastien Bezeau, Political Communications Officer

**1. Hours of Session**

November 18, 8:30 a.m. Aboriginal Opening

November 18, 8:30 a.m. – 4:30 p.m. Drum Making

November 19, 9:00 a.m. – 4:00 p.m. Council Meeting

November 20, 5:00 p.m. – 7:00 p.m. Council Meeting/Training

November 21, 9:00 a.m. – 4:30 p.m. Council Meeting/Training

November 21, 11:30 a.m. Aboriginal Closing

**2. Call to Order**

The meeting convened at 8:35 a.m. on November 19th with the Regional Executive Vice-President, Colleen Coffey in the chair.

**3. Moment of Silence**

A moment of silence was held in memory of our union brothers and sisters who passed away since the last Council Meeting. The following names were read into the minutes:

Sam Decker, UNE Local 90265

Brother Vautour, UNE Local 60284

Jane King, GSU Local 60018

Don Martin, UNDE Local 80412

**4. Statement on Harassment**

The PSAC Statement on Harassment was read aloud by Sister Rhonda Doyle LeBlanc and Sister Shanny Doucet.

Debbie McLaughlin has been identified as the harassment coordinator and her phone number was provided.

**5. Adoption of the Agenda**

Slight amendments were made to the Council Agenda due to topics being included in the opening and due to the Communications Officer not be present at the meeting.

M/S Brother Mike LeBlanc /Brother John Ivany

**CARRIED**

**6. Review of Previous Minutes June 22, 2017**

The previous minutes were reviewed/adopted with a couple grammatical changes.

M/S Sister Rhonda Doyle-LeBlanc/ Brother Chris Di Liberatore

**CARRIED**

**7. Opening Remarks**

Sister Coffey congratulated everyone On their election at the 2017 PSAC Atlantic Regional Convention and discussed a variety of topics highlighted below.

Directors Reports Clarification: Director’s reports are to be submitted for each Council Meeting approximately 5-6 weeks in advance of the meeting for translation purposes. During the Council Meeting, Council Director’s can verbally add on to a report for the business that was not covered in the report submitted for translation prior to the meeting. Sister Colleen exclaimed that if a Director’s report is not submitted, the only topics that may be discussed are those that had happened in the 5-6 weeks after the due date of the report.

Political Action Budget: This budget will no longer be under the purview of council, nor will the Political Action Committee need to prepare an annual budget. The annual $33,000 can be spent very quickly and several items are donations/sponsorships that are recurring contributions. With new/unfamiliar requests, the REVP will advise the Political Action Committee and seek their input.

Equity Groups: Sister Colleen would like to ensure that at each Council Meeting, one of the equity groups is a topic during the meeting. Sister Colleen will make this request to the various Director’s of these equity groups and make plans to present an update or educational material at a Council Meeting. Brother Wayne Kelley, will provide some information at the next Council Meeting in his capacity has GLBT Director.

Picket Line: This topic speaks to the crossing of a PSAC picket line by a CLC Leader in the Atlantic Region. If this were to happen within PSAC, swift action would be taken but there is nothing in the CLC constitution to say removal from office from an officer who crosses a picket line.

Childcare Campaign: As Director’s, if you have an idea or an event in your community and would like to promote the PSAC Childcare Campaign, please reach out to your women’s directors as there are funds in Ottawa that might be able to assist in this process. Our region is also asking the young workers committees to assist with the women’s committee with taking this campaign on.

Phoenix: PSAC is developing a Phoenix campaign. Expecting to have something circulated in January and just agreed to the National Day of Action to take place February 28th. We do not know what this day looks like as of yet. It is going to be a national campaign so we in the Atlantic will not get to decide what it will look like; direction will come from HQ.

PSAC is down millions in revenue. Ten additional satellite sites through IBM. It’s a great thing, however, the more coming into the system the more it is crashing. Donna Lackie will continue to work on the committees regarding Phoenix as her expertise as former GSU National President is an asset. Our responsibility to ensure the correct messages are posted on FB to derail any negative comments or messaging coming out from others.

Because our revenue is so low and drops below 1.8% of the totality of the budget that there is a resolution of record to say there will be a dues increase to our members and PSAC is now at this point. If PSAC goes ahead and triggers this, we don’t know if this will cut off our members pay. So rather than do that, in the interim a decision was made to reduce the dues levy. They will take extra money from pension levy and for now move it over into revenue accounts to have it for the day to day business and not trigger the new dues levy. When it’s all said and done the money that was moved out of the pension fund, will be moved back later. This is the best option for now. $6 million less revenue. It is not breaking the bank right now. There are several investments etc. PSAC is not going bankrupt.

There is an education kit being worked on and we should have it available by December 15th. They will be doing a training day for all shop stewards for them to have the knowledge to assist the members to ensure they are filling out OT properly.

TB is rolling out all kinds of training in the workplace.

Managers are responsible for ensuring the employee get a cheque within 48 hours. Every department is supposed to know this.

Sister Jill suggested that perhaps the process needs to be simplified further so that members are aware of what their responsibilities are. Sister Colleen advised this is what the upcoming training kit for shop stewards is about.

This training is targeted to specific departments, as they do not all operate the same way.

Sister Heather exclaimed they have begun filing hazardous occurrence - T4009 form.

PIPSC has IT specialists working with Phoenix. Should PIPSC, in a year’s time have a system in a year that works, PSAC may buy into it.

Q&A:

Brother Joey speaks to Aboriginal opening and closing. It is disrespectful to not have the elder close if there is an opening. It allows the spirits to leave. Once the Elder closes no business can continue afterwards.

Brother Chris Lansdell explained that referring to an individual as Transgender is only appropriate when in the process of transition; once the transition has taken place, the correct term is male or female.

Brother Chris Di Liberatore asked that if the Area Council’s can access funds from the Political Action budget that this should be brought forward to the Area Councils.

**8. Council Roundtable**

Council Directors provided an update as to the activities and events they have attended since their election at the PSAC Triennial Atlantic Regional Convention.

**9. Roles & Responsibilities**

The Regional Coordinator, Sister Debbie McLaughlin, will cover the Council Roles & Responsibilities when she delivers training on Monday, November 20th. Following the training, Sister Debbie will provide a roll-out plan to the Council.

**10. MHCSI** (Managed Health Care Services Inc)

Guest Speaker, Cindy Dyer presented to the Council on the Lawton’s Drugs incentive/reward plan. This information has been posted on the PSAC Atlantic website as this incentive is provided for all PSAC Atlantic members.

1,829 PSAC Atlantic members have applied for the card.

**11. Convention**

Atlantic Voice Awards:

It was discussed that the parameters around the selection of recipients for the Atlantic Voice awards at the Atlantic Regional Convention were not clear. As such, it was determined such parameters should be in place.

The REVP will not take part in any decision making for the voice awards.

Sister Darlene exclaimed that currently there is no regulation or rules around the selection process and what is supposed to be written. A regulation should be created sooner than later and a committee be formed when establishing these parameters.

Sister Shanny has offered to share criteria used for women in leadership roles from the NBFL.

Terms of reference and application form and will leave with Darlene and Angela to undertake and ask Shanny to share the information she has with the 2 sisters. This will be discussed at a future council meeting.

Convention 2020 Location:

Sister Colleen advised that the next Triennial Atlantic Convention must be held at a unionized venue, so that leaves out PEI.

Brother Joey reminds everyone that the past two Regional Convention’s were in NB so another province should be looked at.

Brother Lansdell informs that taking away PEI and NB, only leaves 2 options and travel costs to NL along with hotel rates are very high as is likely the case in Halifax.

Sister Colleen advised that we will figure out which provinces to go to and then look at costing so we can move forward. Costing will take place for NS, NB and NL.

**12. Council Meeting 2018**

Sister Darlene reminded Council that at a recent Council Meeting there was a vote to hold Council Meeting’s in various provinces. In doing so it will provide the opportunity to invite local members in the area to meet council and observe the meetings – great for networking. Wherever Council is held, it should be in an area that is easily accessible and has a concentrated membership. Brother Chris Lansdell explained that member density should be an important factor when making our decision on location for meeting.

Sister Colleen asked for those in favour of holding the next meeting in NL show and say. This was agreed on unanimously.

Motion to hold meeting in Corner Brook or Port Union.

All were in favour to hold meeting in Corner Brook, NL

M/S Brother Brian Oldford / Sister Darlene Bembridge

**CARRIED**

\*Mark your calendar for June 7-10, 2018 in Corner Brook, NL.

**13. Funding Requests**

Two requests for financial support were received in the REVP’s office. Sister Collen requested Council’s input.

**1-** Municipal Elections:

A request for support/funding was received from a member (Neill Farrell) who ran for a councillor position in Paradise NL. This member is not an active union member.

Motion to not provide funding to Neill Farrell

M/S Brother Les Smith / Brother Bill Kroeger

**CARRIED**

A letter will be drafted to the brother to decline his request.

Perhaps going forward we could have a small committee of two people established to assist in determining which requests should be approved – vetting regulations and determine guidelines. Task the political action committee.

Regulations should be developed to establish parameters around requests such as these and then these regulations can be brought to convention to be voted on.

**2 –** Common Front NL

Extend an invitation to Common Front NL to speak at the next Council Meeting.

Recommendation to support in the amount of $1,000 for 2017.

M/S Sister Michelle Neill / Sister Jill Power

**CARRIED**

**14. Staffing Update**

The Regional Coordinator is responsible for providing pertinent updates when there are staffing changes in the Atlantic Region. Those updates are then circulated to Locals/Regional Council. Sister McLaughlin advised that if Council Directors have any questions concerning the staffing in the Regional Offices to contact her directly as the REVP’s office is not responsible for staffing.

A recent XO Document “Status of PSAC Members Engaged in PSAC Employment” from the National President’s office was discussed in relation to permanent hires and term/temporary hires under 4 months and terms over 4 months.

Sister Colleen advised she would seek clarification on the XO regarding staff position and holding office on council or within the local and how it applies to Regional Council Directors.

Sister Colleen sent, via email, the XO document to Regional Council Directors during the discussion.

**15. Picket Line Crossing**

Discussed in opening remarks.

**16. Members’ Dues Levy**

Discussed in opening remarks.

**17. Area Council Delegates to PSAC Triennial Convention**

Specifically, discussion was around the newly established Area Council – Western, NL.

Sister Colleen interpreted the constitution in such a way understanding that the meetings of Area Councils had to have their 4th meeting completed by December 21st. Sister Colleen will discuss this with the National President, and if the REVP had been interpreting the constitution incorrectly the delegate representing Western, NL Area Council will not be eligible to attend Convention.

**18. Staffing at PSAC**

Spoke to this under agenda item #12.

**19. Violence in the Workplace – NBNU**

Sister Darlene Bembridge attended a meeting with the NBNU as a PSAC representative on Violence in the Workplace. This meeting discussed the commitment from the provincial government on the legislative changes as well as a possible joint campaign on Violence in the Workplace.

The Nurses Union were hopeful PSAC would be able to assist with communications on such a campaign. Sister Colleen explained that since Sebastien is presently on leave PSAC is unable to commit to assisting at this time.

Council Meeting adjourned at 11:50 AM.