



**Report of the**

**Atlantic Regional Triennial Convention**

**June 23-25, 2017**

**Saint John, N.B.**

## **Friday, June 23, 2017 – a.m. Session**

### **Introduction**

The Atlantic Regional Executive Vice-President, Jeannie Baldwin, welcomed everyone, and the Council members entered the Convention hall in a procession.

#### **Question of privilege – Rhonda Rumson**

Sister Rumson complained that her Component table had been assigned, therefore, the Component delegates couldn't sit together.

#### **Question of privilege – William Van Woensel**

Brother Van Woensel complained that the seating wasn't organized so that Components could not sit together.

Sister Baldwin advised the delegation that this issue would be resolved at lunch time.

She then introduced herself as the Regional Executive Vice-President for PSAC, in the fantastic Atlantic Region. She welcomed everyone to the 7<sup>th</sup> Regional Triennial Convention in Saint John, New Brunswick.

The Convention was taking place in the only officially bilingual province in Canada and in a bilingual Region. She reminded all delegates that this Convention was being held in both official languages (French and English).

She informed the delegation that a fantastic team of interpreters would be there throughout Convention. She thanked them in advance for their great work. Out of respect, she urged all delegates who needed their interpretation devices to have them close by at all times and to use them.

### **Aboriginal Opening**

Sister Baldwin explained that at PSAC, it's the practice to open events with a greeting from an Aboriginal elder. We do this to recognize that we are meeting on Aboriginal land, on Mi'kmaq territory. Out of respect to the host nation, we ask to be welcomed onto their land. As well, as trade unionists and in our ongoing struggle for justice, equality and dignity, we recognize the history as well as the past and present struggles of our Aboriginal sisters and brothers.

She then invited Brother Joey Dunphy, one of the Atlantic representative of PSAC's National Aboriginal Peoples' Circle, to introduce the Aboriginal elder.

Joey presented the elder as follows:

*Imelda Perley's traditional name is Opolahsomuwehs, meaning "Moon of the Whirling Wind" given to her by her maternal grandmother. Her Spirit Names are Monqon Aluhk (Rainbow Cloud) gifted to her by Elders Gwen Bear and Elder Charles Solomon and Uhkomi Komiwon gifted to her by Cree grandmothers and Elder Gwen Bear. Her English name is Imelda. Her greatest accomplishment is her three sons, P.J., Matuwehs and Atole. Her greatest gift to her is her six grandchildren, Mosqon, Stephanie, Wocawson, Toqaqi Spasuwolan, Orion and Talon.*

*Presently, she is gifted with the role of Elder-in-residence for the University of New Brunswick. As a descendant of Wolastoqiyik, it is her life's role to honour and carry the treasure of her ancestors and those yet to be born, her beautiful language. Cultural knowledge is embedded with her language, therefore guiding her to share many ceremonies and provide culturally-relevant workshops to interested organizations. She is the cultural consultant for many provincial and federal departments.*

*She holds a BA specializing in linguistics and a med in education specializing in curriculum development. She teaches Wolastoqey language and culture courses at the University of New Brunswick and at the University of Maine, Presque Isle. Her cultural roles include Sweatlodge Keeper, Sacred Pipe Carrier, Keeper of Women's Ceremonies, Naming Ceremonies, Traditional Wedding Ceremonies and Vision Quests.*

*She has been blessed to receive many awards, most recently Governor General's Award for Indigenous Leadership, Silver Jubilee Queen's Medal for community services Maine State Legislature recognition for Language Preservation in the State of Maine, Lieutenant Governor's Medals for Literacy, Health Canada Recognition for Community Health Initiatives and local achievement awards.*

The Elder, Imelda Perley, provided the Aboriginal greetings, and took that opportunity to explain why there was a red dress on stage. She was also accompanied by Amanda Reid who provided greetings as well.

She informed the delegation that a smudging ceremony would be organized on a daily basis from 7:00 to 8:00 a.m.

Jeannie further explained that the red dress was there to remind everyone of all the missing and murdered Indigenous women and girls in Canada. A red ribbon was also put in the kits, and she encouraged all to wear it in order to honour and raise awareness to the sisters who were murdered or are missing.

## **Solidarity Forever**

Working together toward a common goal is what defines a strong union. Solidarity has been a keystone of the labour movement since its beginnings and singing Solidarity Forever is a tradition in the union.

To help set the tone to this Convention, Sister Baldwin asked to start off by singing Solidarity Forever. She invited all delegates to join Sister Mary Shortall, President of the Newfoundland and Labrador Federation of Labour, in singing.

## **Call to Order**

Jeannie provided the following comments:

*Sisters, brothers and friends,*

*As your Regional Executive Vice-President, it is my honour to declare the 7<sup>th</sup> Triennial PSAC Atlantic Convention officially open!*

*As you can see, many PSAC members in our Region have made it a priority to attend their Convention. We'll soon hear the official number from the Credentials Committee, but I can tell you that if everyone who registered is here, it's our biggest Convention ever!*

*We'll have the opportunity to get to know each other over the next few days.*

To give an idea of who were there, Jeannie asked who were first-time delegates.

She asked who were from Saint John, the host city.

She asked how many delegates were under 35 years of age.

She asked how many had been a member for more than 20 years.

She finally asked how many attended all seven Atlantic Regional Conventions.

*Welcome to all of you!*

*The theme for the 2017 Convention is "PSAC: It starts with us". And it sure does! PSAC members are everywhere. The tree leaves symbolize the diversity of our membership as they are all unique in their own way. The hand acts as the roots reminding us that we all work together as a grassroots organization to build our union. We stand strong, supportive of one another, and we proudly stand together, side by side.*

*In your kit bags, you have two paper leaves. I encourage you to take a moment to acknowledge and thank someone in your life that enables you to do union work. We would like you to put their names on the leaves. We all make sacrifices in order to volunteer for our union and we couldn't do it without the support of our loved ones. Recognize someone in your life that helps you contribute to our union or acknowledge someone who mentors you or motivates you to do union work.*

*You can then bring that leaf to any staff member and they will stick it on the wall next to the tree.*

*As we add more and more leaves, it will recreate our Convention logo!*

*I want to welcome all delegates, observers, life members, honorary members and associate members, as well as guests. I want to particularly welcome first-time delegates.*

*I encourage all of you to stop at the booths just outside our plenary room over the next few days. Amongst the various vendors, we have a video booth where you can record video messages on issues that impact PSAC members. It can be about the Phoenix pay system, the provincial legislation, the lack of accessible child care or any other issue that affects you and other PSAC members. It's basically the same concept as a Speakers' Corner for those of you who use to watch or still watch Much Music.*

*Sisters and brothers, we have some members who have registered late. In order for them to be seated as delegates, we need to do a vote and the vote must be unanimously yes by the Convention delegates.*

*The members are Mike LeBlanc – CEIU Local 60256, Cathy Gillies – CEIU Local 90118, Emmanuel Aregbesola – UHEW Local 60026 and Lionel LeBlanc – UCTE Local 80809.*

Sister Baldwin asked delegates if they were in favour of seating these members.

### **CONVENTION DELEGATES VOTED AGAINST THIS REQUEST.**

As a result, these members remained in the observers' section.

### **Moment of Silence**

Before beginning the work, Sister Baldwin asked to take a moment to remember brothers and sisters who have passed away since the last Convention, and to celebrate their lives and the contributions they made to the union and their communities.

Jeannie recognized a past Component President who recently passed away. Brother Mike Wing was National President of the Union of Canadian Transportation Employees from 1999 to 2008. Brother Wing did amazing work in the Atlantic Region in assisting in the fightback campaign to reopen the Gander weather office, the lighthouses, as well as the St. John's Maritime Search and Rescue Centre.

Jeannie also recognized one of our staff members who passed away one year ago. Many had the pleasure and honour of working with Brother Larry Welsh who worked out of the St. John's Regional Office for 32 years. There is no doubt about it, Larry was a friend to all who knew him.

He was well known across the Region and held in high regard by all. He was a tough negotiator, he always tried to squeeze everything he could for the members – but he also believed in building good labour-management relations. We would actually have employers request Brother Larry to negotiate for them at the table. Larry was funny, witty and entertaining. And he never wavered on his union principles and values.

Larry would often share the story his first day on the job as a PSAC Representative, when his union, the Canadian Union of Labour Employees, went out on strike! He loved people and he loved his union!

Jeannie asked everyone to remember and honour Brother Mike Wing and Brother Larry Welsh as well as all the other brothers and sisters who died over the last three years.

The delegation stood and observed a moment of silence while the following names were shown on the screen:

### **Members**

#### **CEIU Local 60262**

Robert Boudreau  
Lucille McCae Gionet

#### **CEIU Local 80224**

Michael Hewey

#### **CEIU Local 80226**

Kathy Boudreau  
Beverly Foggoa  
Debbie Seymour  
Norma Jean Denny

CEIU Local 90153

Donna MacDonald

GSU Local 60018

Noel Cooper  
Marcel Landry

UCTE Local 90940

Sam Barker

UNDE Local 60303

Mike McLaughlin

UNDE Local 80407

Rodney Smith  
Arthur Briggs  
Laurie Crowell  
Gloria Uloth  
Bill Day  
Ian MacDonald  
Scott Campbell  
Cheryl McMullen  
Jim Crittenden  
Frank Roberts  
Christine Stewart

UNE Local 80081

Stephen Wells  
Doreen Kearney

USGE Local 60052

Katherine Marlene (Palmer) Augustine

USGE Local 80002

Mary Richardson

USGE Local 80025

Donald Clayton Smith  
Jules Gravel  
Fred Canning

USGE Local 80110

Pam Rushton  
Brenda Pellerin

UTE Local 80003

Betty Briggs  
Sandra Burke

UTE Local 90000

Leigh Ann Morrissey

UTE Local 90001

Sébastien Nantel  
Kelly Mollins

UTE Local 90006

Yvette Gallant  
Michelle Gallant  
Chris O'Hara

**Staff**

Larry Welsh

**Special Mention**

Vince Rigby  
Mike Wing

The following names were added:

Claudia Comeau, Local 60269 Service Canada  
Paul Jamieson USGE Local 80082  
Brendon MacNeil, Agriculture Union  
Ginette Meunier, Local 60262



Madonna Leggers  
Robert Hannan, UCTE

### **Special Guests**

Jeannie welcomed several special guests who were in attendance at this Convention:

- Robyn Benson, PSAC National President; and
- Chris Aylward, PSAC National Executive Vice-President

The following members of the National Board of Directors:

- Christine Collins, National President UCTE;
- Jean-Pierre Fortin, National President CIU;
- Donna Lackie, National President GSU;
- Todd Panas, National President UHEW;
- John MacLennan, National President UNDE;
- François Paradis, National President UPCE;
- Doug Marshall, National President UNE;
- Bob Kingston, National President Agriculture Union.

The following members from the Federations of Labour, the Canadian Labour Congress, PIPSC and CUPE:

- Patrick Colford, President of the New Brunswick Federation of Labour;
- Danny Cavanagh, President of the Nova Scotia Federation of Labour;
- Mary Shortall, President of the Newfoundland and Labrador Federation of Labour;
- Alex Furlong, Director of the Canadian Labour Congress, Atlantic Region;
- Serge Landry, Regional Representative for New Brunswick and Prince Edward Island, Canadian Labour Congress;
- Daniel Legere, President of CUPE New Brunswick;
- Kimberley Skanes, Director of the Professional Institute of the Public Service of Canada, Atlantic Region.

Jeannie further recognized three following Component Presidents:

- Bob Campbell, National President, Union of Taxation Employees, member of the National Board of Directors and a delegate to this Convention;
- Carl Gannon, National President, Union of Veterans' Affairs Employees, member of the National Board of Directors and also a delegate to this Convention; and
- Eddy Bourque, National President, Canada Employment and Immigration Union, member of the National Board of Directors and also a delegate to this Convention.

## **Regional Council Members**

With great pleasure, Sister Baldwin introduced the members of the Atlantic Regional Council. As people know, the Atlantic Region rocks, and at least part of the credit for that goes to the Regional Council, who give voice, direction and life to the priorities of the membership in between Conventions.

She thanked Council members for their commitment over the past three years, and for their great work on behalf of all PSAC members in the Atlantic Region. She introduced them as follows:

- Colleen Hodder, Alternate Regional Executive Vice-President and Director for Nova Scotia;
- Darlene Bembridge, Director for New Brunswick;
- Mike LeBlanc, Director for New Brunswick;
- Chris Lansdell, Director for Newfoundland and Labrador;
- Jill Power, Director for Newfoundland and Labrador;
- Chris Di Liberatore, Director for Nova Scotia;
- Debi Buell, Director for PEI;
- Jody LaPierre, Director for PEI;
- Bill Bennett, Director for Non-Treasury Board/Separate Employers – NL;
- Brian Oldford, Director for Non-Treasury Board/Separate Employers, Maritimes;
- Joey Dunphy, Director for Aboriginal Members;
- Shanny Doucet, Director for Francophone Members;
- Wayne Kelley, Director for Gay, Lesbian, Bisexual and Transgendered Members;
- Nathalie Paulin, Director for Members with Disabilities;
- Neville David, Director for Racially Visible Members;
- Rhonda Doyle-LeBlanc, Director for Women – Maritimes;
- Angela Decker, Director for Women, NL; and
- Allyson Garrison, Director for Young Workers.

## **Convention Organizing Committee**

Sister Baldwin informed the delegation that pulling off a Convention like this one isn't a one-person job. She conveyed very special thanks to the Organizing Committee, which she had the pleasure of chairing:

- Jody LaPierre
- Mike LeBlanc
- Neville David
- Angela Decker
- Darlene Bembridge, liaison with the Host Committee

The Committee was assisted by PSAC staff, Debbie McLaughlin, Katie Murphy-Langille and Sébastien Bezeau.

## **Host Committee**

There's nothing like the Atlantic hospitality, and people saw it on Thursday night! It's the second time the Atlantic Regional Convention is held in Saint John, and Jeannie recognized the great work of the Host Committee to achieve some work-fun balance over the next few days.

She then introduced the members of the Host Committee as follows:

- Darlene Bembridge
- Rod Knox
- Maureen O'Hearon-Lang
- Terri Pridham
- Angie Hennessey

The Committee was assisted by Anna Goguen from the Moncton Regional Office.

Sister Baldwin invited Terri Pridham from the Host Committee to deliver a quick message about the social activities organized for the weekend.

The delegation applauded the Convention Host Committee.

## **PSAC Staff**

Jeannie welcomed PSAC staff to this Convention, and thanked them for everything they have done and will do to make this a successful event. She particularly thanked her office staff, Katie Murphy-Langille, Sébastien Bezeau and the term Convention Clerk, Sarah Couce, who have been planning this Convention for months.

## **Greetings**

Sister Baldwin informed the delegation that PSAC is part of the broader labour movement, and that means working together, side by side, with our brothers and sisters from other unions, to uphold our rights and union values and to improve the communities we live in. Under the umbrella of the Canadian Labour Congress, provincial federations and labour councils bring together unions from all stripes, from the public and private sectors, to work together on our common struggles and issues.

Jeannie welcomed the President of the New Brunswick Federation of Labour, Patrick Colford, who provided greetings to the delegation.

## **PSAC Statement on Harassment**

At every PSAC event, the PSAC Statement on Harassment is read out. Jeannie invited Sister Shanny Doucet and Brother Neville David to read the following Statement on Harassment:

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

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

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

Sister Baldwin informed the delegation that the anti-harassment coordinators for the Convention would be Sisters Élisabeth Woods and Janice Grant, and provided the toll-free number to reach them.

## **PSAC Statement on Scent-Free Environments**

PSAC has a long-standing practice of holding scent-free events. Scented products can pose a serious health and safety issue for some of our members. Jeannie asked the delegation to read the following PSAC Statement on Scent-Free Environments:

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

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

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

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

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

### **Administration and Logistics**

Sister Baldwin then provided some administration and logistic information so that the Convention be as inclusive and successful as possible, and save time for Convention business.

### **Interpretation Devices**

Jeannie reminded the delegation that it was important for individuals to use their interpretation devices at all times during Convention.

### **Caucuses**

Many caucuses have been scheduled, but other groups may also want to hold a caucus at some point during Convention. Should members wish to organize a caucus, they had to see Katie Murphy-Langille in the administration room in order to accommodate their requests.

Sister Baldwin reminded delegates that in order to attend an equity caucus, it was important to self-identify, and that self-identification forms were available at the registration desk.

### **Smoke-Free**

Like all other PSAC events, this Convention was smoke-free which included vaporizers and e-cigarettes. Designated smoking areas outside the entrances were indicated.

## Allergies

Because of severe allergies, no nuts or food containing onions, garlic, kiwis, apples, bell peppers, tuna, mushrooms, eggs and citrus products were permitted on the Convention floor. To be safe, Jeannie asked everyone to refrain from bringing any prepared foods onto the Convention floor.

## Recycling

Sister Baldwin advised that they were trying to have as green a Convention as possible, and every small step counted. As a result, she asked to recycle, and bins to that effect were provided.

Also, delegates who did not want their Convention bag, pens, notepads or other kit items, could drop them off at the Convention help desk as these items will be reused.

## Cell Phones

With regard to cellular phones and other electronic devices, they had to be put on vibrate or silence when in the Convention plenary, during elections or at caucus meetings.

## WI-FI

Sister Baldwin provided the login information for the internet.

## Social Media

Our Convention is going social! Jeannie informed the delegation that they would see how to find us, tweet us, Facebook us, follow us, and make us known. Regular Convention updates would be posted. She provided the hashtag and mobile application.

## Photographer

Sister Baldwin informed the delegation that a photographer (Denise Trask) would take pictures during the whole Convention. These pictures could be used for the region's website, or for other union publications and material. If individuals didn't want their picture taken, they had to let Denise know, and she would respect their wishes. Should delegates or observers wished to have group pictures taken, they had to make a request.

## Microphones

Sister Baldwin informed the delegation that any delegate who wished to speak had to go to one of the four microphones on the floor. She also advised that there were two roving mics. Delegates who wanted to use them had to raise their hand, and a staff person would bring the roving mic to them.

When recognized by the Chair, delegates had to provide their name and delegate number.

## Tiling Accommodation

Sister Baldwin advised that if delegates required accommodation during prolonged periods of time in plenary when doors are tiled or during votes on resolutions and elections, they needed to make sure their name were on the accommodation tiling list. If it wasn't and they required accommodation, they were asked to see a staff member for assistance.

She reminded all that anyone could leave the plenary room when the doors were tiled, but only those who were on the tiling accommodation list would be allowed to return while the doors were tiled.

## Announcements

Jeannie informed the delegation that Sister Anna Goguen would be in charge of announcements which would be made before lunch and at the end of each day. Should members wish to make announcements, they had to bring them to any staff member working at the Convention doors, preferably in writing.

Should delegates have any administrative or logistics issue that could be addressed outside the plenary, for example, comments on the room temperature, they were asked to approach a staff member for their assistance in solving the matter directly and as effectively as possible.

## Ballot Books

All delegates received a ballot book, and Jeannie asked them to keep it with them at all times as there could be a secret ballot during the resolution debates.

Sister Baldwin informed the delegation that the elections for REVP, Alternate REVP, Women's Director for the Maritime Region, Director for Non-Treasury Board/Separate Employers, Maritimes and Provincial Directors, NB would be done by electronic voting, and that all other Council positions would be done by paper ballot.

### **Adoption of the Convention Agenda**

m/s Eddy Bourque      Lori Walton

That the Convention Agenda be adopted.

#### **MOTION CARRIED.**

Jeannie advised that there were no scheduled breaks but she could call a break or two as needed. However, she informed everyone that coffee and tea would be served mid-morning and mid-afternoon.

The Organizing and Host Committees worked hard to put this Agenda together – one that prioritizes Convention business, makes room for speakers to inspire and to engage us, and to allow us to hit the streets. As delegates know, a Convention could not be held without a demo!

Sister Baldwin informed the delegation that three guestspeakers would address Convention – Sisters Maude Barlow and Morna Ballantyne, as well as the PSAC's National President, Robyn Benson.

Furthermore, the all-candidates' debate for the position of Regional Executive Vice-President and Alternate REVP would be held after Convention recessed that day.

She also informed everyone that the elections for all Council positions would take place on Saturday afternoon and Sunday morning as per the schedule provided on the Agenda. Brother Chris Aylward would be chairing the elections, and would explain the process later in the day.

### **Adoption of Rules of Order and Tiling Guidelines**

m/s Lori Walton      Eddy Bourque

That the Rules of Order and Tiling Guidelines be adopted.

#### **MOTION CARRIED.**

### **Ratification of Convention Committees**

#### **Credentials Committee**

m/s Lori Walton      Lola Parsons

That we ratify the composition of the Credentials Committee, comprised of the following members:



Don Bouchard  
Wendy Shea

**MOTION CARRIED.**

**Nominations Committee**

m/s Jodi MacPherson John Ivany

That we ratify the Nominations Committee, comprised of the following members:

Farid Tourkmani  
Lindsay Oehlke

**MOTION CARRIED.**

Jeannie informed new delegates that the Nominations Committee was responsible for receiving nominations for elected positions. Any member in good standing can run for any elected position, provided that they are nominated and seconded by a delegate to this Convention.

Nominations forms could be obtained from the Administration Room or from Sister Debbie McLaughlin. The completed forms had to be submitted to Debbie.

**By-Laws Resolutions Committee**

m/s Carolyn Allen Greg MacRae

That we ratify the By-Laws Resolutions Committee, comprised of the following members:

Chris Lansdell, Co-Chair  
Colleen Hodder, Co-Chair  
Joey Dunphy  
Wayne Kelley  
Allyson Garrison

**MOTION CARRIED.**

**General Resolutions Committee**

m/s Edwin MacDonald Raymond Junior Kennedy

That we ratify the General Resolutions Committee, comprised of the following members:

Chris Di Liberatore, Co-Chair  
Shanny Doucet, Co-Chair

Jill Power  
Bill Bennett  
Rhonda Doyle-LeBlanc

**MOTION CARRIED.**

**Finance Committee**

m/s Joanne Coish      Kassandra McKinnon

That we ratify the Finance Committee, comprised of the following members:

Darlene Bembridge, Chair  
Debi Buell  
Brian Oldford

**MOTION CARRIED.**

**Credentials Committee Report**

m/s Don Bouchard      Wendy Shea

That the following report be adopted:

Registered Delegates	270
Observers	25
Guests	6
NBoD Members	<u>10</u>
Total	311

**MOTION CARRIED.**

**REVP Address**

The REVP Atlantic provided the following comments:

*Sisters and brothers, it hasn't been an easy three years – a real rollercoaster ride with many ups and downs.*

*Canadians suffered greatly through the decade-long of Harper's Conservative government. We saw thousands of our members being workforce adjusted. We witnessed cuts to public services and regulations that protected our rights and our health, and our union came under attack.*

*But we fought back! Because as a union, that's what we do, and that's what we've been doing for over 50 years.*

*We organize, we mobilize and we fight back.*

*Those were dark times under the Harper regime, but we remained optimistic, and we didn't back down. We knew, even in those tough times, that we would eventually be successful and bounce back.*

*With our Day of Action on the 19<sup>th</sup> of every month, we mobilized our members, created awareness on the federal election and received great media coverage and exposure for our union. It also inspired our members and created an environment for a lot of our brothers and sisters to get involved in their union for the very first time.*

*In over a year, we organized over 140 activities in our Region! A special shout out to the CEIU Local 90113 of St. John's, NL who were the leaders and organized 17 consecutive events!*

*We raised money for local community organizations, we organized demos, tree planting ceremonies and heck, even a flash mob!*

*We also raised awareness on the importance of paid sick leave, not only for our members, but for all workers.*

*The government wanted to take our sick leave away, and we had two words for them: HELL NO!*

*With our hard work and dedication, on October 19, 2015, we gave the boot to Stephen Harper's Conservative government!*

*Sadly, we also lost some of our strongest allies such as Megan Leslie, Peter Stoffer, Jack Harris and Robert Chisholm.*

*Canadians elected a Liberal government that had promised change. To date, they did deliver on some key commitments, but rest assured, it's partly because of our hard work.*

*With our unwavering support to our bargaining teams, some of our members were able to protect their sick leave. To our members that are still at the bargaining table, I say this: We have your back, and we will protect your sick leave! And, we will do whatever is necessary!*

*We can celebrate the re-opening of the Veterans Affairs' offices in Sydney, NS and Corner Brook, NL.*

*We can also celebrate the announcement that the federal government would re-open both the Kitsilano Coast Guard Station in BC and the Maritime Rescue Sub-Centre in St. John's, Newfoundland.*

*More recently, we celebrated the adoption of Bill C-4 which means the repeal of the two Conservative anti-union laws, Bills C-377 and C-525. To recap, Bill C-525 made it more difficult for workers in the federal government sector to unionize. It also gave employers more opportunity to interfere in the process of establishing a union in the workplace, which is a right. Bill C-377 required unions to make public detailed financial information, unlike any other type of organization.*

*Also, we have the trans human rights that will finally be protected under federal laws. Bill C-16 finally passed the Senate on June 15, 2017, after passing the House of Commons in October 2016.*

*Those aren't small accomplishments brothers and sisters. Our work and successes impact our members and our local communities.*

*Writing to your local MP, sending a letter to the editor and talking to you neighbour about these issues does have an impact.*

*We can be proud of these accomplishments and, as a union, we can take part of the credit.*

*We were successful in defeating the right wing on the federal level but we didn't do it alone. As a union, we know the true meaning of solidarity. We worked with other unions and community groups, and it proved to be fruitful. Our bond is now stronger than ever before. We've created new working relationships, and we are ready to fight back whenever necessary.*

*Although the Liberal government delivered on key commitments, they also backed down on some major promises such as the electoral reform.*

*And to this day, they still can't pay their employees on time or accurately. That's a real shame. Shame on the government for not listening to our repeated warnings and shame on them for treating their employees with such disrespect. Who would have thought that in 2017, the Government of Canada wouldn't be able to pay its employees on time and accurately? No one should be terrified of looking at their bank accounts on payday. Because after all, this is 2017, right, Mr. Trudeau?*

*I have worked with many Components, Locals and various committees on the Phoenix Pay System issue. I've given countless interviews on this subject that impacts so many of our members. Every time I speak out on the issue, I always ensure that we recognize the valuable work done by PSAC members who have to work with that flawed pay system.*

*Just imagine the pressure they face day in and day out, and the frustration they encounter because of a pay system that is broken. As REVP, I will not rest until every PSAC member gets paid on time and accurately!*

*And let us be frank here. It's because of our court action and other initiatives that the government is actually taking small steps in fixing Phoenix.*

*The Conservatives created the Phoenix mess and the Liberals are creating their own mess by 'trying' in quotation marks, to fix it. Regardless if it's a Liberal or Conservative government, we always have to fight back, especially against privatization and contracting-out.*

*We do have two emergency resolutions addressing the issue of privatization. Members of the Union of National Defense Employees have been providing fleet maintenance on Canada's naval ships for almost 250 years. The government wants to contract out our members' work by using a P3 partnership. It just proves that no matter what, we always have to be ready to put pressure on the governing parties.*

*Look at Nova Scotia where we have one of the most right-wing governments in Canada and yet, they call themselves Liberals. They attack workers on every turn they get. They haven't attacked our members per say but an attack to one worker is an attack to all!*

*Corporate greed is well and alive in Canada, and our members suffered because of that. We lost PSAC members at the Halifax Stanfield International Airport as the contract was awarded to the lowest bidder which resulted in the end of the services provided by Commissionaires in Nova Scotia who had proudly served the airport for over 56 years.*

*Again in Nova Scotia, we have the members of the Halifax Typographical Union who have been on strike for over 500 days! The Chronicle Herald is trying to bust the union with unreasonable bargaining demands. The same applies to the Unifor members at D-J Composites and the workers who were on strike at the Covered Bridge Potato Chips right here in New Brunswick.*

*Solidarity is a cornerstone of our union, and it will defeat corporate greed.*

*We won't back down. We will continue to provide support to union members on strike. We will continue to organize the unorganized because every worker deserves respect and dignity at the workplace, and we will continue to fight on behalf of all workers, not just unionized workers!*

*That being said, I was extremely proud to welcome over 200 post-doctoral fellows from the Dalhousie University to our union. Our union is seen as the union of choice for academic workers, and we do a bang job of speaking on their behalf.*

*We are also continuing our organizing drive at the University of New Brunswick. The university was using legal tactics to stall our organizing efforts but justice gave us reason a few weeks ago, and we won that court battle. The University was ordered to pay us \$2,500 in legal fees, and the court reaffirmed our rights to organize.*

*We are making our union stronger and better.*

*Our young workers see themselves in our union. We have to recognize the incredible work done by our first-established Young Workers' Committee in St. John's, NL. With their leadership and mentorship, they have helped other young workers in our Region organize.*

*This month, we saw the first meeting of the Halifax Regional Municipality Young Workers' Committee, and I'm proud and honoured to report that the process is underway to establish Young Workers' Committees in Moncton and Fredericton, here in New Brunswick.*

*Our leaders of tomorrow are playing a crucial role today. As the REVP, it's been a true privilege and an honour to provide them with the support and resources they need.*

*Right here in the host city of our Convention, we have seen the re-establishment of the Area Council, and it has been doing amazing work!*

*The future of our union couldn't be brighter and that's because of each and everyone of you in this room today. Thank you for making our union stronger and better each and every day.*

*Thank you.*

### **Adoption of the REVP Report**

Sister Collen Hodder, Alternate REVP, assumed the Chair.

m/s Jeannie Baldwin Eddy Bourque

That the REVP Atlantic Report be adopted.

Jeannie added the following comments:

*It's an honour and a privilege to submit my report to the 7<sup>th</sup> Atlantic Regional Convention. My report highlights some of the great work we have done in the Atlantic Region over the past three years. It also recognizes some of our challenges.*

*I submit this report on behalf of, and thanks to, the members and staff who have contributed to building our Region and our union. You are the union, and this report is your report. I hope it makes you proud!*

#### Question of privilege – Bob Campbell

Brother Campbell raised the issue of thanking the staff while complaints against her had been filed.

Sister Baldwin informed the delegation that as leaders, decisions are not always favourable to all, and confirmed that she had been exonerated from all these charges.

#### **MOTION TO ADOPT THE REVP REPORT CARRIED.**

Then, Sister Baldwin resumed the chair.

#### Adoption of Council Director Reports

Jeannie informed the delegation that all Council Directors' reports were included in their Convention kit.

The reports are a short summary of the work that each Council member has done on behalf of his or her constituents since the 2014 Convention.

The Directors' reports were adopted in a block.

#### Adoption of Council Committee Reports

m/s Helen King Carolyn Allen

That the following five Council reports be adopted:

- Education;
- Health, Safety and Environment;
- Human Rights;
- Political Action; and
- Women's Committee

#### **MOTION CARRIED.**

#### Keynote Speaker – Maude Barlow

At this time, Jeannie asked Sister Michelle MacKinnon, female representative of the PSAC's National Aboriginal Peoples' Circle to introduce the keynote speaker.

Sister MacKinnon introduced Maude Barlow as follows:

*It's now my pleasure to introduce a great activist and friend to the labour movement, our keynote speaker, Sister Maude Barlow.*

*Maude Barlow is the National Chairperson of the Council of Canadians and Senior Advisor on Water to the United Nations. She also chairs the Board of Washington-based Food and Water Watch and is a Councillor with the Hamburg-based World Future Council.*

*Maude Barlow was one of the "1000 Women for Peace" nominated for the 2005 Nobel Peace Prize. In the same year, she received the prestigious Lannon Cultural Freedom Fellowship as well as the Right Livelihood Award. Known as the "Alternative Nobel" and given by the Swedish Parliament, the Right Livelihood Award cited her "exemplary and long-standing worldwide work for trade justice and the recognition of the fundamental right to water". She also won the Citation of Lifetime Achievement Award at the 2008 Canadian Environmental Awards, Canada's highest environmental honour.*

*Recently, Maude was named the first Advisor on Water to the United Nations where she advised Father Miguel d'Escoto Brockman, the new President of the General Assembly. Maude is also the star of several documentaries about water. She is also the best-selling author or co-author of 16 books, including the recently-released *Blue Covenant: The Global Water Crisis* and *The Coming Battle for the Right to Water*.*

Maude provided the following address:

*The purpose of trade agreements has fundamentally changed since the post war. Bretton Woods international institutions were established to rebuild a shattered world economy and promote international economic cooperation. Trade used to be about taking down tariff barriers to the trade in goods and could often be a win/win for all.*

*The Auto Pact was a great example of that. It allowed American car makers to sell their vehicles in Canada duty free if they created jobs here, and the Canadian auto parts industry was born. But most tariffs have come down around the world and the purpose of trade agreements has fundamentally changed.*

*These changes started in the late 1970s and through the next two decades as domestic corporations and capital went global and left behind their countries of origin.*

*Transnational corporations wanted four things:*



- 1) *To move production to low wage countries without censure.*
- 2) *To remove export controls on resources such as trees, minerals, fish, food, energy, etc. so that they could supply their manufacturing centres in low wage countries. This meant that government could no longer require secondary production/manufacturing of raw resources. For a resource dependent country like Canada, this is huge issue.*
- 3) *To challenge government regulations in finance, workers' rights, environment, health and safety, etc. so that they could move across borders with common (low) standards.*
- 4) *Access to public services which most governments still protect and exempt from trade agreements. This is the mother load in terms of government spending – health care, education, water services, child and senior care, etc.*

*How does free trade serve transnational corporations?*

*Starting with the Canada US Free Trade Agreement and NAFTA and then the creation of the World Trade Organization in the mid-1990s, modern free trade agreements helped transnational corporations attain these four goals.*

*Modern free trade agreements make it very hard for governments to favour domestic production and services or hire locally, and they require governments to open their markets to foreign competitors.*

*They curtail governments' right to regulate in many ways. Government laws must not be more "trade restrictive than necessary" and can be challenged as being protectionist. Newer trade agreements actually build in a regulatory harmonization process whereby the countries agree to set up common standards and regulations that they negotiate alongside their private sector advisors.*

*Transnational corporations seeking lower standards and cheap labour obviously do not want to establish high common standards, so a race to the bottom ensues. Already Europe, in anticipation of free trade deals with Canada and the US, started allowing chemicals that had been banned in the past and dropped concerns over the quality of energy from Canada's tar sands.*

*Corporations also use what is called "standstill". This says that a public service that is exempted is protected until privatization occurs; then the liberalized service can never be returned to public management. The biggest tool they have is ISDS (Investor State Dispute Settlement). It used to be that if a company or an industry sector had a concern about their treatment in another country, it had to get their own government to lay a complaint or go to a domestic court of the other country.*

*First in NAFTA, and now in all the deals, corporations and private investors have the right to bypass their government and go directly to an arbitration to seek compensation if the government of another country brings in a new law or even interprets a current one in a way they can show caused them to lose money – what they call the “right to profit”. They can use the court at the World Bank or private arbitration. With NAFTA, the dispute goes to free trade lawyers who generally support the concept of corporate rights.*

*There are now over 3,500 bilateral investment deals between countries, and they have been used by big corporations to sue countries over 700 times. The majority are found in favour of the corporations. Many are poor countries that cannot afford to pay these obscene punishments. The World Bank ordered little Ecuador to pay Occidental Petroleum \$2.3 billion when the country objected to the company selling one of its oil fields to a Chinese consortium without government approval. This amount is about what the government spends on health care for all its citizens every year. Argentina paid French water utility Suez \$405 million for the right to return its water services to public management and Estonia is being sued by a UK water corporation for saying no to their demand to raise water rates again!*

*The major trade agreements Canada is involved in are:*

NAFTA – North American Free Trade Agreement (1994)

*NAFTA was the first of these modern trade agreements that set its sights on lowering government standards across the board and was the first to contain ISDS, allowing North American corporations to sue one another’s governments. NAFTA of course is being renegotiated. Trump has his sights set more on Mexico but from Canada, he is going after supply management for our dairy and poultry farmers, softwood lumber, and perhaps some tariffs on our auto exports.*

CETA – Comprehensive Economic and Trade Agreement (signed at the European Parliament in 2017 but it must be ratified by every nation-state of the EU)

*It has been very hard to get Canadians upset about CETA. Europe is so nice, Canadians say, and has good standards for workers and the environment. But this is irrelevant, for the purpose of CETA, it is exactly the same as for NAFTA – to give North American and European corporations the ability to force their governments to open their markets and harmonize standards downward in a race to the bottom.*

*CETA is the first trade agreement to apply to sub-national governments – provinces and Municipalities – where most spending is done. European food, drug, transportation, child care, water utilities and financial service companies will have the right to compete for provincial and municipal contracts. And CETA contains a strong ISDS provision like NAFTA.*

TPP – Transpacific Partnership (a huge deal being negotiated among 12 countries of the Asia Pacific)

Trump has pulled the US out of the TPP, but under Canada's leadership, the other countries are continuing to negotiate this deal anticipating Trump will not be in power over the long haul. The TPP also contains an ISDS clause that will open us up to thousands of new corporate challenges.

TiSA – Trade in Services Agreement (a massive deal quite far advanced, being negotiated by 52 countries worth \$50 trillion in combined GDP)

TiSA is perhaps the most dangerous of all these trade agreements in that it is set up to privatize all public services across the spectrum. The major players behind it are the big global services industry players in finance, health care, education and water services. TiSA won't contain ISDS but countries will be able to use other deals to challenge recalcitrant members if they feel they have been treated unfairly under this agreement.

*The impacts of free trade on Canada:*

### Jobs

The Auto Pact had to be abandoned because of challenges to it under both NAFTA and the WTO. This led to a huge migration of auto jobs to US. Unifor says 30,000 direct jobs were lost in the auto sector from NAFTA. Mexico now has 45% of North American auto jobs and Canada has just 6%. But when Trump says that Mexico is the winner, this is not true. At \$6 an hour, Mexican workers cannot afford to buy the cars they produce. NAFTA was a win/win/win for the auto makers and a lose/lose/lose for workers in all three countries.

The story is the same in many other manufacturing sectors. In fact, at beginning of 1980s, manufacturing accounted for 26% of our GDP; now it accounts for under 11%. NAFTA was one of the factors that led to a precarious workforce in Canada.

Many workers are without security and many others have to take more than one job to survive. And of sources there is a great and growing disparity between the average worker and their family and the elites as well as a growing income and inequality gap.

The top CEOs in Canada earn 193 times more than the average worker. CETA requires that Newfoundland end its rule requiring that a certain number of fish caught in its water be processed before export. Thousands of jobs are affected.

## Environment

*There are many ways in which our environment is hurt by trade agreements. As our manufacturing sector declines, we become more dependent on exploiting our natural resources, and that hurts the environment. NAFTA contains an energy proportionality clause that locks us into continued energy exports to the US and that in turn locks us into tar sands expansion. This makes it harder for Canada to honour our climate agreements.*

*And Chapter 11, the ISDS provision of NAFTA, has been used by North American corporations to launch 84 challenges against one another's governments. Canada has been sued the most – 39 times – and has lost or settled 8 cases. The government has paid well over \$200 million out in damages as well as having to spend \$65 million to defend itself. Canada is facing another \$2.6 billion worth of challenges from American corporations, two thirds against our environmental regulations.*

*Examples include:*

*Ethyl, an American company that produces MMT, a suspected neurotoxin. Canada banned the cross border trade in MMT, but was forced by an ISDS challenge to back down and pay the company \$13 million in compensation for the year of the ban. Quebec placed a moratorium on fracking in the St Lawrence and is being sued by a Canadian company – Lone Pine – through its US subsidiary for \$250 million in compensation.*

*An American company, Bilcon, has won its NAFTA panel, and is seeking \$300 million in damages after an environmental panel pulled the plug on a quarry it was set to excavate in a delicate ecosystem of Nova Scotia.*

*Abitibi Bowater (now Resolute Forest) was an American pulp and paper company operating in Newfoundland that declared bankruptcy and left the province, abandoning workers and their pensions. It then sued for the water rights it left behind and the Harper government awarded the company \$131 million. This is an outrageous case because it sets the precedent that a foreign corporation can actually claim ownership of a resource it is using for its production in another country.*

*And what does this mean for future challenges?*

*The Harper government gutted the three most important laws we had protecting our water – the Fisheries Act, the Canadian Environmental Assessment Act and the Navigable Waters Protection Act. With ISDS, American corporations and eventually European corporations could sue for damages if the Trudeau government were to reinstate them.*

## Public Services

*Our public services are at risk under the “Standstill” provision of these different trade agreements as, once privatized, a public service is not subject to the rules of trade. As a condition of federal funding, the Harper government forced a number of municipalities to adopt a P3 model for water infrastructure upgrading.*

*Regina, Portage La Prairie, Moncton and Saint John – all have connections to corporations who could use their trade deals to fight a return to public management. Saint John’s contract is to a consortium that includes a Spanish company that could use CETA if a future city council decides to try to return its waste water service to public management.*

*Many other public services are at risk as Trudeau moves ahead with the Canada Infrastructure Bank. Public transit, roads, electrical systems and water services all at risk of being privatized. And these agreements make it almost impossible to introduce a new public service such as national pharmacare plan because such a public service was not exempted in the deal.*

*What we need to do?*

*Immediately, our movement – progressive voices in labour and civil society — must put forward our position on NAFTA! At the very least, we should be demanding that ILO rights and principles be included inside the deal, not as a meaningless side agreement; that we drop the energy proportionality provision; that Chapter 11 be removed altogether; and that all references to water – as a good, investment and service – be removed.*

*We also need new Auto Pact that protects workers and jobs in all three countries. And we need to work with our allies in Europe to defeat CETA, which must still be ratified by all the individual countries off the EU. The position of the Canadian labour movement in fighting both CETA and TPP was incredibly important in getting the labour movements in Europe and the Asia Pacific onboard with us on these bad deals. But we also need to get literate again about trade agreements and why they matter. We had a huge movement that followed the WTO around, giving it great grief, and that defeated the Multilateral Agreement on Investment in the late 1990s. We could not have been as effective if it had not been for labour.*

*We must challenge not only the corporate control of this whole process but the secret way in which these deals are negotiated. We never saw the CETA text until it was signed in principle by the Harper government in 2013, and TiSA is still being negotiated in secret!*

*If these agreements are so good for us, why are they being negotiated behind closed doors?*

*There is a powerful movement growing around the world to reassess the purpose and goals of trade. Yes people, industry and governments will continue to trade across borders. Yes, a hungry world needs to trade food. Yes, people and nations want to be able to share their bounty with the world.*

*But what would trade agreements look like if they contained core rights of workers everywhere?*

*What kind of trade agreements do we need that would combat the growing precarious nature of work, where three quarters of the world's working age people are now working for low pay, no security and no pensions?*

*What would trade agreements look like if they promoted a more sustainable model of food production that protects soil and water and respects farmers?*

*What would trade agreements look like if they had to take into account their water and environmental footprints at home and in other countries?*

*What would trade agreements look like if they promoted alternative, more sustainable sources of energy?*

*What would they look like if, instead of giving preferential treatment to global corporations, they established binding human rights and environmental obligations on corporations and placed capital controls on runaway speculation of the kind that caused the 2008 crash?*

*What would they look like if they took into account the free, prior and informed consent of local Indigenous people now enshrined in the UN Universal Declaration on the Rights of Indigenous Peoples?*

*One thing is certain: the backlash against the ISDS provisions of these trade and investment agreements is growing both among civil society and governments alike. Many countries, including Bolivia, Brazil, South Africa, Australia, India and Malaysia have either rejected ISDS altogether or have expressed serious concerns about it. Let's start a real movement in Canada to have our government count among these progressive government voices. There has never been a better time for a debate about the nature of these free trade agreements.*

*But our movement, unlike Trump and his followers, is not about blaming the "other" or of putting up walls or fomenting hate. Our analysis is and our narrative is based on a deep commitment to diversity, inclusion and social justice.*

*There has never been a better time to reign in the power of transnational capital and transnational corporations and recognize the sacred democratic authority of people, communities and their elected governments to protect human and workers' rights and the environment upon which we all depend for life.*

*I am the Honorary Chairperson on the Council of Canadians, and my new book is entitled “Boiling Point, Government Neglect, Corporate Abuse and Canada’s Water Crisis”.*

REVP Baldwin thanked Maude for taking the time to speak to the Convention delegation, and provided her with a gift as token of appreciation.

She informed everyone that a few copies of Maude’s book were available for sale at the cost of \$20. The book could be purchased at the Host Committee booth, and Maude would be available to autograph the books during the lunch break.

At this point, Anna Goguen made announcements and Convention recessed.

### **Friday, June 23, 2017 – p.m. Session**

#### **Question of privilege – Joey Dunphy**

Brother Dunphy informed Convention participants that on behalf of Atlantic Council there would be an auction, and the money collected would go towards the women’s missing and murdered campaign. Lorretta Saunders’ brother made a sculpture that would be auctioned.

#### **Question of privilege – Bob Campbell**

Brother Campbell advised that a hat would be circulated on the Convention floor for donations which will be given to the Chronicle Herald strikers.

He informed everyone that UTE would be donating \$2,000.

### **Credentials Committee Report**

m/s Wendy Shea Don Bouchard

That the following report be adopted:

Accredited Delegates	270
Guests	6
NBoD Members	10
Observers	<u>45</u>
Total	331

**MOTION CARRIED.**

## **Report of the Finance Committee of the Atlantic Council**

Jeannie then informed the delegation that the Report of the Council Finance Committee is the only one that would be adopted as a stand-alone report. This is because the Finance Committee has been entrusted to manage the Region's finances and to prepare a proposed budget for the Region for the next three years. The By-Laws require that the Atlantic Council Finance Committee report to Convention.

This Convention must debate and adopt a budget for the next three years. She therefore asked the Council Finance Committee to present its report.

The Committee had four recommendations included in its report.

The Chair of the Council Finance Committee, Darlene Bembridge, presented the Finance Committee of the Atlantic Council Report, as follows:

*The Finance Committee presented the financial statements including balance sheets and income statements. The income and expenses for 2014, 2015 and 2016 have been reviewed and all expenses were justified. Comparative financial statements have been provided for review along with a proposed budget for 2018, 2019 and 2020.*

*Over the past three years, the Finance Committee has confirmed the expenses for all amounts included in the financial statements. A detailed analysis of the expenses from the 2014 Convention was conducted. Any over expenditures or significant differences between budget and actual amounts were noted. This information was used to prepare a discussion document for Council to determine the Council's vision for Convention which laid the foundation of our budget framework for Convention in 2017.*

*The role of the Finance Committee is to monitor the budget passed at the prior Convention. If there were over expenditures of a line item, the Finance Committee brings recommendations to Council to transfer money between line items or approval to overspend a line items depending on the rationale for the over expenditure. Another role of the Finance Committee is to look at processes, and propose better ways to do things.*

*The last Convention, we passed a recommendation to allow a carry-over of the directors' budget within the three-year cycle. After careful consideration, the Finance Committee recommends a slight change, instead of being able to use this amount in full; only half of the annual amount can be spent in a Convention year.*

*The Finance Committee is also responsible for budgeting for both Council activities and Atlantic Convention. The budgeting process can be challenging as there are so many variables as you must consider the most expensive scenario until actual amounts are determined.*



*Once the first Council meeting is held and actual costs are known for travel and salary, the Finance Committee prepares a document with a breakdown for each Council member. This is used for future Council meetings, budgeting for Council cost for Convention, and to determine if the budget line item will be under spent thus providing flexibility if a need arises from another line item or an extraordinary expense.*

*Bank fees can fluctuate within financial institutions when their policies change. In our case, these fees have increased, and in turn, will impact budget line items. The Finance Committee is recommending a review to look at cost savings.*

*Budgeting can be further complicated when member claims are not received in the year they have occurred and have been budgeted for. For example, some expenses and claims for events and activities incurred in 2014 have been submitted in 2016. This directly impacts the next Convention budget. The Finance Committee recommends a policy change to prohibit this.*

*The budget being presented reflects the basic costs of Council with slight changes to previous budgets. The Finance Committee recommends an increase of the Convention transfer amount from \$40,000/year to \$50,000/year to assist with the funding of the Triennial Regional Convention.*

*The goal intended for the Convention budget is to provide the largest subsidy possible to each delegate. The Finance Committee determined the fixed costs (room rental, audio visual, Convention Committee meetings, Host Committee expenses, printing, Convention office expenses, Council expenses, etc.) and then the remainder was allocated to subsidies.*

*There has been a surplus in a number of the cycles. PSAC National was insistent on the Region spending any surplus otherwise adjustments might be made to future transfers. After a review of the surplus amounts, the Finance Committee recommended to Council that the Convention subsidy be increased.*

*The Finance Committee worked through a process taking into account the location of the delegate, accessibility to airports, the number of potential delegates and hotel costs, just to name a few. After careful consideration, the allocation of the subsidy was distributed fair and equitably to all delegates, resulting in an almost fully-funded Convention with the exception of loss of salary reimbursement.*

Some questions were asked, and the following recommendations were submitted for adoption.

### **Recommendation 1**

m/s Darlene Bembridge Brian Olford

That Convention approves **Recommendation 1** of the Finance Committee, which reads as follows:

To increase the Convention transfer amounts from \$40,000/year to \$50,000/year to assist with the funding of the Triennial Regional Convention.

**RECOMMENDATION 1 ADOPTED.**

### **Recommendation 2**

m/s Darlene Bembridge Brian Oldford

That Convention approves **Recommendation 2** of the Finance Committee, which reads as follows:

That only half of the annual amount allocated per Council Director can be spent in a Convention year. This is due to potential changes of the Directors elected at Convention. This would ensure funding is available for a new Director.

**RECOMMENDATION 2 ADOPTED.**

### **Recommendation 3**

m/s Darlene Bembridge Brian Oldford

That Convention approves **Recommendation 3** of the Finance Committee, which reads as follows:

Consideration should be given to looking at other financial institutions and hold all banking with one institution. Reason being is that the current bank charges are on a steady increase and only paying one bank fee would likely minimize those costs.

**RECOMMENDATION 3 ADOPTED.**

### **Recommendation 4**

m/s Darlene Bembridge Brian Oldford

That Convention approves **Recommendation 4** of the Finance Committee, which reads as follows:

That a cut-off date of 120 days be established for members to submit their expense-related items. After such date, all claims would have to be reviewed by the Regional Council before payment will be considered.

**RECOMMENDATION 4 ADOPTED.**

**Finance Committee Report**

m/s Darlene Bembridge Brian Oldford

That Convention adopts the Finance Committee Report.

**MOTION TO ADOPT FINANCE COMMITTEE REPORT CARRIED.**

**Balance Sheet and Income Statement**

Sister Bembridge explained the balance sheet and the income statement.

m/s Darlene Bembridge Brian Oldford

That Convention adopts the balance sheet and income statement.

**MOTION TO ADOPT BALANCE SHEET AND INCOME STATEMENT CARRIED.**

**Proposed Budget**

m/s Darlene Bembridge Brian Oldford

That the proposed budget for 2018, 2019 and 2020 be adopted.

**MOTION TO ADOPT THE 2018-2019-2020 BUDGET CARRIED.**

Before proceeding with the By-Laws Committee, Jeannie made a few comments about process, especially for new delegates. She explained that the Committees deliberated and debated the resolutions and arrived at recommendations, which are included in their Committee Reports. A recommendation is usually one of concurrence or non-concurrence.

Concurrence means that the Committee is recommending the resolution be adopted. Non-concurrence means that the Committee is recommending that the resolution not be adopted.

Once the recommendation of the Committee has been moved and seconded, the recommendation of the Committee and the particular resolution shall be open for debate by the delegates. Delegates shall have a maximum of three minutes to speak to the resolution and the recommendation of the Committee.

Should delegates wish to amend resolutions to keep the process clear and simple, they have to make a motion to refer the resolution back to the Committee with clear instructions.

The delegates vote on the Committee's recommendation by voice and by raising their hand. Furthermore, changes to By-Laws require a 2/3 majority.

### **By-Laws Resolutions Committee**

The REVP Atlantic, appointed the following members to the By-Laws Resolutions Committee:

Chris Lansdell, Provincial Director NL, Co-Chair  
Colleen Hodder, Provincial Director NS and Alternate REVP, Atlantic, Co-Chair  
Allyson Garrison, Director for Young Workers  
Joey Dunphy, Director for Aboriginal Members  
Wayne Kelley, Director for GLBT Members

Monique Laplante, PSAC Resource Officer

The By-Laws Resolutions Committee met in person on April 20-21, 2017 to review the 23 By-Laws Resolutions submitted to Convention.

The Committee was given feedback by Sister Jeannie Baldwin and Sister Robyn Benson who had reviewed the Resolutions to ensure that they were not in violation of the PSAC Constitution. All Resolutions received were in line with the PSAC Constitution. They were automatically moved and seconded by the Co-Chairs on behalf of the Committee.

The By-Laws Resolutions Committee established its priorities as follows:

#### **Concurrence**

1. Composite Resolution B1A – Young (Youth) Worker Delegates at the Triennial PSAC Atlantic Regional Convention
2. Composite Resolution B18A – PSAC Atlantic Director for Directly Chartered Locals
3. Resolution B17 – PSAC Atlantic Director for Non-Treasury Board for the Atlantic Region
4. Resolution B15 – Alternate Regional Executive Vice-President (REVP)
5. Resolution B16 – Second Alternate to the Regional Executive Vice-President (REVP)

6. Resolution B23 – Health, Safety and Environment Committee Structure Amendment
7. Composite Resolution B21A – PSAC Atlantic By-Laws, Section 5
8. Resolution B3 – Mandate and Objectives of the PSAC Atlantic Regional Council By-Laws
9. Resolution B4 – Membership and Membership Rights
10. Resolution B6 – Council Directors’ Written Report
11. Resolution B7 – Triennial PSAC Atlantic Convention Proceedings
12. Resolution B8 – Resolutions
13. Resolution B9 – Membership Fees
14. Resolution B10 – Delegate Entitlement to Convention
15. Resolution B11 – Terms of Reference for Council Committees
16. Resolution B12 – Atlantic Regional Conferences
17. Resolution B13 – Suspension or Expulsion from the Atlantic Regional Council

Non-Concurrence

All Resolutions reviewed by the By-Laws Resolutions Committee were presented with a recommendation of concurrence.

The Committee thanked Convention delegates in advance for their participation and patience in this democratic process. The Committee also thanked Sister Jeannie Baldwin and the staff of the PSAC Atlantic Region for their support to the Committee.

**Composite Resolution B1A – Young (Youth) Worker Delegates at the Triennial PSAC Atlantic Regional Convention**

(which includes Resolutions B1, B2, B14, B19 and B22)

m/s Chris Lansdell Colleen Hodder

That Convention adopts the Committee’s recommendation of **Concurrence** in Composite Resolution B1A (including Resolutions B1, B2, B14, B19 and B22), which reads as follows:

**WHEREAS** under our current delegate entitlement for the Triennial PSAC Atlantic Regional Convention, only one young worker delegate is selected from each of the four Atlantic provinces to attend the Triennial PSAC Atlantic Regional Convention to represent young workers; and

**WHEREAS** PSAC Young Workers’ Committees are constitutionally-recognized committees in the PSAC Constitution such as Area Councils, Regional Women’s Committees and others; and

**WHEREAS** we have active Young Workers’ Committees in the Atlantic Region:

**BE IT RESOLVED THAT** young (youth) workers be afforded the same delegate entitlement as the other regional committees; and

**BE IT FURTHER RESOLVED THAT** Section 8, Sub-Section (8) of the PSAC Atlantic Regional Council By-Laws be amended as follows:

**One young worker delegate from each active Young (Youth) Workers' Committee, with a minimum of two delegates from each of the four Atlantic Provinces have a seat as a delegate to the PSAC Regional Convention to represent young workers.**

**Rationale**

The Committee feels this is in line with how delegates from all other regional committees receive entitlement, and it would encourage succession planning and renewal.

m/s Jessica Chaisson Matthew Fuchs

That the previous question be now put.

**MOTION CARRIED.**

**MOTION OF CONCURRENCE IN COMPOSITE RESOLUTION B1A CARRIED WITH THE NECESSARY 2/3 MAJORITY.**

**Composite Resolution B18A – PSAC Atlantic Director for Directly Chartered Locals**

(which includes Resolutions B18 and B20)

m/s Colleen Hodder Chris Lansdell

That Convention adopts the Committee's recommendation of **Concurrence** in Composite Resolution B18A (including Resolutions B18 and B20), which reads as follows:

**WHEREAS** in the Atlantic Region we have 18 Directly Chartered Locals representing approximately 1,300 or more members in the Atlantic Region with a potential of continual growth; and

**WHEREAS** these Directly Chartered Locals represent workers from several sectors such as universities, transition homes, commissionaires, first nation communities, provincial government and others; and

**WHEREAS** these Directly Chartered Locals have many unique issues that do not relate to Non-Treasury Board/Separate Employers; and

**WHEREAS** there is a need for a Director dedicated to representing Directly Chartered Locals and to be their voice:

**BE IT RESOLVED THAT** a new Sub-Section (11) be added under Section 6 as follows:

**Director for Directly Chartered Locals:**

- a) **attend meetings of the PSAC Atlantic Regional Council and the Triennial PSAC Atlantic Convention;**
- b) **submit a written report of their activities to the PSAC Atlantic Regional Council;**
- c) **ensure and promote representation of the interests of members from the Directly Chartered Locals in the various union bodies, programs and social justice groups;**
- d) **serve on Atlantic Regional Council Committees and/or perform other roles and responsibilities as determined by the Atlantic Regional Council.**

**BE IT FURTHER RESOLVED THAT** the Atlantic Regional Council add one director position elected from the Atlantic Region DCL caucus when conducting elections at the 2017 Regional Atlantic Convention; and

**BE IT FURTHER RESOLVED THAT** the funding of this Directly Chartered Locals director position be funded from within the existing Council's budget.

**Rationale**

The Committee feels that members of DCLs deserve to see themselves represented on the Atlantic Council as well as in the leadership structure of the PSAC. PSAC continues to organize new members in DCLs to increase its membership base.

m/s Brett Evans William Van Woensel

That this Resolution be referred back to the By-Laws Resolutions Committee to consult with the Finance Committee on the cost.

**MOTION TO REFER CARRIED.**

## **PSAC National President's Address**

Sister Baldwin asked Brother Brandon Thorne, chair of the newly-established Halifax Young Workers' Committee, to introduce the PSAC National President as follows:

*Robyn Benson was re-elected as the National President of the Public Service Alliance of Canada at PSAC's 17<sup>th</sup> National Triennial Convention in May 2015. She was first elected as PSAC National President in May 2012.*

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

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

*Without further ado, please join me in welcoming Sister Robyn Benson.*

### **Robyn Benson**

Sister Benson provided the following address:

*Sisters, brothers and friends, it's so good to be with you at the Atlantic Regional Convention. Yours is the seventh and last of the Regional Conventions. At every single one, the discussions have been rich, and the decisions have been wise.*

*I am sure that's also going to be the case for this Convention so I am really looking forward to the next few days.*

*This is your opportunity to assess where we have come from, and where we want to take the union over the next three years. I know you will give every matter careful consideration, and make good decisions together.*

*With your help, this Convention should go down in history as one of our union's best, although you have six others to compete with. I will be able to attest to that, because over the years, I have been to a lot of Conventions and seen it all: the good, the bad and the challenging. Some Conventions have been challenging, and I have chaired many of those.*

*Seriously though, PSAC members are counting on us to lead them well — to find ways to make real progress despite all the obstacles in our way.*



*I know this won't be easy to do here in the Atlantic. After all, every single one of your provincial governments is Liberal, as is everyone of your members of the federal Parliament. As Jeannie mentioned this morning, we lost some good NDP MPs. But, I also know that if any group of workers is up for the challenge, it is you. Because you know what it is like to face tough situations — and you know how to get through them.*

*You know, and it is sad to say, but your Region suffers some of the worst instances of poverty, and the greatest gaps in income and social equality. I think of Manitoba and we are the child poverty capital in the country. We are working very hard to change that.*

*Compensation for workers lags behind other parts of the country, and your employment and labour laws are weak.*

*Where other provinces, like Alberta, are moving to raise the minimum wage to \$15 an hour, yours are still stuck at \$11 or less.*

*Today, you still have the highest rates of unemployment in the country, by far. While Canada's national unemployment rate is around 6%, in Newfoundland and Labrador, it's almost 15%; PEI's is 10%; and in Nova Scotia and New Brunswick, the official figure is 8%. Actually, the count would be much higher if it included all the people who have given up on finding work, and everyone who have left the Region for other provinces in search of jobs.*

*I know, they say tough times breeds tough people — and I must say that PSAC members in the Atlantic Region are probably the most resilient and the most militant that I know.*

*You proved that to be the case again and again during the ten long years of Stephen Harper's rule. And the outcome of our last round of bargaining with Treasury Board was a testament to your strength.*

*The Harper Conservatives did everything they could to rip out our sick leave out of our collective agreements, and steal our accumulated sick leave benefits. They accused us of abuse. You will all remember Tony Clement who stood outside the House of Commons at the start of National Public Service Week saying that we were abusing our sick leave. They lied about costs. They went behind our backs to talk to other unions.*

*And when none of that worked, they went behind our backs to talk to other unions to take away our collective bargaining rights and gave themselves the unilateral right to change our contracts.*

*But our union fought back every step of the way, and our power grew through the struggle. Then, in 2015, PSAC members together with others booted Stephen Harper out of office, and today our sick leave rights remain intact.*

*I am so proud of our union, and I am so proud of all of you. We signed tentative agreements on June 14 and our sick leave bank will remain in place. When elected National President five years ago, I was not grey, I have a hard time dealing with Treasury Board, but I am stubborn. We defended ourselves, and now we are moving to the offense on every front.*

*We're making breakthroughs at bargaining tables across the country despite the difficult economic climate. Not just in the federal sector but we are cognizant of the fact that our union is very diverse. We have done well in our bargaining.*

*We got the federal Liberal government to reopen the nine regional veterans' offices that were closed by the Conservatives. While they have reopened them, they have not staffed them yet to what we would like. And though we have a long way to go, we're pressing hard to get the staff cuts in other departments reversed.*

*I can tell you that we, as a labour movement, forced the Liberals to introduce legislation that repeals the Conservatives' anti-worker, anti-union laws — including the law that took away our right to strike. Bill C-4 received Royal Assent Repealing Bills C-377 and C-525. While we are thanking the Liberals, I didn't go to the party — I try hard not to be an hypocrite. While they have repealed, it was the right thing to do. When they task Bill C-5, then I will go and say thank you and go to a party. You need to talk to your MP about Bill C-5.*

*We got federal pay equity legislation back on the government agenda and we're pushing for action now, they are unable to do it until 2018 which is not good enough— because justice delayed is justice denied. I talked to the new Labour Minister, Patricia Hajdu. I believe they are ready. They think that we don't understand their game. Please talk to your MP.*

*We won a joint taskforce on mental health that promises to change the culture of the federal public service and make it a good place to work like it was a long time ago. Bob Kingston is the co-chair of the technical committee and I sit on the steering committee.*

*Harassment is craziness, and it is increasing instead of decreasing. When we had the demand, Scott Brison took over Tony Clement. I want them to do what they say they would do.*

*And we continue to win countless grievances, arbitrations, adjudications and court decisions upholding the rights of our members and imposing justice in the workplace. Quite frankly, many of these cases have also put real dollars into the hands of members where it belongs.*

*Not one of these achievements has been easy. We are making headway because of leaders like you, because you work hard every day, and because you refuse to give up.*

*And, on that note, I want to pay tribute to Sister Jeannie Baldwin, to every member of the Atlantic Regional Council, and to every staff member in the Region for all the work you've done for the PSAC membership day in and day out over the last three years. I know it has not been easy, and I thank you for that.*

*As you know, making gains for workers takes dedicated leaders and hard-working staff. It also takes strength and organization from top to bottom. And though we've done a lot in the past few years to get stronger and better at flexing our muscle, the truth is, we have a lot more work to do, especially on the ground, with our members, in every workplace and in every community.*

*The PSAC membership is more than 180,000 strong, and we are growing through hard-fought organizing drives and by pushing hard for more and better public services. Our members depend on their union to represent and defend them, especially when things go wrong. But too many see the PSAC as something separate from them. Last week was an example of that. I was at the BC Convention, and during the debate on one resolution, one member said are you the PSAC. I replied that yes, you are the PSAC, you are paying dues. We need to work with our members so that they understand that they are the PSAC.*

*What we need is for members to see PSAC as their union, one that they want to help, one that they contribute to beyond paying dues, and one they feel proud to call their own. Because, a union is strongest and at its best when the members see it as their very own vehicle for change, and when members give their time, effort and passion to move it forward. I want and I have said it for 37 years and 35 years in an elected position, PSAC should be a household name and be recognized from coast to coast to coast.*

*For those of you who don't know, my own experience tells me this is true. Like many, I became a member of the PSAC because I happened to get a unionized job. I was hired back in 1980 as a casual at the Local 50031 Winnipeg Tax of Centre, and when I passed the six-month mark, I became a "term" and the dues started coming off my pay cheque. Almost immediately upon becoming a term, I was told the union was going on strike.*

*I didn't know squat about unions. I didn't know what a contract was; I didn't have a clue about the bargaining process or what we were demanding. I had only seen Jean-Claude Parrot on television when CUPW was on strike.*

*But out there on the picket line, I learned fast. I discovered it wasn't the union's strike, it was our strike. I mean, really, the CR strike of 1980 wasn't even sanctioned by the leadership. In 1980, there was no cell phone, no Facebook, no twitter, no social media, nothing. We were stopping cars. It wasn't sanctioned by the national leadership.*

*Tens of thousands of PSAC members, almost all women, walked off in the single largest strike in our history because we wanted respect. It was actioned by the members for the members, and our unity and determination were so powerful that, in the end, we won. And to this day, members are benefitting from that victory. I believe it's that kind of power, that kind of membership engagement that we must generate once again.*

*During the ten years of Stephen Harper's Conservative rule, our priority as a union was defending our members and defending public services. Now, we must turn our attention to building membership power so that we can make big advances.*

*We can engage members in our union in different ways, but we must do it seriously and deliberately about how we do it.*

*We must do everything we can to get every single Local in your Region functioning at full capacity. I know it is not easy, I was a Local President, and I know that many of you are frustrated that there are not more volunteers to share the union work. But, I believe membership participation can and will increase if we look at how we do our work now, and come up with new ways of doing it differently.*

*We must put in place programs to develop new and younger activists. We need to improve day-to-day communication with members through more face-to-face conversations, rather than rely always on one-way information missives or on social media.*

*Plant-gating – when doing a plant-gate, you stand outside the office and speak to all your members. They relate to you. It is not easy when you plant-gate, particularly in Winnipeg when it is -54 degrees. You need to talk to them. When I started working, there was no email. Any information we shared with the membership, we talked to them. We put pictures on the bulletin board. If they are dues-paying members, they need to be informed.*

*We must take an honest look at how we carry out our union work at every level of our union, and re-orient it so that increased membership participation, better representation and higher union visibility is embedded in everything we do.*

*Sisters, brothers and friends, we can't count on the federal Liberals to make any real change nor can we count on the provincial Liberals for change. It's up to us to move forward using the full force of an informed, mobilized and militant membership. This is going to be your job.*

*I will now talk about Justin Trudeau. I have met him but you will never find a selfie of me and a politician. I had the opportunity to meet Mr. Trudeau many times.*

*In a very short time, the Justin Trudeau government has mastered the art of big talk to disguise small do-nothing action. Trudeau claims to be a feminist, but when it comes to pay equity it's delay, delay and delay.*

*They say they support the middle class but Trudeau, as other governments, have done what has been done in the past, they keep giving tax breaks to the rich, and then say there is no money to make life more affordable for the rest of us.*

*They promised to build a system of child care for all parents, but the 2017 budget will fund only a small fraction of the spaces that are needed — and their recently-announced federal framework agreement on early learning and child care has dropped the goal of building a universal child care system that could benefit all children, regardless of family income or place of residence. Shame on them! As a grand-mother of six, I have fought for years, and I hope that we have this before I leave this earth. It is our job to fight this. Please work very hard for me, for your children and your grand-children.*

*The federal Liberals brand themselves as the party of equal opportunity but have done nothing to address employment equity, and little to make federal workplaces more inclusive beyond setting up, again, another investigation into diversity. I was co-chair of this committee.*

*The Liberal government said it wanted to build a new relationship with Canada's Indigenous Peoples which is its priority but progress is dangerously slow, and the government won't even comply with the Canadian Human Rights Commission's order to give Indigenous children equal funding. I have a problem with their promises that they are not delivering.*

*The Liberals say they believe in public infrastructure, but they are putting in place a funding scheme that is going to privatize projects and put billions of public dollars into the pockets of private investors through their new infrastructure bank.*

*Every time you turn around, they do something.*

*On the pension front, Federal Finance Minister Morneau has introduced one of the most regressive pieces of pension legislation this country has ever seen.*

*Bill C-27 would allow federal employers to convert defined benefit pension plans to target plans, and it would essentially legalize the theft of pension benefits from actual and future pensioners at any time. Our pension speaks for pensions to all. We will be negotiating this at the bargaining table – a good pension and a solid pension. We don't need Morneau from Morneau, Shepell. They know everything about the target plans.*

*Finally, and perhaps worst of all, the Liberals say they respect federal public service workers, but they won't pay us.*

*Thank you to the compensation advisors of Miramichi. All compensation advisors deserve our thanks.*

*The Conservatives may be to blame for putting in place Phoenix, but the Trudeau Liberals are solely responsible for failing to fix it. The government of the day is working hard because of our members. We did take the government to court. We have not dropped the court case. It is being held in abeyance until the government looks at this. You will see that more than ten issues have been addressed. What our members have endured is incomprehensible. It cannot and should not be forgiven or forgotten, but it can and must be compensated.*

*Donna Lackie, GSU National President, and I met with the committee. We presented a number of proposals to them and told them that they have to increase the number of staff in Miramichi. We need proper call centres to answer questions. We need public service workers to pay public service workers. Please call you MPs to put pressure on them.*

*We will continue to work on this issue. We will make sure that the government pays our members. I do expect that they will come forward with some of our recommendations.*

*It's time to make the government pay our members for the damages they have suffered. And it's time to make the Liberals put back payroll supports in every department so that public service workers get their proper pay on time.*

*Sisters, brothers and friends, this will be the last Atlantic Regional Convention that I speak at as your National President because I have decided not to re-offer for the position next May. It was a difficult decision in many ways, but an easy one in others.*

*I served as my Local Treasurer for one year, then Local President for seven years; as the UTE Prairies Regional Vice-President for seven years and Prairies Regional Executive Vice-President for 12 years. And I will have served two terms as National President.*

*It has been such a privilege to serve in each of these positions, and I've loved my time in every one of them because I love my union, and I love serving the members.*

*But I also love my family and my farm, When I look ahead to May 2018, I know it will be time to go home. In 2015, I watched the federal elections and my spouse said "you should come home".*

*Let me be clear, though, this is not my swan song. I fully intend to use every minute of my last year in office to lead the change our members want to see.*

*I will hold the Liberal government's feet to the fire and make them deliver what our members need and deserve.*

*I need to get this government deliver what our members need.*

*I will keep pushing for workers' rights, for equality and for social justice.*

*I will work together with you for bold change inside and outside our union.*

*Together, we will build strength. And together, I know, we will win.*

*Thank you very much.*

Brother Thorne thanked Sister Benson for speaking at the Convention. He provided her with a gift as a token of appreciation.

At this point, Robyn invited members of the Halifax Typographical Union to briefly address the delegation. These members have been on strike for over 520 days! Their employer, the Chronicle Herald, is trying to bust the union.

Members of the Halifax Typographical Union explained their struggle, and shared some personal stories of some of these members.

Money was collected from the delegation to help these members who have been on strike for so long. To put pressure on the employer, they provided some information on their events in order to raise some money. They have an online paper, thousands of pages have been viewed.

#### Question of privilege

Bob Campbell challenged other Components as well as DCLs and Area Councils to match UTE's \$2,000 contribution.

Terry Kiley from UNDE advised that his Component would give \$2,500 to the strikers.

Carl Gannon, UVAE National President, will match the \$2,000.

Martha Wells, from the DLC Lecturer will donate \$100.

Eddy Bourque, CEIU National President, on behalf of the Component, will donate \$2,000.

Doug Gaetz advised that on behalf of the AEC, PSAC will donate \$2000.

Local 90023 will give \$200.

John Ivany from the City Hall City of Moncton DCL will contribute \$300.

Mark Power – UHEW Local will donate \$100.

Chana Ross – USGE Local 60020 will contribute \$200.

Brian Oldford advised that UTE Local 80003 Halifax will donate \$200, and he challenged every local to match that amount.

Jane McDonald – Agriculture Union Local 80003 will give \$150.

Shanny Doucet – GSU Local 60018 will provide a contribution of \$300.

Carol Fortin – USGE Local 60142 will contribute \$200.

Craig Smith – UNDE Local will give \$200.

Glenn Murphy – Sydney UTE Local will match the \$200.

Mark Pugh – UCTE Local 90915 will provide a \$350 contribution.

James Prendergast – Agriculture Union Local will give \$200.

Joseph O’Toole – UCTE Local 90016 will donate \$250.

Rick Cormier – Agriculture Union will contribute \$1,000.

Lola Parsons – UTE Local 90000 will donate \$200.

Lynn Legacy – Local will provide \$200.

Gordon Williams – UNDE Local will give \$300.

Raymond Junior Kennedy – Local 60063 will donate \$200.

Michelle MacKinnon – USGE Local 80002 will contribute \$250.

Camille Arsenault – CEIU Local will provide a \$100 contribution.

Darlene Bembridge – Local will donate \$200.

Ellen Cross – Local 80018 will provide \$100.

Joanne Coish – UTE Local will give \$100.

Réjeanne Arsenault – Her Local will donate \$100.

David Meade – UNDE Local 60303 will provide a \$200 contribution.



Chris Di Liberatore – will provide a \$200 contribution.

Rhonda Rumson – CEIU NB Local will give \$200.

Melinda Scott – UNE Local 60350 will donate \$200.

Crystal Crawley – donation of \$200.

Rajith Dayarathne – Local 90060 will contribute \$100.

Peter O’Neill – GSU Local will give \$200.

Joel Leger – DLC Local 80035 will donate \$200.

Ken Salter – His Local will give \$200.

Jonathan Ross – Donation from his Local in the amount of \$200.

Jessie Mansfield – UNE Local 80020 will donate \$200.

Ginger Cole – UTE Local will provide \$200.

Marc Blanchard – St. John’s Area Council will give \$150.

Jodi LaPierre – UVAE Charlottetwon Local will provide \$200.

Kirk King – Local 900 will give \$150.

Carolyn Allen – Local 80 will donate \$200.

William Van Woensel – His Local will contribute \$150.

Liette Moore – RCMP Local will donate \$100.

Bill Bennett – UNE Local will give \$100.

Jody Donovan – USGE Local 60019 will provide \$100.

Scott Richard – USGE Local will provide a \$500 contribution.

In addition, the total amount collected on the floor was \$2596.85

The members of the Halifax Typographical Union thanked all delegates, observers, staff and guests for their support.

## **By-Laws Resolutions Committee**

### **Composite Resolution B18A – PSAC Atlantic Director for Directly Chartered Locals (Continued)**

The By-Laws Resolutions Committee met with the Finance Committee and advised the delegation that the cost would not be higher. Directors would receive less money as their budget would not be increased.

#### **Point of order – Bob Campbell**

Brother Campbell asked for clarification.

#### **Ruling of the Chair**

This Resolution would make the DCL separate on their own – and they would be separate from non-Treasury Board.

m/s Colleen Hodder Chris Lansdell

That Convention adopts the Committee's recommendation of **Concurrence** in Composite Resolution B18A (including Resolutions B18 and B20), which reads as follows:

**WHEREAS** in the Atlantic Region we have 18 Directly Chartered Locals representing approximately 1,300 or more members in the Atlantic Region with a potential of continual growth; and

**WHEREAS** these Directly Chartered Locals represent workers from several sectors such as universities, transition homes, commissionaires, first nation communities, provincial government and others; and

**WHEREAS** these Directly Chartered Locals have many unique issues that do not relate to Non-Treasury Board/Separate Employers; and

**WHEREAS** there is a need for a Director dedicated to representing Directly Chartered Locals and to be their voice:

**BE IT RESOLVED THAT** a new Sub-Section (11) be added under Section 6 as follows:

#### **Director for Directly Chartered Locals:**

- a) **attend meetings of the PSAC Atlantic Regional Council and the Triennial PSAC Atlantic Convention;**

- b) **submit a written report of his/her activities to the PSAC Atlantic Regional Council;**
- c) **ensure and promote representation of the interests of members from the Directly Chartered Locals in the various union bodies, programs and social justice groups;**
- d) **serve on Atlantic Regional Council Committees and/or perform other roles and responsibilities as determined by the Atlantic Regional Council.**

**BE IT FURTHER RESOLVED THAT** the Atlantic Regional Council add one (1) director position elected from the Atlantic Region DCL caucus when conducting elections at the 2017 Regional Atlantic Convention; and

**BE IT FURTHER RESOLVED THAT** the funding of this Directly Chartered Locals' director position be funded from within the existing Council's budget.

### **Rationale**

The Committee feels that members of DCLs deserve to see themselves represented on the Atlantic Council as well as in the leadership structure of the PSAC. PSAC continues to organize new members in DCLs to increase its membership base.

m/s Mark Pugh Sue-Ann Sullivan

That the previous question be now put.

**MOTION CARRIED.**

**MOTION OF CONCURRENCE IN RESOLUTION B18A CARRIED WITH THE NECESSARY 2/3 MAJORITY.**

### **Resolution B17 – PSAC Atlantic Director for Non-Treasury Board for the Atlantic Region**

m/s Chris Lansdell Colleen Hodder

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution B17, which reads as follows:

**WHEREAS** the PSAC Atlantic Regional Council has two Directors for Non-Treasury Board/Separate Employers, one representing the Maritimes and one representing Newfoundland and Labrador:

**BE IT RESOLVED THAT** in the PSAC Atlantic Regional Council By-Laws, these positions be merged to create one PSAC Atlantic Director for Non-Treasury Board/Separate Employers; and

**BE IT FURTHER RESOLVED THAT** Section 4 (f) of the PSAC Atlantic Regional Council By-Laws be amended as follows:

**(f) One Non-Treasury Board Director elected in a Non-Treasury Board caucus at the Triennial PSAC Atlantic Regional Convention; and**

**BE IT FURTHER RESOLVED THAT** Section 6, Sub-Section (9) of the PSAC Atlantic Regional Council By-Laws be amended as follows:

**The Director for Non-Treasury Board shall:**

- a) attend all meetings of the PSAC Atlantic Region Council and the Triennial PSAC Atlantic Convention;**
- b) submit a written report of his/her activities at the PSAC Atlantic Regional Council meetings, the Triennial PSAC Atlantic Regional Convention;**
- c) ensure and promote representation of the interests of members other than those employed by Treasury Board in the various union bodies, programs and social justice groups;**
- d) serve on Atlantic Regional Council Committees and/or perform other roles and responsibilities as determined by the Atlantic Regional Council.**

### **Rationale**

The Committee feels that the needs of members in the Region would be better represented by having one Director of Non-Treasury Board/Separate Employers and one Director for DCLs.

m/s Tracy Lane Rick Cormier

That the previous question be now put.

**MOTION CARRIED.**

**MOTION OF CONCURRENCE IN RESOLUTION B17 DEFEATED FOR LACK OF THE NECESSARY 2/3 MAJORITY.**

## **Resolution B15 – Alternate Regional Executive Vice-President (REVP)**

m/s Colleen Hodder Chris Lansdell

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution B15, which reads as follows:

**WHEREAS** the PSAC Atlantic Alternate REVP is a union officer elected by the membership at the Triennial PSAC Atlantic Convention; and

**WHEREAS** the PSAC Atlantic Alternate REVP plays an important role within the organization:

**BE IT RESOLVED THAT** the PSAC Atlantic Regional By-Laws, Section 6, Sub-Section (4) be amended as follows:

The Alternate REVP Atlantic shall:

- a) **perform regional duties of the REVP Atlantic in his/her absence and perform other duties as may be assigned by the REVP Atlantic;**
- b) **attend meetings of the PSAC Atlantic Regional Council and the Triennial PSAC Atlantic Regional Convention;**
- c) **submit a written report of his/her activities to the Atlantic Council meetings;**
- d) **perform other duties and responsibilities as determined by the Atlantic Regional Council and/or the REVP;**
- e) **participate with full voice and vote.**

### **Rationale**

The Committee feels that it is important for the Alternate REVP to be included in all discussions and decisions of the Atlantic Council.

The Committee further feels it is important to ensure that the Alternate REVP be fully prepared to fulfill the duties of the REVP if required. The Committee also wants to note that this is common practice in other Regions.

### **Point of order - Sue-Ann Sullivan**

Sister Sullivan wished to present a motion to change the order of priorities.

### Ruling of the Chair

Sister Baldwin explained that the Convention Rules of Order adopted at the beginning of Convention are clear, and the ten priorities have to be dealt first before changing the order of Resolutions.

m/s Sue-Ann Sullivan Jan Pennington

That this Resolution be referred back to the Committee with instructions that a), c) and d) be kept which would eliminate the extra vote and the costing.

Sister Baldwin advised that this referral would change the intent of the resolution, therefore it was out of order.

m/s Sancia Doret Chana Ross

That we divide the motion, and that we vote on each recommendations separately, as attending meetings would be beneficial.

**MOTION TO REFER DEFEATED.**

m/s Réjeanne Arseneault Doug Gaetz

That the previous question be now put.

**MOTION CARRIED.**

**MOTION OF CONCURRENCE IN RESOLUTION B15 DEFEATED FOR LACK OF THE NECESSARY 2/3 MAJORITY.**

### Atlantic Voice Awards

Sister Baldwin informed the delegation that we would recognize and celebrate the exemplary activism, stewardship, leadership and mentorship of some exceptional activists in the Region. It's called the Atlantic Voice Awards.

These Awards were created by the Atlantic Regional Council to highlight and thank members who, in their day-to-day lives, go above and beyond in their dedication to the labour movement and to the PSAC in the Atlantic Region.

All Locals, RVPs, NVPs, Regional Women's Committees, Human Rights' Committees and Area Councils were invited to submit nominations for this Award.

Five members have been selected to receive the Awards this year.

It was Jeannie's honour to present the Atlantic Voice Awards to the following members:

**Jill Power, UCTE Local 90940**

Sister Power has been working for the federal government for ten years, and has been a proud PSAC activist for nine of those years, and she's been a mentor to the members of her Local and Region.

**Keith Parsons, UCTE Local 90915**

Brother Parsons provides guidance, support and representation to his members on a daily basis. He also served on the TC bargaining team for the last two rounds of negotiations.

As he could not be present at this Convention, Sharon Sellars accepted the Award on his behalf.

**Marc Blanchard, UHEW Local 60067**

Brother Blanchard played various roles within his own Local and Component, helped re-establishing the Saint John and Vicinity Area Council, and served on the TC bargaining team.

**Theresa MacInnis, CEIU Local 80204**

Sister MacInnis served on various committees of her union and Component where her leadership and dedication were witnessed by her union's brothers and sisters. This year, she is retiring after decades of tireless services to her union. As Theresa could not be at Convention, Sister Debbie Philips came to accept the Award on her behalf.

There was another recipient but she could only join Convention the next day. Her Award would be presented during the next day's proceedings.

REVP Baldwin congratulated all recipients and thanked them.

At this point, Jeannie asked everyone to take out the "Respect Vegreville" signs that were put in their kit bag to take a group picture. This picture would be shared on social media.

She explained that the federal government plans to shut down the Vegreville Immigration Centre and move operations 100 km away to Edmonton. The closure will devastate a rural community already hard hit by the current economic climate. The case processing centre in Vegreville has been a cornerstone of the community for over 20 years. With 280 workers – about 5% of the town's population – it is one of the town's largest employers. Rural communities play a vital role in Canada, and we need to ensure that our communities stay vibrant and strong.

Members can visit PSAC's website to sign the petition, write to the Minister and share on social media.

Then, Sister Anna Goguen made the final announcements of the day, and Convention recessed for the Leadership Debate.

## **Saturday, June 24, 2017 – a.m. Session**

### **Atlantic Voice Awards**

Sister Baldwin presented the final Atlantic Voice Award to Laurie MacPhail, CEIU Local 90153.

Sister MacPhail has been an active union member for 37 years! She has been a role model and a mentor to her members. She held various roles within her Local and Component.

### **Question of Privilege – Lynette Robinson**

Sister Robinson, USGE RVP, advised that the Component would provide a \$2,000 contribution to the Chronicle Herald strikers.

### **Guest speaker – Morna Ballantyne**

Sister Baldwin introduced the last guest speaker as follows:

*Morna Ballantyne has worked in the trade union movement for almost 40 years, first for CUPE and now for PSAC. She has been a negotiator, researcher, senior manager of programs and staff, union educator as well as a campaign director.*

*She is currently working as PSAC's part-time child care campaign coordinator, and as the part-time Executive Director of the Child Care Advocacy Association of Canada.*

### **Morna Ballantyne**

Morna provided the following speech:

*It is with pleasure that I speak to you today about a great idea, an important proposal that could:*

- *Create thousands of jobs here in the Atlantic Region;*
- *Increase the national economy by at least \$13 billion;*
- *Give our governments billions of dollars in additional income taxes; and*
- *Give an enormous impetus to women and young parents' economic security.*



*This great idea is the creation of a universal child care program.*

*However, in order to be economically successful, and to make sure it is the best program for children, parents and all families, this program has to be properly put in place. Contrary to other developed countries, Canada doesn't have an adequate child care service, not even in Québec.*

*With regard to child care services, governments have thrown the ball to follow market rules, and we have realized that it was a market failure. Market rules shall ensure that only service providers decide to open a facility. There is no planning from the government. Parents are alone in trying to find the services they need, however, too often there is nothing to find.*

*Day care centres close their doors without warning even when thousands of children are waiting for a space.*

*The majority of people in Canada providing day care don't have the formal skills. Only regulated day care centres have to hire a number of employees who have a diploma in early childhood education. However, these day care centres have difficulty hiring and keeping their staff because of low salary and poor working conditions. The issue is that, should salaries be increased, child care costs being requested to parents would be as well.*

*As we know, child care costs are already too high. Yes, provincial governments give subsidies to some low-paid parents. But this financial system is more like a token scheme for some lucky ones. It is an absurd way to manage and finance as these are essential services.*

*Our child care campaign is guided by a very different vision of how child care should be organized.*

*First and foremost, we propose to take child care off the market and make it a public service, fully funded by public revenues, and accessible to all parents who want child care, regardless of where they live in Canada. Government funding would be sufficiently high to provide a comprehensive range of high quality services for parents – those in the paid workforce, and those who are not. Those who work standard working hours, and those who do not. Those who work part-time and those who work full-time. Because all children regardless of their parents' work situation should have the right to high quality and safe care.*

*The system of child care we want would be inclusive of all children. It would be culturally and linguistically inclusive, and fully inclusive of children with disabilities. Right now, children with special needs are pretty much shut out of child care programs.*

*Also, we advocate for a separate but equal child care system for Indigenous children, developed and governed by Indigenous Peoples — a system that recognizes the diverse needs within Indigenous communities — the different languages, nations, histories and traditions.*

*Our vision of child care eliminates fee subsidies for parents and tax credits to individuals. Instead, of giving parents subsidies, which really are no better than vouchers, we would have public funds flow directly to the licensed child care services. Parents would contribute to the cost through a fee to government, but that fee would be geared to income, and it would be capped. And maybe, over time, these parent fees could be eliminated altogether.*

*It's true, the public cost would be significant. Québec's universal program costs \$2.5 billion a year. But studies have shown that the increased participation of women in the paid workforce in Québec, as a result of the child care program, generates a lot of income tax. In fact, more than the public cost of child care.*

*If our child care vision sounds revolutionary or Utopian, it's not. We've had free universal publicly-funded primary and secondary education in Canada for more than 200 years, organized in this way.*

*Every child in Canada has a legal right to primary education...why should younger children not have a legal right to early childhood education?*

*Especially when all the research tells us that the early years have such enormous long-term impact on the well-being of children right through to adulthood and beyond.*

*Of course, the universal system we want can't be created overnight. Hundreds of thousands of child care spaces will have to be constructed.*

*It will take time to educate and qualify the number of early childhood educators needed to staff a universal system. To recruit sufficient numbers of childhood educators, wages will have to go up significantly. And to help move wages up, unions would have to start organizing the sector. It could end up being the most significant increase in union membership the country has seen in decades.*

*Implementing this vision requires political will and money, a lot more than what the federal Liberals announced in their last budget, and a lot more than provincial governments are spending now.*

*The federal government has allocated \$7 billion over ten years. Sounds like a lot but divide \$7 billion among 13 provinces and territories, and divide again by ten years, you end up with very little for each province and territory each year.*

*So, we need to push for more money, but we also need both levels of government to put in place a proper child care plan. The new federal, provincial and territorial agreement on child care announced two weeks ago falls way short.*

*The federal government says the agreement is historic, and that it will make child care more affordable, more inclusive, more accessible, and just better all around. In fact, the agreement has no enforcement mechanisms. The federal government will be handing over federal money to the provinces and territories with few, if any, strings attached. There are no goals or timetables for change, and no measures of accountability other than to post a report. But we can't give up just because they didn't get it right.*

*Instead, the failings of this first agreement should motivate us to campaign a lot harder to put even more pressure on the federal, provincial and territorial governments to come up with something a lot better.*

*I don't think there is any question that governments are politically vulnerable on the issue of child care. The polling shows that child care was a deciding factor in the last BC election. The BC NDP government promised to make child care universally accessible through the development of a publicly-funded child care system. The BC Liberals, in contrast, offered only more band aid solutions. Polling research, and the vote itself, told us which approach most people like better. And, guess what, the day before, the BC Liberals' throne speech did an about-face, and promised \$1 billion for child care as part of their desperate bid to stay in power.*

*The point is, politicians of all stripes know that child care is a key issue for families. It's an issue for parents, and it is an issue for grand-parents. It's an issue for young voters. It's a really big issue for women voters. And, it's an issue for employers and for the economy.*

*Our child care campaign is all about tapping into the current crisis in child care. It's about offering an alternative to the status quo. It's about enlisting tens of thousands of people to join us and then getting them to take action in support of our alternative.*

*At this stage, my request to all of you is very simple.*

*Contact as many people as you can about the campaign, and get them to sign up on our campaign web site. The web site address is on the card that was distributed yesterday. Try it now if you have a mobile device. When you go on the site, you'll see we've also made it really easy to spread the word about the campaign through social media.*

*But we also need you to talk to others face to face and, when you do, you'll soon discover just about everyone has at least one story that shows why child care is important, and why we need change.*

*My first grand-daughter was born four months ago. She is going to need child care eight months from now. She has been on the centralized wait list in Ottawa for 13 months already, and there are still 9000 kids ahead of her waiting for a space. If she gets a space, which will be a miracle, the fee will be \$1,600 a month.*

*I started fighting for child care 32 years ago when I couldn't find affordable child care for my infant son anywhere in Ottawa. Now he's facing longer wait lists, much higher costs, and getting child care is still a matter of luck.*

*Please let's work together as a union, and fix the problem so that yet another generation doesn't grow up and have to relive the nightmare when they have kids.*

*Sisters, brothers, friends, when we win a universal child care program for Canada, and we will win, it will be as big a victory as Unemployment Insurance, the Canada Pension Plan and Medicare. It will be one of the best things we can do for the economy.*

*Think of the jobs that will arise from the investment, including in construction – green jobs – in every community, across Canada, urban and rural, North and South.*

*Think what it will mean for parents of young children who are struggling so hard to make ends meet. Child care is about social justice, and it's about bread and butter. On average, Canadians, including PSAC members, spend one quarter of their income on child care. Universal child care will raise the disposable income of young parents and raise their standard of living.*

*Think about what it will mean for women's equality to finally make equal participation in the labour force possible.*

*Think of the good it will do for young children to have access to healthy developmental environments outside of the home.*

*Universal child care is worth getting excited about, and well worth fighting for. I hope you will do everything you can to join the campaign and spread the word to others.*

*Thank you.*

After Morna's presentation, Sister Baldwin provided her with a gift as a token of appreciation.

## **Credentials Committee Report**

m/s Don Bouchard Wendy Shea

That the following report be adopted:

Accredited Delegates	276
Guests	7
NBoD	10
Observers	<u>45</u>
Total	338

**MOTION CARRIED.**

## **By-Laws Resolutions Committee**

### **Resolution B16 – Second Alternate to the Regional Executive Vice-President (REVP)**

m/s Colleen Hodder Chris Lansdell

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution B16, which reads as follows:

**WHEREAS** currently we have an REVP and an Alternate REVP; and

**WHEREAS** should the Alternate REVP have to fulfill the role of the REVP on a permanent basis; and

**WHEREAS** the Region would have to replace the Alternate REVP through an election that would prove to be costly and take a considerable amount of time:

**BE IT RESOLVED THAT** Section 7, Sub-Section (3) (c) of the PSAC Atlantic Regional Council By-Laws be amended to read as follows:

- (c) elect the REVP Atlantic **and first (1<sup>st</sup>) and second (2<sup>nd</sup>) Alternates** to the REVP Atlantic;

**BE IT FURTHER RESOLVED THAT** should this Resolution be carried, the 2<sup>nd</sup> Alternate be elected at this 2017 PSAC Atlantic Convention.

## **Rationale**

The Committee feels that this will ensure continuity in the event the first alternate must assume the duties of the REVP.

### **MOTION OF CONCURRENCE IN RESOLUTION B16 CARRIED WITH THE NECESSARY 2/3 MAJORITY.**

## **Resolution B23 – Health, Safety and Environment Committee Structure Amendment**

m/s Chris Lansdell Colleen Hodder

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution B23, which reads as follows:

**WHEREAS** the current committee structure of the PSAC Atlantic combines health and safety and the environment; and

**WHEREAS** each of these files can be large and complex; and

**WHEREAS** health and safety has dominated the attention of the Committee for each of these files:

**BE IT RESOLVED THAT** PSAC Atlantic amend its committee structure, creating a Health and Safety Committee and a separate Environment Committee, to give each file the attention it deserves and to reflect the structure of the national body.

## **Rationale**

The Committee feels that dividing the portfolios of health and safety and environmental issues would indeed give attention to environmental issues.

### **MOTION OF CONCURRENCE IN RESOLUTION B23 CARRIED WITH THE 2/3 MAJORITY.**

## **Composite Resolution B21A – PSAC Atlantic By-Laws Section 5** (which includes Resolutions B21 and B5)

m/s Colleen Hodder Chris Lansdell

That Convention adopts the Committee's recommendation of **Concurrence** in Composite Resolution B21A (including Resolutions B21 and B5) which reads as follows:

**WHEREAS** the Atlantic Regional Council has historically met twice a year, every year; and

**WHEREAS** no parameters exist relative to the scheduling of these meetings and have, in the past, been scheduled at times not conducive to effective business operations:

**BE IT RESOLVED THAT** Section 5, paragraph (a) of the PSAC Atlantic Regional Council By-Laws be amended as follows:

**The PSAC Atlantic Regional Council shall meet twice a year, at least once shall be in person, and may conduct additional meetings upon the request of two-thirds of its members. Every effort will be made to schedule these meetings at equal distances throughout the year. No less than five months will elapse between these two meetings unless approval is provided by two-thirds of its members.**

### **Rationale**

The Committee feels it is important to have at least one meeting per year in person to be able to effectively conduct the affairs of the Council.

**MOTION OF CONCURRENCE IN COMPOSITE RESOLUTION B21A CARRIED WITH THE NECESSARY 2/3 MAJORITY.**

### **Resolution B3 – Mandate and Objectives of the PSAC Atlantic Regional Council By-Laws**

m/s Chris Lansdell Colleen Hodder

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution B3, which reads as follows:

**WHEREAS** Young Workers' Committees have been and continue to be established in the Atlantic Region; and

**WHEREAS** PSAC Atlantic By-Laws should include Young Workers' Committees in the Mandate and Objectives of the PSAC Atlantic By-Laws:

**BE IT RESOLVED THAT** Section 2, Sub-Section (6) of the PSAC Atlantic Regional Council By-Laws be added to read as follows:

**To promote the organization of PSAC members in the Atlantic Region into Young Workers' Committees that are representative, inclusive, visible, fair, equitable and respectful of the rights of all PSAC members in the region.**

## **Rationale**

The Committee feels this is simply to bring this in line with the PSAC Constitution.

**MOTION OF CONCURRENCE IN RESOLUTION B3 CARRIED WITH THE NECESSARY 2/3 MAJORITY.**

## **Resolution B4 – Membership and Membership Rights**

m/s Colleen Hodder Chris Lansdell

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution B4, which reads as follows:

**WHEREAS** the Membership and Membership Rights Section should include all the membership in the Atlantic Region; and

**WHEREAS** the current language does not reflect our membership; and

**WHEREAS** PSAC Atlantic By-Laws should include Aboriginal Workers in the Membership and Membership Rights of the PSAC Atlantic By-Laws:

**BE IT RESOLVED THAT** Section 3, Sub-Section 1 (c) of the PSAC Atlantic Regional Council By-Laws be changed to read:

**Regional Human Rights Committees, or Regional Aboriginal Peoples, Pride, Access, and Racially Visible Persons Committees made up of members of these equity groups, and**

**BE IT FURTHER RESOLVED THAT** Section 3, Sub-Section 1 (e) of the PSAC Atlantic Regional Council By-Laws be renumbered to Sub-Section **1 (f)**; and

**BE IT FURTHER RESOLVED THAT** Section 3, Sub-Section 1 (e) of the PSAC Atlantic Regional Council By-Laws be added to read as follows:

**(e) Young Workers' Committees**

## **Rationale**

The Committee feels this wording to be more inclusive and in line with the PSAC Constitution.

**MOTION OF CONCURRENCE IN RESOLUTION B4 CARRIED WITH THE NECESSARY 2/3 MAJORITY.**



## **Resolution B6 – Council Directors’ Written Report**

m/s Chris Lansdell Colleen Hodder

That Convention adopts the Committee’s recommendation of **Concurrence** in Resolution B6, which reads as follows:

**WHEREAS** the current Council Directors provide a written report of their activities at the PSAC Atlantic Regional Council meetings and the PSAC Atlantic Triennial Convention only:

**BE IT RESOLVED THAT** Section 6, Sub-Section (5) (b) of the PSAC Atlantic Regional Council By-Laws be amended as follows:

- (b) submit a written report of **their** activities at the PSAC Atlantic Regional Council meetings and the Triennial PSAC Atlantic Regional Convention.

**BE IT FURTHER RESOLVED THAT** Section 6, Sub-Section (6) (c) of the PSAC Atlantic Regional Council By-Laws be amended as follows:

- (c) submit at each Atlantic Regional Council meeting a written report of **their** activities and those of the PSAC Atlantic Regional Women’s Committee and report to the Triennial PSAC Atlantic Regional Conventions;

**BE IT FURTHER RESOLVED THAT** Section 6, Sub-Section (7) (c) of the PSAC Atlantic Regional Council By-Laws be amended as follows:

- (c) submit at each Atlantic Regional Council meetings a written report of **their** activities and those of the PSAC Atlantic Regional Equity Groups Committee and report to the PSAC Atlantic Triennial Regional Conventions;

**BE IT FURTHER RESOLVED THAT** Section 6, Sub-Section (8) (b) of the PSAC Atlantic Regional Council By-Laws be amended to read as follows:

- (b) submit a written report of **their** activities at the PSAC Atlantic Regional Council meetings and the PSAC Atlantic Triennial Convention;

**BE IT FURTHER RESOLVED THAT** Section 6, Sub-Section (9) (b) of the PSAC Atlantic Regional Council By-Laws be amended to read as follows:

- (b) submit a written report of **their** activities at the PSAC Atlantic Regional Council meetings and the PSAC Atlantic Triennial Convention;

**BE IT FURTHER RESOLVED THAT** Section 6, Sub-Section (10) (b) of the PSAC Atlantic Regional Council By-Laws be amended to read:

- (b) submit a written report of **their** activities to the PSAC Atlantic Regional Council **and to the Triennial PSAC Atlantic Convention.**

### **Rationale**

The Committee feels these changes reflect the current practice in that currently reports are not being sent to locals in the Atlantic because they are posted on the PSAC Atlantic website.

### **MOTION OF CONCURRENCE IN RESOLUTION B6 CARRIED WITH THE NECESSARY 2/3 MAJORITY.**

### **General Resolutions Committee**

Sister Jeannie Baldwin, REVP Atlantic, appointed the following members to the General Resolutions Committee:

Shanny Doucet, Director for Francophone Members, Co-Chair  
Chris Di Liberatore, Director for Nova Scotia, Co-Chair  
Jill Power, Director for Newfoundland and Labrador  
Bill Bennett, Director for Non-Treasury Board/Separate Employers, Newfoundland and Labrador  
Rhonda Doyle-LeBlanc, Director Women's Maritimes

Mary MacNeil, PSAC Resource Officer

The General Resolutions Committee met on April 20-21, 2017 to review the 38 Resolutions submitted to Convention.

The Committee was given feedback by Sister Jeannie Baldwin and Sister Robyn Benson who had reviewed the Resolutions to ensure that they were not in violation of the PSAC Constitution. All Resolutions were automatically moved and seconded by the Co-Chairs on behalf of the Committee.

The General Resolutions Committee established its priorities as follows:

### **Concurrence**

1. Composite Resolution G3A – Voting Resolutions
2. Resolution G28 – Young (Youth) Workers' National Conference
3. Resolution G33 – Component Representation on the AEC
4. Resolution G11 – The Truth and Reconciliation Commission's Call to Action # 57 Training for National Board of Directors
5. Resolution G37 – Fully Fund PSAC Regional Conventions
6. Resolution G27 – Young (Youth) Workers' Regional Seminars

7. Composite Resolution G13 –Regional Women’s Committee Funding (1<sup>st</sup> Be it Resolved)
8. Resolution G9 – Area Council Funding
9. Composite Resolution G12A – Both Women’s Directors be able to Participate
10. Resolution G16 – DCL Forums/Conferences – Atlantic Region
11. Resolution G10 – Subsidy for Provincial Federation of Labour Conventions
12. Resolution G21 – Fix Phoenix
13. Resolution G20 – Raising Awareness of Precarious Academic Labour (1<sup>st</sup> Be It Resolved)
14. Resolution G23 – Phoenix Pay System (1<sup>st</sup> Be It Resolved)
15. Resolution G5 – Trusteeship of a Constitutionally-Recognized Group
16. Resolution G7 – Gender Inclusive Practices
17. Resolution G8 – Regional Equity Conferences
18. Resolution G14 – Islamophobic/Racism Policy Strategy
19. Resolution G34 – Child Care
20. Resolution G35 – Coverage in Health and Dental Care Plans

### **Non-Concurrence**

1. Resolution G1 – Child Care at PSAC Events
2. Resolution G4 – Trusteeship of a Component
3. Resolution G15 – Call for the Removal of Components from the PSAC Structure
4. Resolution G18 – DCL National Forums/Conferences
5. Resolution G20 – Raising Awareness of Precarious Academic Labour (2<sup>nd</sup> Be It Resolved)
6. Resolution G23 – Phoenix Pay System (2<sup>nd</sup> Be It Resolved)
7. Resolution G24 – Resolution Calling for Annual Training for Chairs and Executives of Committees of the PSAC Equity Groups in Atlantic Region
8. Resolution G25 – Resolution Against Gender Discrimination
9. Resolution G26 – Regulation 15
10. Resolution G29 – Voting Options for Members (1<sup>st</sup> Be It Resolved)
11. Resolution G30 – Phoenix
12. Resolution G31 – Resolution on Improving and Expanding PSAC Social Media Presence
13. Resolution G32 – Duty to Accommodate
14. Resolution G36 – Component Representation in the Alliance Executive Committee
15. Resolution G38 – End of Public Service Week Boycott

The Committee thanked Convention delegates in advance for their participation and patience in this democratic process. The Committee also thanked Sister Jeannie Baldwin and the staff of the PSAC Atlantic Region for their support to the Committee.

### **Composite Resolution G3A – Voting Ratification**

(which includes Resolutions G3, G22 and G29 (2<sup>nd</sup> Be it Resolved), using the wording from G3)

m/s Chris Di Liberatore Shanny Doucet

That Convention adopts the Committee's recommendation of **Concurrence** in Composite Resolution G3A (including Resolutions G3, G22 and G29 (2<sup>nd</sup> Be it Resolved), using the wording from Resolution G3), which reads as follows:

**WHEREAS** the current system for members to vote on ratification is unwieldy, time-consuming, confusing and not cost-effective; and

**WHEREAS** members require time to digest the information from the info sessions before voting:

**BE IT RESOLVED THAT** Regulation 15A, Section 3.11.8 of the Constitution of the PSAC with regards to ratification voting be amended to read as follows:

3.11.8 Ratification votes shall be held at meetings conducted for the purpose of explaining the terms of the tentative agreement, except where the isolated nature of the worksite or shift schedules require that special arrangements be made.

- (a) Electronic voting shall be used as the primary means for ratification, unless otherwise requested by the members, in which case a mail in ballot will be provided.
- (b) Information meetings shall be recorded and made available for members upon request.
- (c) Members shall have a two-week period following their participation in an information meeting to vote.

### **Rationale**

Members continue to raise complaints and concerns over the present process. This Resolution, along with the national Resolutions of Record, should address the concerns. Changes would make voting more inclusive. The Committee feels it is very important for members to participate in some form of information session, either in person or on line.

m/s Lindsay Oehlke Kassandra McKinnon

That this Resolution be referred back to the Committee with the following instructions: strike "except where the isolated nature of the worksite or shift schedules require that special arrangements be made" and add the following: "electronic voting may be used as a subsidiary mean of voting at the discretion of the local executive when it is deemed appropriate to meet the needs of the membership".

Sister Baldwin ruled the referral out of order as it changed the intent of the Resolution.

#### Challenge to the Chair – Lindsay Oehlke

Sister Oehlke challenged the chair because she believed that this referral did not change the intent of the Resolution. To the contrary, it would allow everybody to vote. It was written to allow the membership to vote.

#### Ruling of the Chair

Sister Baldwin confirmed that this would change the intent of the Resolution, particularly with the word “may” instead of “shall”. Shall is a must.

She asked delegates if the Chair should be sustained.

On a show of hands, the Chair was sustained.

m/s   Kassandra McKinnon      Jessica Chaisson

That this Resolution be referred back to the Committee with instructions to read “however at the discretion of the local executive when it is deemed most appropriate to meet the needs of the membership, electronic voting shall be used unless requested by the members”.

#### **MOTION TO REFER CARRIED.**

#### **Resolution G28 – Young (Youth) Workers’ National Conference**

m/s   Shanny Doucet      Chris Di Liberatore

That Convention adopts the Committee’s recommendation of **Concurrence** in Resolution G28, which reads as follows:

**WHEREAS** young workers are the future of every organization and the union, and it is necessary to invest and educate young workers; and

**WHEREAS** young workers are increasingly present and involved in political activities within our union organizing in the university and the federal sectors; and

**WHEREAS** young workers require a venue to address unique issues that affect them such as precarious work, child care, two-tiered bargaining, etc.; and

**WHEREAS** there is a significant increase in the number of young workers we represent, and the union is growing stronger; and

**WHEREAS** we have Young Workers' Committees and the Regional Council elects young workers' representatives in order to ensure their voice for young workers is represented within their own union structure; and

**WHEREAS** other large unions such as UNIFOR, CUPE and OPSEU have National Young Workers' Conferences; and

**WHEREAS** under our current structure of financial commitments, there is no funding to have a National Young Workers' Conference:

**BE IT RESOLVED THAT** PSAC organize a fully-funded National Young Workers' Triennial Conference to network and find solutions to integrate some of the challenges that face as young workers.

### **Rationale**

Young workers are the future of the union. It is important that we invest in our young workers to build a strong union now and for the future.

### **NOTE**

If adopted, this Resolution would be sent from the Atlantic Region to the PSAC National Triennial Convention.

m/s Chana Ross Jody Donovan

That the previous question be now put.

**MOTION CARRIED.**

**MOTION OF CONCURRENCE IN RESOLUTION G28 CARRIED.**

At this time, Anna Goguen made some announcements, and Sister Baldwin provided the following comments on the demo.

*Sisters and brothers, it is now time for our Convention rally.*

*You know first-hand the impact Phoenix has had on you and your co-workers. Every worker, regardless of their employer, should get paid on time and accurately! It is truly unbelievable that the Government of Canada has not been able to pay its workers properly for well over a year. This is totally unacceptable!*

*You will see on the Convention screens the route we will be taking for the rally. We will be marching in front of many restaurants and in front of the local Member of Parliament's office, the Honourable Wayne Long, and end in the Loyalist Park where there will be speakers.*

*Let me be clear. We wouldn't be in the situation today if the government had listened to us in the first place! We repeatedly warned the government not to proceed with the implementation of the Phoenix Pay System but they refused to listen to us, and we all know the end result.*

*At the same time, despite our own frustration and anger, we must also recognize that we have PSAC members who have to work with this flawed pay system. They have been under immense pressure and stress doing their very best to work with this broken system. Place yourself in their shoes for a brief moment.*

*I ask all delegates, guests, observers and staff to give a big round of applause to the PSAC members who work at the Miramichi Pay Centre and other pay centres, and who are doing their best to assist you and all other federal government workers to get paid on time and accurately!*

*Now let's take the streets of Saint John and share our frustrations!*

Then, the delegation proceeded to the demo.

### **Saturday, June 24, 2017 – p.m. Session**

#### **Question of privilege – Joey Dunphy**

Brother Dunphy informed the delegation that mental illness is increasing, and one in five individuals will develop it – friends, family members and colleagues are affected. Brother André Beaulieu from CIU will be doing a big hike to raise funds. He wants to raise \$5000 to make people aware on mental health.

A CEIU Local will donate 200 \$ to this cause and help André.

### **Elections**

Brother Chris Aylward, PSAC National Executive Vice-President, chaired the elections.

## **Credentials Committee Report**

m/s Wendy Shea Don Bouchard

That the following report be adopted:

Accredited Delegates	277
Guests	7
NBoD	10
Observers	<u>45</u>
Total	339

### **MOTION CARRIED.**

Brother Aylward explained the general electronic voting process for elections and then asked the third-party AV company to explain the technical process.

## **Election of REVP**

Chris advised the delegation that three written nominations had been received for the position of Regional Executive Vice-President:

- Colleen Hodder, nominated by Jill Power and seconded by Joey Dunphy
- Jeannie Baldwin, nominated by Laurie-Ann Wesselby and seconded by Robert Comeau
- Lori Walton, nominated by Carl Gannon and seconded by Kelly Bush

Chris opened the floor for nominations. As there were none, he declared nominations closed. He asked candidates if they wished to stand, if they would speak or ask someone to speak on their behalf, speak from podium or the floor. If elected, he asked if they would be willing to live in the Halifax municipality.

Then candidates spoke for three minutes each.

### **First Ballot Results**

Vote required	138
Colleen Hodder	117
Jeannie Baldwin	73
Lori Walton	85

As a result, Jeannie Baldwin was dropped from the second ballot.



## Second Ballot Results

Colleen Hodder	169
Lori Walton	103

As a result, Sister **Colleen Hodder** was declared the Regional Executive Vice-President for the Atlantic Region.

## Election of 1<sup>st</sup> Alternate REVP

Chris advised that two written nominations had been received:

- Angela Decker, nominated by Bill Bennet and seconded by Rhonda Doyle LeBlanc
- Chris Di Liberatore, nominated by Bob Campbell and seconded by Kelly Bush

Brother Aylward then opened the floor for nominations.

- Lori Walton, nominated by Carol Osborne and seconded by Robyn Gay
- Leanne Moss, nominated by Jeannie Baldwin and seconded by Chana Ross

Chris declared nominations closed.

Sisters Leanne Moss and Lori Walton declined the nomination.

Brother Aylward asked Brother Di Liberatore and Sister Angela Decker if they were willing to stand, if they would speak or ask their nominator or seconder to speak on their behalf, if they would speak from the floor or the podium, and if they would be willing to stay in the Halifax municipality if called to replace the REVP.

The two candidates then spoke for three minutes each.

## First Ballot Results

Angela Decker	80
Chris Di Liberatore	195

As a result, Brother **Chris Di Liberatore** was elected 1<sup>st</sup> Alternate Regional Executive Vice-President.

## Election of 2<sup>nd</sup> Alternate REVP

Brother Aylward advised that no written nominations had been received, and asked for nominations from the floor.

Angela Decker, nominated by Leanne Moss and seconded by Rick Cormier

There were no further nominations from the floor.

Chris asked if Sister Decker wished to stand for this office.

As a result, Sister **Angela Decker** was acclaimed 2<sup>nd</sup> Alternate Regional Executive Vice-President.

Chris thanked all candidates for putting their names forward.

### Question of privilege – Jeannie Baldwin

Sister Baldwin thanked everyone for the fantastic journey she had as the REVP for the Atlantic Region. She wished Colleen, Chris and Angela good luck and good luck to the Council.

She informed the delegation that she will take another role, and travel less. She will spend more time with her grand-children.

### Question of privilege – Lori Walton

Sister Walton thanked Jeannie for her mentorship and congratulated Colleen, Chris and Angela. She wished them luck.

### Question of privilege – Angela Decker

Sister Decker thanked everyone, her nominator and seconder, as well as Sisters Baldwin and Walton for the respectful campaigns they ran.

She congratulated Sister Hodder and Brother Di Liberatore.

### Question of privilege – Chris Di Liberatore

Brother Di Liberatore thanked his nominator, seconder and delegates. He also thanked Jeannie for her dedication and hard work. He further thanked Lori for her courage to stand and thanked both Colleen and Angela.

Question of privilege – Colleen Hodder

Sister Hodder thanked Jeannie, as she has been her friend. She thanked her for her loyalty to this organization. Jeannie showed her relay for a long time. Sister Baldwin succeeded in establishing a committee in the Valley. Everything she learned was from Jeannie. Regardless of the results, she said everyone was a winner. We do that in our daily lives.

At this point, Anna Goguen explained the election process for the other Council members.

**Sunday, June 25, 2017, a.m. Session**

Colleen Hodder, REVP elect, assumed the Chair.

She asked if people had fun last night and thanked the Host Committee for this well-organized activity.

m/ Doug Gaetz

That Convention adjourn.

Sister Hodder asked to wait to move the adjournment of the Convention as a report from the Credentials Committee had to be presented, and the oath of office administered.

**Credentials Committee Report**

m/s Don Bouchard Wendy Shea

That the following report be adopted:

Accredited Delegates	277
Guests	7
NBoD	10
Observers	<u>45</u>
Total	339

**MOTION CARRIED.**

**Oath of Office**

Sister Hodder asked the PSAC National President, Robyn Benson, to administer the oath of office to the newly-elected Council members and their alternates.

Sister Benson administered the oath of office to the following elected officers:

<b>REVP</b>	Colleen Hodder
<b>1<sup>st</sup> Alternate</b>	Chris Di Liberatore
<b>2<sup>nd</sup> Alternate</b>	Angela Decker
<b>Director – NB</b>	Darlene Bembridge
<b>1<sup>st</sup> Alternate</b>	Farid Tourkmani
<b>2<sup>nd</sup> Alternate</b>	Camille Arsenault
<b>Director – NB</b>	Mike LeBlanc
<b>1<sup>st</sup> Alternate</b>	Isabelle Forest
<b>2<sup>nd</sup> Alternate</b>	Donna Hitchman
<b>Director for Young Workers</b>	Leanne Moss
<b>1<sup>st</sup> Alternate</b>	Brandon Thorne
<b>2<sup>nd</sup> Alternate</b>	Kassandra MacKinnon
<b>Director for GLBT Members</b>	Wayne Kelly
<b>1<sup>st</sup> Alternate</b>	Edwin MacDonald
<b>2<sup>nd</sup> Alternate</b>	Lola Parsons
<b>Director for Racially Visible Members</b>	Chris Lansdell
<b>1<sup>st</sup> Alternate</b>	Neville David
<b>2<sup>nd</sup> Alternate</b>	Sancia Doret
<b>Director – NS</b>	Chris Di Liberatore
<b>1<sup>st</sup> Alternate</b>	Brandon Thorne
<b>2<sup>nd</sup> Alternate</b>	Helen King
<b>Director – NS</b>	Bill Kroeger
<b>1<sup>st</sup> Alternate</b>	Lynette Robinson
<b>2<sup>nd</sup> Alternate</b>	Mary Rand-Delorey
<b>Director for Francophone Members</b>	Shanny Doucet
<b>1<sup>st</sup> Alternate</b>	Isabelle Forest
<b>2<sup>nd</sup> Alternate</b>	Sancia Doret
<b>Director for Women, NL</b>	Angela Decker
<b>1<sup>st</sup> Alternate</b>	Lola Parsons
<b>2<sup>nd</sup> Alternate</b>	Jill Power

<b>Director for Women, Maritimes</b>	Rhonda Doyle LeBlanc
<b>1<sup>st</sup> Alternate</b>	Carolyn Locke
<b>2<sup>nd</sup> Alternate</b>	Marilyn Gallant
<b>Director for Members with Disabilities</b>	Michelle Neill
<b>1<sup>st</sup> Alternate</b>	Laurie Ann Wesselby
<b>2<sup>nd</sup> Alternate</b>	Susan Frellick-Perry
<b>Director – PEI</b>	Heather Ford
<b>1<sup>st</sup> Alternate</b>	Debi Buell
<b>2<sup>nd</sup> Alternate</b>	Jody LaPierre
<b>Director – PEI</b>	Les Smith
<b>1<sup>st</sup> Alternate</b>	Ginger Cole
<b>2<sup>nd</sup> Alternate</b>	Kassandra MacKinnon
<b>Director for Non-Treasury Board/ Separate Employers – NL</b>	Terry Sacrey
<b>1<sup>st</sup> Alternate</b>	Lola Parsons
<b>2<sup>nd</sup> Alternate</b>	Jeanne Pratt
<b>Director for Non-Treasury Board/ Separate Employers – Maritimes</b>	Brian Oldford
<b>1<sup>st</sup> Alternate</b>	Ginger Cole
<b>2<sup>nd</sup> Alternate</b>	Jan Pennington
<b>Director – NL</b>	Jill Power
<b>1<sup>st</sup> Alternate</b>	Michelle Lake
<b>2<sup>nd</sup> Alternate</b>	Mark Power
<b>Director – NL</b>	Roger Duffy
<b>1<sup>st</sup> Alternate</b>	Jeanne Pratt
<b>2<sup>nd</sup> Alternate</b>	Joanne Coish
<b>Director for Aboriginal Members</b>	Joey Dunphy
<b>1<sup>st</sup> Alternate</b>	Michelle MacKinnon
<b>2<sup>nd</sup> Alternate</b>	Don Bouchard
<b>Director for Directly Chartered Locals</b>	John Ivany
<b>1<sup>st</sup> Alternate</b>	Martha Wells
<b>2<sup>nd</sup> Alternate</b>	Chris Millar

#### Question of privilege – Nathalie Paulin

Sister Paulin informed the delegation that it was her last Convention because she was retiring for medical reasons. Over the years, she put up with a lot of harassment and bullying. She could not believe it was her last Convention. She explained that we are fighting against the employer for mistreating its employees. People are running for positions and they are bashing others. Mental health is an elephant. She asked her leaders to respect people who are suffering from mental health. She expressed concerns about the adjournment of the Convention as many other Resolutions had to be debated. She expected more from PSAC, and requested some explanation.

#### Question of privilege – Lindsay Oehlke

Sister Oehlke informed the delegation that she had a masters' degree, and she respectfully asked to continue the Convention business, however she understood that no business could be conducted after the closing of an elder. She expressed concern as she came to Convention to support her members. She felt it was time wasted as a lot of money had already been spent.

#### Question of Privilege – Jessica Chaisson

Sister Chaisson raised concerns about the closing of Convention, and said she would have liked to see things differently.

#### Question of Privilege – Kassandra McKinnon

Sister McKinnon echoed the same concern.

m/s Mark Power

Lori Walton

That all unfinished business of the General Resolutions Committee be referred to the incoming Regional Council.

**MOTION TO REFER UNFINISHED BUSINESS OF THE GENERAL RESOLUTIONS COMMITTEE TO THE INCOMING REGIONAL COUNCIL CARRIED.**

#### **Aboriginal Closing**

Brother Joey Dunphy introduced the Elder, Imelda Perley.

He gave her a blanket from the Atlantic Aboriginal Circle as a token of appreciation.

Then, Elder Perley provided the Aboriginal closing remarks.

Sister Hodder thanked everyone for all the hard work during this Convention and the many hours devoted to representing our members.

She also provided the following comments:

*Many of you have taken time away from your families to be here this weekend and the sacrifices you make have helped guide our union.*

*I also want to thank all the candidates for participating in our union's democracy. It takes courage and commitment to put your name forward. The more members we have wanting to get involved in our union, the stronger it becomes.*

*And lastly, I want to thank the staff for making this Convention possible and for helping our members every day.*

*Sisters and Brothers, we have a lot of work ahead of us, but I know that together we can succeed.*

*I want to wish you a safe trip home.*

m/s Doug Gaetz                      Brian Oldford

That Convention adjourn.

**MOTION CARRIED.**

Time – noon