

November 21-23, 2014  
Homewood Suites, Halifax, NS

**Present:**

Jeannie Baldwin, REVP Atlantic  
Katie Murphy-Langille, EA to the REVP  
Sébastien Bezeau, Political Communications Officer  
Bill Bennett, Director for Non-Treasury Board/Separate Employer - NL  
Angela Decker, Director for Women – NL  
Steve Johnson, Provincial Director – NL  
Darlene Bembridge, Provincial Director - NB  
Mike LeBlanc, Provincial Director, NB  
Chris Di Liberatore, Provincial Director – NS  
Colleen Hodder, Provincial Director - NS / Alternate REVP  
Brian Oldford, Director for Non-Treasury Board/Separate Employer - Maritimes  
Shanny Doucet, Director for Francophone Members  
Rhonda Doyle – LeBlanc, Director for Women – Maritimes  
Joey Dunphy, Director for Aboriginal Members  
Ardith Jordan-Simmonds, Director for Racially Visible Members  
Wayne Kelley, Director for GLBT Members  
Stephanie Jones, Director for Young Workers  
Jody LaPierre, Provincial Director – PE  
Dawn Hardy, Provincial Director – PE

**Regrets:**

Chris Lansdell, Provincial Director – NL

**Guests:**

Tony Tracy, CLC Representative  
Jeff Callaghan, CUPW Representative  
Debi Buell, UVAE - NVP Charlottetown  
Jeannette Manuel-Allain, USGE - RVP  
Lori Walton, GSU – National Vice President, Equity  
Dan Frost, UNDE – RVP, NL & NB

**1. Hours of the Atlantic Regional Council Meeting**

Meeting of the Atlantic Council November 21-23, 2014  
November 21, Committee Meetings 8:45am – 4:45pm  
November 22, Council Business 9am-5pm  
November 23, Council Business 8:30am-11:30am

Sister Hardy / Sister Doucet

***Carried***

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## **2. Call to Order**

The meeting was called to order at 9:15am, with the REVP in the chair.

## **3. Moment of Silence**

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

Donald Sampson UEW Local 90001

## **4. Harassment Statement**

Sister Colleen Hodder and Brother Wayne Kelley read aloud the PSAC Statement on Harassment.

REVP Sister Jeannie Baldwin is identified as the harassment coordinator.

## **5. Adoption of Agenda**

The agenda was reviewed and the following items were included:

- Organizing DCL's
- Investigations Training

Brother Di Liberatore/Sister Hodder

***Carried***

## **6. Review/Adoption of Previous Minutes**

Review of the previous minutes of October 27-28, 2014

Brother Di Liberatore/Sister Doucet

***Carried***

## **7. Opening Remarks**

Sister Baldwin provided a bargaining update.

Dec 6<sup>th</sup> is the National Day of Action and Remembrance on violence against women. This year marks the 25<sup>th</sup> anniversary of the Montreal Massacre. The YWCA has promoted the rose campaign [www.rosecampaign](http://www.rosecampaign) Together we need to send the message that this violence is NOT OKAY, we are urging brothers to be part of this – #notokay .

PSAC is launching a domestic violence in the workplace survey. This information will be released on December 6<sup>th</sup>.

Sister Baldwin advised that the Leadership Training is scheduled Jan 23-24, 2014 in Halifax, NS.

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The CLC will be putting on a Federal Election Conference between January and March 2015.

**Guest Speaker, Tony Tracy, CLC**

Brother Tracy attended the meeting as guest and discussed the following:

- Sister Baldwin's role on the CLC Canadian Council
- Provided an overview of the CLC's current campaign "Together Fairness Works" which is about having face to face discussion with members.
- The CLC will be hosting Election Prep Conference in the Atlantic Provinces.
- Very active with their retirement security campaign and its' re-launching. Essentially the campaign is comprised of 3 components, which are: 1. To ensure our pension funds are going to be there for us after we retire. 2. The need to raise the GIS – to raise the seniors' level of income. 3. CPP – needs to double, this could happen through phasing in the doubling of employer payments and workers would need to contribute as well.
- Bill C-377 – financial disclosure bill which should have died some time ago, is back in senate again in its original forum. Brother Tracy urges activists to lobby senators on this and encourage them to vote against the bill.

**Guest Speaker, Jeff Callaghan, CUPW**

Spoke about sick leave. CUPW concession bargained and ending up losing their sick leave, being replaced with 7 personal days. If over and above the personal days, you would be off without pay, waiting to see if our short term disability has been approved. Workers are going to work sick as there is no other choice.

Brother Callaghan spoke about cuts to the postal service: Door-to-door mail delivery will be eliminated and the effects this has on the community, elderly, persons with disabilities etc. Consequently there will be an increase in stamp prices and many public post offices will be closing.

**8. Committee Reports**

**Human Rights Committee Report**

Brother Kelley read aloud the committees' report.

Motion to accept report.

Brother Kelley/Sister Decker

***Carried***

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## Political Action Committee Report

Sister Hardy read aloud the committees' report and seven recommendations were made and voted on separately.

Motion to accept report.

Sister Hardy/Brother Di Liberatore

**Carried**

Recommendations:

1. Encourage and support each Area Council to invite locals to participate in a strategic planning meeting to develop a plan for their respective Area Council for the 2015 year.

- *Look at pilot project in Moncton first and if successful we look at the roll out in other regions. Carried as amended.*

2. The Political Action Committee will organize a conference call meeting with each area council to determine what support they require from the Political Action Committee.

- *Teleconference would come out of PAC budget as identified by REVP.*

**Carried**

3. A proposal to be drafted by the PSAC Atlantic Regional office to expand the EI Strategic Campaign to other conservative ridings such as Miramichi, Edmundston and Summerside.

- *Such a proposal would be approx. \$10k which would have to be approved by the National Level. The target ridings have yet to be identified.*

**Carried**

4. A proposal to be drafted by the PSAC Atlantic Regional office to access Strategic Campaign funding to have a Veterans Campaign in Antigonish and Sydney.

- Targeted ridings haven't yet been identified. Strike out of the recommendation "Antigonish and Sydney". When a proposal goes forward it would simply be identified as "targeted ridings".

**Carried**

5. PSAC Atlantic Region use \$10,000 of the Political Action Budget for a Childcare Campaign for each of the Atlantic Provinces (\$2,500 per province).

- The poll would take place thru environs and the amount would need to be costed. If the polling votes show that childcare is not an issue in a respective provinces, we will

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not provide the advertising for that province. Sister Baldwin removed "\$2,500 per provinces".

***Carried***

6. Each Area Council to be provided with an assortment of PSAC merchandise to promote attendance at Area Council meetings and events.

***Carried***

7. Each member of the PSAC Atlantic Council be provided with an article of clothing suited to various weather climates to be visible in their provinces when attending union events.

- Sister Baldwin explained that funds for memorabilia cannot be purchased thru the Political Action Budget. However, funds can be accessed thru the Director's budget.
- Discussion ensued and Sister Bembridge proposed a cost share with the Director's budget and the Council expenses.

Motion to cost share thru the Director's budget.

***Carried***

Sister Jones, Sister Decker, Sister Hodder asked to be recorded against.

### **Women's Committee Report**

Sister Doyle-LeBlanc read aloud the committees' report.

Sister Decker/Sister Doyle-LeBlanc

***Carried***

### **Health & Safety Committee Report**

Brother Oldford read aloud the committees' report and the recommendation, which was voted on separately.

Brother Oldford/Sister Jones

***Carried***

Recommendation:

1. Recommends to the Education Committee, that Bill C-4 training continued to be offered as part of the spring basic weekend education schedule.

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- *The course would have to be in 2016 as the 2013-2015 Education Budget has already been approved. By approving the recommendation, the Education committee will have to consider this recommendation in their discussion for the next Education Plan of 2016-2018.*

***Carried***

### **Education Committee Report**

Sister Jones read aloud the committees' report and item 3(b) was voted on separately.

Sister Jones/Brother LaPierre

***Carried***

3 (b)

Re: Selection criteria for the Atlantic School

- *Selection Criteria will be brought to next Council Meeting and will be a regulation. The people making the selection would benefit from having the criteria in advance so the system is transparent and fully understand.*

### **9. Meeting of the Next Regional Council**

Mark your calendar for May 7, 8, 9, 10, 2015 as the tentative dates for the next Council Meeting.

There was a suggestion that committee meetings be by teleconference. Will try to adjourn Council on Saturday May 9<sup>th</sup> so as to avoid travel on Mother's Day, May 10<sup>th</sup>.

### **10. Council Guidebook**

The Council Guidebook is a living document. It will change and adapt with the Regional Council. Some items to include in the book are:

- Outline the role of the various Regional Committees.
- Outline the role/expectation of each of the 18 Directors positions.

### **11. Operational Plan – November 2014-October 2015**

Request more funding for advertising. We are requested \$175k for the plan and there doesn't seem to be an issue with providing that funding. However, if money is not spent on one activity, approval needs to be given in order to move the money around to be placed on another activity.

Jeannie provides overview of the activities within the plan.

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## 12. Finance Policies & Procedures

Sister Murphy-Langille provided an overview of the recent changes implemented by the finance branch; such as:

- Member Expense Claim Portal (MEP) which is the online transmittal of processing member expense claims.
- Recent changes to the family care and travel policy.

Sebastien provided overview for the EI strategic campaign and the 3 digital billboards in NB.

We will identify targeted areas for EI, veterans etc. and place billboards accordingly.

### Organizing DCL's

Brother Oldford asked the REVP if we have halted organizing DCL's in NB.

Sister Baldwin provided the following explanation in regard to the organizing process:

In the Atlantic Region, the Regional Organizer submits an organizing plan to the Co-ordinator and REVP. The organization plan must reflect the PSAC Organizing Guidelines (attached as appendix A), our target sectors and that we are able to provide service to the workers that we organize.

At this moment we have requested from the organizer, to suspend any new organizing in New Brunswick unless they are self- servicing or interested in being part of a component.

We have approx. 6500 members, 67 locals and two staff members in the Moncton RO who provide service in both languages.

PSAC is at a stage that we cannot organize any more workers in New Brunswick unless they are self-servicing, if we do we will not be able to provide the support and service to our current members.

## Round Table

Directors had the opportunity to provide an update on the activities they have been involved with since the last Council Meeting in October.

Sister Hardy provided a summarized update on bargaining:

UTE has been without a Collective Agreement for 2 yrs. Once a deal is reached, it is only valid for 2 years and the bargaining process will start all over again. She advised that members will

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hold on to their severance and refuse to let it go. UTE is waiting on the PIC report and recommendation and hoping to discuss these recommendations of the report early in 2015.

Sister Manuel-Allain, USGE advised that they are presently working on a campaign from a public safety perspective and the results of the effects the cuts have on the prison (staff specifically). Prison cuts mean less staff which impacts their work negatively and as a result affects public safety.

Meeting adjourned at 11:05am.