

CONVENTION BOOK

Public Service Alliance of Canada
7th Triennial Atlantic Regional Convention
June 23 – 25, 2017, Saint John, NB



Atlantic
Atlantique



7th Triennial PSAC Atlantic Regional Convention
PSAC: It Starts With Us
June 22-25, 2017
Trade & Convention Centre, Saint John NB
Marco Polo Room

Thursday, June 22, 2017

- | | |
|-----------------|--|
| 9:00 – 10:30 am | Atlantic Council Meeting – Kennebecasis 1&2 [Hilton Hotel] |
| 4:00 – 9:00 pm | Registration – Trade Centre Foyer Welcome Centre |
| 4:00 – 5:30 pm | Information Session – Rules of Order (English) – Montague 1 |
| 4:00 – 5:30 pm | Rules of Order (French) – Montague 2 |
| 6:00 – 7:00 pm | Directly Chartered Locals (DCL) & Component Caucus |
| 7:00 – 8:30 pm | <i>'Cocktails with Council'</i> (Optional)
Trade & Convention Centre Foyer (Cash Bar & Appetizers) |

Friday, June 23, 2017

- 7:45 - 8:15 am Racially Visible Members Caucus – Montague 1
- 8:15 – 8:45 am Members with Disabilities Caucus – Loyalist
- 7:30 - 9:00 am Registration – Trade Centre Foyer Welcome Centre
- 9:00 – 11:00 am Official Opening
- Aboriginal Opening
 - Solidarity Forever
 - Moment of Silence
 - Introduction of Special Guests and Atlantic Regional Council
 - Greetings
 - PSAC Statement on Harassment
 - Administration and Logistics
 - Adoption of Agenda
 - Adoption of Rules of Order and Tiling Guidelines
 - Ratification of Convention Committees
 - Credentials Committee Report
 - Address of Jeannie Baldwin, REVP Atlantic
 - Adoption of REVP's Report and Regional Council Directors' Reports
 - Adoption of Council Committee Reports | Convention Committee Reports
- 11:00 – 11:40 am Keynote Address: Maude Barlow
- 11:40 – 12:00 pm Childcare Campaign: Morna Ballantyne
- 12:00 – 1:30 pm Lunch
- 12:00 – 12:30 pm Young Workers Caucus – Montague 3
- 12:30 – 1:00 pm GLBT Caucus – Montague 2
- 1:30 – 3:00 pm Credentials Committee Report | Convention Committee Reports
- 3:00 – 3:30 pm Address of Robyn Benson, National President
- 3:30 – 4:30 pm Convention Committee Reports
- 4:30 – 5:00 pm Presentation of Atlantic Voice Award
- 5:00 pm Recess
- 5:00 – 5:30 pm Francophone Caucus – Montague 3
- 5:30 – 6:45 pm Leadership Debate – Marco Polo
- 6:45 – 7:30 pm Women's Caucus – Marco Polo
- 7:00 – 10:00 pm *'Country Swing Meets City Bling' (Optional)* – Trinity Royal, Delta Brunswick

Saturday, June 24, 2017

- 8:00 – 9:00 am Aboriginal Caucus – Loyalist
- 8:00 – 12 noon Registration – Trade Centre Foyer Welcome Centre
- 9:15 – 11:15 am Credentials Committee Report | Convention Committee Reports
- 11:15 – 12:00 pm Demo – Phoenix Pay System
- 12:00 – 1:00 pm Lunch
- 1:00 – 6:00 pm Credentials Committee Report
Elections

- | | |
|---|--------------|
| • 1:00 pm Election – Regional Executive Vice-President | – Marco Polo |
| • 1:30 pm Election – Alternate Regional Executive Vice-President | – Marco Polo |
| • 2:30 pm Election – Director for Non-Treasury Board Members, Maritimes | – Marco Polo |
| • 2:30 pm Election – Director for Non-Treasury Board Members, NL | – Montague 2 |
| • 3:00 pm Election – Director for Francophone Members | – Montague 3 |
| • 3:30 pm Election – Director for Members with Disabilities | – Loyalist |
| • 4:00 pm Election – Director for Racially Visible Members | – Montague 1 |
| • 4:30 pm Election – Director for GLBT Members | – Montague 2 |
| • 5:00 pm Election – Director for Youth Members | – Montague 3 |
| • 5:30 pm Election – Director for Aboriginal Members | – Loyalist |

- 6:00 pm Recess
- 7:00 – 12 midnight ***‘Tailgate Party’ (Optional)***
Entertainment & BBQ at Market Square Atrium

Sunday, June 25, 2017

8:00 – 9:00 am Registration – Trade Centre Foyer Welcome Centre

8:00 – 9:00 am Election – Regional Women’s Directors

- Maritimes – Marco Polo
- Newfoundland & Labrador – Montague 2

9:00 – 10:00 am Election – Provincial Directors

- New Brunswick – Marco Polo
- Nova Scotia – Loyalist
- Prince Edward Island – Montague 1
- Newfoundland & Labrador – Montague 3

10:00 – 11:45 am Credentials Committee Report | Convention Committee Reports

11:45 am Administration of Oath of Office for Atlantic Council
Aboriginal Closing

Noon Adjournment



SOLIDARITY FOREVER

1. When the union's inspiration through the workers' blood shall run,
There can be no power greater anywhere beneath the sun.
Yet what force on earth is weaker than the feeble strength of one?
But the union makes us strong.

Chorus: *Solidarity forever*
 Solidarity forever
 Solidarity forever
 For the union makes us strong.

2. They have taken untold millions that they never toiled to earn,
But without our brain and muscle not a single wheel could turn.
We can break their haughty power, gain our freedom when we learn
That the union makes us strong.
3. In our hands is placed a power greater than their hoarded gold,
Greater than the might of armies magnified a thousand fold.
We can bring to birth a new world from the ashes of the old,
For the union makes us strong.
4. We're the women of the union in the forefront of the fight,
We fight for women's issues, we fight for women's rights,
We're prepared to fight for freedom, we're prepared to stand our ground,
Women make the union strong.
5. Through our sisters and our brothers, we can make our union strong,
For respect and equal value we have done without too long,
We no longer have to tolerate injustices and wrongs,
For the union makes us strong.



Thank you in advance for silencing your devices.





Atlantic Atlantique

PSAC STATEMENT ON HARASSMENT

This statement is read out and distributed at all PSAC events.

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 this event, contact the identified 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.



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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 the regard, the PSAC recognizes that accessibility is an essential requirement for the participation of members with environment disabilities.

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

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

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





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PSAC STATEMENT ON SMOKE-FREE ENVIRONMENTS

The Public Service Alliance of Canada (PSAC) is committed to providing a healthy, clean and safe environment for members, staff, elected officers and visitors. This serves as a friendly reminder of the PSAC Policy on Smoke-Free Environments. For clarity, the policy includes all forms of smoking, including electronic vapour cigarettes, cigars, pipes, and medical marijuana.

As per our policy, all premises owned, leased or occupied by PSAC and PSAC Holdings Ltd. are designated as smoke-free. Designated smoking areas located outside any building owned, leased or occupied by PSAC or PSAC Holdings Ltd. must be clearly indicated and located at least three meters (ten feet) away from any building entrance. According to our policy, any area not posted as a 'smoking area' is considered a smoke-free environment.

It is also important to remember that cities and provinces/territories also have no-smoking by-laws and regulations.

Second-hand smoke is a health hazard, containing more than 4,000 dangerous chemicals, 70 of which cause cancer. There is no safe level of exposure - even outdoors. The elimination of second-hand smoke helps to protect the health of our staff, members and visitors to our buildings. Enforcing the PSAC Smoke-Free policy is the shared responsibility of all staff and visitors to our buildings. It is every staff member's responsibility to help educate one another, visitors, and guests with regard to our Smoke-Free policy, including directing them to the appropriate smoking areas.

By working together, we can create healthier environments for ALL.



RULES OF ORDER

1. The President, or in the absence of the President or on the delegation of the President, a Vice-President shall take the Chair at the time specified and shall preside at all sessions.
2. Hours of sitting shall be determined as per the agenda adopted by the Convention delegates.
3. Delegates wishing to speak shall proceed to one of the microphones provided for that purpose. When recognized by the Chair, they shall give their name and the body represented, state the purpose for which they rise, and confine remarks to the question at issue.
4. Speeches shall be limited to three minutes.
5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A delegate shall not interrupt another, except to rise to a point of order or question of privilege.
7. At the request of the Chair, a delegate called to order shall take a seat until the point of order has been decided.
8. Should a delegate persist in unparliamentary conduct, the Chair shall name the delegate and submit the conduct to the judgment of the Convention. In such case, the delegate whose conduct is in question should explain and then withdraw, and the Convention will determine what course to pursue in the matter.
9. (a) When the “previous question” is moved and seconded, no further discussion is permitted on a main motion or amendment to the main motion. The Chair must immediately ask: “*shall the question be now put?*”, and if a two-thirds majority vote “*that the question be now put*”, the motion or amendment shall be put without debate. If the motion to put the question is not adopted by a two-thirds majority vote, discussion will continue on the motion or amendment.
 - (b) If the previous question has not been adopted, it cannot be put a second time unless at least three (3) members wishing to speak have had the opportunity to do so.
 - (c) The previous question cannot be proposed by a delegate who has spoken on the motion or the amendment.
- 10.(a) No motion that has been reviewed by a Committee can be amended by the floor unless a Committee recommendation has been rejected by the delegates.
 - (b) Any motion or amendment to a motion may be amended, provided the amendment is relevant to the question and does not have the effect of simply negating the question. If a second amendment has been moved and seconded, the Chair will not entertain any further amendments until the second amendment has been disposed of.
 - (c) Amendments are always voted on in reverse order to their introduction. That is, the second amendment must be decided before the first amendment, and the first amendment must be voted on before the main motion. Whether or not the amendments have carried, the main motion must always be voted on.

11. Any delegate may challenge a decision of the Chair and the challenge shall require a seconder. Immediately and without debate, except that the appellant and the Chair may respectively give their reasons for the challenge and the decision, the Chair shall put the question: "Shall the decision of the Chair be sustained?". The Chair shall not have to accept a challenge if it is on a point of fact or law.
12. In the event of a tie vote on any matter other than the election of officers, the Chair may cast a deciding vote. The Chair shall not take part in a debate without leaving the Chair and cannot return to it until the matter in question has been decided.
13. (a) Committees may combine resolutions or prepare a composite resolution or a policy paper to cover the question at issue.
 - (b) Recommendations from committees are not subject to amendment by the Convention but a motion to refer back to committees for review with instructions shall be in order.
 - (c) Committees shall be permitted to present up to ten priority recommendations. Subsequent to the debate on priority recommendations, it shall be in order for a delegate to move a motion establishing the next resolution to be debated.
 - (d) Committees can only meet during a plenary session of Convention with the approval of a majority of delegates.
 - (e) Delegates vote on the committee's recommendation of Concurrence or Non-Concurrence and not on the original resolutions. On presenting the committee's recommendation to Convention, the Chair of the committee shall present a motion in the following form: "I move, seconded by ... Concurrence/or Non-Concurrence in Resolution No.".
14. A motion to refer must be seconded and is not debatable except the mover may give reasons. A motion to refer must include instructions to the committee or officer to which the motion is referred.
15. (a) Resolutions and other matters of business submitted after the closing date of the agenda will be referred to the Convention as late resolutions. The Convention may refer them to the appropriate officer or committee.
 - (b) Late resolutions that are, in the opinion of the Chair, of an emergency nature shall be debatable at any time. Late resolutions not deemed to be of an emergency nature shall be considered after all business listed on the agenda has been dealt with.
16. All motions calling for the expenditure of money shall be placed in writing and together with all proposals and amendments referring to same, shall be costed by the appropriate committee or officer responsible for finances, before any vote is taken on the issue.
17. A motion to limit the debate shall be in order once the Chair has stated the motion. It must be moved and seconded and is not debatable. A motion to limit debate may limit the number of speakers or the time allotted and the motion must so state. Such a motion shall require a two-thirds majority to be adopted.
18. The report of a committee, when adopted, becomes the decision of the Convention that adopted it.

19. The following motions shall be in order at any time and in the order stated:
- (a) To adjourn (not debatable);
 - (b) To recess (not debatable);
 - (c) Question of Privilege (the Chair must rule immediately before going on to further business);
 - (d) Point of Order (the Chair must rule immediately before going on to further business);
 - (e) To table (not debatable except the mover may give reasons);
 - (f) To put the Previous Question (not debatable);
 - (g) To postpone to a future time (not debatable except the mover may give reasons).

Motions to adjourn, recess, table or postpone to a future time shall not be moved until there has been an intermediate proceeding of business dealt with by the Convention.

20. A motion may be reconsidered, providing the mover and the seconder of the motion to reconsider voted with the prevailing side, and notice of motion has been given for reconsideration at the previous sitting. A motion to reconsider shall require a two-thirds majority to be adopted.
- 21.(a) The Chair shall order a standing vote if a voice/show of hands vote is unclear or inconclusive.
- (b) A delegate can request a standing vote if he/she questions the results of a voice vote or a vote taken by a show of hands as announced by the Chair. The Chair shall order a standing vote.
 - (c) A vote by secret ballot shall be taken only on a substantive motion at the request of one-third of the delegates present.
 - (d) A vote by secret ballot shall not be permitted on a procedural motion with one exception: if the initial question was resolved by a secret ballot, a secret ballot will be permitted on a motion of reconsideration.
 - (e) Once the Chair has called the question, it shall not be in order to request a secret ballot.
 - (f) When a standing vote or a vote by secret ballot has been ordered, no adjournment or recess shall take place until the results have been announced. For the record, the Chair shall have the number of delegates voting in the affirmative and the negative recorded.
22. When a standing vote or a vote by secret ballot has been called by the Chair, no one, except with permission of the Chair and in accordance with the "Tiling Guidelines", shall be permitted to enter the floor until the results of the vote have been announced.
23. None but accredited delegates of the Public Service Alliance of Canada and authorized members of the staff and guest speakers shall be permitted on the Convention floor during sessions.

24. One-third of the delegates at the Convention may request, and have ordered, a recorded vote. Upon receiving such request, the Chair shall have the roll called and record the names of those delegates voting in the affirmative and in the negative. Once the Chair has called the question, it shall not be in order to request a recorded vote.
25. Election of officers shall be conducted in accordance with the provisions of the PSAC Constitution.
26. In calling for further nominations from the floor, the Chair of the Nominations Committee will declare nominations closed after calling: "Are there any further nominations?" three times, without response.
27. The Chair of the Nominations Committee will announce after each vote by ballot:
 - (a) the number of ballots cast;
 - (b) the number of spoiled ballots, if any;
 - (c) the number of ballots required to elect a candidate (number of ballots cast less the number of spoiled ballots, multiplied by 50% and rounded to the next highest whole number);
 - (d) the number of ballots cast for each candidate.
28. Each candidate for an office may nominate a scrutineer who shall be entitled to observe all phases of the election and the counting of ballots for that particular office.
29. In the event of a close decision, it will be in order for a delegate to request a recount. If the Chair of the Nominations Committee rules against a recount, the ruling may be appealed in the same manner as a challenge to the Chair.
30. A quorum is 50% of accredited delegates.
31. Bourinot's Rules of Order shall govern in all matters not regulated by the rules set out above or as provided by the PSAC Constitution.

TILING GUIDELINES

1. Credentials must be clearly displayed to enter the Hall.
2. Authorized staff may enter any door.
3. Upon call for a secret ballot, the Chairperson shall call out "tile the doors". The doors will remain tiled until the voting process is complete and the Chair announces that the doors can be untiled. In the event of a tie vote, doors will remain tiled until the result is conclusive and the final balloting results have been announced.
4. Members with disabilities who attend the PSAC Convention will not have their ability to vote compromised by their disability. Members with disabilities will be asked to self-identify. If their disability is of a nature that precludes them from remaining in the Convention Hall for the full time it sometimes takes to complete all the stages of a secret voting procedure, the Credentials Committee will accommodate their disability.
5. The Credentials Committee or its representatives will be supplied with the list of members who have self-identified as persons with disabilities at registration. The Credentials Committee or its representatives will confirm/identify those members whose disability prevents them from participating in a prolonged balloting process by asking the following question: *Are you a person with a disability? If so, does your disability prevent you from remaining in the plenary during a prolonged election process or secret balloting process?*
6. If a delegate has self-identified as a person with disability AND has stated that their disability prevents them from remaining in the Convention Hall during a prolonged elections process or secret balloting process, then their name and delegate number will be recorded on the delegate list under the "Accommodation List".
7. If during an election process involving a secret balloting procedure, a person with a disability whose delegate number has been placed on the "Accommodation List" has to leave the floor, they may do so with the implied consent of the Chair.
8. The Convention will make every possible effort to ensure that persons with disabilities have an opportunity to vote first if required.
9. Persons with disabilities who have to leave the Convention Hall before the culmination of a complete voting process will exit via designated exit(s).
10. The officer tiling the door at the designated exit(s) will maintain the "Accommodation List" prepared by the Credentials Committee. When leaving or entering the Hall, the officer will record the exit and entry by the delegate number of the accommodated member.
11. Persons with a disability, whose delegate number appears on the "Accommodation List", may exercise this option during a prolonged election process or secret balloting process after the delegate has voted.
12. A person with a disability may re-enter the room before the vote is decided but only after all of the delegates have finished voting.

13. During secret balloting, if a delegate whose delegate number does NOT appear on the "Accommodation List", leaves the Convention Hall for any reason, they will not be allowed to re-enter the hall until final balloting results have been announced and the doors have been untiled.

VOTING PROCEDURE ON A COMMITTEE'S RECOMMENDATIONS

When delegates vote on a committee's report, they vote on the committee's recommendation NOT on the resolution itself.

The following table simplifies the procedure by indicating how a delegate should vote under each of the four possible situations.

COMMITTEE'S RECOMMENDATION	DELEGATE'S ATTITUDE TOWARDS RESOLUTION	DELEGATE SHOULD VOTE
Concurrence	Agrees with resolution _____	<u><i>In favour</i></u> of recommendation _____
	Disagrees with resolution	<u><i>Against</i></u> recommendation
Non-Concurrence	Agrees with resolution _____	<u><i>Against</i></u> recommendation _____
	Disagrees with resolution	<u><i>In favour</i></u> of recommendation

MEMBERS OF THE PSAC ATLANTIC REGIONAL COUNCIL

Jeannie Baldwin	Regional Executive Vice-President
Colleen Hodder	Alternate Regional Executive Vice-President
Darlene Bembridge	Provincial Director – New Brunswick
Mike LeBlanc	Provincial Director – New Brunswick
Chris Lansdell	Provincial Director – Newfoundland and Labrador
Jill Power	Provincial Director – Newfoundland and Labrador
Chris Di Liberatore	Provincial Director – Nova Scotia
Colleen Hodder	Provincial Director – Nova Scotia
Debi Buell	Provincial Director – Prince Edward Island
Jody LaPierre	Provincial Director – Prince Edward Island
Bill Bennett	Director for Non-Treasury Board/Separate Employer – Newfoundland and Labrador
Brian Oldford	Director for Non-Treasury Board/Separate Employer – 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 – Newfoundland and Labrador
Allyson Garrison	Director for Young Workers

COMMITTEES OF THE PSAC ATLANTIC REGIONAL COUNCIL

Education

Bill Bennett
Angela Decker
Chris Di Liberatore
Shanny Doucet
Chris Lansdell
Jody LaPierre
Mike LeBlanc
Lesley Thompson (Staff advisor)

Human Rights

Neville David
Rhonda Doyle-LeBlanc
Joey Dunphy
Allyson Garrison
Wayne Kelley
Chris Lansdell
Nathalie Paulin
Monique Laplante (Staff advisor)

Women's

Debi Buell
Angela Decker
Shanny Doucet
Rhonda Doyle-LeBlanc
Allyson Garrison
Colleen Hodder
Mary MacNeil (Staff advisor)

Health, Safety and Environment

Bill Bennett
Colleen Hodder
Jody LaPierre
Brian Oldford
Nathalie Paulin
Jill Power
Nancy MacLean (Staff advisor)

Political Action

Neville David
Chris Di Liberatore
Joey Dunphy
Mike LeBlanc
Jill Power
Sébastien Bezeau (Staff advisor)

Finance

Darlene Bembridge
Debi Buell
Brian Oldford
Katie Murphy-Langille (Staff advisor)

PSAC Atlantic Regional Executive Vice-President – Jeannie Baldwin

baldwij@psac-afpc.com

Jeannie Baldwin was re-elected REVP in 2011 at the Union's Triennial Atlantic Regional Convention.

As the REVP, Jeannie is responsible for the following activities in her region, which includes New Brunswick, Prince Edward Island, Nova Scotia and Newfoundland and Labrador: Regional Council, organizing and recertifications, education, political and social action, women's and equity programs, Area Councils, Directly Chartered Locals and separate employers, Federations of Labour and related committees; District Labour Councils.



As an AEC Officer, Jeannie is responsible for the following activities:

- Coordination of Area Councils, District Labour Councils, Federations of Labour
- Human Rights Committee which includes Women's Rights and Women's Programs
- Canada Post and EB Bargaining Teams
- PSAC Representative for the Public Service Dental Care Plan
- PSAC Representative for the Canadian Labour Congress
- PSAC Representative for the Nova Scotia Federation of Labour

She was first elected as REVP in a mail ballot election in 2004, following the resignation of the former REVP. Just before her election, she held the positions of Vice-President and Steward in Local 80215 and had been working as the Union's Regional Field Coordinator for the Joint Learning Program (JLP). Previously, she had worked with Human Resources Development Canada for 26 years.

Jeannie became active in the Union in the 1980s and began her leadership role as a result of the PSAC's 1991 national strike. She graduated from the Labour College of Canada in 1993. From 1993 to 1998, she held the position of National Vice-President (Newfoundland and Labrador) in the Canada Employment and Immigration Union (CEIU). From 1995 to 1998, she was the Women's General Vice-President on the Newfoundland and Labrador Federation of Labour Executive. She has also served a two-year term as Chair of the Board of Directors of the South Shore Transition House in Bridgewater, Nova Scotia. In 2013, she received the Sister of the Year award by the Nova Scotia Federation of Labour.

PSAC National President – Robyn Benson

bensonr@psac-afpc.com

Robyn Benson is PSAC's National President. She was elected May 4th, 2012.

She is responsible for:

- Chair of the PSAC Strike Fund
- Co-Chair of the Collective Bargaining Committee
- Chair of the Roles, Responsibilities and Structure Committee
- Chair of the Political Action Committee
- Chair of the Joint Learning Program Steering Committee
- Chair of the Social Justice Fund



Benson was the Regional Executive Vice-President (REVP) for PSAC's Prairies region since 2000.

As the REVP, Benson was responsible for a wide range of activities in her region which covers Alberta, Saskatchewan and Manitoba. These included the Regional Council, organizing and re-certifications, education, political and social action, women's and equity programs, Area Councils, Directly Chartered Locals and separate employers, Federations of Labour and related committees, and District Labour Councils. During her terms as REVP she has also shared national responsibility for collective bargaining, finance, human rights and education for the PSAC.

Benson worked for 20 years with the Winnipeg Taxation Centre of Revenue Canada (now the Canada Revenue Agency) before her election in 2000. Her union involvement dates back to the 1980 strike by the Clerical and Regulatory (CR) bargaining unit when she was a term employee. She held a variety of union positions including Regional Vice-President in the Union of Taxation Employees (UTE), a position she held until 2000.

Keynote Speaker – Maude Barlow
National Chairperson of the Council of Canadians

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 advises 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*.

Reports of the Committees of the PSAC Atlantic Regional Council



**Atlantic
Atlantique**

REPORT OF THE EDUCATION COMMITTEE OF THE ATLANTIC COUNCIL TO THE 2017 ATLANTIC REGIONAL CONVENTION

The Education Committee consists of seven members of the Atlantic Council and receives staff support from the Regional Education Officer. The Committee meets regularly by email, conference call and immediately prior to each meeting of the PSAC Atlantic Council. Members also meet regularly with staff people responsible for education in their regions to provide input on course offerings, advanced course participant ranking and other education related matters.

The Education Committee is integral to the creation of the Regional Education Plan and budget. The current plan covers the years 2016 through 2018. The plan seeks to address the political priorities outlined by the National Board of Directors and the needs of the rank and file members. The plan was also informed by a regional survey conducted in January and February of 2016. 291 members responded, giving feedback on the program and its mode of delivery, and input on their education needs. The Education Committee works to ensure that all members have access to the knowledge and skills needed to build a strong union.

Education in the Atlantic in this cycle is building a powerful base of engaged, rank and file activists able to renew the union from the ground up and a strong tier of leadership at the local level prepared to make succession planning and mentorship part of their work.

Education Activities and Achievements

The Committee is proud to report our program participant numbers between the last Atlantic Regional Triennial Convention and March 15, 2017:

Basic program: 1,138 participants

Advanced program: 113 participants

Special training: 413 participants

Basic Program: Our basic program continues to be the foundation of union education in the Atlantic. Our three core basic courses (*Talking Union Basics*, *Grievance Handling and Introduction to Local Officers Training*) are available to all members at least once each year. Other basic training we have offered since the last convention includes *Understanding and Interpreting your Collective Agreement*, *Introduction to the Canada Labour Code Part II* and *Stewards Training* based on the new Stewards Series suite of training modules.

Our basic program is also enriched by special courses designed to respond to emerging needs. For example, in December 2015, we offered a special Representation Skills Seminar in Nova Scotia. In 2016, and for the first time, we offered a two-day training in Nova Scotia, originally designed in the NCR, called *Representing and Advocating Against Workplace Racism*. This training is designed specifically for stewards, local officers and anti-racism advocates to help them to support racialized members who are victims of racism and to ensure our members' workplaces are free of racism.

Advanced Training: The Atlantic Regional School, the flagship of the region's Advanced Program, brought together 62 union activists from the four Atlantic Provinces in May 2015. The school aimed to build our members' capacity to organize and educate, with the view to building our union power. We offered three courses at the school: *Fighting to Win in 2015 and Beyond*, which prepared members to organize around the federal election; *Organizing for a Fair Contract and Union Renewal*, which focused on mobilization around collective bargaining; and *Worker Educator Training*, which trained members to become educators in their own workplaces. The *Worker Educator Training* was later offered in November 2015 in New Brunswick, to Francophone members.

In October 2015, we also offered a 3-day, *Advanced Local Officers Training for DCLs* to officers from the Region's 19 Directly Chartered Locals. The training helped executive members develop skills for building strong and effective locals, and offered a space to discuss issues specific to DCLs.

The Committee is particularly proud to report that the *Unionism on Turtle Island* course was offered for the first time in the Atlantic in February 2017. The training brought together 21 Aboriginal and non-Aboriginal members from the four Atlantic Provinces for a five-day, in-residence course. The purpose of the training was to build meaningful, long-term relationships with Aboriginal peoples inside and outside of our workplaces, with the aim of both supporting the decolonization of Aboriginal peoples and increasing Aboriginal peoples' representation at work and in the union.

Later in the cycle we will be offering Advanced Duty to Accommodate Training. From Sunday, May 27 to Wednesday, May 30, 2018, will also be holding the Atlantic School alongside multiple CLC affiliate unions.

Special Training: The Education Program also supports special mobilization-related training and training that is funded nationally. In November 2014, 24 members from the Atlantic were certified to conduct investigations internal to the union through a three-day *Internal Investigations Training*. In July 2016, 163 members took strike training in the Atlantic. National initiatives also brought specialized health and safety training on the impacts of Bill C-4 on federally regulated workers and special training in *Violence Prevention in the Workplace*.

Other Initiatives

Once each cycle the Atlantic Education Program supports the planning, development and delivery of a *Young Workers Symposium*. The event took place in November 2016, in Port Blandford, NL, and brought together 18 young workers from across the Region to discuss the critical issues facing young workers and how our union can address them.

Once a cycle the Program also supports the planning and delivery of *Our Communities, Our Union, Our Rights: an introduction to the PSAC for Aboriginal Members* which took place in May of 2016. This national course is a first point of entry into the union for Aboriginal members. It provides a safe space to discuss Aboriginal rights and union rights, and builds a foundation to become active in the union. The course continues to prove its importance by engaging Aboriginal members.

The New Union Development Program was launched in 2015 and is currently in its third year. The Atlantic Region was proud to host the English East group in 2016 and is currently hosting the Francophone group in 2017. The Committee wishes to congratulate the Region's 18 members who graduated from this program in 2015 and 2016.

The Committee would like to take this opportunity to thank the staff, the education officer assigned to work with the Committee, other Council committees and members of the Atlantic Council, Components, National Officers and all members in the region for their support, their interest and the role they have all played in making education fundamental to this region.

Submitted in solidarity by the PSAC Atlantic Education Committee:

*Shanny Doucet
Jody LaPierre
Angela Decker
Mike LeBlanc*

*Chris Lansdell
Chris Di Liberatore
Bill Bennett
Lesley Thompson, Staff Resource*

REPORT OF THE HEALTH, SAFETY & ENVIRONMENT COMMITTEE OF THE ATLANTIC COUNCIL TO THE 2017 ATLANTIC REGIONAL CONVENTION

The Health, Safety and Environment Committee of the PSAC Atlantic Council consists of five Council members and includes: Brian Oldford – Chairperson, Bill Bennett, Colleen Hodder, Jody LaPierre and Jill Power. Sister Nancy MacLean, Regional Representative, is the Staff Advisor. The Committee would also like to acknowledge the contributions of Nathalie Paulin, Steve Johnson and Stephanie Jones who formed part of the Committee during the past three-year cycle. The Committee met in-session prior to each Council meeting and copies of the reports are posted on the Atlantic website. The Committee also developed a three – year plan that came in effect on January 1, 2015. A copy of the plan is also posted on the website. The Committee’s mandate has always been to “promote a safe and healthy workplace through the collective actions of Union Health & Safety activists.” This report will highlight the work of the Committee during this cycle.

Education

The amendments to the Canada Labour Code came into force on October 31, 2014 as a result of the enactment of Bill C-4 of 2013. The most significant amendment was to Section 122 and included a change to the definition of “danger” and to the steps in refusing dangerous work as outlined in Sections 127 and 128 regarding the Internal Complaint Resolution Process. A one-day training program on the amendments to The Code was delivered throughout the Atlantic Region during the fall of 2014 and the spring of 2015. The PSAC also produced an on-line version of the course entitled “Fighting for Our Lives: Bill C-4 and Health & Safety.” Workplace Health & Safety Committees and Policy Committees were urged to address the need for training as Health and Safety training is an employer requirement.

In September, 2015 the PSAC launched a National Bullying Awareness Campaign. The purpose of the campaign was to provide information and education to PSAC Locals so that they could better enforce Part II of the Canada Labour Code and Part XX of the Canada Occupational Health & Safety Regulations which pertain to violence prevention in the workplace. Upon completion of the campaign, Local Health & Safety representatives and/or Executive members would be able to define violence in federally-regulated workplaces; will know the employer’s responsibility regarding workplace violence prevention; and will be able to identify supports and redress mechanisms if workers are experiencing workplace violence. The campaign was comprised of the following components: a 2-day Violence Prevention Course; a 45-minute lunch and learn training module; a webinar, an e-learning course, a tool kit and a dedicated section on the National Health & Safety website. The committee is pleased to report that the 2-day training session was delivered in all Atlantic provinces; two webinars were held (English and French) and the toolkit was distributed to every Local in the Atlantic Region. Several members in each province also hosted workplace lunch and learn sessions. The committee would like to thank those members for their contributions to the campaign.

As a result of the above mentioned education, a need was identified to conduct “Introduction of the Canada Labour Code Part II” training. That training commenced during the spring of 2016 and continues to be scheduled as requests are made via the Atlantic Regional Offices or the Atlantic Education Committee. In addition to basic Health & Safety training the following courses were also offered:

- Introduction to Duty to Accommodate
- Advance Duty to Accommodate
- Medical Privacy

Domestic Violence in the Workplace

The Canadian Labour Congress produced a report entitled, “Can Work Be Safe, When Home Isn’t.” The report focused on the impact of domestic violence on workers and workplaces. Statistics show that 43.2% of those persons who experience domestic violence will discuss it with someone at work. This is a workplace issue, it is a health and safety issue and it is a Union issue. The issue of domestic violence has to be dealt with and is a legislative requirement as part of Part XX of the Canada Occupational Health and Safety Regulations. Workshops on the topic were held in Halifax during the International Women’s Day Conference and it was the focus at the Atlantic Regional Women’s Conference.

National Day of Mourning

National Day of Mourning ceremonies continue to be organized by District Labour Councils in the Region. PSAC members are encouraged to participate in ceremonies and Area Councils are encouraged to lay wreaths in their local area. In addition, the PSAC Atlantic Region aired radio ads to commemorate the Day of Mourning. There was good feedback received from the PSAC Atlantic membership.

National PSAC – Treasury Board Mental Health Task Force Agreement

In March 2015, the PSAC reached an agreement with Treasury Board on the establishment of a joint task force on mental health. The task force, comprised of a Technical Committee and a Steering Committee, was established with a long term focus and commitment of establishing successful measures to improve mental health in the workplace. In September 2015, the Technical Committee provided the Steering Committee with a total of 11 recommendations covering many issues such as leadership, engagement, training, communication and accountability. A Centre of Expertise on Mental Health in the Workplace will open in April, 2017 and will provide resource services. The Committee is pleased to announce that Denis St. Jean, PSAC National Health and Safety Officer, will be working at The Centre. Denis was also a member of the Technical Committee. The Committee would like to acknowledge his valuable contribution.

This Committee would be remiss if we did not mention the wonderful training on Mental Health delivered by the Joint Learning Program (JLP).

Atlantic Health and Safety Conference

The Atlantic Health and Safety Conference was held April 22 – 24 2016, in Halifax, Nova Scotia. A total of 58 members participated in the conference. There were two workshops offered during the conference entitled, “What Stewards Need to Know About Health and Safety” and “The Basics: Getting to Know the Legislation.” The feedback from the conference delegates was extremely positive. Megan Leslie, with the Canadian Wild Life Federation, was the special guest speaker who spoke about environmental sustainability. In addition, Megan was asked to speak during the National Health & Safety Conference and was equally engaging.

National Health and Safety Conference

The National Health and Safety Conference was held November 17 – 20 2016, in Montreal. The Atlantic Region had a delegation of 52 members. This Committee submitted four (4) resolutions.

Green Economy Network

The Public Service Alliance of Canada has been working with the Green Economy Network to hold roundtables across Canada. The roundtables will focus on Canada's Climate Job Challenge. A roundtable was held in Charlottetown and another event was held in Halifax on June 16, 2016. There were approximately 30 participants at the Halifax event representing Labour, Government and Environmental groups. This Committee is pleased to report that as a result of the Halifax session, a Green Economy Working Group was established and continues to be very active.

Canadian Centre for Policy Alternatives (CCPA) Study on Federal H&S Officers

In 2010, the CCPA produced a study on the impact of Government interference in the work of Labour Affairs Officers (Health & Safety Officers) resulting from their inability to keep workers safe in federally regulated workplaces. A new study was released in October 2015, entitled, "Waiting to Happen." The study outlined the many developing problems in occupational health and safety in sectors under federal jurisdiction. Of particular interest is the decline in federal inspectors in the last ten years. In 2005, there were 151 inspectors in Canada and in 2015, only 90 inspectors remain. A copy of the full report can be found on the PSAC Atlantic website.

Asbestos in Federal Government Sites

Asbestos in Federal Government Buildings and the risk of potential exposure is a major concern to the Public Service Alliance of Canada. The Canadian Labour Congress launched a campaign in 2016 calling for a full ban on asbestos. The PSAC produced a postcard campaign to support the CLC's National campaign. In December 2016, the Federal Government announced its commitment to banning asbestos and asbestos containing products by 2018. The Federal Government will create new regulations to ban asbestos, establish new federal workplace health and safety rules and will enhance the registry for federally owned buildings. This is welcoming news for the PSAC and the Labour movement.

Regional Health and Safety Committees

During the 2015 National PSAC Triennial Convention, a resolution was passed to recognize the establishment of Regional Health & Safety Committees under the PSAC Constitution. These established committee(s) will now have the ability to send resolutions directly to the National PSAC Health & Safety Conference. A decision was made that this committee will assume the established role as the Atlantic Regional Health and Safety Committee.

In closing, the Committee members would like to recognize the valuable contribution of Sister Nancy MacLean, Regional Representative – Health & Safety, and to express our gratitude for all her guidance.

Respectfully submitted in solidarity by the PSAC Atlantic Health, Safety and Environment Committee:

Brian Oldford, Chairperson

Jill Power

Bill Bennett

Jody LaPierre

Colleen Hodder

REPORT OF THE HUMAN RIGHTS COMMITTEE OF THE ATLANTIC COUNCIL TO THE 2017 ATLANTIC REGIONAL CONVENTION

The Human Rights Committee of the PSAC Atlantic Council consists of seven members elected at the 2014 Atlantic Convention. The Committee met prior to all Atlantic Council meetings and copies of the reports as well as the three year plan are posted on the Atlantic website.

The Committee's mandate is:

- to network and promote membership involvement in PSAC, CLC and other coalition partners' human rights campaigns;
- to play an active role in the education of members and employers about human rights issues;
- to encourage the establishment of Regional Committees; and to
- gain support from human rights activists and allies

The Committee reviews and amends a working plan as a living document which came into effect shortly after being elected.

The Committee provided recommendations to the Education Committee on the Regional Education Plan to ensure Human Rights courses were offered.

This report highlights the priorities of the plan and supports the mandate.

Education

Again, during this mandate, the Human Rights Committee recommended that a Safe Space training be provided to the newly elected Atlantic Council members. This training was offered in February 2016.

The Committee was pleased that a pilot training on internal investigations was offered to Atlantic members as the Committee recognizes that too often, the most vulnerable people in this process could be members from equity groups and they may appreciate to have diverse representation on the Investigation Committees.

There was a plan to deliver the new Human Rights Activist 3-day course in this cycle and this course is on the calendar for the 2018 PSAC Atlantic School.

Members of Council were also offered an anti-oppression training during their first year.

The training "Our Unions, Our Communities, Our Rights", which is an Introduction to the PSAC for Aboriginal Members was offered twice, first in Halifax on September 27 & 28, 2014, and again on May 14 & 15, 2016.

This two-day training provides an opportunity for Aboriginal members to learn how they can navigate the structure of the PSAC and is a way of empowering themselves to effect change in their workplaces, communities and union.

In February 2017, members of the Atlantic were invited to participate in the advanced course "*Unionism on Turtle Island*", a course developed for Aboriginal and non-Aboriginal members. The number of registrations received, close to 75, confirmed members' interest for such training.

One idea that was brought forward to the Committee unfortunately didn't materialize. The idea was to have a guide/tool in place to assist members who are victims of harassment in the workplace. Information such as who to talk to, what mechanisms are in place, right to grieve, human rights complaints, etc. The Committee would still like to see this project move forward somehow, perhaps from the PSAC national level. The Committee will therefore ensure this tool idea is carried over and hopefully included in the next Atlantic Council's mandate.

Violence in the workplace training was offered to members with experience and knowledge in health and safety.

A social media course was also developed and offered on demand by the REVP's Communication Officer to the Young Workers' Committee in St John's, NL.

The Committee is also proud that the PSAC online education in the new Suite for Stewards offered courses such as Defending Gay Lesbian and Bisexual members against homophobia in the workplace or Defending Trans Members' rights in the workplace.

The year 2016 was the year of the Canadian Labour Congress Rise Up! human rights conference where many PSAC Atlantic members participated. The theme was "Live the Change" with the purpose of building a stronger labour movement that recognizes the struggles of all people facing inequality. Those who attended left with additional skills and strategies to work on equality and fairness for all.

In addition, two members of this Committee were able to attend the CLC Young Workers' Summit.

Communication/Networking

The Committee strongly believes in communication because it is essential in the promotion of human rights and the mobilization of equity group members.

The human rights networks that were established and maintained by each Atlantic Regional Office continues to be an effective communication tool for supporting and promoting equality. In addition, the Equity Directors on the Council developed their own networks and continue to communicate regularly with their respective caucuses.

During this mandate, the Equity Directors received an invitation to participate in an Area Council meeting in Moncton, N.B. This was a great opportunity for members to get to know their Equity Directors and find out more on the role they play on the Atlantic Council.

In preparation to offer the first Racially Visible Members conference, a survey was circulated to the Atlantic membership to seek their input.

With the assistance of the Political Communication Officer from the REVP office, the Committee provided a list of commemorative dates posted on the PSAC Atlantic website. Because the Committee is concerned that not all members use the PSAC Atlantic website, these dates are also promoted in advance in the electronic newsletter produced by the REVP office.

Regional Committees

As per the Atlantic Council by-laws, Directors on this Committee continue to be active members of Regional Human Rights Committees where they exist. There are currently three Regional Human Rights Committees located in Halifax, Moncton, and PEI. Unfortunately, during this mandate some of the regional committees (Sydney and St. John's) have been struggling and were dissolved.

Our region currently has one regional Young Workers' Committee in St. John's, NL. Work is being done to establish one in Fredericton, N.B. and another one in Halifax, N.S.

Furthermore, unfortunately, the only Aboriginal Circle formed in our region is inactive due to a lack of interest in the Miramichi region.

The Committee feels it is important to note that creating as many new Regional Human Rights Committees and/or reviving the existing ones should be a priority for the next cycle.

Conferences

Regional Equity Directors of Council are now members of the PSAC National Human Rights Committee except for the Women's Directors (one from the Maritimes and the other from Newfoundland and Labrador) who alternate. A resolution has been put forth to make the change to include both directors on this committee. The National Committee has met several times over this cycle. This is an opportunity for the Equity Directors to meet with their respective caucuses and develop priorities to be worked on.

The priorities worked on by the caucuses then formed the basis for the National Equity Conference that will be held March 24-28, 2017 in Toronto.

This conference offers a forum for all five equity groups to meet simultaneously.

The conference provides an opportunity for attendees from coast to coast to coast to obtain education while participating in many workshops, networking and to mobilizing with a goal of working towards a more inclusive society that is free from discrimination and injustices.

Delegates at the 2015 National Triennial PSAC Convention adopted a resolution to hold Racially Visible Members Regional Conferences and the first Atlantic Racially Visible Members Conference was held in September 2016, with a total of 48 members participating.

This first Atlantic Conference was a huge success. Participants found this experience very rewarding as well as a great opportunity for new activists to feel part of their union.

Action Days and Coalition Partners

The Committee feels it is important to continue to build community coalition partners, and when injustices occur within Atlantic communities that those affected know that there's a union that will join and support their struggles.

The Committee was active around different First Nation's campaigns, e.g. the campaign for "Missing and Murdered Indigenous Women", the two campaigns supporting safe drinking water for First Nations entitled "Boiling Point" and "Thirsty for Justice", as well as the protestations against the cuts to Social Assistance for First Nation communities.

The Dream Catcher project, which started at the 2014 Atlantic PSAC convention, where more than 400 small dream catchers were made, raised almost \$12,000. The Dream Catcher was then unveiled on October 3rd, 2014 at the M'ikmaw Native Friendship Centre.

Atlantic members also participated in Sisters in Spirit vigils and marches.

The latest project PSAC participated in was the “Walking with Our Sisters” initiative. Walking with Our Sisters is a commemorative art installation for the Missing and Murdered Indigenous Women of Canada and the USA. The large collaborative art piece was made available to the public through selected galleries and locations. The exhibit was displayed in Halifax January 14 – February 1, 2017 at Mount Saint Vincent University Art Gallery.

The national Child Care campaign also provided an opportunity for many members in the Atlantic region to develop networks with several groups. Specific events were held in St. John’s, Moncton and Halifax.

The Committee continues to encourage all Human Rights Committees and members to actively participate in activities around International Human Rights Day and other days and activities on human rights. Other activities during this cycle included educational/learning events such as inviting guest speakers to speak to members on various human rights related topics, donating time to prepare and serve meals in community kitchens, organizing conferences and activities to bring awareness on important dates such as Black History Month/ African Heritage Month, International Women’s Day, National Aboriginal Day, Pride Activities, International Day for Persons with Disabilities, National Day of Remembrance and Action on Violence Against Women, etc. We also had members who volunteered to help with Syrian refugees.

These are just a few of the activities that members from the Atlantic Region organized and/or participated in.

Also during this cycle, the Committee continued to work to increase the PSAC participation in pride parades and pride week activities in the Atlantic Region.

Members of the Committee were also involved in their respective Federation of Labour equity groups.

An important date to remember in this cycle is, without a doubt, the day of October 19th, 2016 where we were able to defeat the Stephen Harper government. It was no secret that this government was not very supportive of human rights and our Committee made sure that members were aware of the issues to make an informed vote.

The Committee members would like to recognize and thank Sister Nancy MacLean and Sister Monique Laplante for their contributions and guidance to the Atlantic Council Human Rights Committee during the last three years.

Submitted in solidarity by the PSAC Atlantic Human Rights Committee:

Wayne Kelley, Chairperson

Chris Lansdell

Joey Dunphy

Neville David

Allyson Garrison

Nathalie Paulin

Rhonda Doyle-LeBlanc

REPORT OF THE POLITICAL ACTION COMMITTEE OF THE ATLANTIC COUNCIL TO THE 2017 ATLANTIC REGIONAL CONVENTION

The Political Action Committee (PAC) of the Atlantic Council works with the Regional Executive Vice-President (REVP) and the staff to promote and carry out political and social justice activity in the Atlantic Region. Members of the PAC are active in their Area Councils, Labour Councils and other committees.

In terms of financial accountability, the committee members prepare a yearly budget in the amount of \$33,000 that is adopted by the Atlantic Council. However, it is important to note that the REVP is the person responsible for administering this budget at their discretion.

Over the last three years, the PAC has been active in many areas. Each year, the Committee supports Labour Day events throughout the Region. Labour Day is our opportunity for members, families and friends to support their union, to build solidarity and to raise the profile of the PSAC as a progressive active union.

Support for Pride is also a central feature of the Committee's work. We've become regular contributors of various pride festivities in the region and have assured participation in all four Atlantic provinces.

Budget Watch events are another annual focal point of the Committee. These events provide an opportunity for labour and community groups to come together, analyze the federal budget and respond to the potential impacts that arise from the budget.

Social Justice and Globalization are increasingly important for a socially conscious union. The PSAC supports member education and involvement in social justice through organized tours to Guatemala in order to see first hand how globalization affects workers' lives in these countries through the "Breaking the Silence" project.

Over the past three years, the PAC has endeavoured to show support and encourage active Area Councils. One such effort to help promote Area Council participation was to provide each active Area Council with a number of promotional items to be used as prizes at Annual General Meetings or however the Area Council saw fit. We hoped this would assist them with increasing their profiles in their respective areas of operation, affiliations and participation at meetings and political action events.

Another important event that was organized by the Committee was the Forum for Committee Chairpersons. Chairpersons of Regional Women's Committees, Area Councils, Human Rights Committees and Young Workers Committee came together to exchange ideas, network and receive training on how to effectively lobby elected officials and write letters to the editor. This training provided the knowledge and expertise to our leaders to lobby on behalf of the PSAC.

The Atlantic region was also involved in campaigns concerning Indigenous People of Canada. The first one was in regards to the Missing and Murdered Indigenous Women. As of 2013, the Royal Canadian Mounted Police reported that there were 1181 incidents of female homicides and missing Indigenous Women. That number continued to rise over the years and 50 percent of those cases had been reported since 2000. Members of the PSAC Atlantic Council participated in information and awareness booths at some local farmers' markets and a Pow wow in the Esqenoôpetitj First Nation in New Brunswick. During those information and awareness booths, we engaged in discussions with members of the public and got them to sign a petition asking the federal government for a public inquiry into the Missing and Murdered Indigenous Women. During the federal elections of 2015, the Liberals had campaigned saying that they would commission the public inquiry. On December 9th, 2015 the Liberal government upheld their election promise and announced the initiation of a National Inquiry into the Missing and Murdered Indigenous Women.

Following the 2015 PSAC National Triennial Convention in Quebec, the delegates unanimously adopted a resolution about Safe Drinking Water. The Thirsty for Justice Campaign was created by the PSAC as the result of the resolution. The Thirsty for Justice Campaign emphasizes on the Grassy Narrow First Nation in Northern Ontario. The drinking water in the Grassy Narrow First Nation is contaminated with mercury. Following the launch of this campaign, on February 13th, 2017, the Ontario government promised to find and remediate all the mercury contamination that continues to poison people of the Grassy Narrow and Wabaseemoong First Nations. But still across Canada over 116 First Nation Communities are under boil advisory. Once again members of the PSAC Atlantic Council and the different committees across the region participated in a letter writing campaign asking the Federal government to take action on the water situation of the different First Nations across Canada.

The Committee also had to invest a lot of time fighting back the Liberal provincial government in Nova Scotia. The government had taken it upon themselves to attack unions at every turn. The PAC has been active in opposing these attacks by attending rallies, making presentations to the Law Amendments Committee at the Legislature, and communicating with MLA's on the numerous pieces of regressive legislation implemented by the McNeil Liberals including Bill 148 and Bill 75. In the coming year it is expected that there will be a Provincial Election. In preparation for this, the PAC has conducted a survey of members in Nova Scotia to see what information or actions members want from their union during the election. The survey results will help us guide our work in ensuring our members are able to make the most informed decision possible when it comes time to cast our ballot for the next government of Nova Scotia.

The Phoenix pay system has been an important issue addressed by the Committee. Although many local events and protests were organized, it was also important to remember that the employees who work at the pay centre are also PSAC members and that they did not create this problem.

The federal government is responsible for making sure that public service workers' pay is accurate, and arrives on time. We continue to encourage our members and all public service workers to take action by sending letters to the Prime Minister and their local Member of Parliament urgently calling for the Phoenix pay system to be fixed.

Another highlight of the committee's work was the Day of Action on the 19th of every month. It proved to be a resounding success to highlight the importance of the federal election and to protect sick leave. The statistics speak for themselves:

- May 19, 2014 — the launch of the Day of Action in the Atlantic.
- 141 — the number of activities that were organized.
- 92 — the number of locals that participated in events.
- 17 — the number of Days of Action that took place since May 19.
- 90113 — the CEIU local who organized 17 consecutive events.
- 5,528 — the number of times the flash mob video was viewed.

Submitted in solidarity by the PSAC Atlantic Political Action Committee:

Chris Di Liberatore, Co-Chair

Mike LeBlanc, Co-Chair

Neville David

Joey Dunphy

Jill Power

Sébastien Bezeau, staff advisor

REPORT OF THE WOMEN'S COMMITTEE OF THE ATLANTIC COUNCIL TO THE 2017 ATLANTIC REGIONAL CONVENTION

The past three years has been a busy and productive time for the Atlantic Council Women's Committee. The Committee has met at every PSAC Atlantic Council Meeting and has also communicated between meetings through email and teleconference calls in order to mobilize and have effective discussions regarding women's issues in the Atlantic Region.

The main activities during the past three years were Women's Conferences (Atlantic and National); Domestic Violence and its effects on our members; International Women's Day (March 8) and National Day of Remembrance and Action on Violence Against Women (December 6) Activities; Regional Women's Committees (RWCs); working with the federations of labour and other allies; Political Actions including actions on Child Care, Pay Equity and ending Violence against Women.

During this cycle, it was decided once again to have one Atlantic Women's Conference in order to give sisters the opportunity to work together and move forward on the women's agenda. The conference took place June 3 to 5, 2016 at St. Francis Xavier University in Antigonish, Nova Scotia. The theme was "Reflecting, Refocusing & Rejuvenating – Our Voices & Energy" with a focus on domestic violence. Over 100 women participated. Feedback from the conference was very positive but with a couple of lessons learned such as dealing with the food allergies and specifications and the material presented (activities and swag) need to be more inclusive. The Committee's recommendation going forward for the next conference is that the conference organizing committee be more inclusive to hopefully avoid this issue in the future.

The National Human Rights Committee which is made up of representatives from the equity groups from across Canada continued to meet again during this cycle. The priorities of the women's working group of NHRC this period were determined as follows:

Advancing our Childcare Vision; Ending Violence against Women; including learning about Domestic Violence in the Workplace and continuing our work on the Inquiry on Missing and Murdered Indigenous Women and Girls, and Women in Leadership roles.

The second National Equity Conference took place again during this cycle; this conference pulled together the following equity groups: Aboriginal, Racially Visible, Persons with Disabilities, Pride and Women again into one conference. It was quite the endeavor to bring everybody together for one conference. During this conference, the participants attended ally workshops while the equity groups held their resolutions debates. The overall conference theme was "Equity at Work" and it was held March 24 to 28 in Toronto. During this time, participants attended workshops, debated and voted on resolutions, elected representatives to attend the next PSAC triennial convention, listened to great human rights speakers during the opening and closing plenaries and networked. The women's directors from the Atlantic region were involved as follows: Angela Decker was on the Resolutions Committee and Rhonda Doyle LeBlanc was on the Steering Committee.

PSAC organized a Women's Forum on Domestic Violence at Work which took place December, 2015 in Ottawa. The event provided an opportunity to learn about the survey that was done in collaboration with the Canadian Labour Congress and affiliates on working women's experiences with domestic violence and how it negatively affects their work. Participants discussed how they can better equip union activists and shop stewards to support our members in crisis. In addition, we looked at ways of improving our collective agreements to better address the issues of our members living with violence.

PSAC Atlantic organized an Atlantic Chairs forum for chairs the Council Political Action & Human Rights Committees, Regional Women's Committees and Area Councils. They reviewed goals and objectives of the committees as well as how to create budgets and lobbying tips.

The CLC Equity Conference was held and all of the Equity Directors from the Atlantic Council were invited to attend. The theme was "Live the Change" with the purpose of building a stronger labour movement that recognizes the struggles of all people facing inequality. Those who attended left with additional skills and strategies to work on equality and fairness for all.

The Women's Directors, with the assistance of the Atlantic Council Women's Committee, have worked with the current Regional Women's Committees throughout the Atlantic Region. Regional Women's Committees continue to serve an important role of educating women activists, increasing participation of women activists and leaders and working on the important issues that matter. Currently we have four active RWCs in Newfoundland & Labrador, (one in the process of being revitalized in Western NL, and one with possibility of being revitalized in Stephenville area), three active RWC's in Nova Scotia; and one in Prince Edward Island. Unfortunately, the RWC's in New Brunswick are not currently active due to retirements and job transfers. Currently, discussions are happening to try and restart women's committees in New Brunswick. If you are in the New Brunswick area and are interested in joining a women's committee, please let the women's director responsible for the Maritimes know and with enough interest, we can make New Brunswick women's committees active again. Our goal is to get more women involved to build activism in the region.

The RWCs in the Atlantic Region were very active in their plans and activities for International Women's Day – some in the form of luncheons both in and outside the workplace, conferences with guest speakers and educational activities and other RWCs joined with Federations of Labour and other coalition partners throughout the Atlantic Region. For the National Day of Remembrance and Action on Violence against Women, December 6, committees organized or participated in events ranging from church services to vigils in order to remember the victims of violence against women.

Regional Women's Committees have been involved in: Adopt a Family (groceries and gifts to families at Christmas); Back to School Program (school supplies, back packs, lunch bags etc. to families in need); Take Back the Night Rally's; Fund Raisers for community projects and Transition Houses; Women's History Month workshops; "Sisters in Spirit"; helping at Soup Kitchens such as the Upper Room Soup Kitchen and Soul's Harbour as well as donations to food banks; donations of food and clothing for Mi'kmaw Native Friendship Centre; donating to the Every Woman's Centre and contributing to their campaigns and video "Don't be a Bystander"; providing food for Seniors at Labrador Friendship Centre, vigils in support of ending violence against women, social justice rallies with issues that affect women,; holding education nights; joining together with the Area Councils and Human Rights Committees, Federation of Labours and supporting the Canadian Labour Congress (CLC) with ongoing campaigns.

Representatives from this committee have worked with their provincial federation of labour on different activities. The RWC in PEI often works in partnership with the PEI Federation of Labour and the two women's directors, who are also members of the women's committees on the federation of labour in their province, assisted in organizing activities in their provinces. PSAC women are encouraged to participate in the federation of labour activities.

We have been very successful in continuing to strengthen our relationships with the various coalitions i.e. Transition Houses; Provincial Status of Women; Health Coalition; Women's Centers; and community groups. As well, we have a number of Sisters sitting at various levels in the Federation of Labour, Area Councils and Human Rights Committees.

Sisters from the RWCs in the Atlantic took part in lobbying MPs on issues such as Child Care, Thirsty for Justice, Pay equity, Pensions, Violence against Women, Pharmacare and Bill C-27.

Many of these campaigns are ongoing and continue to be an important part of the work we do. The Committee is dedicated to continuing the lobbying efforts on these campaigns and working with all Sisters and Brothers to fight back and support these campaigns.

It has been a busy term for the Women's Committee of Council with Sisters contributing much time and energy which has resulted in a very rewarding experience.

The Committee members would like to recognize and thank Sister Mary MacNeil for her contribution and guidance to the Atlantic Council Women's Committee during the last three years.

Submitted in solidarity, and sisterhood by the PSAC Atlantic Women's Committee:

Angela Decker, Co-Chair

Rhonda Doyle-LeBlanc, Co-Chair

Colleen Hodder

Shanny Doucet

Allyson Garrison

Debi Buell

Mary MacNeil, Staff Advisor

Reports of the Directors of the PSAC Atlantic Regional Council



**Atlantic
Atlantique**

**REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION
PROVINCIAL DIRECTOR – NEW BRUNSWICK**

Firstly, I want to thank the members in New Brunswick for letting me represent them by being your New Brunswick Director. As I reflect on what has transpired over the last 3 years it has been a roller coaster ride with one big huge win. We got rid of the Conservative government, we sent Stephen Harper packing; but in some ways we are no better off, as we are still dealing with their legacy called “Phoenix”.

We have members at Compensation Centers in NB, diligently working every day to help sort out pay issues for PSAC members but themselves are facing serious health issues because of the stress they are dealing with. This is an issue that the PSAC has taken on full force and for myself it is something I have stressed with my Member of Parliament every time I see him. The Liberal government may have inherited the problem but I don't feel they have done enough to fix it in a reasonable time frame. Prime Minister Trudeau was in Saint John to do a walk and meet people in Market Square. So, I went to Market Square with one message and one message only “Please fix Phoenix”. I didn't get close enough to the Prime Minister but I did have an opportunity to educate those around me by chatting and explaining what the public service is going through with Phoenix.

We got rid of the Conservative government by mobilizing, we took a stance and started 19 minutes of Action on the 19th of any given month, leading up to the election on October 19, 2015. We were successful! This mobilization also made the newly elected government aware that PSAC members were not happy about the proposed Conservative agenda “Modernization of Sick Leave” aka take all your sick leave away, including your banked days and replace it with watered down versions of sick leave and their version of fair. Our message was loud and clear, the Liberals heard it and revised their strategy and Sick Leave remains in our Collective Agreements.

Big news, Saint John and Vicinity Area Council was finally established. I am happy to be able to participate in this council, and if you live anywhere from St. Stephen to Saint John we would welcome more participants.

I would have loved to attend more functions within New Brunswick to represent the PSAC Atlantic council but in order to attend, we have to be invited. Reach out and the council members will attend if feasible, we have a budget that can be utilized. I wish I could have been more visible.

In my role as Director I have attended Atlantic Council meetings and conference calls. Information from Council was shared through your Regional Office. In my role as Chair of the Finance Committee for Atlantic Council, I have worked closely with Katie Murphy-Langille to ensure the financials are presented accurately, expenses are reviewed and analyzed so they can be used in the preparation of the budgets for the following years for both regular Council expenses and Convention expenses.

Overall, I enjoy my role as Director for NB, I believe I can make a difference. I was instrumental in organizing events in Saint John but I do wish I could have been more visible in other areas of NB versus just my own city. I will continue to be political and rest assured my MP is aware of the PSAC's stance on Bill C-27, Phoenix and Collective Bargaining. I believe as a UNION we can accomplish anything if we mobilize and work collectively, we can make a difference. Remember the Union is you and me, we can move mountains if we work together. Again, thank you for letting me serve as your New Brunswick Director.

In solidarity,

Darlene Bembridge
Provincial Director – New Brunswick

**REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION
PROVINCIAL DIRECTOR – NEW BRUNSWICK**

3 years sure do fly by and I would like to thank my sisters and brothers of the PSAC in New Brunswick for choosing me as one of your provincial directors on the Atlantic Council.

The union is in my blood and to represent the membership to the best of my abilities is the #1 goal I have always had. The union has always had my back when I needed it and that is what I have always wanted to do.

The last 3 years, I have participated in all Council meetings and committee meetings; Political Action and Education, that I was appointed to. I have also been to meetings of the Moncton Area Council and the Moncton Human Rights Committee meetings. I have also been to many local Annual General Meetings I was invited to. With sister Doucet I got to approve the education schedule for the PSAC for New Brunswick.

I also was asked by the REVP to represent the PSAC at the United Way Campaign launch in Moncton in 2016 and I was invited to say a few words on behalf of the PSAC at the event.

I also attended different events by the Canadian Labour Congress and the New Brunswick Federation of Labour in Moncton and a great event put on by CUPE that had Maude Barlow speak about water issues in First Nation communities across Canada.

I attended some local General Meetings but I wish I would have been able to attend more.

I had the pleasure to attend the 2016 Atlantic School in Antigonish, I also attended the Leadership Summit in Moncton and also the meeting in Halifax in January 2016 for all Area Councils.

I was chosen to attend the PSAC National Access Conference but decided to give my spot to another member to attend. I felt that letting someone else attend in my spot would give that knowledge and education to that member.

I visited and participated in many picket lines and demonstrations throughout the Maritimes.

I responded to invitations that I received but unfortunately I would have wanted to go to more local general meetings but it is hard to go to meetings when you are not invited. I hope if I am re-elected for a second term that I will get more invitations from locals as meeting sisters and brothers, is something I love in the union.

I would like to thank all the brothers and sisters who gave me your confidence for the last 3 years and hoping to continue to serve our members and workers in our province and in Canada to make a better world for all.

In solidarity,

Mike LeBlanc
Provincial Director – New Brunswick

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION PROVINCIAL DIRECTOR – NEWFOUNDLAND AND LABRADOR

To say the last three years have been a roller coaster would really not encapsulate the sheer volume of challenges we have faced, work we have done, battles we have fought, and victories we have won since I was elected to represent Newfoundland and Labrador in 2014. We have stopped Stephen Harper and his politics of fear and division, we have made strides towards obtaining collective agreements for many of our bargaining units, we have so far succeeded in keeping our sick leave where it belongs, and we have done all this while facing a public sentiment that continues to question our very existence as a union.

As this was my first term as part of Atlantic Council, I spent much of the first year learning what was expected of me. Keeping the members engaged and bringing forward their concerns was always going to be the biggest part of my role, but there was so much more. We held meetings and teleconferences, we gave input on everything from education courses to guest speakers at convention, we attended rallies, conferences, conventions. Throughout all of that, my focus has been on making things better for the members. It would be impossible and impractical to list everything I have done over the last 3 years on behalf of the members, but I have listed below some of the things that really stood out.

As most of this term was spent fighting various ill-conceived attacks on public services, I have spent a lot of time meeting with MPs both formally and informally. I met with Seamus O'Regan and Nick Whalen in their offices to discuss repealing Bill C-4 and returning to the bargaining table with UTE. I met Judy Foote, Scott Brison and Diane Lebouthilier in various airports and never missed the chance to remind them that Phoenix is still awful, that some of our brothers and sisters are still without a contract, and that they need to keep their hands off our pensions. I took part in two rallies against the NL Provincial budget, speaking at one of them in support of our members at Memorial University who were hit very hard by proposed cuts.

I was invited to speak at a couple of meetings for members as part of the “19th of the month” campaigns, and attended several others besides, as these meetings were so important in showing the solidarity of all union members against the rigid “bargaining” stance of both the previous and the current governments.

I was fortunate to take part in training over the past three years on such diverse topics as Safe Spaces, fighting Islamophobia, Leadership, Strike Preparedness, organizing, and lobbying. I truly believe that educating all our members, not just the leaders, is the way to re-engage with the grass roots and push forward together as a strong, united force.

As a member of the Human Rights Committee of Atlantic Council I am very proud of the resolutions we were able to craft and bring forward to this convention, especially the one regarding gender-neutral pronouns and gender-neutral forms going forward. We also did some great work on that committee around setting the table for future work with calendar events.

I also sat on the Education Committee, and came up with a very robust education plan that includes some ambitious goals for the next couple of years. Both of these committees worked very well together and I greatly enjoyed the debate and contributions of all the members.

Above all I have been immensely proud to be part of this Council. We have supported each other for the past three years, learning from and teaching each other. Although at times it was frustrating to be unable to do some things I wanted to do as part of my role, overall I believe our contributions to the region are a large net positive.

As we look forward at the next three years with a “Liberal” government and the battles still to be fought over sick leave, pensions, and of course the biggest boondoggle since Muskrat Falls in the Phoenix Pay System, I hope to be able to continue to play a role in winning these fights. We have faced strong opposition but together, as a united group, we have overcome. We will continue to overcome.

Chris Lansdell

Provincial Director – Newfoundland and Labrador

**REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION
PROVINCIAL DIRECTOR – NEWFOUNDLAND AND LABRADOR**

Brothers and Sisters,

As a part of the Atlantic Council for only seven months after replacing Brother Steve Johnson as a NL representative it has been a busy venture. The activities I have had the opportunity to be a part of have certainly brought my interest to a new level and appreciation for OUR union.

The experience to bring the local out of receivership and the learning experience I help to share with developing a guide/learning tool, for member to use when enduring the same feat. The province as a whole has changed political leadership and there has been a great amount of reduction amongst our provincial brothers and sisters and we need to remain united in all aspects of our unions. In action this latest cellular trauma to the province I have been elected the local NAPE 2013 vice president for my second position at the Provincial Arts Center-Labrador West Arts and Culture Centre, as well as the work place shop steward. It is with great honour I wear my interchangeable union hats to speak for the members and with the members.

Since November, I have attended many events and have become even more dedicated to voicing concerns for our members. I have had many discussions and consultations and have even been thru the final stage of a grievance with regard to isolated post issues (hoping for an official response in the near future). The accountability comes back to the employer to provide the employees with the tools and aspirations to utilize what has been afforded to them in the directives by the National Joint Council. This venture will continue as the low utilization of the directives is the root cause of the misinterpretations and confusion when employees want to use it. PSAC along with the components must continue to monitor these agreements and directives to keep the employer accountable. I share the headaches and frustrations with my members who have endured barriers when trying to use the systems in place.

The most incredible experience is that due to improving health, I fully participated in a protest in PEI in April during the last in person council meeting-it was incredible to say the least! This was the first of many to come that I could fully participate **stand** and support the causes of our Union. The energy and spirit of our union members is second to none and I firmly believe our messages of # FIX Phoenix are reaching the political leaders!

Through the many events I have attended I have become extensively aware of our issues and united in our common goals. I feel I can confidently represent my members on their concerns with the learned education and training. Being a part of the voice to get the messages to our members in a never ending task that I thoroughly impress upon. I am often the voice of reason and the pivotal point for our members to come for advice and direction-little do they know I just seek and offer the options and they guide themselves-they are their own encouragement.

The accountability that goes with being a union representative is significantly increased once a position on the Atlantic Council is accepted. I feel that my mission to keep fighting the fight and having a say is nowhere near completed and will continue to do so in whatever capacity I have, as a union member.

Respectively submitted,

Jill Power
Provincial Director – Newfoundland and Labrador

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION PROVINCIAL DIRECTOR - NOVA SCOTIA

Sisters and Brothers, it is hard to believe that three years have passed already and we are once again gathering to set the direction for our regional union activities for the coming three years. I am now completing my second term as provincial Director for Nova Scotia, and I continue to learn more and more from my sisters and brothers on council as well as from the members I have had the pleasure to meet and work with over the past 3 years. I have witnessed the passion in my sisters and brothers on the Regional Council and can attest to how hard these union activists work on your behalf. During this time as the Provincial Director Nova Scotia I have undertaken to represent the membership to the best of my abilities. The following report will provide some insight into my activities over the last three years.

It goes without saying that one of the biggest accomplishments we as PSAC members achieved over the past three years was defeating the Harper Conservatives ideological approach to bargaining with the Public Service. Our members made it very clear that we were not going to take what the Conservatives were trying to force on us through the unending assault of Omnibus legislation that sought, among many other anti-worker bills, to impose a new sick leave regime that would force our members to have to choose between staying home or going to work sick. I am so proud of our members for the united stance that they put forth on this issue. Although we did not always agree, we remained united throughout this round of bargaining and have been able to end off the attack on our benefits.

There are still many challenges to be undertaken as we move forward. The Liberal Government under Justin Trudeau, made a significant number of promises during the last election, not the least of which was to rebuild the respect for our Public Service. If the handling of the Phoenix pay system debacle is any inclination of how this government intends to rebuild that respect, we are in for a very long and challenging road. Although it is laudable that the Liberals introduced legislation to repeal Bills C-377 and C-525, as well as some of the offending parts of Bill C-4; the issues our members continue to face is absolutely unacceptable and must be rectified immediately. We must continue to pressure this government to fix this fiasco.

In February I took part in the Canadian Labour Congress Lobby Day on Parliament Hill. I was part of several lobby groups that met with MP's and Senators on issues of Pay Equity, a National Pharmacare program and with regard to Bill C-27; a bill which seeks to change pensions for workers in federally regulated workplaces enabling employers to pressure their workers, some of whom are our members, into giving up their Defined Benefit Pension plans in exchange for less secure Targeted Benefit Pension plans. This bill was not even something the government campaigned on.

To the contrary, Mr. Trudeau made promises of improving public pensions so that workers can retire with dignity. Make no mistake. If this government passes this legislation, the writing is on the wall that the pensions of our members covered on the Public Service Superannuation Act will be next. This too is an issue we cannot let go unchallenged. If we learned anything from Bill C-377, it was that hoping someone else would do their part to make sure that bill was defeated is not good enough. That leaving the majority of the fight to the elected leadership alone will not impress the importance, or the magnitude of the opposition to these issues. We must all do our part to sway our MP's to not toe the party line. If anything we need to ensure that our MP's know it is not the Corporations that voted them into office; that it is their constituents, our members that voted for them and that we are becoming increasingly frustrated with taking a back seat to corporate interests.

I was privileged to stand in solidarity with the Nova Scotia Nurses Union, the Nova Scotia Teachers Union, CUPE, NSGEU, and Unifor as they fought, and continue to fight, The McNeil Liberals on the anti-worker bills that government has introduced over the years. I once again was at the Law Amendments committee making a presentation on behalf of PSAC members in Nova Scotia in

opposition to Bill 148, which will impose wage freezes and limit the economic increases of the Nova Scotia Civil Service. Most recently I attended many of the rallies in support of the teachers and their struggle to improve classroom working conditions and to achieve a fair collective agreement. Unfortunately, this led to the introduction of yet another bill to impose a collective agreement on workers. As of the writing of this report we are anticipating that the Provincial Liberals will call a spring election. With any luck we will be able to send the McNeil Liberals to the opposition side of the legislature in the same fashion we were able to defeat the Harper Conservatives.

During these past three years I co-chaired the Political Action Committee of Council. In this role I was responsible for working with the committee to develop our annual Political Action budget for the region and deliver this to council for their approval. This annual exercise has been one of the many learning experiences I have experienced as a director on council. The importance the committee placed on their responsibility to develop these budgets, and the scrutiny the proposed budgets would be given by the other council directors was very impressive.

This committee also worked to provide lobbying materials, training and support to our Area Councils to assist them in increasing their affiliations, as well as to assist in any way possible with projects they were planning. During this cycle, the Political Action Committee supported an in resident forum for Committee Chair Persons held in Halifax, NS in January of 2016. This forum brought together Committee Chair persons of the Area Councils, Regional Women's Committees, Human Rights Committees and the Young Worker Committee to provide these brothers and sisters with the tools they need to be effective in their respective roles, as well as provide training in Lobbying.

I sat as a member of the Atlantic Regional Council Education Committee. As part of that committee I helped to develop the Atlantic regions education plan for the 2015- to 2018 education cycle. As provincial director I was consulted by the Nova Scotia Regional Office Staff with respect to the proposed training for the spring and fall education schedules. This consultation allowed me to bring forward suggestions and provide input for training subjects had been identified through communications with locals and members in Nova Scotia in an effort to meet those identified needs.

One of the most rewarding activities I was able to participate in has been the selection process for the Breaking the Silence Tour, where the Atlantic Region, with the assistance of the Social Justice Fund, select one to two PSAC Members to participate in a Social Justice Tour in Guatemala, to learn of the struggles the peoples of that Country have faced in the past, and continue to face today. Hearing the stories these members have brought back and shared with other locals and activists about the amazing, and life changing experiences they have had has been a tremendous learning experience for me. Being a part of the selection committee, and having these exceptional members bring these experiences back to our members is something I am very proud to have been a part of.

In closing, I would like to thank my brothers and sisters of the Nova Scotia Caucus for the support you have given over the past three years. It has been my honour to represent you on the Atlantic Regional Council as a Provincial Director for Nova Scotia. I would also like to thank the other Directors on the Atlantic Regional Council, As well as the REVP for their support. As I said previously in this report, there are still significant challenges that we will be faced with in the time to come. Stay Strong. Stay United. With strength and solidarity, we will be successful in the struggles to come.

Submitted in Solidarity,

Chris Di Liberatore
Provincial Director for Nova Scotia

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION PROVINCIAL DIRECTOR – NOVA SCOTIA

It has been a very busy three years and during this time I have volunteered to attend well over 70 events related to my role as a PSAC NS Director and/or Alternate REVP.

As a PSAC NS Director, I am a Member of the Atlantic Council and was assigned to be a Member of the PSAC Women's Committee and the PSAC Health & Safety Committee. I attended all Atlantic Council meetings during this cycle.

In my role as a Member of the PSAC Women's Committee in that I have been active in my local Regional Women's Committee which was dormant for a few years but myself and other Women revived our Committee in April 2016. Since that time we have met many times and plan to move forward with events. I have attended all my local International Women's Day events and have been the guest speaker at the Air Force Base in Greenwood. I attended the PSAC Regional Women's Conference held in Antigonish in 2016. Over 100 powerful PSAC Women from Atlantic Canada attended this event. I have attended the Sisters in Spirit events as well as the Dec 6th National Day of Action events in Halifax and Wolfville.

As a Member of the PSAC Health & Safety Committee, we met on numerous occasions to organize and plan the PSAC Health & Safety Conference held in NS and I also attended the Newfoundland and Labrador Federation of Labour Health & Safety Conference as a guest speaker (Alternate REVP). In addition to the above Committees, I have been the President of my Local (270 Members) for 11 years. In this role, I oversee the business of the local and have attended monthly NS UNDE Presidents meetings and a yearly National Presidents meeting. My local is affiliated with the Halifax Area Council and I regularly attend meetings in Halifax. During the reign of terror known as Stephen Harper, my local participated in many, many 19th day events. AND, whenever "he" came to town, I chased him around the Province just to let him know "we were here!"

I am the PSAC Representative on the Political Action Committee of the Nova Scotia Federation of Labour. Before being a Member of the NSFL PAC, I was the female Vice President at Large for the Nova Scotia Federation of Labour for two terms. At that time, I was also the Chair of the NSFL Women's Committee and as such organized a NS Federation of Labour Women's Conference which was a great success. I did not re offer at the 2015 Convention as I wanted to spend more time with PSAC events. I did however submit my name to be the PSAC Representative on the Political Action Committee. This Committee meets on a regular basis to discuss such issues as Federal and Provincial Elections. As a member of this Committee I canvassed with NDP Candidates in NS during the last Provincial Election.

I have taken so much training from PSAC and my Component over the years, I should know it all but sadly I do not and I guess no one really wants to know it all so I will continue to take all the training that PSAC has to offer. I have attended Leadership training, Representation Skills training, Violence in the Workplace, UMC, training, Investigation training, just to name a few, however, the most soul searching, heartbreaking and educational training I attended this term had to be "Unionism on Turtle Island". I cannot begin to say how much this training moved me and actually scared me to know the truth and sad tale of what our Aboriginal Canadians had to suffer. This is one course that everyone needs to attend. I am a qualified PSAC, UNDE, JLP and Departmental facilitator and I continue to facilitate training for all when requested.

Respectfully submitted

Colleen Hodder
Provincial Director – Nova Scotia

**REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION
PROVINCIAL DIRECTOR – PRINCE EDWARD ISLAND**

It is hard to believe that three years have passed so quickly. This was my first term of office as PSAC Atlantic Council Director responsible for PEI. My two portfolios are PSAC Atlantic Council Women's Committee and the PSAC Atlantic Council Finance Committee.

As part of my duties, I'm also affiliated with the PEI Federation of Labour as the Recording Secretary, the PSAC PEI Area Council as the Treasurer and I chair the PSAC PEI Regional Women's Committee and PSAC PEI Human Rights Committee. Another file I work on is Mental Health and how it links to Health and Safety in the workplace.

I have participated in many activities on PEI during my term of office:

Atlantic Council Meetings held during my term
PEI PSAC Regional Women's Committee meetings
PEI PSAC Human Rights Committee meetings
PEI PSAC Area Council Meetings
PEI Pride Parade Activities
PSAC Maritimes Women's Conference
PSAC Leadership Summit
PSAC Educational Courses (Violence Prevention in the Workplace, Advanced Duty to Accommodate) as well as facilitated several JLP Training sessions.
PEI Federation of Labour including monthly meetings, lobbying with MP's on various Parliamentary Bills, Annual Conventions, Labour Day Ceremony, National Day of Mourning
UVAE Convention 2014
PSAC National Convention 2015
Health and Safety Conferences both Atlantic and National
Health and Safety Policy Committee Forum
UVAE Strategic Summit
Mental Health Association Annual Conference
PSAC Equity Conference 2017

The role of a Provincial Director carries with it union actions to the various unions on PEI as well as our own membership. I am grateful for the opportunity to represent the PEI membership and look forward to working with the various union leaders throughout the region as their Leadership brings us all together for the common good and working within our communities also leads to better working conditions for everyone on PEI.

I have truly enjoyed my role on Council and getting to know all of the Directors in the Region. It is a real pleasure and such a great learning experience. Your collective voice and expertise is an integral part of our cohesiveness in the trade union movement. We must work collaboratively and as one voice in order to fight the fights that we need to win. Thank you all for your activism and dedication.

In solidarity,

Debi Buell
Provincial Director – Prince Edward Island

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION PROVINCIAL DIRECTOR – PRINCE EDWARD ISLAND

I would like to begin by thanking my fellow Islanders for their support in electing me as the Provincial Director for Prince Edward Island (PEI) during the last Atlantic Triennial Convention. As this was my third term in this elected position, I have proven that I am a very active member on this Council. I take pride in being able to provide my experience, leadership and voice to Council and to all of the PEI PSAC members that I represent, assuring that their issues and concerns are not only brought forward, but heard and understood. I represented Atlantic Council and its members on many occasions through rallies, press conferences, many newspaper, radio and tv interviews. Being a Provincial Director really opened my eyes as to what true activism and solidarity can accomplish. This position has continued to provide me with a wealth of knowledge and education that I would not have otherwise had the opportunity to obtain in my young Union career. I would like to say a big THANK YOU to all the Atlantic Council Directors for their support and knowledge over the past three years. It truly makes a difference when you have a Council that can work so well together to ensure that your voices are heard here in the Atlantic.

My duties in the Region would not be complete without the ability to engage in political action and there was lots of opportunity the past three years. I have met with all four of PEI's MP's, some several times, along with Senator Percy Stubs and Mike Duffy on a number of topics ranging from Bill C-27, Pay Equity, workforce issues, to the Pharmacare program and a variety of other issues that affect my members.

As a Council Director I have marched, educated, been educated, networked, plank-gated, picketed, traveled, protested, interviewed, organized, demonstrated and attended conferences, have attended and participated in several public debates, many rallies, teleconferences and meetings on issues that affect members in PEI.

I attended the P.E.I. Federation of Labor Convention each year and was elected as a Board member on the Federation. I am Local President of UVAE Local 90001 and Chair of my workplace H&S Committee. I was Treasurer of the P.E.I. Human Rights Committee and Vice President of the P.E.I. Area Council. I am extremely proud of the social justice work that the P.E.I. Human Rights and Area Council Committees have been involved in. The last number of years the Committees have volunteered at the local soup kitchen, donated items to the local food bank and supported the Salvation Army by packing donation boxes for families at Christmas and participated yearly in the PEI Pride Parade. These opportunities provided the Committee members with an opportunity to connect with the community and provide the PSAC as a social justice organization. Great work Team!!

Atlantic Council Directors are assigned committee portfolios by the REVP. I was proud to be on the Atlantic Council Education Committee and the Atlantic Council Health, Safety & Environment Committee. I really feel the work that was accomplished over the past three years was to the development and benefit of Atlantic PSAC members. I worked to organize the Atlantic Union Schools and the Atlantic Regional H&S Conferences held in the Maritimes. I was proud to have the opportunity to lay a wreath on behalf of the PSAC at the Day of Mourning ceremony in Charlottetown.

I believe as an Atlantic Council Director that I have an obligation to do self-learning whenever possible. I've had the opportunity to attend several CLC and PSAC education courses. I am a Union Development Program (UDP) graduate; participate in the Anti-Oppression training and the Safe Space training courses. Education is the path to enlightenment!!

The last three years has been a tough time to be a Union leader, we have had a lot of things thrown at us and we have seen a lot of change, but solidarity has gotten us through it. This last Government, who was finally ousted (Whoop! Whoop!), had taken aim at Unions over and over again, attack after attack, but we stayed strong together and survived. And now with this new Government, we need to hold them accountable for their promises that got them elected, and keep the pressure on them to fulfill the promises that they campaigned on. The honeymoon phase is over.

I would like to thank you for allowing me to represent you on Atlantic Council for the past 3 years and would like to thank each and every one of you that voted for me in the past, I feel I have fulfilled by duties as the Provincial Director for Prince Edward Island. As has been outlined, I have been consistently involved in the representation of P.E.I. members and I hope to continue with the same effort and dedication for the next up-coming term.

Thank you again for all your support.

In Solidarity,

Jody LaPierre
Provincial Director – Prince Edward Island

**REPORT TO 2017 ATLANTIC REGIONAL CONVENTION
DIRECTOR FOR NON-TREASURY BOARD / SEPARATE EMPLOYER –
NEWFOUNDLAND AND LABRADOR**

I would like to say. It has been a privilege and an honour to be the NL Provincial Director for Non-Treasury, Separate Employer for the past Three years. I am also Privileged to have been a part of the Atlantic Council. It has been an Educational and an amazing learning experience and so rewarding to be a part of a team that works with our union members to stand up and fight for the injustices that happens at our workplaces.

It has been a busy three years as Union Activist's. We lobbied our Politicians and stood united from coast to coast to get rid of Stephen Harper and the PC government, who was trying to destroy our Union, and take away our Rights to Collective Bargaining, which Union Members have fought long and hard for all those years.

I have been very active in my role as Provincial Director for NL. I also served on the Atlantic Council Education Committee. We reviewed and planned the PSAC Education Plan for 2014-2017. Hosted an Atlantic School in Antigonish, NS. I also served on the Health & Safety Committee and General Resolutions Committee.

Since being Elected in June 2014 I have worn many hats within the PSAC. In August 2014. I also got Elected ARVP for NL with our Component UNE. Active in my own Local 90265 as Vice-President and Member of the OSH Committee. During my term I have had the opportunity to attend many Union functions, meetings, training, and mobilizing members to get involved in their Locals to become strong Union Leaders.

Highlights of My Term:

Leadership Training – 2014
Leadership Summit – 2014
PSAC Convention – Quebec City, 2015
Day of Action – Gander, NL
Day of Action – Corner Brook, NL. For our Veterans
Day of Action – Sydney, NS. For our Veterans
All Presidents Conference – Ottawa, 2016
DCL Convention – Moncton NB, 2016
NL Federation Off Labour Convention – St Johns, 2016

I would like to thank everyone for giving me the opportunity to represent them on Atlantic Council. It has been wonderful experience for me. I give many thanks to all other Council Members and Staff at Atlantic Council. I have enjoyed and learned a lot from each one of you. Its your support and guidance is what makes our Union strong and Members engaged.

If Re-Elected I will continue to work as your representative and stand up for our workers within the Union.

Respectively submitted,

Bill Bennett

Director for Non-Treasury Board Members – Newfoundland and Labrador

**REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION
DIRECTOR FOR NON-TREASURY BOARD / SEPARATE EMPLOYER – MARITIMES**

Sisters and Brothers,

Once again I'd like to thank you for allowing me be your representative for the last three years.

As Director, I submit this report on my behalf but also I would also like to take this opportunity to thank the PSAC Staff and Atlantic council for their support in the last three years.

As most are you are aware, we have had many challenges these past last three years.

Government agencies have been stripped and gutted by Harper government and we seem to have many of the same challenges with this present government.

In the course of the past three years I have attended many rallies, information sessions and visited several MPs in the region and discussed Bill C27, Bill C4, Phoenix Pay and on collective bargaining.

In my mandate as Director, I have held the position of Chair of the Atlantic Health and Safety Committee and have been a representative on the Finance Committee.

Under the Atlantic Health and Safety committee, we developed a three-year mandate (can be viewed on the psac.com website) that resulted in additional training in the region for duty to accommodate, mental health and bullying in the workplace.

In our three-year cycle, we held a Health and Safety conference at the Westin in Halifax on October 22, 2016 that was greeted with great success. Our theme was "Back to the Basics in Workplace health and Safety ". We had some great speakers and workshops that enabled our members in dealing with what's required to maintain a safe workplace.

The Finance Committee, on which I sit as a representative, has done great work in maintaining our expenses and allowing us to hold two council meetings each year. Also, being prudent with our funding has allowed us to almost fully fund our triennial convention. The committee is constantly looking at ways to reduce costs within the budgets we are given. We have been able to save a large surplus that is being used for this convention.

I have attended many area council meetings in the last three years and a position Nova Scotia Area Council 1. The local area council has been active in our community by participating in various events. We have worked hard in bringing solidarity to the HRM region.

In the past year I also worked with Dave Shaw, Regional Organizer, to help create another new Direct Chartered Local in the New Brunswick region and witness the first collective agreement.

In the past three years I have been involved in creating three very successful DCL conferences. Once again, I'd like to thank the PSAC staff and my counterpart, Bill Bennett for this great event that helped to bring DCLs together. At our last conference we developed resolutions that have been submitted to this convention.

Some of my more enjoyable times were in attending the Pride Parades each year and marching with all members of the PSAC. Also, I was able to attend Human Rights Committees events where we did up packages for the homeless and attend Souls Harbour kitchen.

As Local President of the Union of Taxation Employees in Halifax, I note that we are faced with challenges but after 4 years was finally able to obtain a contract

Finally, there are many things I may have not included in this report as activities, but as a unionist, they become a way of life.

In closing, I would like to thank my brothers and sisters of the Non –Treasury Board and Separate Employer caucus for the support you have given over the past three years. It has been my honour and privilege to represent you on the Atlantic Regional Council.

As unionists, we are being attacked from all sources; therefore, we have to stand strong and united as the challenges are not over.

I offer my sincere thanks to all activists in the region for what you have brought to the union movement.

Respectfully submitted,

Brian Oldford
Director for Non-Treasury Board Members – Maritimes

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION DIRECTOR FOR ABORIGINAL MEMBERS

Dear Sisters and Brothers,

It is my pleasure to submit my first convention report as your Aboriginal Director on the Atlantic Council. The last three years have gone by quickly and were very busy with the Federal Elections, all the different PSAC Campaigns, the debacle of the Phoenix pay system, National Human Rights Committee meetings, National Aboriginal People Circle meetings and activities.

As the Aboriginal Director on the Atlantic Council, I get to participate in two Regional Council committees, which are the Human Rights Committee and Political Action Committee.

I am also very active within the labour movement. I am the 1st Vice-President of the Customs and Immigration Union Branch of New Brunswick and Prince Edward Island 60004. This position provided me with the opportunity to become the Canada Border Services Agency Atlantic Employment Equity and Diversity Committee co-chair. As of September 2016, I've joined the employer national Aboriginal Advisory Circle. This circle provides me with the opportunity to address recruitment and retention of Aboriginal, Métis and Inuit, we also discuss the day to day challenges that we face.

I currently hold the position of National Aboriginal People Circle Male Representative for the Atlantic, which I was reelected at the 2017 PSAC National Equity Conference in Toronto. I've been fortunate to hold both NAPC and Director for Aboriginal members. With these two positions I was able to provide a connection between NAPC and the PSAC National Human Rights Aboriginal Working group.

I was involved in the Federal elections as my previous Member of Parliament was Bernard Valcourt, the Minister of Aboriginal Affairs and Northern Development Canada and I am proud to say he finished last behind the Liberal and NDP candidates.

I attended to the PSAC National Triennial Convention in Quebec City in May 2015, where I proudly went to the microphone and spoke about Missing and Murdered Indigenous Woman and the call for a public inquiry. At Convention, I also lobbied the delegates for support on the adoption of the resolution with regards to policy paper on water. The PSAC Thirsty for Justice campaign was created from this resolution.

With the help of the Greater Moncton Area Council, Greater Moncton Human Rights Committee and Sister Shanny Doucet Director for Francophone members on the Atlantic Council, we held information and awareness booths at the Dieppe Farmers Market, Moncton Farmers Market and the Esgenoôpetitj (Burnt Church) First Nation Pow Wow. The two campaigns that we discussed in those information and awareness booths were about the Missing and Murdered Indigenous Woman and Thirsty for Justice (access to potable water). We gathered over 1500 signatures on a petition asking the government for a Public Inquiry into the Missing and Murdered Indigenous Woman and we did a letter writing campaign asking the Prime Minister to ensure access to potable water for First Nations; over 1000 letters were sent to PMO offices.

December 2nd 2015, I was invited by the PSAC St Johns, NFLD Area Council for a meet and greet. A similar event was put together by the Greater Moncton Area council on September 28th, 2016 at the PSAC Moncton regional office. Both those meet and greets were to do a presentation of my roles and responsibilities. I spoke about the PSAC Thirsty for Justice Campaign, Missing and Murdered Indigenous Women and the Truth and Reconciliation Commission of Canada more specifically call to action 57. I also used these events to share my contact information so I can grow my Aboriginal distribution network.

As a member of the PSAC Atlantic Council, I brought forward the idea of delivering Unionism on Turtle Island. With the help of the Education Committee and the Atlantic Council, we were able to deliver this training for the first time in Atlantic. The membership showed great interest for this training, we received over 70 applications from across the region. Unionism on Turtle Island was delivered in Halifax February 18 to 22nd, 2017. The training was a huge success. We had 20 participants attend the training which 10 of whom were self-identified as Aboriginal, Métis or Inuit and 10 non-Aboriginal.

Here's a list of events I attended in the last 3 years:

- July 15 to 17th, 2014 – Assembly of First Nation Annual General meeting (Halifax, NS)
- September 19 to 21st, 2014 – Public Service Alliance of Canada Atlantic Strategic Summit (Halifax, NS)
- September 26th to 29th, 2014 – Introduction to the Public Service Alliance of Canada for Aboriginal members, participant and co-facilitator (Halifax, NS)
- October 2nd to 5th, 2014 – Customs and Immigration Union National Triennial Convention, where I introduced the elder for the opening (Ottawa, ON)
- October 25th, 2014 – Halifax/Dartmouth Labour Council Troublemakers Conferences, (Halifax, NS)
- October 26th to 28th, 2014 – Public Service Alliance of Canada Atlantic Council Meeting, Team Build and Orientation session (Oak Island, NS)
- November 2nd to 5th, 2014 – Public Service Alliance of Canada National Human Rights Committee and Aboriginal working group meeting (Ottawa, ON)
- November 14 to 16th, 2014 – Public Service Alliance of Canada Local Officer training (Shediac, NB)
- November 18th, 2014 – Public Service Alliance of Canada Greater Moncton Area Council Meeting (Moncton, NB)
- November 20th to 23rd, 2014– Public Service Alliance of Canada Atlantic Council (Halifax, NS)
- December 5th to 7th, 2014 – Public Service Alliance of Canada Health and Safety training (Moncton, NB)
- January 21st, 2015 – Public Service Alliance of Canada Greater Moncton Area Council Meeting (Moncton, NB)
- January 22nd to 25th, 2015 – Public Service Alliance of Canada Atlantic Leadership Summit (Halifax, NS)
- March 19 to 22nd, 2015 – Public Service Alliance of Canada Union Development Program (Gatineau, QC)
- March 24th to 27th, 2015 – Public Service Alliance of Canada National Aboriginal People Circle meeting (Ottawa, ON)
- April 15th, 2015 – Public Service Alliance of Canada Greater Moncton Area Council Meeting (Moncton, NB)
- April 27th to May 1st, 2015 – Public Service Alliance of Canada National Triennial Convention (Quebec, QC)
- May 7th to 10th, 2015 - Public Service Alliance of Canada Atlantic Council meeting (Halifax, NS)
- May 13th, 2015 – Public Service Alliance of Canada Moncton Human Rights Committee meeting (Moncton, NB)

- June 4th to 5th, 2015 – Public Service Alliance of Canada Treasury Board Strike coordinator meeting (Moncton, NB)
- June 19th to 20th, 2015 – Awareness/Information Booth about Missing and Murdered Indigenous Woman at the Moncton farmers market (Moncton, NB)
- June 26th to 28th, 2015 – Public Service Alliance of Canada Federal Elections Training (Moncton, NB)
- August 21st to 24th, 2015 - Esgenoôpetitj (Burnt Church) Pow Wow Awareness/Information Booth about Missing and Murdered Indigenous Woman (Esgenoôpetitj, NB)
- August 29th, 2015 – Public Service Alliance of Canada New Brunswick steward meeting, “Let’s Talk About It” toolkit (Moncton, NB)
- October 2nd to 4th 2015 – Public Service Alliance of Canada Violence Prevention in the Workplace training (Moncton, NB)
- November 1st to 4th, 2015 – Public Service Alliance of Canada National Human Rights Committee and Aboriginal working group meeting (Ottawa, ON)
- November 5th to 8th, 2015 – Public Service Alliance of Canada Worker Educator training (Moncton, NB)
- November 11 to 15, 2015 - Public Service Alliance of Canada Atlantic Council meeting (Halifax, NS)
- November 23rd-24th, 2015 – Joint Learning Program Creating a Harassment Free Workplace training (Moncton, NB)
- December 1st to 3rd, 2015 – Public Service Alliance of Canada St Johns’ Area Council meet and greet (St. Johns, NFLD)
- December 6th, 2015 – Moncton District Labour Council, National Day of Remembrance and Action on Violence Against Women vigil (Riverview, NB)
- December 7th to 11th, 2015 – Public Service Alliance of Canada National Aboriginal People Circle meeting (Ottawa, ON)
- December 8th, 2015 – Assembly of First Nations Special Chiefs Assembly meeting (Lac Lemay, QC)
- January 6th, 2016 – Public Service Alliance of Canada Treasury Board Strike coordinator meeting (Fredericton, NB)
- January 28th to 31st, 2016 – Public Service Alliance of Canada Atlantic Chair of committee meeting (Halifax, NS)
- February 18 to 21st, 2016 – Public Service Alliance of Canada Atlantic Council meeting (Halifax, NS)
- February 19, 2016 – Safe Space training for Public Service Alliance of Canada Atlantic Council (Halifax, NS)
- March 10th to 13th, 2016 – Public Service Alliance of Canada Union Development Program step 2 (Quebec, QC)
- March 18 to 20th, 2016 – Public Service Alliance of Canada, Canada Labour Code Part 2 training (Moncton, NB)
- May 13 to 15, 2016 – Introduction to the Public Service Alliance of Canada for Aboriginal members; participant and co-facilitator (Halifax, NS)
- May 24th to 26th, 2016 – Public Service Alliance of Canada National Aboriginal People Circle meeting (Ottawa, ON)

- May 27 to 29th, 2016 – Public Service Alliance of Canada Union Development Program step 4 (Ottawa, ON)
- June 6th to 10th, 2016 – Joint Learning Program Facilitator training (Halifax, NS)
- June 24th to 26th, 2016 – Awareness/Information Booth about Thirsty for Justice Campaign at the Dieppe farmers market (Dieppe, NB)
- August 19 to 22nd, 2016 - Esgenoôpetitj (Burnt Church) Pow Wow Awareness/Information Booth about Thirsty for Justice Campaign (Esgenoôpetitj, NB)
- September 19 to 22nd, 2016 – Public Service Alliance of Canada National Human Right Committee and Aboriginal working group meeting (Ottawa, ON)
- September 28th, 2016 – Public Service Alliance of Canada Greater Moncton Area Council meet and greet (Moncton, NB)
- September 29th to October 2nd, 2016 – Public Service Alliance of Canada Atlantic Council meeting (Saint John, NB)
- October 20th to 23rd, 2016 – Public Service Alliance of Canada Union Development Program step 6 (Montreal, QC)
- October 24th to 26th, 2016 – Canada Labour Congress Youth Summit (Ottawa, ON)
- November 17th to 20th, 2016 – Public Service Alliance of Canada National Health and Safety Conference (Montreal, QC)
- December 6th, 2016 – Public Service Alliance of Canada Greater Moncton Area Council Meeting (Moncton, NB)
- December 6th, 2016 – Moncton District Labour Council, National Day of Remembrance and Action on Violence Against Women vigil (Riverview, NB)
- January 15 to 18th, 2017 – Public Service Alliance of Canada National Aboriginal People Circle meeting (Ottawa, ON)
- February 15 to 23rd, 2017 – Public Service Alliance of Canada Atlantic Unionism on Turtle Island training participant/facilitator (Halifax, NS)
- March 23rd to 29th, 2017 – Public Service Alliance of Canada National Equity Conference (Toronto, ON)
- April 4th to 8th, 2017 – Custom and Immigration Union National Board of Directors meeting (Ottawa, ON)
- April 20th to 23rd, 2017 – Public Service Alliance of Canada Atlantic Council meeting (Charlottetown, PEI)
- June 22nd to 25th, 2017 – Public Service Alliance of Canada Atlantic Triennial Convention (Saint John, NB)

Respectfully submitted,

Joey Dunphy
Aboriginal Director

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION DIRECTOR FOR FRANCOPHONE MEMBERS

Sisters and Brothers,

It is my pleasure to submit my report to you as Director of Francophone Members, Atlantic Region. The last three years have been very busy: elections, collective bargaining, Phoenix pay system, lobbying of federal MPs, etc.

As Council member, I also sit on the Women's Committee and the Education Committee. We meet before every Council meeting and by teleconference if need be.

After chairing the Greater Moncton Area Council for several years, I now act as secretary. Though small, the Francophone members' committee is still active, and we are constantly looking for new members. On a few occasions, I also attended meetings of the Human Rights Committee in Moncton.

Having served as Vice-President of Government Services Union Local 60018 for several years, I was elected President in November 2016. I represent over 650 members working at the federal Pension Center in Shediac, New Brunswick.

From May 24 to 27, 2015, I participated in the New Brunswick Federation of Labour Convention where I was elected Vice-President responsible for women's issues. I occupied this position for one year before taking over the PSAC's seat on the Federation Executive.

During the past three years, we fought for our sick leave and our bargaining teams did everything in their power to protect our interests at the bargaining table. Unfortunately, even with a new government in power, it was a daunting task. We must maintain the pressure in order to retain our rights for all members.

For several years now, I have participated in activities organized by the Moncton and District Labour Council for the Day of Remembrance and Action on Violence Against Women

From January 23 to 25, 2015, I participated in leadership training offered in Halifax. We discussed an action plan to urge members (active or not) to get involved in union activities and take action.

On February 16, 2015, I participated in a conference call with Area Council Presidents in the Atlantic region. It was an opportunity to share our challenges and our successes and also to ensure that our members are informed about regional issues.

On March 2, 2015, I participated in a telephone town hall focused on bargaining and sick leave.

On March 28, 2015, I took a one-day course on the C-4 health and safety changes.

On May 14, 2016, I gave an interview on CKLE-Bathurst French radio about the importance of childcare in Canada. I also invited the public to join us on May 16 at Place 1604 in Dieppe, for a rally organized by the PSAC and other unions to promote quality, accessible child care. I was the spokesperson for francophone media at this event.

On May 30, 2015, I attended an annual meeting of the Common Front for Social Justice.

On June 17, 2015, I organized an event in Pascal Poirier Park, in Shediac, with the support of PSAC. We gave ice cream to PSAC local members from various departments: PWGSC, RCMP, Service Canada, Agriculture and Fisheries and Oceans.

On June 20, 2015, Joey Dunphy, Director of Indigenous members, and myself were at the information kiosk set up at the Farmers' Market for National Aboriginal Day. We discussed the importance of a public inquiry into Missing and Murdered Indigenous Women, organized a petition-signing campaign and responded to questions from the public.

On August 22 and 23, 2015, I participated in the annual Esgenoôpetitj Powwow at Burnt Church. Our objective was to have people sign our petition to the federal government on the importance of a public inquiry into Missing and Murdered Indigenous Women.

On August 29, 2015, I attended a meeting of local officers for the upcoming federal elections.

On September 3 and 4, 2015, I participated in a meeting of the Education Committee in Halifax to develop the education plan for the next three years.

On September 22, 2015, I attended Thomas Mulcair's press conference in Moncton.

On October 4 and 5, 2015, I attended a course on Violence Prevention in the Workplace.

On December 10, 2015, I participated in a conference call of Regional Council representatives with National President, Robyn Benson

From March 18 to 20, 2015, I was on PSAC training on Part II of the Canada Labour Code.

On June 25, 2016, we set up an information kiosk at the Dieppe Market for the PSAC "Thirsty for justice" campaign. We gathered signatures for the letter urging the Prime Minister to address the drinking water crisis in First Nations communities.

On August 20 and 21, 2016, I participated in the Esgenoôpetitj Powwow with the Burnt Church First Nation to promote the PSAC "Thirsty for justice" campaign.

On September 28, 2016, I took part in the "PSAC-Atlantic Meet Your Executive" event at the PSAC office in Dieppe. I had the opportunity to speak with members and explain my role as Director for Francophone Members. Other directors present also did the same.

On November 8, 2016, I was elected Local President for the Government Services Union. I now represent more than 600 members in the PA Group.

On February 4, 2017, I attended a meeting of the New Brunswick Federation of Labour Women's Committee at the Nurses' Union office in Fredericton.

On March 8, 2017, I took in a lunch organized for International Women's Day at the Shediac Multipurpose Centre. As in past years, my local gave a carnation to every participant. This year, we gave out 300.

From March 24 to 26, 2017, I was in Toronto attending the PSAC National Equity Conferences. I had an opportunity to participate in several workshops.

I encourage members to contact me if there are any questions or comments on this report.

Respectfully submitted,

Shanny Doucet
Director for Francophone Members

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION DIRECTOR FOR GAY, LESBIAN, BISEXUAL, AND TRANSGENDERED MEMBERS

It is simple to say that as PSAC /GLBT Director I would spend time dressed up in Pride Parades and on Floats. That seems to be one of the pleasures I have received as Director. The work is more than just about the fun. We as Union members and activists spend allot of time doing what we enjoy doing, hard work. There's a list of titles for each and every Director on council and mine is no different from the other Directors.

I am a union member, a shop steward, an Employment Equity & Diversity Rep for UNDE 80403, Union Management Consultation Committee co- chair for my workplace, Atlantic PSAC/GLBT Director for members, PSAC Rep on the Anti-Racism Human Rights/Nova Scotia Federation of Labour, PSAC /GLBT rep on the National Human Rights Committee and I sit on the Steering Committee for the 2017 PSAC Equity Conference. I also am the sitting President of the Annapolis Valley Labour Council. So with many hats, our jobs and directions are interchanging but usually it always comes back to what's best for our members.

I would like to address the various events that I attended and some of my proudest moments as GLBT Director. There were many conferences, teleconferences, conventions, face to face meetings, one on ones, note taking and reports to be written, rally's flag waving, flag raising some for the very first time, meetings upon meetings, Lobbying Members of Parliament and Members of the Legislature and also the ousting of a Leader.

The proudest events and one of the most memorable for me is the World Human Rights Conference. I also attended the Pride Parade in Toronto with Sister Lori and Brother Sebastian with our PSAC GLBT members and allies.

I was also asked to be a guest speaker for the Moncton and area Council with other Atlantic Directors concerning our work on Council.

The work I did on the Pride t-shirts for Pride members and allies was amazing as I am not the most artistic person and was happy to have all the Pride t-shirts completed on time.

I also would like to address the most memorable experience that I had through-out this journey of events. It was my privileged to attend a day on Trans Rights Campaign Consultation which included a session entitled "Telling our Stories" I had the opportunity to meet and listen to various transgendered members who told their stories, I heard their struggles and I felt their pain. We will never know what they have gone through only vicariously as they come out in their workplaces, to their employers' and co-workers. I learned that discrimination is to this day worse in the Transgendered community and very much so within various departments of The Public Service of Canada.

In solidarity,

Wayne Kelley
Director for GLBT members

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION DIRECTOR FOR MEMBERS WITH DISABILITIES

When I was elected Director for Members with Disabilities three years ago, I had tons of ideas to promote this position in our region. Local members are not always familiar with the existence or the purpose of Director positions in the region and how to use them to their advantage.

First of all, I wanted members to know that the position exists. More importantly, I wanted to provide them with a means of defence. Every day, they deal with pain, prejudice, stigma, harassment (from the employer and society), perceptions that loved ones, friends and coworkers have. Every part of their life is affected. I wanted to develop a plan and show, through membership education, the impact of requesting accommodation from the employer, the union or society in general. Indeed, it can be devastating for the person (member) to the point of affecting morale as well as physical, mental and emotional health.

When I was elected, I was going through emotional and physical turmoil. I hadn't realized how exhausted I was, both emotionally and physically. I have been subjected to workplace harassment for several years because of an occupational injury that became debilitating. The employer refused to provide accommodation. He dismissed all the options I proposed. When I suggested that my union work could be a type of accommodation, he rejected the idea. He did everything to make my life miserable. I had no idea of the impact the employer's harassment had on me.

I certainly didn't expect that, a year later, just when I was getting used to my position, I would end up on sick leave. I also never thought I would go through a nervous breakdown, lose my independence, need psychiatric care for many weeks during the summer of 2015 and be hospitalized again in 2016. Consequently, I was unable to launch the projects I had wanted to when I was elected.

Unfortunately, SO MANY of our members suffer, don't know who to talk to or who to turn to. They come to work with a knot in their stomach, and they SUFFER, EVERY DAY! This situation saddens me deeply. There is so much to do for our members.

Increasingly, members are afraid to request accommodation although there is a direct link between the duty to accommodate and human rights! In 2017, this fear should no longer exist but sadly, it still does.

More than ever we need to inform members about effective mechanisms: the policy on duty to accommodate, health and safety, the absolute need to file grievances on accommodation pursuant to our collective agreement (this step is often forgotten). We also need to train our stewards and local presidents and give them the tools they need to lead members.

I suggest that PSAC develop training on various issues: occupation health and safety (Part II of the *Canada Labour Code*—when and how to use it); the importance of reporting incidents and having the employer fill out Form 67 when a workplace injury occurs; filing an application with the workers' compensation health and safety board; duty to accommodate (when and how to use it); human rights. We must use real cases to create awareness among our members who are sometimes confused by these issues. I speak from experience and our members can also attest to it. There are tools available but we don't know how to use them efficiently. In the end, members are the ones who pay the price!

In closing, I wish the best of luck to my successor. The position of Director for Members with Disabilities is very important. I also hope that our members will fight for their rights, be bolder, and dare to expose violations and abuse.

Activities:

March 13, 2017 Meeting with Serge Cormier, MP for Acadie-Bathurst, to discuss Bill C-27, the Phoenix pay system and increasing poverty among our population.

This is the surprising response I got from my MP: Bill C-27 would give members and retirees the “CHOICE” between a defined benefit plan and a targeted benefit plan. We’ll just have to wait and see!

About Phoenix, he said it was: “totally unacceptable”. He stated that his government is doing everything in its power to resolve problems caused by Phoenix. He added that he had received many complaints and helped members resolve their issues, but many cases remain unresolved. That being said, Phoenix is here to stay.

In solidarity,

Nathalie Paulin
Director for Members with Disabilities

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION DIRECTOR FOR RACIALLY VISIBLE MEMBERS

It is with great pleasure that I submit my report to you as Director for Racially Visible Members, Atlantic since I took office 2 years ago. I was voted as an Alternate at our last Convention and had to step into this role since the sister who was elected as Director resigned. I have worked hard over the past 2 years to represent the racially visible members of the Union and be their voice as a strong Union activist. I have played a key role on Council serving on the Human Rights and Political Action committees. Over the years I have actively participated in events, meetings, teleconference calls, seminars, workshops, conferences, conventions and also town halls, demonstrations.

I was elected this year as the President of my local UNE 80178 and also serve on the National Human Rights Committee. At my workplace, I was appointed as the Co-Chair to serve on the Regional Union Management Consultation Committee. This Committee meets quarterly and I get the opportunity of addressing issues confronting our union members.

Here are the highlights of the past 2 years:

Attended my first PSAC Atlantic Regional Council Meeting in May 2015 and was appointed to serve on 2 committees – Human Rights & Political Action.

I am a member of the Halifax Human Rights Committee and participated in many events such as Souls Harbour Mission luncheon sponsored by PSAC; Black History Month; Pride Festival; Human Rights Commemoration days; Charitable events.

In May 2015 – Travelled to Truro, NS along with my Local 80178 committee members to attend PSAC Rally against Harper Government cuts to public services.

May 27 - 31, 2015 – Attended PSAC Atlantic School at St. FX University, Antigonish, NS as a delegate. This was a great learning experience which taught me about Collective Bargaining and education on union leadership; tools on grievance handling; effective networking and lobbying. We took the opportunity to also attend a protest demonstration against Bill C-59 and cuts to public service by the Harper Government. The march ended at Hon. Peter MacKay's Office, Pictou where a signed petition was delivered.

July 2015 – Participated in Halifax Pride Festival and volunteered at the PSAC booth on Garrison Gardens at this event.

Aug 28 - 29, 2015 – Attended the 2-day Leadership Training Course in Ottawa.

As Human Rights Representative and Shop Steward of my local UNE 80178 I have represented matters on behalf of my members on workplace harassment; victimization; grievances and unfair labour practices like racial discrimination.

Nov 27, 2015 – Attended Halifax Refugee Clinic "Auction for Asylum" Fundraiser event at the Maritime Museum of the Atlantic, Halifax where the PSAC and NSFL made generous donations to support the Clinic activities.

Dec 2015 – Attended NHRC Working Group for Racially Visible Members tele-conference call to lobby members to complete online survey and discussions on key issues identified by members and updates on upcoming first Atlantic Regional Racially Visible Conference scheduled for Sept 2016.

Jan 09 - 10, 2016 – Statistics Canada SSO Collective Bargaining Conference in Ottawa as a delegate to discuss demands and elect bargaining team.

Apr/May, 2016 – Participated in Working Group meetings to discuss the planning of the upcoming first Regional Racially Visible Members Conference to be held in Halifax Sept 23-25.

Sept 23 - 25, 2016 – I had the honour to chair the first PSAC Regional Racially Visible Members Conference which was held at Homewood Suites by Hilton, Halifax, NS. This was a great success which had 50 attendees from the Atlantic region participating.

Sept 29 - 2 Oct, 2016 – Attended PSAC Atlantic Council Meeting in Saint John, NB.

Oct 20 - Oct 23, 2016 – Attended CLC “Rise-Up” Conference in Ottawa as an Equity delegate of PSAC Atlantic Council. This was a well attended conference where we heard speeches from leading Union activists both from here and abroad.

Oct 27 - Oct 30, 2016 – Attended UNE 2016 Human Rights Conference in Ottawa as an Equity delegate of my local UNE 80178.

Nov 04, 2016 – Attended Statistics Canada National SSO Employment Equity & Diversity Committee meeting via Tele-conference as representative of SSO Atlantic.

Nov 09, 2016 – Attended Halifax Human Rights Committee General Meeting for election of office bearers held at PSAC, Halifax

Nov 10, 2016 – Attended National Human Rights Committee Working Group meeting via tele-conference to debate on resolutions put forward by Racially Visible Members for the upcoming PSAC National Equity Conference. This was followed by various tele-conference calls to finalize and prioritize resolutions for the NEC.

Feb 24, 2017 – Attended AGM of my local UNE 80178 where I was elected as the Union President for 2017-18.

Feb 25, 2017 – Attended Black History Month Event; 19th Annual Nova Scotian Music Association Award Show at Spatz Theatre, Halifax as PSAC invitee.

Mar 21, 2017 – I was invited as a Guest Speaker by NSFL for their luncheon to commemorate International Day for the Elimination of Racial Discrimination which was held at NSGEU Conference Centre in Burnside, Dartmouth, NS.

Mar 23 - Mar 28, 2017 – Attended the PSAC National Equity Conference in Toronto as a delegate and was a member of the Resolutions Committee which conducted the debate on Resolutions.

April 08, 2017 – Attended the Union Presidents Summit sponsored by CLC which was held at NSGEU Conference Centre. The same day chaired my local’s Monthly Executive Committee meeting in Halifax, NS.

Apr 21 - 23, 2017 – Attending PSAC Atlantic Council meeting in Charlottetown, PEI.

Amidst the challenges, I have enjoyed working with the REVP and Council Directors during my term in Office and I seek your support to serve on Council for another term as your Director for Racially Visible Members.

A special thanks to the PSAC and UNE staff for their guidance and support in making my tasks go smoothly over the 2 years in office.

In solidarity

*Neville David,
Director for Racially Visible Members*

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION DIRECTOR FOR WOMEN – MARITIMES

It has been an honour once again to be elected as the PSAC Women's Director for the Maritimes. Thank you for the opportunity to represent the women of the Maritimes and to present this report which gives an overview of the work that I've been involved in over the past three years.

It has been both a busy and challenging time for women as we continued to tackle the issues of Childcare, Pay Equity, Violence against Women, Missing and Murdered Aboriginal women and girls, etc. These issues and others that women face along with changes happening around the world, including a President who clearly dismisses the human rights issues that we are facing, makes it more important than ever for women to get involved and to have their voices heard.

I have been involved in many activities over the past three years; I have made myself available to the membership to bring forward priorities of the PSAC, answer questions, attend meetings, and to speak on various issues that affect us as women. Please read on for some of my highlights of activities over the past three years:

In 2014, I joined together with coalition partners to develop an event to commemorate December 6, the day of Action and Remembrance on Violence against Women in Halifax. A "Not so Silent" vigil took place, as well as singing and actions that need to be taken. I have been on the organizing committee for this activity which continues to grow, every year since.

I lead the International Women's Day (IWD) Organizing Committee in planning and organizing our annual IWD Conference celebrated each year in Halifax. This annual event is well attended with about 300 federal public service women in attendance and is dependent on donations from departments and union locals. During these conferences, it was my honour to bring greetings on behalf of the PSAC during the opening plenary.

The members of the Atlantic Council along with other activists throughout the region came together at the PSAC Strategic Summit to develop and discuss ideas for the PSAC Atlantic Action Plan.

The MicMac Friendship Centre did the unveiling of the Dream Catcher which represents and honours the over 1200 missing and murdered Aboriginal Women. PSAC was a huge supporter of this project. Money was donated and we came together to create dream catchers at our Halifax Regional Women's committee and at the last Atlantic Convention. In addition, I participated in marches and rallies in support of the missing and murdered Aboriginal Women during my three year term.

I attended the PEI women's retreat; current campaigns were discussed with the great women activists from PEI. Together we came up with plans on how to take action on the campaigns.

The Childcare 2020 conference shared ideas on how to bring child care to where it should be. At this conference we attended workshops and developed plans on how to bring the issue forward and create a Canada with affordable and quality childcare for all.

In 2015, I had the wonderful opportunity to co-emcee at the Atlantic School in Antigonish with Brother Mike LeBlanc. Since we were both directors and were there attending training we were asked to open and close the school and speak at events there, including the rally, etc.

I attended the worker educator/facilitator training course at the Atlantic School with the goal of developing a network of worker educators committed to increasing union engagement through member

to member education. This training was excellent and I highly encourage others to apply when another opportunity arises.

In 2015 we revitalized the Halifax Human Rights committee. We created a plan for the coming year and discussed how to obtain equality in our communities and workplaces.

I had the rewarding opportunity to serve meals to the clients of Soul's Harbour Rescue Mission twice during this term. These were joint efforts with the Women's, Area Council and Human Rights committees. The first time we talked about the importance of public services and how we are all affected and the last time was during International Human Rights Day where we discussed human rights with the individuals in need while there. If anyone ever gets the opportunity to serve meals in a soup/rescue mission, I highly encourage you to take part in this rewarding experience.

I became a member of the Nova Scotia Federation of Labour (NSFL) Women's Committee. We held an auction and raised \$1634 for the Silent Witness Program. During the NSFL convention there was a Human Rights Committee Panel entitled Labour Rights are Human Rights. I was invited to participate to represent women and their issues. I learned a lot from my fellow human rights panelists and was happy to be part of it. During this session, an exercise on privilege took place which generated a lot of awareness.

We held our first Respectful Workplace Committee at my workplace in 2015. The mandate is to create opportunities to strengthen and promote respectful workplace practices. We also held our first ever national Respect Day – November 20 and then again in 2016. Our aim is that this will be rolled-out for all federal government departments.

At the National Human Rights Committee, the women's representatives from across Canada met and discussed the highlights of the last cycle. One of our priorities was to defeat the conservative government so we were able to check that off of our list. We confirmed our new priorities which were Child Care, Domestic Violence at Work, Missing & Murdered Aboriginal Women and Women's Leadership. During the NHRC plenary, we identified challenges, discussed human rights activist training and other human rights related topics.

At the Forum on Domestic Violence in the Workplace, we learned that the impact of domestic violence against women doesn't stop at home; it affects workers and their workplaces. The alarming statistics conducted by the Canadian Labour Congress (CLC) were shared. At this forum, we discussed various ways of getting involved and helping victim of domestic violence. This issue is near and dear to my heart as my mother is a survivor of this horrific abuse. I want to do whatever is possible to help women and break the silence on the issue.

The Area Council hosted an activity for Aboriginal Awareness Day that took place during the weekend at the Farmer's Market. Our goal was to engage the public on the "Thirsty for Justice" campaign, which is the issue of the lack of safe drinking water in Aboriginal Communities. We obtained signatures on letters requesting the government to take action.

I was selected to be on the Steering Committee for the National Equity Conference which took place in Toronto from March 24 to 28, 2017. We developed the theme and workshops that took place for the Women's Program. I also volunteered to be a facilitator at the conference and co-facilitated the workshop, "Taking Action on Disability Rights".

The Cape Breton and Valley Regional Women's Committees (RWC) are active once again thanks to the wonderful groups of women in both of these areas. I attended these meetings and spoke about the mandate and goals of the RWC. I have also been speaking to groups of women in the New Brunswick

area and have offered my assistance in hopefully establishing in 2017/18 Moncton and Saint John Regional Women's Committees. There are currently committees in Charlottetown, PEI, Sydney, the Valley and Halifax, NS. If you are interested in joining any of these committees along with the two being proposed in Moncton and Saint John, NB, please let me know and I'll put you in touch with the chairpersons.

Last year we combined both the Maritimes and Newfoundland and Labrador to hold another Atlantic Women's Conference in order to give a broader range of active sisters the opportunity to work together and move forward on the women's agenda. The theme was "*Reflecting, Refocusing and Rejuvenating – Our Voices and Energy*" and our goal was to strengthen the PSAC Women's Program, bring awareness on the issue of domestic violence at work and to have women leave feeling empowered and ready to take on the issues. I co-chaired the conference with Sister Angela Decker, Women's Director for Newfoundland and Labrador.

I attended the rally in January to walk in solidarity with our sisters in Washington. It was one of many solidarity events taking place at the same time as the Washington march against hate and the attack on human rights. In March, I attended the rally against Judge Lenehan's decision to acquit the taxi driver of sexual assault. The decision was shocking and unacceptable. These two rallies and the injustices taking place here and around the world encouraged me to join a women's group called Marching On Nova Scotia; we plan to continue to bring awareness to issues facing women and I plan to share these issues with the women in New Brunswick and Prince Edward Island as well so that they also what they need to bring the women's agenda forward.

I attended, along with 360 other participants, the CLC lobby where we met with elected officials in Ottawa; we provided them with our recommendations and asked for commitments from them. We lobbied to stop Bill C-27 from eroding pension security, to create a National Pharmacare Program, and to finally have pay equity legislation in Canada.

I am humbled and honoured to have received the Sister of the Year Award from the Nova Scotia Federation of Labour. The award is selected from nominations received and is presented to a woman who is a committed trade unionist, an activist and leader in her community, who is dedicated to equity and labour activism. The work we do together and the sisters and brothers I work with are a true inspiration to me. It is so rewarding to work with you all and make positive changes for all workers. I feel privileged to be able to help others, to stand up and speak out against injustices and to share with all of you what I have learned so that we all can continue to help improve lives for all together. It is for that reason that I love being an activist and I am so appreciative of this award. This award was presented to me on International Women's Day by Sister Lori Walton.

Listed below are some other activities that I participated in during this time:

- Attended all Atlantic Council and the Human Rights and Women's Committee meetings.
- Attended and participated in meetings of the Halifax Regional Women's Committee (RWC), the Halifax Area Council and the Human Rights Committee.
- Participated in the Take Back the Night events, the Halifax Labour Day activities, the "Not so Silent" Vigils in honour of those who lost their lives at Ecole Polytechnique, the annual Pride parades and Sisters in Spirit.
- Participated in PSAC Days of Action as a spokesperson and lead demonstrations on the subjects of elections to Fixing Phoenix.
- Lobbied my MP on various issues and bills.
- Continued in my role as Local President, Union of Health and Environment Workers (UHEW).

- Communicated with women about starting and/or revitalizing regional women's committees.
- Networked at women's event and continued to add to my women's issues distribution list.
- Some of the training that I have taken includes: Mental Health First Aid, Transforming Conflict in the Workplace, Anti-Racism, Facilitator training, Safe Space, Respecting Differences, Unions work for Women, Election Preparation, Leadership and teambuilding.

If you wish to see a list of all of the activities that I have participated in during the last three years, the director reports are posted on the PSAC Atlantic website.

Thank you again for giving me the opportunity of being the Women's Director for the Maritimes. I enjoy working closely with fellow union activists, connecting with union and community sisters and speaking up for women's equality, violence against women and other initiatives of special importance to women. I would also like to thank the staff of the PSAC and members of the Atlantic Council for their continued support over the past three years. It is the encouragement, feedback and developing lasting friendships with the women that I represent that has been most rewarding and I look forward to continuing to work with you all.

In Solidarity,

Rhonda Doyle-LeBlanc
Director for Women – Maritimes

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION DIRECTOR FOR WOMEN – NEWFOUNDLAND AND LABRADOR

I would like to say how honoured I am to be the NL Women's Director. The work we do and the sisters I work with are a true inspiration to our movement. It is so rewarding to work with Sister's in promoting & moving our agenda forward. I am also very privileged to be a part of the Atlantic Council. It is such an educational and learning experience and so rewarding to be part of a team that works so hard for our members and to stand up and speak out against all injustices as we move forward within the Labour Movement.

It has been a busy period for the sisters in NL. Women have been challenged to become involved politically within our labour movement, to stand up and be bold for change, and to continue to fight for our rights.

I have been very active and busy during the last three years in my role as NL Women's Director. I have served on the Atlantic Council Women's Committee as Co-Chair. I also served on the Atlantic Council Education Committee. We reviewed and planned the PSAC Education Plan for 2015-2018. We also hosted the Atlantic School at Antigonish in 2015. I am a member, and Chair, of the Newfoundland & Labrador Federation of Labour Women's Committee, and we continue to host the Women's luncheons at the Federation of Labour Events.

I was part of Organizing Committee for the Atlantic Women's Conference in 2016 and the Resolution Committee for the PSAC National Equity Conference in March of this year.

I am the Chair for the Rocky Harbour RWC and have organized our Committee events related to IWD, Dec 6th, Women's History Month, and Violence Prevention Month.

During my three-year term, I have had the opportunity to visit all four of the current RWC, s in NL, in various capacities; to conduct Oath of Office for their AGM's, as a guest speaker at IWD. I have also had the opportunity to visit Sisters within the NL Region that have expressed interest in forming RWC's, and revitalizing RWC's that have been inactive in their respective Regions. There have also been opportunities to discuss the ongoing campaigns, and the priorities of the PSAC National Women's Program that include but not limited to; Child Care, Domestic Violence Against Women, Murdered and Missing Aboriginal Women.

My highlights include:

- Leadership Training
- PEI Women's Retreat
- PSAC Atlantic Summit
- National Child Care Conference
- Participated in NLFL Child Care Forum
- Attended 2015 PSAC Triennial Convention
- Participated in PSAC Atlantic Chairs Forum
- CLC Rise Up Conference

- Resolution Committee member for 2017 National Equity Conference
- Organizing Committee member for 2016 Atlantic Women's Conference
- NLFL Women's Labour Network luncheons

I want to thank the sisters of NL for availing me the privilege of representing them, and for the work they do. It continues to be so empowering and a wonderful experience for me. I also want to thank the staff at the St. John's Regional Office. I also want to extend a grateful thanks to Sister Jeannie Baldwin and the staff at the Regional Executive Vice President's office for their support and guidance.

I would like to thank Sister Mary MacNeil for her assistance and commitment to the Council Women's Committee

If re-elected, I hope to continue my work with the awesome sisters within our Union.

In Sistership and Solidarity,

Angela Decker
Women's Director – Newfoundland and Labrador

REPORT TO THE 2017 ATLANTIC REGIONAL CONVENTION DIRECTOR FOR YOUNG WORKERS

I am pleased to present this, my first and last report, as Director for Young Workers. I assumed the position of Director for Young Workers in May of 2015 upon the resignation of Stephanie Jones. I would like to take this as an opportunity to thank her for her wonderful work and activism on the Young Workers' portfolio.

Since May 2015 I have been actively participating in activities related to this role, both in the Atlantic Region, and on the National level.

I have been actively participating in the meetings and events of the St. John's, NL Young Workers' Committee. This has included general membership meetings, executive meetings, and many other fun events throughout the years, such as movie nights, the St. John's Pride Parade, and other social events that have been organized by the chair, Leanne Moss, and the executive of the first Young Workers' Committee in the Atlantic Region.

I have also been attending the regular meetings of the Atlantic Council, ensuring that the issues and voices of the Young Workers are heard loud and clear. These meetings have been productive and informative, and I would like to thank my fellow Council members for sharing their views, listening to my own, and for participating in an always respectful debate.

I sit on the PSAC National Young Workers' Working Group, and have participated in regular virtual meetings with my counterparts from across the country. In addition, I also had the opportunity to meet and work with them face to face at the Canadian Labour Congress' Young Workers' Summit in October of 2016 where hundreds of Young Workers from many different unions and backgrounds joined forces to develop strategies to tackle the issues facing Young Workers today. My PSAC comrades and I have been working tirelessly from coast to coast to coast to bring this knowledge and energy into our respective regions.

One of the proudest moments as Director for Young Workers was in November of 2016, when we held the PSAC Atlantic Regional Young Workers' Symposium, otherwise known as #YWSOnTheRock. We had tremendous interest in the event, and approximately 20 of my fellow Young Workers from across the region had the opportunity to meet and learn together in Port Blandford, NL. The bonds that were made and the information shared over the course of that weekend will surely last a lifetime. A special thank you goes out to Sean Glavine and Anna Richard-Goguen for facilitating the training, Sebastien Bezeau for the video and social media, and the St. John's Young Workers' Committee for hosting the social activities.

One of my main goals as Director for Young Workers was to establish more PSAC Young Workers' Committees throughout the region. I am proud to say that there are several new Committees that will be officially established within the coming months. I look forward to seeing them flourish, as Young Workers from across the region come together to share and have their voices heard.

Unfortunately, I will not be reoffering for my position at this convention. However, based on all the energy and resolve I have seen from my fellow Young Workers, our region is undoubtedly in good hands. I hope to see even more Young Workers' Committees in the coming years, and will always be a ready and willing ally.

Respectfully Submitted,
Allyson Garrison
Director for Young Workers

List of Delegates



**Atlantic
Atlantique**

NEW BRUNSWICK**23-05-2017**

Name	Component	Local
Arsenault, Camille	CEIU	60269
Arseneault, Rejeanne	USGE	60148
Babin, Lisa	GSU	60018
Beaton, Brian	DCL	60550
Bembridge, Darlene	UTE	60005
Blaauw, Dominique	UNE	60400
Blanchard, Marc	UHEW	60067
Bouchard, Carole	UNE	60040
Bouchard, Don	AGR	60063
Bourque, Eddy	CEIU	60260
Bradley, Michelle	UVAE	60006
Breelove Carter, Kayla	DCL	60200
Brenna, Louise	CEIU	60268
Bulmer, Doug	UNDE	60303
Burns, Wendy	UNDE	60303
Campbell, Angela	UTE	60005
Campbell-Gay, Lori	UHEW	60026
Campbell, Robert	UTE	60005
Carney, Carla	UHEW	60067
Carter, Russell	GSU	60009
Carter, Tammy	AGR	60007
Colpitts, Patty	UCTE	60604
Cormier, Rick	AGR	60005
Cowan, Scott	CEIU	60256
Daigle, Denis	UNE	60284
Daigle, Paul	USGE	60074
Davies, Todd	UHEW	60727
Dedam, Mark	GSU	60011
Dempsey, Billy	UTE	60006
Donovan, Jody	USGE	60019
Doran, Debbie	USGE	60001
Doret, Sancia	CEIU	60262
Doucet, Shanny	GSU	60018
Dunphy, Joey	CIU	60004
Foote, Jason	GSU	60018
Forest, Isabelle	UHEW	60727
Fortin, Carol	USGE	60142
Fraser, Heather	DCL	60200
Frost, Daniel	UNDE	60303
Gange, Mike	DCL	60050
Gatza, Carolee	DCL	80035
Gidney, James	CIU	60004
Gidney, Sheila	UHEW	60067
Guo, Xue Song	GSU	60018
Hachey, Lindsay	GSU	60011
Hellingwerf, Mike	UCTE	61124
Hennessey, Angie	CEIU	60252
Hitchman, Donna	USGE	60001

Howard, Randy	GSU	60018
Hynes, Michelle	UNE	80081
Ivany, John	DCL	60200
Johnson, Sarah	DCL	60550
Kelley, Martin	UPCE	60105
Laforest, Marc	CIU	60004
Lastere, Patrick	UCTE	60602
LeBlanc, Mike (late delegate)	CEIU	60256
Legacy, Lynn	CEIU	60254
LeRoux, Wendy	UNDE	60303
Levasseur, Mario	AGR	60063
Lewis, Blaine	UCTE	60605
Losier, Marie-Ange	CEIU	60269
Louie, Theresa Dawn	DCL	80035
MacDonnell, Troy	GSU	60011
MacKinnon, Arthur	GSU	60018
Mallaley, Patsy	DCL	69081
Mansfield, Greg	UNDE	60303
Manuel-Allain, Jeannette	USGE	60019
Mazerolle, Isabelle	USGE	60052
McAllister, Aaron	CIU	60004
McCormick, David	DCL	60702
McFarland, Mike	UNDE	60303
Meade, David	UNDE	60303
Miller, Chris	DCL	60551
Moore, Liette	USGE	60003
Moore, Tanya	DCL	60551
Morrissey, Brian	UNE	60029
O'Hearon-Lang, Maureen	UTE	60005
O'Kane, Cathy	UNDE	60380
O'Neill, Peter	GSU	60011
Osborne, Carol	USGE	60074
Paulin, Nathalie	CEIU	60254
Pugh, Mark	DCL	60200
Reid, Kelli	CEIU	60260
Richard, Rachelle	AGR	60005
Richard, Scott	USGE	60001
Ross, Chana	USGE	60020
Rumson, Rhonda	CEIU	60252
Russell, Peter	CIU	60004
Sabo, Matthew	GSU	60011
Scott, Melinda	UNE	60350
Sergent, Robert	UNE	80150
Slater, Alan	DCL	60200
Steeves, Troy	UHEW	60725
Tourkmani, Farid	CEIU	60262
Vanderbeck, Ciara	UTE	60005
Wesselby, Laurie Ann	USGE	60128
Youssfi, Hicham	UTE	60008

NEWFOUNDLAND AND LABRADOR
23-05-2017

Name	Component	Local
Ahammad, Mohammad Jalal	DCL	90600
Alyward, Pamela	UTE	90001
Bennett, Bill	UNE	90265
Brewer, Rob	UCTE	90915
Brown, Rosie	UNDE	90103
Bugden, Robert	UNE	90265
Bussey, Chris	UCTE	90916
Butler, Krystle	UTE	90000
Butler, Peter	UHEW	90019
Byrne, Gary Michael	GSU	90011
Chaisson, Martin	UNE	99242
Clendinneng, Caitlin	USGE	90007
Cluney, Linda	CEIU	90109
Coady, Martin	UNDE	90120
Coish, Joanne	UTE	90001
Coles, Shawn	UNDE	90125
Croft, Jason	UHEW	90002
Dayarathne, Rajith	DCL	90600
Decker, Angela	UNE	90265
Delaney, Jackie	UTE	90000
Duffy, Roger	USGE	90098
Farrell, Preston	UTE	90001
Fuchs, Matthew	CEIU	90113
Garrison, Allyson	UTE	90001
Gillies, Cathy (late delegate)	CEIU	90118
Harnett, Debbie	CEIU	90109
Hartley, Yvonne	UNE	99104
Harvey, Tracy	UNE	90005
Higdon, Jennifer	UHEW	90002
Hill, Derek	UNDE	90103
Hobson, Sarah	CIU	90001
Huque, Mohammad	DCL	90600
Hutchings, Bonnie Lou	UNE	90265
Jones, Tanya	UVAE	90002
King, Kirk	UCTE	90940
Lake, Michelle	UTE	90000
Lane, Tracy	AGR	90001
Lansdell, Chris	UTE	90000
MacDonald, Edwin	UVAE	80041
Major, Tony	UNE	90265
McKinnon, Jennifer	CEIU	90107
Morris, Deborah	CEIU	90107
Moss, Leanne	UNE	99242
Murphy, Fabian	AGR	90001
Murphy, Patsy	UHEW	90001
Oluwadairo, Kayode Samuel	DCL	90600
O'Toole, Joseph	UCTE	90916
Parsons, Brenda	CEIU	90113

Parsons, Lola	UTE	90000
Peyton, Joann	UCTE	90930
Pickett, Ellen	UCTE	90915
Pike, Jeannette	CEIU	90114
Pike, Kim	CEIU	90102
Power, Jill	UCTE	90940
Power, Mark	UHEW	90001
Pratt, Jeanne	UNDE	90125
Rahman, Shad	DCL	90600
Ross, Jonathan	CIU	90001
Roy, Shubhagata	DCL	90600
Ryan, Bill	UCTE	90915
Ryan, Shirley	UNDE	90101
Sellars, Sharon	UCTE	90915
Sheppard, Ashley	UCTE	90903
Sheppard, Dennis	UNDE	90102
Spurvey, Colleen	CEIU	90113
Stassis, Anna	UTE	90001
Sullivan, Sue-Ann	AGR	90076
Thomas, Joshua	UNE	90265
Tobin, Carol Ann	UNE	90340
Uddin, Bilal	DCL	90600
Walsh, William	GSU	90011
Warren, Stephen	UNDE	90102
Wells, Joann	CEIU	90109
Wells, Martha	DCL	90500
Whelan-Morgan, Judy	USGE	90051
Zaman, Tareq Uz	DCL	90600

NOVA SCOTIA
23-05-2017

Name	Component	Local
Allen, Carolyn	UNE	80081
Atwood, Joshua	UTE	80003
Baldwin, Jeannie	CEIU	80215
Bezanson, Stephen	UCTE	80829
Brown, Doreen	UNDE	80406
Brown, Scott	UNE	80016
Bush, Kelly	GSU	80052
Carter, Kimberley	DCL	80024
Clarke, Drake	UCTE	80829
Clayton, Joy	UNDE	80406
Comeau, Robert	CEIU	80220
Cook, Matthew	UNE	80019
Cormier, Jacqueline	USGE	80025
Cranford, Tony	UNDE	80407
Crawley, Crystal	UCTE	80809
Cross, Ellen	UNE	80018
David, Joan	AGR	80002
David, Neville	UNE	80178
Di Liberatore, Chris	UTE	80003
Doucette-Rupert, Christina	UHEW	80019
Doyle-LeBlanc, Rhonda	UHEW	80820
Drozdowski, Anthony	GSU	80052
Dunn, Tanya	USGE	80162
Duval, Christopher	UNDE	80404
Ellis, Robert	UHEW	80717
Elms, Mary Lynn	UNE	80160
Evans, Brett	CIU	80002
Forbes, Derek	UNDE	80405
Fougere, Ruby	UNE	80019
Gaetz, Doug	UTE	80003
Gannon, Carl	UVAE	80041
Gay, Robyn	USGE	80073
Harrigan, Scott	UNDE	80403
Hart, Debbie	UNDE	80406
Henneberry, Barbara	UHEW	80820
Hodder, Colleen	UNDE	80403
Jamieson, Joan	USGE	80116
Kehoe, Robert	UCTE	80824
Kelley, Wayne	UNDE	80403
Kennedy, Monica	UNE	80040
Kiley, Terry	UNDE	80406
King, Helen	CEIU	80226
Kroeger, Bill	UNDE	80407
Larkin, Stephen	UNE	80015
Ledrew-Phillipo, Laura	CEIU	80226
Leger, Joel	DCL	80375
Levangie-Connor, Karla	UHEW	80019
Locke, Carolyn	CEIU	80226

MacFarlane, Kathy	CEIU	80227
Maclsaac, Donnie	CEIU	80217
MacKay, Natalie	CEIU	80206
MacKinnon, Michelle	USGE	80002
MacMullin, Cheryl	UNE	84200
MacNutt, Belinda	USGE	80110
MacPherson, Jodi	CEIU	80226
Mansfield, Jessie	UNE	80020
McDonald, Jane	AGR	80003
McMullen, Glenn	CEIU	80221
Meagher, Dee	USGE	80115
Moore, Leigh	UVAE	80004
Morrison, Michelle	CEIU	80226
Mossman, Scott	UHEW	80166
Murphy, Glenn	UTE	80004
Musial Ellsworth, Bonnie	CEIU	80216
Oldford, Brian	UTE	80003
O'Leary, Jordan	CEIU	80204
Paul, Gary	UHEW	80019
Payne, Darryl	UTE	80003
Pennington, Jan	AGR	80003
Ponee, Trevor	UNDE	80411
Prendergast, James	AGR	80010
Purcell, Steve	CEIU	80226
Rand-Delorey, Mary	USGE	80002
Redquest, Jason (late delegate)	UCTE	80807
Reid, Amanda	UNDE	80406
Reid, Graham	UNE	80178
Reid, Jeff	UNE	80216
Reynolds, Denise	UCTE	80824
Risser, Winfred	UCTE	80809
Robinson, Lynette	USGE	80002
Rodrigues, Allison	CIU	80002
Salter, Ken	UNDE	80407
Sansford, Bernadette	CEIU	80215
Sauson, Jayne	UPCE	80100
Seymour, Cheryl	UTE	80003
Shea, Wendy	UVAE	80004
Smith, Craig	UNDE	80406
Spruin, William	CEIU	80208
Stewart, Ryan	UNDE	80412
Thorne, Brandon	UHEW	80019
Tibbo, Diane	CEIU	80205
Van Woensel, William	DCL	86001
Walker, Kevin	UNE	80017
Walton, Lori	GSU	80052
Warner, Mary	UTE	80004
Williams, Gordon	UNDE	80403

**PRINCE EDWARD ISLAND
23-05-2017**

Name	Component	Local
Arsenault, Charlene	CEIU	90152
Bryenton, Vicki	UVAE	90001
Buell, Debi	UVAE	90001
Chaisson, Jessica	UNE	90023
Clow, David	DCL	90140
Coffin, Bonnie	UVAE	90001
Cole, Ginger	UTE	90006
Durant, Sylvia	UTE	90006
Ellis, Jackie	UTE	90006
Ford, Heather	UTE	90006
Frellick-Perry, Susan	UTE	90006
Gallant, Marilyn	UTE	90006
Getson, Maureen	UTE	90006
Giroux, Priscilla	UVAE	90001
Glydon, Kimberley	UNE	90004
Goguen, Michael	UVAE	90001
LaBobe, Michelle	CEIU	90153
LaPierre, Jody	UVAE	90001
Livingston, Cynthia	GSU	90031
MacGregor, Tracey	UTE	90006
Maund, Steve	UHEW	90168
McKinnon, Kassandra	UNE	90023
Mullen Handrahan, Sharon	UHEW	90168
Murphy, Michael	UTE	90002
Myers, Carl	UCTE	60905
Neill, Michelle	UTE	90002
Oehlke, Lindsay	UNE	90023
Parsons, Eric Barry	UVAE	90001
Quinn, Valerie	UVAE	90001
Smallman, Donna	USGE	90053
Smith, Les	UTE	90002
Steele, Glenn	UTE	90006
Wilson, Louise	UTE	90006
Wonnacott, Eric	AGR	90004

Acronyms

AGR – Agriculture Union

CEIU – Canada Employment and Immigration Union

CIU – Customs and Immigration Union

DCL – Directly Chartered Local

GSU – Government Services Union

NRU – Natural Resources Union

UCTE – Union of Canadian Transportation Employees

UHEW – Union of Health and Environment Workers

UNDE – Union of National Defence Employees

UNE – Union of National Employees

UPCE – Union of Postal Communications Employees

USGE – Union of Solicitor General Employees

UTE – Union of Taxation Employees

UVAE – Union of Veterans' Affairs Employees