

Public Service Yes!

Report of the 5th Triennial Convention PSAC North Iqaluit, NU

June 17 to 19, 2011

**5th PSAC North Triennial Convention
June 2011, Iqaluit, Nunavut**

Opening statements:

Brother Jean François DesLauriers, Regional Executive Vice President, PSAC North opens by announcing the theme for convention, "Public Services YES!".

He explained that in this day and age of cuts to public services and attacks on public sector workers, the theme couldn't be more appropriate. Brother DesLauriers commenced by welcoming all of the delegates who didn't hail from Iqaluit to the city, stating the meeting was taking place on traditional land, thanking the Inuit for their hospitality.

He also recognized the present day struggles of our Aboriginal brothers and sisters on the land.

He explained there would be a report from the credentials committee, announcing there has been an increase in the number of delegates over the past four conventions, a testament to the growth of the union.

He also thanked each of the components especially the Yukon Employees' Union, Nunavut Employees' Union and the Union of Northern Workers, who helped cover the cost of organizing the convention.

He apologized for the change of venue, which was moved to the Arctic Winter Games Centre, because of the rapid influx of new delegates that needed spaces. The Air Canada Strike was also a challenge, but the dispute was resolved before convention when the CAW got a tentative agreement with Air Canada for their ticket agents, which he said was great news.

He then introduced Elder Mrs. Martha Michael to light the Qulliq, the traditional Inuit lamp.

He later introduced the harassment coordinators for the event, Sister Debbie McLoughlin and Brother Jim Brohman, and subsequently the members of Regional Council, to sit at the front of the hall.

Regional Council:

Julie Docherty - Alternate Regional Executive Vice President

Laurie Butterworth - President of Yukon Employees' Union

Todd Parsons - President of Union of Northern Workers

Doug Workman - President of Nunavut Employees' Union

David Ryce - President of Yukon Area Council

Frank Walsh - president of the NWT Area Council

Bill Fennel - president of Nunavut Area Council

Sue Christianson - Yukon Aboriginal Peoples' Committee Representative

Sandra Lockhart - NWT Aboriginal Peoples' Committee Representative

Lynne Harris - Yukon Health & Safety Committee
Lorraine Rousseau - Whitehorse Regional Women's Committee
Lorraine Hewlett - NWT Regional Women's Committee
Nipisha Bracken - Nunavut Regional Women's Committee
Carol Oberg - Yukon Regional Access Committee
Laurie Prange-Martin - Yukon Alliance Facilitator's network
Carole Lagace - Dawson City Regional Women's Committee.
Debbie Paquette - Whitehorse Pride Committee

He also thanked the host committee, who worked hard to ensure a warm Nunavut welcome and organized a number of activities for members to enjoy.

They were Adrian Adler and Mary Kootoo.

PSAC staff who worked on organizing convention also received words of thanks.

First Report of the Credentials Committee

m/s Sheila Laity Laurie Butterworth

That the following report be adopted:

Delegates	147
Guests	1
Observers	15
Staff	25
<u>TOTAL</u>	188

Motion is carried.

Sister Lorraine Rousseau went on to outline the Anti-Harassment and Scent-Free policies in effect for convention, and other housekeeping matters were addressed.

Brother DesLauriers reported there would be a rally held on Saturday in front of the Service Canada building.

Singing of *Solidary Forever*.

Break

Brother DesLauriers makes his opening address on the state of the union and what to expect over the course of convention.

As I said earlier, this is an incredibly challenging time for labour in this country and around the world. The strike - actually, the lockout that is currently happening where our sisters and brothers the postal workers, members of the Canadian Union of Postal Workers have been locked out of their workplace is still ongoing. And the current government has threatened to again bring in back

to work legislation. This is something that right wing governments do on a regular basis to deny the right of workers to their access to free collective bargaining and the right to withdraw their services when they feel they have come to a point where they can no longer accept the terms and conditions that are put before them. For generations of workers, people died for that right and now it's being withdrawn from our sisters and brother the postal workers. I remember the postal workers were unionized at the same time or roughly the same time as the federal government employees in the mid 60's. PSAC came into being in 1966 and I believe CUPW and the Postal Workers were organized at roughly the same time. The Postal workers were pushed to strike several times in the 70's. It's a small union, about 60,000 people. Very militant and they have taken the brunt of the push back of right wing government and big business in this country. When they went on strike in the 1960's they gained, for hundreds of thousands if not millions of workers in this country, they gained things that are now taken for granted in our collective agreements. Their president, Jean Claude Parrot, was thrown in jail at one point for refusing to abide by back to work legislation. It is no surprise that currently, the Federal Government and their business allies are gunning for the CUPW and they want to break them. Let me tell you sisters and brothers; if they break the CUPW there is no safety for the rest of us. We must stand in solidarity with our sisters and brothers, the Postal Workers. The line is drawn, the battle lines are drawn. The whole labour movement, PSAC, the CLC and the International Labour movement is standing strong behind them. If they lose, we are all losing. I call it, this is Canada's Wisconsin.

For those of you who follow the news, the State of Wisconsin adopted a law a few months ago that took away the right to Collective Bargaining, the most regressive and repressive anti labour law adopted in North America since the beginning of the 20th century, rolling back the rights of workers by 100 years, taking away their right to free collective bargaining and their right to form unions. And let me tell you, the Harper Government and their friends are watching what is happening down south very closely because they are of the same stripe. They are looking at your rights as workers to bargaining collectively and to negotiate agreements and if you listen to Catherine Swift of the Canadian Federation of Independent business, basically the attack dog of the right in this country, your pensions that you have fought for and paid for are on the line.

Sisters and brothers, this is our time to fight back. There have always been threats to labour but right now the threat is more defined, the battle lines are drawn and we will be fighting back.

Adoption of rules of order

m/s Brad Brake Kam So

That the rules of order be adopted.

Motion is carried.

Ratification of Appointment to Committees

m/s Mark Bowers Brad Brake

Motion is carried.

Motion to refer all convention business to the committees

m/s Maureen Stephens Marie Buchanan

Motion is carried.

June 17, afternoon session

Second report of Credentials Committee

m/s Sheila Laity Laurie Butterworth

That we have 149 registered delegates, 2 guests, 16 observers, and 27 staff for a total of 194 people present.

Motion is carried.

Regional Executive Vice President for the North's Report

m/s Jean-Francois DesLauriers Mike Nugent

Brother DesLauriers speaks to the report, outlining the political action and campaigns launched over the course of his tenure since the last convention. This includes work relating to two federal elections over the past three years as well as two territorial elections and a series of municipal elections, all the while defending quality public services. Campaigns ranged from supporting a coalition government, a campaign against Bill C-10, the equitable compensation act, and Hands off our Pensions campaigns.

On organizing, the PSAC was very active in the north overall, with a long list of units that have been certified for over the past three years, particularly in the mining industry.

On bargaining, there were 95 bargaining certificates in the north. He also made reference to the extensive work being done with the Social Justice Fund that addresses poverty and literacy rights in the north.

There was also ongoing work creating equity committees for Aboriginal people, Pride, Racially Visible, and Accessibility. Brother DesLauriers also spoke of the work of Regional Council over the course of the last term. This work included proposing a

new structure based on elected positions and full representation of each PSAC's constitutionally recognized groups.

He went on to speak of the work being done on infrastructure and educational activities.

Move to adopt the report by the REVP Jean-Francois DesLauriers.

Motion is carried.

Break

Motion for Emergency resolution

m/s Lorraine Rousseau Dana Landry

A notice of motion for an Emergency Resolution is put forward which occurred after the deadline for resolutions had passed.

The motion is based on the information presented, and the motion will be to add to the Public Service Alliance of Canada's lobby efforts.

Motion is accepted as emergency resolution and is not debatable but referred to resolutions committee and added to agenda.

Debate on Resolutions

Debate will be limited to three minutes and that will be watched.

At the two-minute mark Brother Tom will hold up a sign to let members know that they have two minutes left. When there's one minute left, a sign will be held up to show one minute remaining, with a zero when members approach three minutes.

Resolutions Committee:

Chair: Steve Geick
Jacqueline Otuq
Steven Walsh.

Resolution B-1

m/s Jacqueline Otuq Stephen Walsh

Be it resolved that the PSAC North bylaws be amended.

1. To reflect the proposed changes in the structure which would result in the Regional Council to be composed of the following positions.
 - a. The Regional Executive Vice President
 - b. National President of the Nunavut Employees' Union
 - c. National President of the Union of Northern Workers.
 - d. National President of the Yukon Employees' Union.

- e. President of the Area Council.
 - f. President of the NWT Area Council.
 - g. President of the Yukon Area Council.
 - h. Territorial Director for Nunavut.
 - i. Territorial Director for NWT.
 - j. Territorial Director for Yukon.
 - k. Representative for Women.
 - l. Representative for Access, persons with a disability.
 - m. Representative for Aboriginal Peoples’.
 - n. Representative for GLBT.
 - o. Representative for Racially Visible People.
2. **To direct that** the aforementioned representatives for women including 2 alternates be elected at the North Regional Women’s Conference.
3. **To direct that** the aforementioned representative for Access, Aboriginal Peoples’, GLBT and Racially Visible including 2 alternates each be elected by the caucus of the north at each pertinent PSAC National Conference.
4. To establish a conference to be held mid-term between PSAC North Triennial Conventions which would bring together all members of the Council plus the alternate REVP and the chair of every Regional
- a. Youth
 - b. Health & Safety
 - c. Aboriginal
 - d. Alliance Facilitator’s Network
 - e. Access
 - f. Women’s
 - g. LGBT
 - h. Racially Visible
- Committee in good standing.

Motion to refer resolution back to committee with specific instructions

m/s Mark Bowers Lisa Vollans

Recommendation 1:

Be it resolved that the PSAC North Regional Council subsection 1, composition of the PSAC North Regional Council shall be comprised of:

- a. The REVP
- b. Alternate REVP
- c. President of the UNW
- d. President of NEU
- e. President of the YEU
(or their delegates)
- f. President of the NWT Area Council
- g. President of the Nunavut Area Council
- h. President of the Yukon Area Council

- i. And one director each for each of the 3 Territorials, NWT, Nunavut & Yukon

And further that section 5d be amended to read:

A quorum shall consist of the REVP or alternate and a majority of the PSAC North Regional Council.

That section 6, subsections 5-10, all of them, inclusive, be amended by adding the words:

“, with full voice and vote ” after the words Triennial Convention, in each case.

And that parts 2-4 of the original Resolution B1 be deleted in their entirety and a new part E be included to section 5 to read:

Each committee shall be governed by PSAC Constitution Section 15 subsection 4, the 4 meeting rule for lack of a better term.

The motion to refer back to committee is accepted.

Resolution G-2

m/s Steve Geick Jacqie Otuk

Therefore be it resolved that PSAC North Regional Offices coordinate at least 6 PSAC courses per year per territory.

Rationale:

The committee recommends concurrence on this resolution. The rationale is education is very important to the membership and striving for additional education is a good thing. The committee notes that this resolution calls for 6 courses to be coordinated per territory however this does not necessarily mean that these courses will be delivered. In some cases it may not be feasible due to low participant numbers, resourcing constraints etc. This resolution will ensure education is in the forefront without placing undue restrictions on operational demands.

Motion is carried.

Resolution G-3

m/s Steve Geick Jacqie Otuk

Be it resolved that it is important for all PSAC delegates to be able to fulfill their right to participate at a PSAC Regional Conference.

The committee recommends **concurrence** on this resolution.

Rationale:

The committee felt the PSAC should be moving towards fully funding regional conventions in order to remove financial barriers to give all delegates the

opportunity to attend regional conventions. This resolution also supports the concept of regionalization.

Motion is carried.

Resolution G-4

m/s Steve Geick Jacqie Otuk

Therefore be it resolved that PSAC develop and implement a PSAC Education course on Aboriginal Peoples and their distinct constitutional relationships with various levels of government and how those relationships affect our society.

The committee recommends **concurrence** on this resolution.

Rationale:

The committee recognizes the ongoing need for education to our members on the constitutional relationship of our aboriginal brothers and sisters with the Canadian government. The committee also feels that further understanding and education will help to strengthen our solidarity and in turn our union.

Motion is carried.

Resolution G-8a

m/s Chris Westwall Julie Docherty

Be it resolved that PSAC lobby the current government to continue ongoing efforts to stop the silence and pursue these cases more vigorously to ensure that offenders are sanctioned. That the PSAC lobby the current government to mandate effective responses from the police, the courts, victim's services, the media and other service providers and set a stronger tone about the severity of these crimes when aboriginal women and girls go missing or are found murdered.

The committee recommends **concurrence** on this.

Recommendation 1

The instructions is to replace the words continue ongoing with increase its efforts

Motion is carried and referred back to committee

Resolution G-9a

Be it resolved that PSAC lobby the current government to promote, develop and implement an affordable national system of childcare in Canada.

Be it further resolved that the PSAC initiate appropriate action to ensure national childcare program in Canada becomes a major PSAC priority.

Be it further resolved that PSAC provide the necessary funding to continue and increase political action on this issue including funding to hold national forums, campaigns for the members of the PSAC.

Rationale:

The committee believes that a publicly funded national childcare program has been and continues to be a priority for our members.

Recommendation 1

m/s Sandra Lockhart Lorraine Hewlett

Be it resolved that the PSAC lobby the current government to promote and develop and implement an affordable national system of childcare in Canada and in aboriginal communities.

Motion is carried and referred back to committee with instructions

Composite G-10a

m/s Steve Geick Maureen Stephens

Be it resolved that the PSAC lobby the current government to demand the immediate reinstatement of funding to the Status of Women Canada and to enable the reopening of closed regional offices.

The committee recommends **concurrence**.

Rationale:

The committee feels that the cuts to the Status of Women and women's programs has been a step back and that PSAC needs to continue its lobbying efforts to reinstate funding and ensure no further cuts.

Motion is carried.

Composite Resolution G-11a

Therefore Be it resolved that the PSAC develop an information booklet similar to those developed on duty to accommodate and multiple chemical sensitivity to assist members in dealing with the issue in the workplace, joint consultation and at the bargaining table that assist the union with:

- a. knowledge and training to help unions monitor their employers' compliance to collective agreements as well as pertinent legislation and regulations.
- b. the promotion of violence free workplaces for all workers.
- c. training that ensures that workers are aware of anti-bullying strategies and know how to respond to incidents of bullying in the workplace.
- d. the assurance that all bullying incidents will be reported, investigated and documented.

Be it further resolved that a draft copy be provided to all parts of PSAC for discussion and input prior to publication.

Recommendation 1

Move back to committee to add words “mandatory cross-cultural orientation”

Referral ruled out of order

Main motion is carried

Resolution G-24a

Be it resolved that PSAC initiate a review with the employer to ensure that workplace practices do not unreasonably place employees at risk.

Recommendation 1

The committee recommends **concurrence**.

Rationale:

The committee feels that our members have a right to a workplace environment free from violence, bullying and harassment.

Motion is carried

Composite Resolution G-12a

Be it resolved that PSAC undertake a campaign to remedy these unacceptable situations for members working non-standard hours including but not limited to education of the membership, the employer and the Canadian public as to the impact of two-tier standards for non-standard hours of work on women, youth, older workers and workers with disabilities and a review and initiation of other avenues to address with employers means to ensure that workplace practices do not unreasonably abuse the terms part-time, casual, and other non-standard hours of work.

Recommendation 1

The committee recommends **concurrence**.

Rationale:

The committee believes that employers are using casual, part-time and non-standard hours of work taking away from employees’ ability to secure full time employment that include benefits our members are entitled to, creating inequity in the workplace.

Motion is carried

June 18, morning session

Report of the Credentials Committee

m/s Sheila Laity Laurie Butterworth

That the following report be adopted:

Delegates	150
Guests	3
Observers	16
Staff	27

TOTAL 196

Motion is carried.

Resolution B-1, Recommendation 1

Rationale:

The committee feels that youth involvement with the Union is very important. Also, note that the committee's recommendation is still concurrence.

Motion to suspend the rule that restricts the floor from amending resolutions unless the resolution has been rejected by the committee

m/s Mike Nugent Andrew Whittaker

Motion is carried.

Resolution B-1

Be it resolved that the PSAC North bylaws be amended.

1. To reflect the proposed changes in the structure which would result in the Regional Council to be composed of the following positions.
 - a. The Regional Executive Vice President
 - b. National President of the Nunavut Employees' Union
 - c. National President of the Union of Northern Workers.
 - d. National President of the Yukon Employees' Union.
 - e. President of the Area Council.
 - f. President of the NWT Area Council.
 - g. President of the Yukon Area Council.
 - h. Territorial Director for Nunavut.
 - i. Territorial Director for NWT.
 - j. Territorial Director for Yukon.
 - k. Representative for Women.
 - l. Representative for Access, persons with a disability.
 - m. Representative for Aboriginal Peoples'.
 - n. Representative for GLBT.
 - o. Representative for Racially Visible People.

- p. Representative for
 - q. the Youth
2. **To direct that** the aforementioned representatives for women including 2 alternates be elected at the North Regional Women's Conference.
 3. **To direct that** the aforementioned representative for Access, Aboriginal Peoples', GLBT and Racially Visible including 2 alternates each be elected by the caucus of the north at each pertinent PSAC National Conference.
 4. **To establish** a conference to be held mid-term between PSAC North Triennial Conventions which would bring together all members of the Council plus the alternate REVP and the chair of every Regional
 - a. Youth
 - b. Health & Safety
 - c. Aboriginal
 - d. Alliance Facilitator's Network
 - e. Access
 - f. Women's
 - g. LGBT
 - h. Racially VisibleCommittee in good standing.

Main motion is defeated.

Break

Ratification of appointments to committees

m/s Diane Landry Lorraine Rousseau

Chair: Patti Ducharme
Alex Furlong
Mary-Lou Cherwaty

Motion is carried.

Emergency Resolution #1 on RCMP Conduct

m/s Lorraine Rousseau Diane Landry

Be it resolved that the Public Service Alliance of Canada lobby the current authorities to have the RCMP comply with self investigation to hold their members accountable for their actions in accordance with the basic principles of fundamental justice. Be it further resolved that the Public Service Alliance of Canada lobby the current government to mandate effective responses to misconduct by the RCMP that go beyond self regulation and serve to promote justice.

Motion is carried.

Social Justice Presentation

Jean-Francois made brief comments to update delegates on the state of the Social Justice Fund.

We have had several anti-poverty initiatives. The YWCA Agvvik Society is based in Iqaluit and it's the only women's shelter in Nunavut that provides safe shelter, crisis intervention and victim advocacy to Inuit women and their children who are impacted by domestic violence. While Agvvik signed a protocol with the YWCA to form part of the YWCA family, it still has to carry out its own fundraising. As is true with many women's shelters across the country, severe cutbacks have affected the delivery of services to women and children. The society is in urgent need of support. The PSAC Social Justice Fund has supported the Agvvik Society since 2006. In 2010, we increased our grant to the society to \$5,000 per year. We plan to continue this level of support in 2011.

The PSAC Social Justice Fund has been supporting the Nunavut Literacy Council for the last six years with a grant of \$10,000 a year. This project forms part of the PSAC Literacy Program in both Canada and overseas. That was negotiated between the Public Service Alliance of Canada, the Union of Postal and Communications Employees and Canada Post. Literacy levels in Nunavut remain the lowest in Canada. More than half of Nunavut's working age population struggles with serious literacy challenges. Low literacy seriously impedes peoples' ability to participate in their children's education, acquire meaningful employment and participate in the social and political life of their communities. The Council develops policy, methodology, outreach as well as training and materials used in the delivery of literacy courses in colleges and adult education programs through Nunavut. We have had an excellent relationship with the Council and plan to continue our support.

He spoke of the work being initiated in schools with breakfast learning programs, the work Alternatives North has been doing with the Social Justice coalition, and the great work being done in churches, by labour unions, environmental organizations, women and family advocates and anti-poverty groups.

He went on to introduce the panellists who will speak further on the social justice movement.

Panel Members

Drew Whittaker

Drew is a researcher, writer and caseworker for the Yukon NDP Caucus, which was organized about four years ago. He focuses on research on climate change and climate justice is an area he likes to explore.

He asked delegates what we're doing to our planet, from altered carbon cycles to climate change, warming temperatures across the globe and the introduction of invasive species.

He recommends we find a balance that exists on Earth within our ecosystems and we set our goals and our restructuring and our legislation and our plans according to that balance. This requires, though, fundamentally we have to rethink and re-do the way we decide to distribute our social goods.

We were part of a caravan tour to Cancun. The end result was the Cancun Climate Change Meetings. There was the UN Official process but there were all sorts of "people's events" where, because for many of these international conventions the people of the world, the real people; the farmers, the women's groups, the environmentally affected communities don't have a seat at the table. The decisions being made are being made by those with extreme wealth and power and an interest in preserving the way things are.

The corporations have at their disposal billions of dollars for lawyer, for media to globalize their agenda. Our Social Justice Fund is one part; we need to globalize the labour agenda because we are all in it together, right?

Andrew Netser

Andrew also took part in the trip to Cancun funded by the Social Justice Fund. He spoke of the devastation visible in many Mexican villages brought on by large corporations and mining endeavours. He also highlighted the mistreatment of workers who had their rights stripped away from them often overnight without any form of oversight.

It was really sad to see all this because it may be happening down there but it could happen up here. We don't want to see that; you guys have seen our beautiful land out there...there may not be trees but I think it's beautiful. For my people that rely on the land, rely on the animals that has been our tradition for many many years, to have my land destroyed for money or mass production for corporations to make money, I don't want that. I want my kids to see the land. I want them to see the animals. I want them to be able to say this is what my Dad and his Dad and his Dad and his Dad used to do, and I believe that the Social Justice Fund would be there right away to help the people. It's all about the people.

Following the presentation, a healthy discussion ensued that thanked the panellists for their time and spoke to several aspects of the trip to Mexico and climate change as well as workers' rights abroad.

Jean-Francois DesLauriers

There's a couple of things that, because we started late this morning there is another initiative of the Social Justice Fund that a number of members including myself have been involved in over the past two years. In collaboration with a partner organization in Guatemala called the Commite Compesino de l'Altiplano which is a CCDA. This is where we get Café Justicia from if you are familiar with Café Justicia. The union does marketing of Café Justicia. What I want to say, and we probably won't have time to get to it because we've already gone pretty far into the agenda and we need to, there's a lot of things that need to be done today so we won't have time to deal with this one. On the issue of globalization and why it's important to lend support and solidarity to workers in developing countries; Canada, as part of the G8 or the industrialized countries of the G8, has been involved in trade agreements for at least the past thirty years. What's happened is that part of the impetus for having these trade agreements and globalization you've heard that term was because as the labour movement and civil society in the G8 countries became more and more successful at changing their society to adopt human rights laws, environmental laws, labour laws, labour became stronger and managed to get better benefits for their members and for society as a whole. Big business looked at that and said wait a minute; they're cutting into our profits because they have environmental laws we can't pollute, we have to follow all these rules. So what did they do? They destroyed the manufacturing sector in the G8 countries and transported it to Mexico, to Guatemala, Indonesia and to China. Why? Because there are no environmental laws. If you speak out, as the brother has said, as a union member they'll take your leaders away and you'll never see them again or they'll shoot them. So that is; we may think that this is something happening way over in another country but guess what? It's not. What they're doing over there is so that you lose your rights. You give up your rights here. So we have to be in strong solidarity with the people in the countries where the manufacturing system has been moved to. The other thing is public services. How many of you have had the opportunity to phone a call centre and inquire about where that call centre is located and it's in India. Right? No unions. People come and go and if they don't like them they shoot them. So public services are being sent off shore because the big boss doesn't like the fact that we have unions here and we have labour rights. I know sometimes it looks like we should be dealing with the problems here but the problems here are connected with the problems elsewhere. Injustice anywhere is a threat to justice everywhere. Right? That's a principle.

Day 2, Afternoon session

Chair: Jean François DesLauriers, Regional Executive Vice President of PSAC North

Credentials Committee Report

m/s Sheila Laity Laurie Butterworth

That the convention has in attendance:

150 delegates

three guests

116 observers

27 staff

Total: 190 present

Motion is carried

Speaker Patti Ducharme, National Executive Vice President

Patti was elected as the National Executive Vice President on the 5th of May 2006 at the PSAC's 14th Triennial National Convention in Toronto.

She was re-elected at the Union's 2009 Convention. She was previously the PSAC's Regional Executive Vice President for British Columbia. Prior to her election as REVP BC in 2000, Patti was a Customs Inspector for the British Columbia Region and served as 1st Vice President of Branch 20040 of Customs Excise Union Douane Accise, CEUDA which has now changed its name to CIU Customs Immigration Union. It is really my pleasure to introduce Sister Patti Ducharme who has been a colleague and a Sister in arms for the past 20 years that we've known each other as rank and file union members. We first met in Vancouver BC and you know, I've always recognized Patti as a fighter. She is always at the forefront of the fight for the rights of women and for the rights of workers and for justice.

Patti Ducharme, National Vice President of the Public Service Alliance of Canada

I am going to say a few words about you and your contribution to the labour movement and your contribution to the PSAC when I stop ranting and raving. I think I do need to rant and rave a little bit today. As a worker, as a trade unionist, a feminist, I am really outraged by what I am seeing going on in Canada and in Canadian Society. I have always believed that as a country as a culture, we were a place where we actually cared about other people. Where we cared about our next-door neighbor, the kids down the street, where we cared about whether single moms were able to feed their kids. We cared about our social safety net. Quite frankly we cared that there were public services to support our families and communities. I don't know what happened. I really don't know what happened but I woke up one day and there was sort of this right wing propaganda machine urging Canadians that not paying taxes was a good idea, not looking after each other was an even better idea and that if you couldn't look after you on your own then you were a loser. I don't know how that happened; I really, really struggle to figure out how that happened. I know where I lived and grew up, it was really important to care about your neighbours. It was really important to care about your community and it didn't matter how much Mom and Dad made, what was important was that we all got

to go to school, we could all go to the doctor, we could participate in our communities fully because really we were all pretty equal. I grew up in a really small blue collar town and if it wasn't for public services I've got to say that there were an awful lot of kids and an awful lot of citizens who quite frankly wouldn't have had opportunities. We had great opportunities. I am thankful for those opportunities and I recognize full well that I stand in front of you today because of the opportunities that were afforded me as a kid. We owe it to our kids and our grandkids to make sure that there are strong public services so that our kids grow up healthy in safety, that they get a good education and they can participate in the future of the economy, the future of the country, in a globalized economy. If we don't do that and make sure it happens, we may as well just all pack up our resolution kits and go home, right? (Applause)

I really missed the whole part about good fair taxation policy and the fact that if we all pay our fair share into the big kitty, that we will get a collective benefit and the Canadian Centre for Policy Alternatives did a study about the value of public services I think it was last year. In it they found the average Canadian family reaps a benefit of about \$47,000 a year from public services. I am looking around this room, I know we're all very fortunate, we're organized workers who belong to a union. We probably make more money, given the fact that we belong to a union, than if we didn't. But how many of us could write a cheque for \$47,000 a year for public

services? If you had to pay for it yourself, how many of you could pay to make sure your water was clean, your food was inspected, to go to the doctor, to pay for your kids to go to school... how many of you could do that? I mean I saw people putting \$100 bucks out to get people to do crazy things but I'm not seeing a lot of people say hey, yeah, I have an extra \$40,000 I want to pay in so I can public services if I have to pay for them myself. That's big coin and we don't have to do that because we all pay in to the taxation system.

Quite frankly in Canada for reasons unknown, corporations now pay the lowest rate of taxes that they have paid in the last 50 years (shame). You know, we keep saying we're going to reduce the personal income tax and everybody's like Oh yay... that's so great. Maybe at the end of the month I can buy a pizza for my kids, or maybe buy a new pair of shoes. Well you know when we look at the collective value of those tax cuts, what they are really costing us is huge. It's costing us our future. We have to put government and good governance and a fair taxation policy back on the agenda for us as citizens and for us as users of public services. That's for US to take control of.

I don't know, again. Maybe I'm Rapunzel... who is it that went to sleep? Rip Van Winkle. Maybe I'm Rip Van Winkle... I woke up one day and again, oh my God, there's a Conservative majority government. How did this happen? Can somebody tell me? How did this happen? We elect a government that doesn't believe in the role of governing... it doesn't believe in the role of government. It

believes in the role of government as long as it means it makes friends with corporate Canada or with international corporate entities, but it doesn't believe in governing for regular people like you and me, workers. They are particularly not fond of unions, and we all know that.

Drew and Albert talked a little bit about the environment earlier on. We certainly know that this government is not taking issues related to the environment seriously. I think here in the north it's of particular concern when you look at how global warming is impacting the north. It's huge, and it's going to mean a massive change of life and lifestyle for those of you that live and work in the north. I think we have to be very very concerned about that. Again, I think what we have to do is make the government do what's right for us as citizens.

I know some of you are probably wanting to scratch your head and say well what exactly does that mean? To me, it's quite simple. It means that us, as a people, we have to become the official opposition of this government (applause). I know that I'd like to believe, I need to believe that most of the people in this room did not vote for Stephen Harper. In Canada, 60% of Canadians who are eligible to vote did not support Stephen Harper or his agenda. We, the people, the 60%, have some work to do. We need to do work, obviously with our own unions...there's some solidarity to be built within our organization, working together, working cross organizationally, but we also need to be working with other workers; organized workers, unorganized workers, young workers, retirees, students, faith groups, you name it we have to get it together and work together cross organizationally and become as I said, the official opposition.

My Dad used to tell me when I was a little kid that sometimes you just have to occupy the field. You just have to step up to the plate even if you think whooo...this isn't for me to do, this is for somebody else to do, right? Sometimes you've just got to occupy the field. And I think we're going to have to do that work, as citizens. We're going to have to step up to the plate and we're going to have to fight to protect our rights, to protect our benefits, to protect strong legislation and to protect things like our defined benefit plans- our pensions, our public pensions. We were having a little chat over here earlier on and we were asking each other about the changes that are happening in Canada with the whole effort to demonize workers with defined benefit plans. I want to know in this room how many of you have defined benefit pension plans? How many have defined contribution plans? Most people in this room have pension plans, more have defined benefit contribution plans and I hope you all know that there is a movement afoot to get rid of those defined benefit plans. This government is clearly targeting defined benefit plans; we just need to look at what's going on at Air Canada. What's going on at CUPW, where employers, crown corporations or not, are moving to two tier pension plans. They're also moving to two tier wage systems and two tier benefit plans. You know, we need

to wake up because the right wing agenda has talked it up about how privileged each and every one of us are who do have defined benefit plans. Even the people who have defined contribution plans; how privileged we are to actually have pension plans. Because I mean, if we don't care about our kids, why should we care about each and every one of you as you get old? Each and every one of us in this room has contributed economically to our communities, and to society. We have built this country. We get to make good on pension promises that governments, territories, municipalities, hamlets have made to us as workers. But that's not going to happen without a fight. I bet you dollars to donuts over the next four years, we're going to be coming out and fighting. We're going to have to fight because you have options, right? You either lie down and take it or you stand up and say Sorry, this isn't going to work for me and it's not going to work for the people that I live with, work with, commune with on a day to day basis. So this is the way it's going to be. If you look at what's been going on over in the middle east, if you look at what's been going on with working class people in the south you'll recognize that workers are rising up and are fighting back against the right wing agenda. That's going to have to happen here in Canada. You are not the cause of the economic downturn. You'd never know that if you read the newspapers, you'd never know that if you listened to Stephen Harper talk about the economy in Canada. Let's not forget that he was already the Prime Minister and he had surplus money in the budget. He had already hit a deficit before the economic downtown happened, so how is the fault of workers, more specifically public sector workers, that there is all of a sudden an economic crisis and that he should be able to leverage that crisis to make all of us as workers pay for that economic crisis? He is a bad scary man. I hope you all know, I hope you're getting that I did not vote for the Tories...? I have to say I've never voted for the Tories and I probably never ever will.

We have more commonalities as workers, be it private sector, public sector, federal sector, treasury board, hamlet worker, airport worker, as trade unionists we have more commonalities to bring us together to unite us to develop solidarity to go out and exercise power, because we have a colossal amount of power in this room. If we can just get it together to take on government at whatever level; hamlet, territory, municipality, federally. We have the power. We are the people. I am going to urge each and every one of you to engage and ensure that the Canada that we live in five years from now is one that is better than five years ago. That's going to take each and every one of us fighting, engaging, talking politics to our friends and neighbours and ensuring that we keep this government honest (applause).

I know we can do that. I know we can do that. I know we like to talk...we're trade unionists... look at me, I'm at the microphone hogging all the time, no three minutes for me... You know what? We do have to take action. WE have to remind ourselves that we have to unite on the big issues and take action collectively. That's the only way we make our union stronger. When our union

is stronger we have more power at the bargaining table, we have more power with whatever level of government, we have more power period. I urge each and every one of you to unite, to fight and defend our rights.

She went to explain her close working relationship with REVP JF DesLauriers and his contributions to the Public Service Alliance of Canada.

Finance Committee Report

Chair: Geoff Ryan
Loralee Kesler
Lorraine Hewlett

m/s Geoff Ryan Loralee Kesler

To move the Finance Committee Report as presented in the Delegate Kit

Report:

PSAC North operates on subsidies from the PSAC National Office. The amount the region receives comes from the line item in the PSAC National budget for Regional Councils. Over the previous three three-year cycles, the PSAC National budget line has been \$700,000 to be split between the seven PSAC Regional Councils. In 2009, PSAC National Convention approved a budget that included an increase in this line item to 1.125 million for 2010-2012 to be split between the seven PSAC Regional Councils to assist with the operation of the Regional Councils. PSAC North received \$95,852 per year from 2004 – 2006 and from 2007 – 2009 for membership activities, which include the operation of the Regional Council. In the current three-year cycle from 2010 – 2012, this amount increased to \$149,625 per year. In addition to this subsidy for membership activities, each region received \$22,428 per year from 2005 – 2006 for political action activities. This amount increased to \$30,000 per year for the years 2007 – 2009 and again increased to \$33,000 per year for the years 2010 – 2012. These grants are paid in two instalments to the region each year, in January and in June. Additional political action funding is available on a project basis subject to the approval of PSAC's National President. PSAC North also received money for regional committee support starting in 2006. These amounts are directly related to the number of active committees in the region. In 2009 – 2011, the breakdown of the amounts received were as indicated in the report; I'm not going to read out all those numbers. Local Development funds were also introduced at the end of the last cycle. PSAC North received \$22,285 for Local Development in 2009. This amount increased to \$23,714 for the years 2010 – 2012. Additionally as a result of the PSAC convention decision, PSAC North also received \$165,423 for the Regional Triennial Convention. The regions (and the north is no exception) do not assess their own dues. Therefore PSAC North has no choice but to live within the financial limits set by the transfer formula. This means all expenses related to such programs and activities as Regional Convention, the operations of Area Councils and Regional Committees, meetings of the Regional Council of PSAC North as well as all

the many other worthwhile projects that might be desired must be contained within this allocation. Please turn the page.

For the information of delegates two reports showing the financial situation of PSAC are attached to his report. A three year variance report separated by year, as well as an accumulated total for the cycle with current figures for 2011 as of May is attached as Appendix A. The 2010 Balance Sheet is attached as Appendix B.

In this report are lots of dates and here's the issue. There's a time lag issue. Delegates at this convention of PSAC North will adopt a budget based on the current revenues. In May of 2012, delegates at the PSAC National Triennial Convention in Ottawa will adopt a budget that sets aside an amount for Regional Councils that may mean more or less than the current revenues. PSAC North must be prepared to realign its budget for 2012 – 2014 based on the new figures. Therefore PSAC North must build a budget taking into account that the assumptions we use here may change as a result of PSAC National Convention delegates' decisions at the PSAC Convention next year. It will be incumbent upon the PSAC North Regional Council to make the necessary adjustments following the PSAC National Triennial Convention. The three-year budget proposed by the Convention Finance Committee is attached as Appendix C, and it's based on the assumptions reflected in this report.

In Appendix A, the three Budget and Variance, the first page you have page 5/15 is for the 2009 year. It shows the actual expenditures, what our budget items were for that year and what the variance is. There are also nine notes that explain various line items in there. On page 7/15 you have a very similar looking document for the 2010 fiscal year; it has nineteen notes, and if you go to page 10/15 you have for the 2011 year which I'll remind you only goes up to May. Again there is a full page, seventeen notes on that particular item. If you go to page 12/15 you have the three years combined.

So our budget was \$747,880 in revenues. We actually had revenues of \$909,768.59 for a variance of \$161,888.59. For expenses we spent \$462,396.08. We have an operating surplus of \$447, 372.51.

If you go to page 14/15 is the Balance Sheet. You basically see what we have cash in the bank and you also see a list of our accounts payables and our reserve funds and our Convention reserve as well.

On page 15/15 is the proposed budget. I spoke at the microphone a little bit earlier today about this. We have \$229,589 as revenues in 2012. You'll see that our expenses total that exact amount as well. 2013 the revenues are \$312,300.84, and for 2014 the revenues are \$430,984.59.

On the expense items, a couple of things to just be aware of. There is money there for line #5240 for Regional Initiatives. If you have some great project you want to do, you let the REVP know and the Regional Council decides if they'll send funding

for you. It hasn't really been used very much over the last three years but it's dependent on people submitting ideas or proposals for the money. It's not something that we just have an ongoing expense with. You will also notice that on line #5250 the PSAC North Triennial Convention costs are actually split over two years even though our next convention won't happen until 2014. Local development is also another line that people need to be aware of; you can apply for funds to help Locals get started or reactive an inactive Local.

Motion is carried.

Speaker Mary Lou Cherwaty, President of the Northern Territories Federation of Labour.

Sisters and Brothers it's a pleasure for me to be here to be able to address you as still the President, newly acclaimed on Thursday as the President of the Northern Territories Federation of Labour. We are looking very much forward with our new executive to working with PSAC North and with its components for the next four years as we will be in the fight of our lives. I know that your convention here today is running a little bit behind and I will be brief. I will speak more at the rally about public services and their importance. I want to highlight one thing that Sister Patti said in her opening remarks of her speech about her being outraged. It reminded me very very clearly of the words of the great Rosemary Brown who said "If you're not outraged, you're not paying attention"

Break

Day 2, afternoon session following break

Resolutions Committee Report

Referral to Composite Resolution G-8a

m/s Steve Geick Unknown

Be it resolved that the PSAC lobby the current government to increase efforts to stop this violence and pursue these cases more vigorously to ensure that offenders are sanctioned.

The Committee recommends **concurrence** on this.

Motion is carried

Main motion on Composite Resolution G-8a

Be it resolved that the PSAC lobby the government to increase efforts to stop this violence and pursue the cases more vigorously to ensure that offenders are sanctioned.

Be it further resolved that the PSAC lobby the current government to mandate effective response from the police, the courts, victims services, the media and other service providers and to set a stronger tone about the severity of these crimes when aboriginal women or girls go missing or are found murdered.

The Committee is recommending **concurrence**.

Main motion is carried.

Referral on Composite Resolution G-9a

Be it resolved that the PSAC lobby the current government to promote, develop and implement an affordable national system of childcare in Canada and in all aboriginal communities on and off reserves.

The Committee is recommending **concurrence**.

Motion is carried.

Main motion on Composite Resolution G-9a

Be it resolved that the PSAC lobby the current government to promote, develop and implement an affordable national system of childcare in Canada and in all aboriginal communities on and off reserve.

Be it further resolved that PSAC initiate appropriate action to ensure a national childcare program in Canada becomes a major PSAC priority.

Be it further resolved that PSAC provide the necessary funding to continue and increase political action on the issue including funding to hold national forums and campaigns for the members of the PSAC.

The Committee recommends **concurrence**.

Main motion is carried.

Composite Resolution G-13a

Be it resolved that PSAC place priority on the development and delivery of education courses on Duty to Accommodate including Return to Work programs for the members and,

Be it further resolved that PSAC call on all governments and employers where PSAC members are employed to provide education on the legal obligations of Duty to Accommodate for all management employees and,

Be it further resolved that PSAC recognize their role in the Duty to Accommodate for their members with disabilities to ensure that those workers' rights are

recognized by members and accommodated by the employer to the point of undue hardship in a timely fashion.

Be it further resolved that PSAC place priority on establishing the union's role in accommodation practices.

Be it further resolved that PSAC lobby appropriate levels of employer, governments and employers where employees are represented by the PSAC to bring more awareness as well as highlight their legal responsibility under Human Rights Act and the Canada Labour Code.

The Committee recommends **concurrence**.

Rationale:

The Committee feels that Duty to Accommodate is an important issue for our members and the PSAC has an obligation to lobby and educate our members, employers and governments at all levels to protect our rights.

Motion is carried.

Composite Resolution G-14a

Be it resolved that the PSAC lobby appropriate levels of employer governments and separate employers to ensure all new leases are fully accessible and

Be it further resolved that PSAC lobby appropriate levels of employer governments and separate employers to develop an acceptable time line to ensure all workplaces are fully accessible.

The Committee recommends **concurrence**.

Rationale:

The Committee feels that all workplaces should be fully accessible and this should remain a priority for the PSAC.

Motion is carried.

Composition Resolution G-15a

Be it resolved that the PSAC lobby appropriate levels of employer governments and separate employers to introduce a scent free policy to protect PSAC members and,

Be it further resolved that PSAC place priority in development and delivery of education on scent free workplaces for its members and,

Be it further resolved that PSAC lobby to introduce legislation requiring appropriate levels of employer governments and separate employers to create and implement scent free legislation for their employees that cover all worksites. Be it further resolved that any legislation on scent free workplaces call for education for both managers and employees and,

Be it further resolved that all PSAC unions show leadership in their meeting places, offices, union functions by promoting and maintaining scent free facilities at all times.

The Committee recommends **concurrence**.

Rationale:

The Committee believes many of our members have chemical sensitivities and PSAC should continue to lobby for scent free environments for all workplaces.

Motion is carried.

Composite Resolution G-16a

Be it resolved that PSAC develop singly or in consultation with other organizations such as the Canadian Mental Health Association a handbook for employers and employees defining generally a spectrum of related mental illnesses, behaviours associated, accommodation strategies and rights of workers afflicted.

Be it further resolved that PSAC research and develop, in consultation with organizations such as the Canadian Mental Health Association, a publication designed for employers and employees that moves this subject to the forefront by defining and addressing mental health issues in the workplace including recommended accommodation strategies, workers' rights and employer's responsibilities in this regard.

The Committee recommends **concurrence**.

Rationale:

That we believe mental illness is an emerging issue that needs to be addressed in the workplace.

Motion is carried.

Composite Resolution G-28a

Be it resolved that PSAC initiate a review with the employer on staffing levels for workers in isolated workplaces to ensure that workplaces do not unreasonably place employees at risk.

The Committee recommends **concurrence**.

Rationale:

The Committee recognizes that many of our members in the north are placed in dangerous situations due to inadequate staffing levels in isolated and remote work locations, and feels the PSAC needs to place a priority on addressing the safety of our members.

Motion is carried.

Resolution G-21a

Be it resolved that PSAC Regional Health & Safety Committees be recognized constitutionally as regional committees.

Be it further resolved that in order to fully participate, Regional Health & Safety Committees be afforded the same constitutional rights and be fully funded as with women, aboriginal people, racially visible people, pride and access committees.

Be it further resolved that the PSAC Regional Health & Safety Committees have the authority to put forward resolutions to the National Health & Safety Conference.

The Committee recommends **concurrence**.

Rationale:

The committee feels that health and safety has been placed as a priority through the leadership of the PSAC and therefore the important work of the Regional Health & Safety Committee should be recognized within the PSAC Constitution.

Motion is carried.

Composite Resolution G-29a

Be it resolved that PSAC North encourage and support quarterly meetings in each territory of local Health & Safety representatives for education and discussion of current issues and

Be it further resolved that this Resolution be sent to the PSAC National Convention.

The Committee recommends **concurrence**.

Rationale:

The Committee feels PSAC North currently does encourage and support quarterly meetings in each territory through the Regional Health & Safety Committee, and should continue to do so.

Motion is carried.

Resolution G-6

Be it resolved that the Public Service Alliance of Canada endeavor to eliminate homophobic and bullying language such as the phrase “that’s so gay” from all our public educational communities and institutions.

Be it further resolved that the Public Service Alliance of Canada encourage other social justice organizations and allies to do the same.

The Committee recommends **concurrence**.

Rationale:

The Committee feels that PSAC needs to continue to be a leader in advocating equality for the GLBT community.

Motion is carried.

Resolution G-7

Be it resolved that the Public Service Alliance of Canada encourages the examination of current public policies and legislation which use such language, terms and definitions to the exclusion of any relationship not between a heterosexual man and a heterosexual woman.

Be it also resolved that the Public Service Alliance of Canada supports the development of future public policies and legislation which embrace an inclusive definition of relationship between consenting adults and is not limited to the point of view that heterosexual relationships are the norm.

The Committee recommends **concurrence**.

Rationale:

The Committee feels that PSAC has been a leader in promoting and protecting the rights of GLBT communities and should continue striving for leadership role in this area.

Motion is carried.

Resolution G-18

Be it resolved the Public Service Alliance of Canada immediately lobby members of Parliament to secure the provision of staffed safe houses or shelters for women and children in Northern communities which utilize respective cultural and traditional methods of conflict resolution and healing pertaining to each community by 2012.

The Committee recommends **concurrence**.

Rationale:

The Committee feels that violence against women is at a critical state and lobbying for shelters and programs needs to be an urgent priority for the PSAC. The Committee clarified the intent and significance of the date of 2012 and the intent was to begin the lobby efforts by 2012.

Motion is carried.

Resolution G-19

Be it resolved that the PSAC establish an advisory committee on the Isolated Post and Government Housing Directive Committee and that this advisory committee be made up with one member affected by the isolated posting housing directive from each province and territory. The committee members should be selected by the Regional Executive Vice President for each region and

Be it further resolved that the PSAC representatives on the Isolated Post and Government Housing Directive Committee convene and participate in a meeting of the Advisory Committee at minimum twice a year by teleconference to discuss all matters of concern to members affected by the Isolated Post and Government Housing Directive and be it further resolved that this resolution be forwarded to PSAC National Triennial Convention.

The Committee recommends **concurrence**.

Rationale:

The Committee feels it is very important to have members who work and reside in the north on the committee to ensure our voices are heard. The Committee believes the current mechanisms in place for providing input to the Isolated Post and Government Housing Directive could be improved upon by having such a committee in place to strategize on avenues for addressing our members' concerns and to move forward with a united voice.

Motion is carried.

Day 3, morning session

Chair: Jean François DesLauriers, Regional Executive Vice President of PSAC North

Fifth Report of Credentials Committee

That the following report be adopted:

150 delegates

3 guests
16 observers
27 staff

Total: 196

Motion is carried.

Elections Process

Chair: Patti Ducharme, National Vice President, Public Service Alliance of Canada

I should say good morning. Good morning! If I was really feeling crazy I would torment all of you and sing good morning to you like I used to in kindergarten, but I have come to recognize I am not a good singer. It's very sad. You know my Nominations Committee...we have brother Alex Furlong, Sister Mary-Lou Cherwaty and we met yesterday to review the nominations we had received. Because this morning we'll be conducting the elections for the Regional Executive Vice President for PSAC North and the alternate to the REVP for PSAC North. We met yesterday and reviewed the written nominations received by the committee. I will report to you that we did indeed receive two written nominations for the position of the Regional Executive Vice President North.

The first nomination we received was for Sister Julie Docherty and she was nominated by Brother Laurie Butterworth and seconded by Sister Lorraine Rousseau.

The second nomination received was the nomination for Sister Gayla Thunstrom, nominated by Brother Todd Parsons and seconded by Sister Shelley Hauck.

Those are the two written nominations that were received by the Nominations Committee. What we're going to do procedurally just so everybody understands is I am going to call for further nominations from the floor. I'll do that three times before we close the nominations process. After we close the nominations process, I am going to ask the nominated candidates, the two we have had in writing and if there are further nominated candidates off the floor, a series of questions. I'll ask them to go to microphones and we'll ask some questions. Then each of them will be provided with the opportunity to address the convention delegates. Nominated candidates will have three minutes to address the delegation. After the nominated candidates address the delegation, the doors (I know it's hard in an arena to talk about the doors) the doors will be tiled. That means delegates on the floor can leave the floor, but if you leave the floor you do not get back on the floor. If you are on our accommodations list you can leave the floor and come back on, given your name is on the accommodation list but you have to be on the floor for the start of the process because the point

of the accommodation list is to facilitate peoples' participation in extended votes.

That's procedurally how we are going to operate. After everybody votes, and you can see we have ballot boxes around the room and we'll come to those, the Nominations Committee will leave and we're going to go and count the ballots. That's what we're going to be doing here first thing this morning. It's a very exciting process. I know people are tired but it is indeed a very exciting process.

I've already told you, you have two nominated candidates. For the first time, I am going to ask are there any further nominations for the position of the Regional Executive Vice President of PSAC North. For the second time, are there any further nominations for the position of Regional Executive Vice President for PSAC North? For the third and final time, are there any further nominations for the position of Regional Executive Vice President for PSAC North?

Seeing no one go to the mics, I am now going to declare nominations closed and I am going to ask the two nominated candidates to go to the mic. I am going to ask some questions in reverse order.

Sister Gayla Thunstrom stepped forward and declared she wished to run for office. She said she will speak for herself at the podium and that she does not require a scrutineer.

Sister Julie Docherty then proceeded to step forward and declared she wished to run for office. She said she will speak for herself at the podium and that she does not require a scrutineer.

Patti Ducharme explained the electoral process.

Raffles are held for assorted merchandise bags offered up by component unions.

The Resolutions Committee is called back to the front.

Resolutions Committee Report

Resolution G-40

Be it resolved that PSAC lobby the current government to demand the immediate revocation of the Public Service equitable compensation act.

Be it further resolved that PSAC initiate appropriate action to ensure that pay equity becomes a major PSAC priority.

Be it further resolved the PSAC provide the necessary funding to continue political action on this issue including funding to hold national forums and campaigns for the

members of the PSAC to increase awareness and the ability to combat these grievous wrongs.

The Committee recommends **concurrence** on this resolution.

Rationale:

The Committee believes the government's move to restrict the scope of pay equity has set the union and the rights of women backwards and we must fight to take back the pay equity rights we previously won.

Motion is carried.

Resolution G-58

Be it resolved that PSAC allocate necessary resources and funds to establish and maintain a national network of racially visible members.

The Committee recommends **concurrence** on this resolution.

Rationale:

The Committee feels that there are an increasing number of racially visible sisters and brothers in our union and having a network, similar to the National Aboriginal Peoples' Circle will help these workers build momentum and keep connections to move their agenda forward.

Motion is carried.

Resolution G-62

Be it resolved that PSAC call for review and reform of current accreditation process to more fairly and accurately and consistently recognize and reflect standards in Canadian workplaces.

Be it further resolved that PSAC lobby to have the accreditation process be brought in line with universally recognized principles of Human Rights to end discriminatory practices.

The Committee recommends **concurrence**.

Rationale:

The Committee feels there is a need to have an accreditation process and standards that is consistent across the country. The Committee also believes that this will not only put an end to discriminatory practices but will help to ensure protection of all Canadians.

Motion is carried.

First Election ballot

Chair: Patti Ducharme, National VP, PSAC

I will report on the results of the first ballot. For the position of the Regional Executive Vice President of PSAC North; there are 150 delegates. There were 147 ballots cast; there was one spoiled ballot. The results are as follows:

*Sister Julie Docherty 85 votes
Sister Gayla Thunstrom 61 votes.*

I would like to declare Sister Julie Docherty elected as Regional Executive Vice President of PSAC North

Motion to destroy ballots

m/s (Unknown) Mark Bowers

To destroy the ballots after a candidate had been selected to fulfill the role of Executive Vice President for the North.

Motion is carried.

Break

Julie Docherty: *I just wanted to take a moment if I could to say a special thank you to the Brother who nominated me, my brother and my friend Laurie Butterworth. I am greatly appreciative of the nomination and also my seconder Lorraine Rousseau, thank you so much sister. And a special thank you to Gayla. It's not an easy gig to do this, and it takes a lot of bravery and a lot of stress but here we are so thank you Gayla. It was a pleasure.*

Election for Alternate REVP

Nomination for Sister Sandra Lockhart

Nominated by Lorraine Hewett and seconded by Todd Parsons

So again I am going to use the same process I used earlier this morning. I will call three times for further nominations from the floor. Then we'll continue on.

For the first time are there any further nominations for the position of Alternate REVP for PSAC North?

Julie Docherty: I'd like to nominate Gayla Thunstrom
Seconded by J. Royal

Sister Gayla Thunstrom accepts the nomination, says she will speak at the podium and that she does not require a scrutineer.

Sister Sandra Lockhart accepts her nomination, says she will speak at the podium and that she does not require a scrutineer.

Voting takes place

The Resolutions Committee is called back to the front.

Resolutions Committee Report

Resolution G-63

Be it resolved that PSAC lobby to ensure provisions for training and support for workplace orientation to eliminate barriers of adapting to new workplace cultures and working language based on prohibited ground under Human Rights legislation.

The Committee recommends **concurrence**.

Rationale:

The Committee recognizes that cultural and languages can create workplace barriers for immigrants a feels that training and support would provide assistance in adapting to new workplaces.

Motion is carried.

Resolution G-64

Be it resolved that PSAC make it apriority to lobby for more balanced, equitable and fair nominee programs along with necessary provisions to ensure enforcement and compliance of the workers' rights and

Be it further resolved that PSAC lobby to prevent the expansion of the current nominee program to include temporary and or seasonal foreign workers.

The committee recommends **concurrence**.

Rationale:

The committee feels there is a need to have a nominee program process and standards that are consistent across the country. The committee also believes that PSAC must take a stand against the use of temporary and/or seasonal foreign workers.

Motion is carried.

Resolution G-1

Be it resolved that the Local Development program be made part of the education budget.

Be it further resolved that the allocated funding for the Local Development program be reallocated to the education program funding.

The committee recommended **non-concurrence** on this resolution.

Rationale:

The committee feels that Local Development encompasses things beyond just education and should the Local Development funds be placed in the education budget, we will tie our hands with regards to flexibility. The committee also feels that Local Development funds should remain within the region for distribution versus the education budgets, which are held at National level.

Motion is carried.

Nominations Committee Report

Chair: Patti Ducharme, National Vice President of the PSAC

PD: We have the results for the first ballot of the Alternate to the Regional Executive Vice President of PSAC North. Again, the total number of delegates at convention is 150 delegates. Total number of ballots cast was 149. There were zero spoiled ballots. The results are as follows:

Sister Sandra Lockhart, 85.

Sister Gayla Thunstrom, 64.

I declare Sister Sandra elected.

Motion to destroy ballots

m/s Mike Illnik Steve Walsh

To destroy ballots for position of Alternate to REVP North

Motion is carried.

Break

Jean-Francois DesLauriers:

There was one part that was left out yesterday and that I think that I have a few minutes to talk about.

Education in action; it's a program under the auspices of the Social Justice Fund of the Public Service Alliance of Canada. Every year a delegation of trade unionists and other allies attend this Education in Action Delegation in Guatemala. We are working with the committee of peasants or farmers, if you like, of the highlands of Guatemala. Last year, well in 2009 in fact, Annette and Charlie Wright went to Guatemala on Education in Action in April and while they were there, the leader of this whole CCDA Organization is a fellow by the name of Leocadio Juracan. Some of you have met him because during the time that Annette and Charlie were in Guatemala, Leocadio was in Canada and he came up to Yellowknife and we invited him to Yellowknife. He met with some of the people, we had a great group of members assembled for a leadership and union development program, what have you. The CCDA deals with the coffee, Café Justicia that PSAC promotes and sells and they deal with farmers over there that have cooperative farms so they get better revenues and it's all organic coffee, so we strongly encourage people to buy this coffee. The proceeds of the coffee allow the CCDA to hire teachers, for example. They build schools, they build hospitals, they build houses and they also buy land because in Guatemala, almost all the land is owned by a very small group of multi-billionaires. The Dole family is a big one because they own banana plantations in Guatemala. The land is owned mostly by multi-billionaires, not necessarily those who live in the country. What happens is the CCDA buys land back and creates colonies of farmers so that they can live with their families a sustainable life. The participants of Education in Action by the way have to pay their own airfare to get to Guatemala, they use their annual leave, they pay for their accommodation when they're down there. It's not the money that comes from the membership's pocket. By and large it's money from the volunteers who go to missions in Guatemala with Education in Action. It's money out of their own pocket and time. The first job that you do when you get down there is you are there to build houses. The reality is that building houses is just a way to get to know the people and to be welcomed into the community and to have a better connection with the peasants and the farmers of the highlands of Guatemala.

Nominations Committee Report on Territorial Positions

Chair: Patti Ducharme, National Vice President of the PSAC

So we have our results for all the Territorial positions. The Nunavut Territorial Director is Brother Geoff Ryan (applause). The Yukon Territorial Director is Sister Lorraine Rousseau (applause). The First Alternate is Brother Fred Osson and the Second Alternate is Sister Joan Stickney. The Northwest Territorial Director is Brother Vern Rowe. The First Alternate is Sister Amy Weber, the Second Alternate is Brother John Garbutt.

So at this point in time before we start losing people I am going to invite Geoff Ryan, Lorraine Rousseau, Vern Rowe, Julie Docherty and Sandra Lockhart to come up to the front of the room please.

We're going to swear in your new Regional Executive Vice President, Alternate, and your Territorial Directors.

I (names), having been elected an officer of the PSAC solemnly declare that for my term of office I shall abide by and uphold this constitution, fulfill the duties of such office, will maintain and uphold the dignity of the union and will always keep confidential all matters concerning the affairs of the union that are brought to my attention.

Matthew Nungingaak and Vern Rowe are called up to do the closing drumming. Any of the resolutions that were not dealt with were referred to the incoming Regional Council to deal with.

Drumming

Motion from Regional Council to adjourn

m/s Sheila Laity Mark Bowers

All in favour of adjourning

Motion is carried.

Convention ends