



**EMPOWERED  
WOMEN**  
**STRONGER COMMUNITIES**

**REPORT**

**OF THE**

**PSAC NORTH 7<sup>th</sup> REGIONAL  
CONVENTION**

**HELD**

**JUNE 17-18, 2017**

**CHÂTEAU NOVA HOTEL  
YELLOWKNIFE, NORTHWEST TERRITORIES**

# **7<sup>th</sup> PSAC NORTH REGIONAL CONVENTION**

## **SATURDAY, JUNE 17, 2017 – AM SESSION**

Brother Jack Bourassa welcomed everyone to beautiful Yellowknife. Before officially opening the Convention, he invited Brother Brad Brake to the podium to introduce Aboriginal Elder Muriel Betsina.

Brother Brake reminded everyone that as we celebrate our Convention, it is important to recognize that we are gathering on the traditional First Nations Territory of Chief Drygeese, Dene Nation. Thank you for allowing us the privilege of being on this Land. Brother Brake invited Elder Muriel Betsina to bring Aboriginal greetings to the Convention.

### **Aboriginal Elder Opening**

Elder Muriel Betsina welcomed everyone to her Territory. She mentioned that her husband was Chief of this Territory. She was born in Fort Norman on a Land where her parents were trappers. They hunted and fished for fresh food all the time. They killed animal when the time was good and respected their life cycles. Different seasons brought different animals. Her mother was a good counsellor to her and a very good person. She raised many orphans. Her family lived in a tent and moved when there was no more wood. They respected life around them and cared about animals. They were brought up in a unique way.

Elder Betsina gave her Aboriginal blessings to the Convention.

Brother Brake thanked her and gave the traditional tobacco. He then introduced Aboriginal drummers Bobby and Jennifer Drygeese and invited them to perform a Prayer song.

Brother Brake gave a gift as a token of our appreciation to the Drummers.

Brother Bourassa thanked Brother Brake, Elder Muriel, and Aboriginal drummers Bobby and Jennifer Drygeese.

## **Call to Order**

Brother Bourassa officially called the Convention to order.

## **Opening Remarks – PSAC North REVP Jack Bourassa**

Since Brother Bourassa took office in 2014, women's issues were front and centre for both himself and PSAC North as a whole and remain so to this day. From supporting the national inquiry into Missing & Murdered Indigenous Women & Girls, to addressing pay equity in the workplace, domestic violence and the quest for affordable child care.

To honour the strength of the women in our movement, the theme chosen for this Convention is "Empowered Women / Stronger Communities". The Planning Committee chose this theme to acknowledge the important role of women in our workplaces, in our communities, and in each of our lives. When we empower women with the tools to succeed, we build stronger, more cohesive communities.

This is also a banner year for the Public Service Alliance of Canada North, as we celebrate 20 years of history and union activism across the North.

It is a time to reflect on the union's recent victories, but also the struggles we continue to face moving forward. Through our diligent work, we saw the downfall of the Harper government after eight long and grueling years in power. Yet while there may have been a change in government, we continue to see the same lack of respect from the Liberal government. Phoenix Pay problems continue to affect our workers, and attacks on sick leave and pensions continue.

We have seen great success supporting progressive candidates at the Territorial level, electing allies we can work with to achieve real change in the Legislative Assemblies.

We have achieved great progress together, and we must renew our strength for the battles that are sure to come over the next three years. Brother Bourassa reminded participants that as long as we stand together, there is no doubt we will prevail.

Brother Bourassa wanted to quickly address some concerns raised by delegates about Made in China tags appearing on some of the merchandise. All of the products were purchased from unionized retailers, and the printing of all the products was done in North America by unionized staff. Unfortunately, the retailer did not communicate to us that the products themselves were from China, which we regret terribly.

In the future, Brother Bourassa indicated that they will endeavor to have the union bug on **ALL** future products at PSAC North Conventions and events.

### **O Canada**

Brother Bourassa invited delegates, observers and guests, who are able, to stand as we sing our national anthem.

### **Point of Privilege – Suzette Montreuil**

Given the theme for this Convention is empowered women, it would be appropriate to sing the neutral gendered version of Canada.

### **Chair**

Your point is well taken.

### **Logistics**

Before proceeding with the agenda, Brother Bourassa raised a few points relating to logistics.

### **Green Convention**

In keeping with our commitment to the environment, Brother Bourassa indicated that a conscious effort was made to “green” this Convention by reducing the amount of paper used, and the paper used is recyclable. There are also water bottles in the kits that are reusable.

Participants who do not want their Convention bag, pens, notepads or other kit items, may drop them off at the Convention Administration Office.

### **Ballot Books**

At registration, delegates were provided with ballot book. They ensure not to lose their ballot book. Delegates should have their ballot books with them at all sessions.

## Tiling Guidelines

Brother Bourassa explained the tiling guidelines.

Tiling the doors happens during a standing vote, a secret ballot vote or during elections.

For the new delegates, tiling the doors means that no one is allowed in until the results of the vote are announced. All doors will be tiled.

Brother Bourassa reminded delegates that if they are on the accommodation list for the tiling procedures, they will have permission to re-enter the room before the vote is announced but only after all the delegates have finished voting.

## Assistance

If participants require assistance during this Convention, they may go to the table where they have registered which is located outside the room. They can also ask a PSAC staff member who will be able to help you. The staff members are wearing a yellow name tag.

## Announcements

Starting today, there will be announcements at the end of each session, prior to lunch and at the end of the day.

Any information to be shared with delegates about a caucus or an event should be made during the announcements. Announcements forms are available at the Help Desk located outside this room.

## Mics

There are four numbered microphones on the floor, and two roving mics. Delegates who require the roving mic can simply identify themselves to the responsible PSAC staff members, Marija Babic and Sylvie Rochon.

Brother Bourassa reminded delegates to identify themselves when speaking at a mic by providing their name and delegate badge number. This information is important for the Convention report.

### Cellular Phones

Cellular phones and other electronic devices can be very distracting. Brother Bourassa reminded all participants to this Convention to ensure that cell phones and other devices are turned off or put on vibrate during the plenary session, elections and caucus meetings.

### Smoking, Scent-Free Policies and Allergies

The Public Service Alliance of Canada has a long-standing policy on smoke-free, scent-free and nut-free. This is a smoke-free facility. Smoking is only permitted outside in the designated areas.

This Convention is a scent-free event. All participants are required to refrain from using scents such as perfume and cologne or any other scented products.

Some individuals have serious allergies to foods like nuts – including reactions that can be life-threatening. While some participants need to bring snacks in the Convention Hall, please note that nuts, shellfish or complete meals of any kind are strictly prohibited in this room.

### Coffee, Tea and Beverages

At 10:30 a.m. every day, coffee, tea and juice will be set up just outside the Convention Hall. At 3:00 p.m., there will be coffee and tea.

### Honour Roll and Moment of Silence

Today, workplace health and safety is evolving as quickly as our workplaces themselves. Our union is addressing critical issues such as mental health, domestic violence and anti-harassment in the workplace. We have made great gains to improve the safety of our workplaces, but we still have a lot of work ahead us.

Brother Bourassa invited all participants to take a moment to remember the Brothers and Sisters who lost their battles, those who were left behind, and those who are no longer with us today. In their memory, we must solidify our commitment to the next generation to make our workplaces safe. It is important that we exercise our rights and knowledge about workplace and community hazards and to hold employers and government to account.

Brother Bourassa invited all participants to stand, if able, and observe a moment of silence in the memory of those who are no longer with us.

## **Solidarity Forever**

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

Brother Bourassa invited all participants to join and sing a rousing rendition of Solidarity Forever!

## **Scent-Free Policy**

Throughout Convention, it is important that everyone is able to participate in a comfortable, scent-free environment. Brother Bourassa invited all participants to watch a video from Sister Sheila Laity reading the PSAC Scent-Free Policy.

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

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

*In consideration for the health of our colleagues 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 required to address the person in a cordial and respectful manner. Any unresolved issues would then be brought to the attention of the organizers who will investigate and attempt to find suitable accommodation up to the point of undue hardship.*

*Our scent-free policy statement should be communicated in advance to all participants.*

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

Brother Bourassa thanked Sister Laity.

## **Anti-Harassment Policy**

It is crucial that everyone enjoys their Convention experience free of harassment of any sort. Brother Bourassa invited all participants to watch a video from Sister Miranda Thomson reading the PSAC Anti-Harassment Policy.

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

*If you experience harassment at an event, contact the identified Anti-Harassment Resource Person(s) 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.*

Brother Bourassa thanked Sister Miranda. If participants have questions or concerns about harassment over the weekend, they can contact the Anti-Harassment resource persons Holmann Richard and Marija Babic at the numbers on the screen. They will be available at all times during and after sessions to address any issues that may arise.

## **Introduction from Host Committee**

The members of the Host Committee have been working tirelessly to put together a great lineup of activities for delegates, observers and guests over the course of the weekend. A huge thank you goes out to the Chair, Sister Sheila Laity, and Committee Members Sister Barbara Abramchuk, Brother Bob Taylor, Sister Miranda Thomson, Sister Catherine Dixon, Sister Monique Peron and Sister Holly Ferris, as well as Staff Advisor Sister Anne Juneau.



Brother Bourassa invited Sister Sheila Laity up to the podium to provide the Convention with few of the great activities planned for the weekend.

Sister Laity provided details on the activities planned throughout the Convention. She indicated that the Host Committee has a table set up outside the Convention Hall and invited everyone to stop by. She thanked the Host Committee members, and PSAC staff members Michael Aubry and Cristina Popa and Dawn Skinner. She then introduced the Host Committee members.

### **Introduction of PSAC North Regional Council**

Over the course of the last three years, the North Regional Council has worked diligently to push PSAC North's political and activist agenda across the three Territories.

The PSAC North Regional Council is the highest decision-making body that brings together duly-elected representatives from all three Territories.

The Regional Council is composed of the Regional Executive Vice-President, three Area Council Presidents and three Territorial Directors.

Committees are also an important part of the North structure. The Regional Council also includes the Chairs of the Committees for each of the eight equity groups in the PSAC.

All positions on the North Regional Council are elected from among the membership. The Regional Council meets at least three times a year to strategize on issues that affect PSAC members in the North.

Brother Bourassa introduced the current members of the PSAC North Regional Council:

- Alternate Executive Vice-President – Marie Buchanan
- Yukon Employees' Union President – Steve Geick
- Union of Northern Workers President – Todd Parsons
- Nunavut Employees Union – Bill Fennell
- NWT Territorial Director – George Lafferty
- Nunavut Territorial Director – Angad Hundal (who could not attend)
- Yukon Area Council President – Linda Moen
- Honourable mention to former NWT Area Council President – Lorraine Hewlett (now President of Northwest Territories Federation of Labour)
- Nunavut Area Council President – Rick Roberts
- Yukon Aboriginal Peoples Committee Chair – Carrie-Lynn Robinson

- NWT Aboriginal Peoples Committee Chair – Brad Brake
- Nunavut Aboriginal Peoples Committee Chair - Mary Kootoo
- Yukon Access Committee Chair – Gerard Tremblay
- NWT Access Committee Chair – Bruce Gudeit
- Yukon Regional Pride Committee Chair– Chase Blodgett
- NWT Pride Committee Chair – Elwood Chan
- Yukon Women’s Committee Chair – Gwen Wally
- NWT Women’s Committee Chair – Geraldine Penney
- Nunavut Women’s Committee Chair – Edith Baragar
- Yukon Racially Visible Committee Chair – Derek Yap
- NWT Racially Visible Committee Chair – Hoa Do
- Nunavut Racially Visible Committee Chair – Anika McLean
- Yukon Health and Safety Committee Chair – Dianne Williams
- NWT Health and Safety Committee Chair – Josee Thibault
- Yukon Youth Committee Chair – Stephanie Coulthard
- NWT Youth Committee Chair – Frances Sinclair
- Nunavut Youth Committee Chair – Maya Jelali
- Yukon Alliance Facilitators Network Chair – Sue Christianson

Brother Bourassa thanked them all for their hard work and support over the last three years.

A special thank you to Sister Marie Buchanan who was elected as the Alternate to the Regional Executive Vice-President at the last Convention. Sister Marie has given selflessly and tirelessly to the service of the members and has always stepped up to the plate when needed.

### **Thank You’s**

This Regional Convention is only possible because of the hard work and dedication of all of the staff who work behind the scenes to ensure we have this amazing venue for our Convention and to ensure that everything runs smoothly. Brother Bourassa thanked them for their amazing and much appreciated contributions to this Convention and for the work they have accomplished over the past three years.

He also mentioned that they have help from PSAC offices across Canada to ensure this Convention runs smoothly. He thanked them for making the long journey to Yellowknife to lend a hand.

Welcome to Yellowknife and thank you for your contributions!

Brother Bourassa indicated that all PSAC staff are wearing yellow name tags. Any questions or concerns should be directed to them and they will ensure the issues are brought to our attention and resolved.

Brother Bourassa informed all participants that Michael Aubry, Lino Veira and Walter Strong will be taking photos throughout the Convention. Some participants would rather not be photographed, please let one of them know. He invited everyone to stop at the photo booth outside in the Allies Alley to support our Child Care Campaign.

Brother Bourassa introduced the persons sitting at the head table:

Alison Davis, Assistant to the Prairie Region Regional Executive Vice-President; Alison is responsible for the speakers' list.

Bonnie Bates, Political Assistant, PSAC Executive Office; Bonnie is the Parliamentarian.

Louise Lagacé, retired Executive Office staff member; Louise will be taking the notes.

### **Introduction of Special Guests**

At this point, Brother Bourassa introduced the following special guests:

Chris Aylward, PSAC National Executive Vice-President

Doug Marshall, President of the Union of National Employees

Eddy Bourque, President of Canada Employment Immigration Union

Lorraine Hewlett, Newly-Elected President of the Northwest Territories  
Federation of Labour

Laura Hureau, Executive Director of Yukon Employees' Union

### **Address by Chris Aylward, PSAC National Executive Vice-President**

Brother Bourassa introduced Brother Aylward.

Brother Chris Aylward was re-elected as the National Executive Vice-President of the Public Service Alliance of Canada at the 17<sup>th</sup> PSAC National Triennial Convention in May 2015. He was first elected to this position in May 2012.

Born and raised in Newfoundland, Chris has been an active member in PSAC for over 28 years. His involvement in the union started when he became a Shop Steward with Local 90000 of the Union of Taxation Employees (UTE) at the St. John's Taxation Center.

Chris is a vocal advocate for the rights of all members to a safe workplace, a fair wage, and a strong collective agreement.

Brother Aylward brought greetings from PSAC National President Sister Robyn Benson who could not be here with us. He then addressed the delegation.

Brother Bourassa thanked him and presented a gift as a token of our appreciation.

### **Ratification of the Credentials Committee**

m/s    Bruce Gudeit                      Paul Davis

That the following members form the Credentials Committee for this Convention:

Raylene Murphy  
Chris Bock  
Lisa Kirk

### **MOTION CARRIED.**

#### **Point of Privilege** – Bruce Gudeit

Today, funerals are being held for a union brother from Hay River who passed away on June 12, 2017 at the age of 57, Barry George Cooper. We would like to pass the hat to collect money to buy luminaries with mention of Barry's at the Relay for Life.

#### **Chair**

Your point is well taken.

### **First Report of the Credentials Committee**

m/s Lisa Kirk Chris Bock

That the following report be adopted:

Accredited Delegates	132
Observers	13
Guests	7
Staff Members	<u>20</u>

**TOTAL 172**

**MOTION CARRIED.**

### **Adoption of the Rules of Order**

m/s Bruce Gudeit Walter Davis

That the Rules of Order be adopted as presented.

m/s Marie Buchanan Gerard Tremblay

That Point 4 of the Rules of Order be amended as follows:

4. Speeches shall be limited to ~~three (3)~~ **four (4)** minutes.

**MOTION TO AMEND CARRIED.**

**MAIN MOTION CARRIED AS AMENDED.**

### **Adoption of the Agenda and Hours of Sessions**

m/s Brad Brake Bruce Gudeit

That the agenda and hours of sessions be adopted as presented.

**MOTION CARRIED.**

## **Ratification of Appointments to Convention Committees**

### **Nominations Committee**

m/s Mark Bowers Lauraine Armstrong

That the following members form the Nominations Committee for this Convention:

Chris Aylward, Chair  
Holmann Richard  
Dianne Williams

**MOTION CARRIED.**

### **By-Laws Committee**

m/s Lauraine Armstrong Geoff Ryan

That the following members form the By-Laws Committee for this Convention:

Bill Fennel, Chair  
Mary Kootoo  
Brad Brake  
Lisa Vollans-Leduc

**MOTION CARRIED.**

### **Finance Committee**

m/s Dianne Williams Elwood Chan

That the following members form the Finance Committee for this Convention:

Geraldine Penney, Chair  
Nancy Lamb  
Tracey Oram  
Derek Yap

**MOTION CARRIED.**

### **General Resolutions Committee**

m/s Bill Fennel Derek Yap

That the following members form the General Resolutions Committee for this Convention:

Steve Geick, Chair  
Maya Jelali  
Rashmi Patel  
Connor Whitehouse

### **MOTION CARRIED.**

Brother Bourassa thanked all the Committee members for their hard work and commitment to the union. The resolutions put forward by the Committees and Locals as well as the Budget that has been debated and fine-tuned will be voted on over the course of this weekend and will serve as the political compass for PSAC North through the next three years and will help shape the future of our union.

### **Referral of Business to the Appropriate Convention Committees**

m/s Lauraine Armstrong Brad Brake

That all Convention business be referred to the appropriate Convention Committee.

### **MOTION CARRIED.**

### **Report of the PSAC North Regional Executive Vice-President**

Sister Buchanan assumed the Chair.

Before submitting his report, Brother Bourassa provided the following remarks.

Brother Bourassa would like to express his sincerest gratitude to those members and volunteers who assisted him during these past three years, to the staff that supported him and to the Regional Council who guided him. Without the help received, he could not have accomplished what he has. Thank You All!

Brother Bourassa indicated that the first half of his term was marred by a Harper government bent on destroying the fabric of unions. Brother Bourassa is happy to say Harper is History. Although we have a new Liberal government, we still need to be on guard to ensure the wins we have all fought for so hard are not lost. When we stand in solidarity, we are a force to be reckoned with and can influence the political course to the benefit of all Canadians.

Last year marked the 50<sup>th</sup> Anniversary of the PSAC. It also marked the 50<sup>th</sup> anniversary for the Yukon Employees Union. This year marks the 20<sup>th</sup> anniversary of the North Region of the PSAC. Also this year, the Nunavut Employees Union celebrates its 18<sup>th</sup> anniversary, and the Union of Northern Workers, its 48<sup>th</sup>. We can all be proud of the many ground breaking initiatives we, Northerners, have taken on.

These past three years have been quite the learning curving and one he has thoroughly enjoyed. Brother Jack has traveled to approximately six communities in each of the Territories other than the capital cities which he visited regularly. He has met and spoke with both union and community members alike, got a feel for their concerns, partnered where he could and tried to make a difference. He is very happy to say that the PSAC North is not viewed as just a union but a community member.

The PSAC North Regional Council also partnered to help make life better for others by supporting the Healthy Apple Campaign, helping the victims of the devastating typhoon that hit the Philippines, those affected by the fires that swept through Fort McMurray to name a few, and supporting a bold and powerful vision for universal child care across the country.

This is just a few small examples of the amazing work accomplished, and there are many more great years ahead of us.

Looking towards the future, Brother Bourassa knows we will continue to empower women and youth across the membership to build the next generation of leaders that will unite our movement.

We will continue to solidify the ties that bind our three Northern Territories, rallying behind our common causes and forming a force so powerful that no employer or government can restrict the tide of progress and change that we will bring about.



m/s Jack Bourassa

Geoff Ryan

That the report of the Regional Executive Vice-President, North be adopted.

**MOTION CARRIED.**

Brother Bourassa resumed the Chair.

**Convention Committee Reports**

Before proceeding with the Convention Committee reports, Brother Bourassa asked Holmann Richard, Coordinator for the North to explain the Tiling Guidelines.

For first-time delegates' information, Brother Bourassa explained the Convention procedures relating to resolutions.

**FINANCE COMMITTEE**

Chair of the Finance Committee, Sister Geraldine Penney introduced the members of the Committee:

Nancy Lamb  
Derek Yap  
Tracey Oram  
Kim Bailey, Technical Advisor

She then provided explanation on the proposed Budget and the financial documents.

Delegates raised concern about the fact that there were no financial documents for 2014 and no report on the follow-up to the recommendations made at the 2014 Convention.

Sister Penney explained that 2014 belongs to the previous cycle. She indicated that the recommendations were dealt with in a face-to-face meeting.

Point of Privilege – Geoff Ryan

This Convention is supposed to approve financial statements and they are not all included. The Auditors' opinions were not included in the document as well.

Chair

We will look into providing the requested documents and financial reports.

m/s Geraldine Penney Derek Yap

That the Financial Statements be adopted.

Point of Order – Geoff Ryan

We cannot vote on this motion as we don't have all the information.

Chair

Your point of order is well taken.

m/s Lauraine Armstrong Gayla Thunstrom

That the Finance Committee Report be referred back to the Committee with instructions to include the missing documents.

**MOTION TO REFER CARRIED.**

At this point, Daniel Kinsella made the announcements. The Convention recessed until 1:00 p.m.

## **SATURDAY, JUNE 17, 2017 – PM SESSION**

### **Report of the Credentials Committee**

m/s Lisa Kirk Chris Bock

That the following report be adopted:

Accredited Delegates	133
Observers	13
Guests	9
Staff Members	20
Suppliers	<u>4</u>
<b>TOTAL</b>	<b>179</b>

**MOTION CARRIED.**

### **Guest Speaker – Candy Palmater**

Brother Bourassa introduced Candy Palmater.

Candy Palmater is a recovered lawyer turned feminist comic. She is an actor, writer, columnist, international speaker, activist, comedian and multiple award-winning TV and radio personality, and has produced three films on Mi'kmaw culture.

Candy is the creator and star of her own national, multiple award-winning TV series, "The Candy Show". She has received a Screen Nova Scotia nomination for her role on "Forgive Me". She is also a Broadcaster with CBC Radio. You can hear Candy's voice as the narrator of CBC TV series, "True North Calling". She was a panelist of Canada Reads 2017.

She is currently working on a Masters of Education at St. Francis Xavier University and taught in the Transition Year program at Dalhousie University. She travels the globe speaking to audiences, large and small, about the power of love, kindness and self-acceptance.

Candy told her own story and spoke about life experiences, hope, love and kindness with a lot of humour!

She was warmly applauded. Everyone enjoyed her speech.

## **FINANCE COMMITTEE**

Brother Bourassa reported on the request from the floor to provide financial records from the 2014 fiscal year. He indicated that it is not customary to release financial records outside the current cycle dating from 2015-2017. However, the audited financial statements for the year ending 2014 have been distributed.

Sister Geraldine Penney informed the delegates that the Finance Committee agreed to introduce the whole Committee report and explained each section.

The Independent Auditors' Report at December 31, 2016 was presented on the screen.

Sister Penney then proceeded with the financial statements for 2015, 2016 and 2017 (January 1 to May 29, 2017).

m/s Geraldine Penney Tracey Oram

That the Financial Statements for 2015, 2016, 2017 (January 1 to May 29, 2017) and reports be adopted.

### **MOTION CARRIED.**

Sister Nancy Lamb, member of the Finance Committee, provided the following information relating to the status of the recommendations made at the 2014 Convention.

The financial recommendations from the 2014 Convention were reviewed at the 2015 face-to-face Regional Council meeting in Quebec City.

### **Recommendation #1**

*That the Finance Committee be required to review the expenditures and revenues prior to each Regional Council meeting, and report to each Regional Council meeting.*

#### **➤ Action**

Open invitations were made to the Standing Finance Committee Chairperson to review the books before each Regional Committee meeting, and finance reports were provided before each Regional Council meeting.

### Recommendation #2

*That the Finance Committee produce and provide a balance sheet and variance report at each Regional Council meeting.*

➤ Action

There was not transition between previous cycle staff and current Assistant to the REVP nor between the previous and current REVP. The recommendations were brought to the attention of the office of the REVP late in the cycle. Previous coding errors also took time to correct and made it nearly impossible to provide accurate balance sheets and variance reports. However, this was eventually rectified and said financial statements provided. Also, in mid-2016, Avery Cooper & Co Ltd. was hired to conduct an audit of 2014, 2015 and 2016.

### Recommendation #3

*That the Finance Committee be tasked to write policies and procedures regarding expenditures and the approval of expenditures.*

### Recommendation #4

*That the Finance Committee will present these policies and procedures to the Regional Council for approval and adoption.*

➤ Action on Recommendations #3 and #4:

The Standing Finance Committee wrote policies for the 2015 face-to-face meeting, some were adopted.

At that meeting, it was decided that various policies pertaining to financial matters would be presented during each subsequent teleconference so that Regional Council members are not overwhelmed by all policies being presented at one meeting. Then there was struggle to meet quorum.

### Recommendation #5

*That the Finance Committee review Committee Funding and Reporting Procedures which were distributed at the June 2013 Regional Council meeting, and amend if necessary. This will hold all Committees at all levels in PSAC North to the same high degree of transparency as Regional Council.*

➤ Action

This recommendation was reviewed at the May 2015 face-to-face meeting of the Regional Council.

### Recommendation #6

*That the Finance Committee will present the Committee Funding and Report Procedures to the Regional Council for approval and adoption.*

➤ Action

This was presented and adopted at the May 2015 face-to-face meeting of the Regional Council.

### **Proposed Three-Year Budget**

Sister Tracey Oram introduced the proposed Three-Year Budget.

m/s    Geraldine Penney                      Derek Yap

That the proposed three-year Budget be adopted.

m/s    Suzette Montreuil                      Marcia Campbell

That the proposed Budget be referred back to the Finance Committee with instructions to reduce the Regional Initiative budget line item from \$20,000 to \$15,000 per year, and that the extra \$15,000 be allocated to the PSAC Area Councils budget line item, \$5,000 for each year of the budget cycle.

**MOTION TO REFER CARRIED.**

## **BY-LAWS RESOLUTIONS COMMITTEE**

### **Introduction – Bill Fennel, Chair**

The By-Laws Resolutions Committee was struck by the mandate of the PSAC North By-laws to deal with all By-Laws and general resolutions submitted in accordance with the PSAC North By-laws.

Appointments to the Committee were made by the Regional Executive Vice-President Jack Bourassa, with Bill Fennell as Chair and representation from the Yukon Territory, the Northwest Territories and Nunavut Territory.

The Committee met via teleconference on May 9, 2017 to discuss the resolutions submitted and present a **“concurrence”** or **“non-concurrence”** recommendation for each resolution.

The resolutions will be presented in the following order:

1. By-Laws Concurrence Resolutions
2. Emergency Resolutions (if needed)

The Resolutions will be moved by Brother Fennell, as Chair of the Committee, and seconded by Committee member Lisa Vollans-Leduc.

Resolutions were combined into Composite Resolutions. Recommendations of concurrence need a two-third majority to be adopted.

**Composite Resolution B1A – PSAC NORTH REGIONAL COUNCIL**  
**COMPOSITION ADDING DESIGNATES**

**(which covers Resolutions B1, B2 and B3 using wording from Resolution B1)**

m/s Bill Fennell

Lisa Vollans-Leduc

That Convention adopts the Committee's recommendation of **concurrence** in Composite Resolution B1A which reads as follows:

**WHEREAS** PSAC regionalized in 2000 and the North Region held its Founding Convention on April 16, 2000 bringing together members from all 3 territories; and

**WHEREAS** the original draft By-Laws presented to the Founding Convention listed the composition of the PSAC North Executive Council, including "Chairs" of each Committee, Network, Local or Council; and

**WHEREAS** the Founding Convention in 2000 debated and amended the draft By-Laws by changing "Chairs" to "Representatives" of each Committee, and the By-Laws and Minutes from the 2000 Founding Convention were debated and adopted at the PSAC North Convention on May 5, 2002 by members from all 3 territories; and

**WHEREAS** an interpretation was made in 2012 that Representatives of Committees on North Council was to be "Chairs" of Committees, which reverts the By-Laws to the "proposed draft By-Laws" that were presented at the Founding Convention in 2000 but were not adopted as presented, but debated and changed from "Chairs" to "Representatives"; and

**WHEREAS** allowing other Committee, Network, Local or Council members to represent the Committee, Network, Local or Council, shares the workload, empowers members and protects Chairs and Presidents from burn-out while ensuring Committee, Network, Local or Council, are represented at all PSAC North Council meetings; and

**WHEREAS** Section 2 of the PSAC North By-Laws mandates that the PSAC structure in the North is to reflect the needs and reality of the membership, promote the interests of its members, and encourage development of members; and



**WHEREAS** Section 2 of the PSAC North By-Laws further states that PSAC North's objectives include the promotion of its members that is representative, visible, fair, equitable and respectful of the rights of its members; and

**WHEREAS** allowing other Committee members to represent Committee, Network, Local or Council, will increase attendance at Council meetings, ensuring quorum; and

**WHEREAS** PSAC North By-Laws have always stated "Component Presidents or their designate" as North Regional Council Members; and

**WHEREAS** all North Regional Council Members must be treated equally and be entitled to share the workload and choose designates in their place in the same way as the By-Laws allow for Component Presidents in Section 4, subsection (1)(c):

**BE IT RESOLVED THAT** Sub-Sections (1) (d)-(j), Section 4 of the PSAC North By-Laws be amended to add "***or their designate***" following the name of each Committee, Network, Local or Council; and

**BE IT FURTHER RESOLVED THAT** , Section 6 (and any other applicable section) of the PSAC North By-Laws be amended to reflect the changes in Section 4 as set out in the previous "**BE IT RESOLVED**".

### **Rationale**

The Committee felt that allowing designates to the North Regional Council will allow for equitable and fair representation to all members in the spirit of the PSAC North By-Laws. This resolution will also ensure quorum is met in the instance North Regional Council members are not available to attend a scheduled meeting.

m/s Elwood Chan

Marie Buchanan

That this resolution be referred back to the By-Laws Committee with instructions to replace the proposed amendment of Sub-Sections (1) (d)-(j) by:

*One other alternate chosen from the elected members of Committee.*

Point of Order – Todd Parsons

The amendment changes the intent of the resolution.

Chair

Your point is well taken. The referral is out of order.

m/s Dianne Williams

Carrie-Lyn Robinson

That the previous question be now put.

**MOTION CARRIED.**

**MOTION OF CONCURRENCE IN RESOLUTION B1A DEFEATED for lack of the necessary 2/3 majority.**

**Composite Resolution B4A – NATIONAL HUMAN RIGHTS  
REPRESENTATIVE VACANCIES**

**(which covers Resolutions B4, B5 and B6 using wording from Resolution B4)**

m/s Bill Fennell

Lisa Vollans-Leduc

That Convention adopts the Committee's recommendation of **concurrence** in Composite Resolution B4A which reads as follows:

**WHEREAS** National Human Rights Representatives (“NHRC Representatives”) are elected at Triennial Regional Conventions;  
and

**WHEREAS** only Committee Chairs are eligible to be NHRC Representatives for their equity groups and Committee Chairs often change between Conventions:

**BE IT RESOLVED THAT** Sub-Section (6) of Section 11 of the PSAC North By-Laws be amended to add:

*Sub-Section (6)*

- (b) *If a NHRC Rep ceases to be Chair of the their Equity Committee, they will cease to be the NHRC Rep for that equity group and the vacancy will be filled as follows:*
- (i) *within 30 days of the vacancy the REVP will send a notice to the remaining Chairs of Committees in good standing that were delegates at the previous PSAC North Triennial Regional Convention requesting their interest in becoming the NHRC Rep position for their equity group; and*
  - (ii) *if only 1 Committee Chair of a Committee in good standing runs for the position, that Chair will be appointed as NHRC Rep for that equity group; or*
  - (iii) *If the vacancy occurs 6 months or more before the PSAC Triennial Convention it shall be filled in the following manner:*
    - (a) *Notwithstanding Sections 6(b)(i)-(ii) above, if more than one Chair of a Committee in good standing states their interest in the position within 30 days of the REVP's notice, and an election is necessary, it shall be conducted by the REVP from amongst those members in good standing who were voting delegates at the preceding PSAC North Regional Triennial Convention.*

**Rationale**

The Committee supported the resolution as it ensures PSAC North representation at the National Human Rights Committee. The resolution also secures consistency in the election process.

**MOTION OF CONCURRENCE IN RESOLUTION B4A CARRIED with the necessary 2/3 majority.**

At this point, Brother Bourassa introduced Sister Lorraine Hewlett, newly-elected President of the Northwest Territories Federation of Labour.

## **GENERAL RESOLUTIONS COMMITTEE**

### **Introduction – Steve Geick, Chair**

The General Resolutions Committee met via teleconference on May 4, 2017 and via email correspondence on May 5, 2017, May 11, 2017 and finalized a referral back to the submitting body for Resolution G-12 on May, 31 and June 16, 2017.

The Committee was given feedback by Sister Robyn Benson who had reviewed the resolutions to ensure that they were not in violation of the PSAC Constitution. All resolutions are automatically moved by Brother Steve Geick, the Chair of the General Resolutions Committee and seconded by Sister Maya Jelali on behalf of the Committee.

The General Resolutions Committee established its priorities as follows:

1. Resolution G-2
2. Composite Resolution G-4A
3. Resolution G-1
4. Resolution G-6
5. Resolution G-10
6. Resolution G-3
7. Resolution G-18
8. Resolution G-22
9. Resolution G-23
10. Resolution G-21
11. Resolution G-8
12. Resolution G-9
13. Resolution G-12

### **Non-Concurrence**

14. Resolution G-16
15. Resolution G-11
16. Resolution G-13
17. Resolution G-19
18. Resolution G-20
19. Resolution G-17

The following resolution was referred back to the submitting body and further clarification was received. The Committee recommended concurrence thereafter.

#### Resolution G-12

The Committee would like to thank the Convention delegates in advance for their participation and patience in this democratic process. The Committee would also like to thank Brother Jack Bourassa, and the staff of the PSAC North Region for their support to the Committee.

#### **Resolution G-2 – PSAC CONTINUE TO LOBBY, MONITOR, AND ENSURE FEDERAL GOVERNMENT IMPLEMENT THE 94 RECOMMENDATIONS FROM THE TRUTH AND RECONCILIATION REPORT**

m/s Steve Geick

Maja Jelali

That Convention adopts the Committee's recommendation of **concurrence** in Resolution G-2 which reads as follows:

**WHEREAS** reconciliation between Aboriginal and non-Aboriginal Canadians is the responsibility of every Canadian not just the Aboriginal Peoples; and

**WHEREAS** the Aboriginal Peoples of Canada have seen numerous reports on the state of Aboriginal people of Canada and no avail has come of them i.e. The Royal Commission of Aboriginal People 1996; and

**WHEREAS** Aboriginal Peoples of Canada continue to face many barriers to becoming equal citizens of Canada due to colonization, cultural genocide, poverty, lack of education funding, adequate drinking water, residential schools and over populated in the prisons-for both men and women, and there are more Aboriginal children in some form of care in the providence/territories than in residential schools' history; and

**WHEREAS** the 94 Truth and Reconciliation recommendations will lead the path to helping Aboriginal Peoples achieve their rightful place in Canadian society:

**BE IT RESOLVED THAT** the Public Service Alliance of Canada continue to ensure, monitor and lobby the federal, provincial/territorial governments in implementing the 94 recommendations of the Truth and Reconciliation report; and

**BE IT FURTHER RESOLVED THAT** that the Public Service Alliance of Canada implement and lead any of the recommendations of the Truth and Reconciliation into the union, Components and affiliates.

### **Rationale**

As a strong advocate for Aboriginal Peoples, it is imperative that the PSAC ensure that the recommendations of the Truth and Reconciliation Report are implemented.

### **MOTION OF CONCURRENCE IN RESOLUTION G-2 CARRIED UNANIMOUSLY.**

### **Composite Resolution G-4A – RELIEF CASUAL EMPLOYEES HOLDING UNION OFFICE**

**(which covers Resolutions G-4, G-5 and G-7 using wording from Resolution G-4)**

m/s Steve Geick

Maya Jelali

That Convention adopts the Committee's recommendation of **concurrence** in Resolution G-4A which reads as follows:

**WHEREAS** union membership is a condition of employment for workers without regularly scheduled shifts (such as relief and casual employees); and

**WHEREAS** every member in good standing is entitled to be free from any act or omission on the part of the union, or other members that would discriminate against the member on the basis of social and economic class or employer; and

**WHEREAS** precarious employment is growing within the public service:

**BE IT RESOLVED THAT** Section 5 of the PSAC Constitution be amended by the following paragraph:

- (e) *Members in good standing in term or indeterminate positions with no guaranteed hours of work or scheduled shifts shall be able to assume a full time position/officer position within the Union so long as they submit dues (to be determined by Component, remitted by the end of each month) and commit to being*

*accessible to their workplace and members for the duration of their term.*

### **Rationale**

All members who are in good standing and paying dues should not be discriminated against on the basis of their social or economic class.

m/s    Mark Bowers                      Chase Blodgett

That the previous question be now put.

### **MOTION CARRIED.**

Point of Privilege – Joanne Ashley

I request a standing vote.

Chair

I cannot accept your request as I am in the middle of counting the votes.

Point of Order – Todd Parsons

You can request a standing vote at any time.

Chair

I will allow for a standing vote.

### **Results**

Yes    74

No     39

### **MOTION OF CONCURRENCE IN RESOLUTION G-4A CARRIED.**

**Resolution G-1 – LOBBY TO REVIEW AND AMEND YUKON HUMAN RIGHTS ACT AND VITAL STATISTICS ACT TO ESTABLISH CLEAR AND COMPREHENSIVE COVERAGE FOR TRANS CARE**

m/s Steve Geick

Maya Jelali

That Convention adopts the Committee's recommendation of **concurrence** in Resolution G-1 which reads as follows:

**WHEREAS** Yukon Human Rights Act does not recognize gender identity nor gender expression; and

**WHEREAS** in Canada at least seven jurisdictions either have gender identity written directly into the human rights legislation or have expressly stated trans people are covered under other parts of the law; and

**WHEREAS** Most Trans People in the Yukon end up leaving their community and support network to transition:

**BE IT RESOLVED THAT** the PSAC North lobby the current Yukon Liberal government to review and amend the Yukon Human Rights Act as well as the Yukon Vital Statistics Act to include Trans rights as well as health coverage.

**Rationale**

All Yukoners have the right to be free from discrimination no matter what their gender identity or expression is.

**MOTION OF CONCURRENCE IN RESOLUTION G-1 CARRIED UNANIMOUSLY.**



## **FINANCE COMMITTEE**

### **Proposed Three-Year Budget – cont'd**

The Finance Committee met to review the referral from the floor to amend the Budget by reducing the Regional Initiatives budget line item by \$5,000 per year, and adding the extra \$15,000 to the PSAC Area Councils budget line item, \$5,000 in each year of the budget cycle. The Committee agrees with the amendment.

The Finance Committee is recommending **concurrence** in the proposed Budget, as amended.

### **MOTION TO ADOPT THE BUDGET AS AMENDED CARRIED.**

At this point, Holmann Richard made the announcements and Convention recessed until 9:00 a.m. tomorrow morning.

## **SUNDAY, JUNE 18, 2017 MORNING SESSION**

### **Report of the Credentials Committee**

m/s Lisa Kirk Chris Bock

That the following report be adopted:

Accredited Delegates	133
Observers	13
Guests	9
Staff Members	21
Suppliers	<u>4</u>
<b>TOTAL</b>	<b>180</b>

### **MOTION CARRIED.**

At this point, Brother Bourassa invited Brother Chris Aylward, Chair of the Nominations Committee to assume the Chair and explain the election process.

Brother Aylward explained the process which will be used. He then invited the electronic voting technician to explain the use of the voting keypads and the technical side of the election process.

### **Position of PSAC North Regional Executive Vice-President**

The following written nominations were received:

Brother Jack Bourassa, nominated by Sister Leese Papatsie and seconded by Brother Steve Geick

Brother Brad Brake, nominated by Brother Rashmi Patel and Brother Derek Yap

Brother Ivan Landry, nominated by Brother Todd Parsons and seconded by Sister Gayla Thunstrom

Brother Aylward called for nominations from the floor, seeing none, he declared nominations for the position of Regional Executive Vice-President closed.

The candidates accepted their nomination. They were then invited to address the delegation.

### **First Ballot**

There were 111 votes cast, the majority needed to win is: 57

Jack Bourassa	58
Brad Brake	30
Ivan Landry	23

Brother Bourassa was declared elected as PSAC North Regional Executive Vice-President.

### **Position of Alternate to the Regional Executive Vice-President**

The following written nominations were received:

Sister Joanne Ashley, nominated by Brother Arnah Mandal and seconded by Brother Steve Geick  
Brother Elwood Chan, nominated by Sister Lisa Vollans-Leduc and seconded by Sister Leese Papaptsie

Brother Aylward called for nominations from the floor, seeing none, he declared nominations for the position of Alternate to the Regional Executive Vice-President closed.

The candidates accepted their nomination. They were then invited to address the delegation.

### **First Ballot**

There were 123 votes cast, the majority needed to win is: 63.

Joanne Ashley	56
Elwood Chan	67

Brother Elwood Chan was declared elected Alternate to the PSAC North Regional Executive Vice-President.

Brother Bourassa resumed the Chair and congratulated all candidates who ran for election. He then invited delegates involved in the Territorial Director elections to proceed to the assigned conference room to hold their elections.

#### Point of Privilege – Steve Geick

On May 23, 2017, Health and Social Services Minister Pauline Frost announced in the Legislative Assembly that the Yukon's Liberal Government would fully staff the territory's Community Health Centres for this summer's tourist season. Considering it is now mid-June, we wonder how that will happen. While Yukon Employees' Union, Community Nurses and all of us who drive the highways recognize the urgent need, there has been no action, and nurses still work in dangerous circumstances.

There is a petition going on right now. New government has made promises and is not living up to his promises. Please go to the Yukon Employees' Union website and sign the petition.

#### Chair

Your point is well taken.

#### Point of Privilege – Bruce Gudeit

Thank you on behalf of the Fort Smith Relay for Life. The sum of \$72,000 was raised. Participants to this Convention donated \$500, and the Northwest Territories Federation of Labour \$500. THANK YOU!

The following donations were also made:

- \$100 personal donation from Sister Gayla Thunstrom
- \$500 donation from the PSAC North Regional Council
- \$500 donation from Bart Aitken on behalf of Local 6.

#### Point of Privilege – Leese Pappatsie

For the next Convention, it would be appreciated if there could be some support for Aboriginal people. At the end of the day, maybe a summary of what happened would help. English is my second language as it is for many participants at this Convention. Also, I do not think 1 ½ days enough to have a productive Convention.

#### Chair

Your point is well taken and the next Convention will last 2 ½ days.

## **GENERAL RESOLUTIONS COMMITTEE**

### **Resolution G-3 – RECOGNITION OF NON-INDIGENOUS ABORIGINAL PEOPLES AND OTHER MINORITIES IN THE GNWT AFFIRMATIVE ACTION POLICY**

The Committee divided Resolution G-3 into 2 parts.

#### **Part 1 – Concurrence in the 1<sup>st</sup> BIR**

m/s Steve Geick

Maya Jelali

That Convention adopts the Committee's recommendation of **concurrence** in the 1<sup>st</sup> BIR of Resolution G-3 which reads as follows:

**WHEREAS** the Government of the Northwest Territories has an affirmative action policy for the amelioration of an underrepresented segment of society; and

**WHEREAS** this policy raises a segment of society (indigenous non-aboriginal defined by the policy as “those non-aboriginal persons born in the Northwest Territories, or who have lived more than half their lives in the Northwest Territories”) above non-indigenous aboriginal people (First Nations, Inuit and Metis), racially visible people, and other minorities through length of residency (geography) only; and

**WHEREAS** any person (indigenous non-aboriginal) who is born or has lived over half their life in the NWT has more rights and priority under the current policy:

**BE IT RESOLVED** the PSAC undertake a charter challenge to have the GNWT Affirmative Action Policy struck down.

#### **Rationale**

A policy that speaks to the amelioration of an underrepresented segment of society should not rely on length of residency or place of birth.

m/s Daniel Gunn

Todd Parsons

That the 1<sup>st</sup> BIR be tabled.

**MOTION TO TABLE CARRIED.**

## **Part 2 – Non-Concurrence in the BIFR**

m/s Steve Geick

Maya Jelali

That Convention adopts the Committee's recommendation of ***non-concurrence*** in the **BIFR** of Resolution G-3 which reads as follows:

**BE IT FURTHER RESOLVED** that the PSAC have the Supreme Court direct the GNWT to stop using the current policy and develop a representative affirmative action policy.

### **Rationale**

The PSAC cannot force or direct the Supreme Court to make a decision, it can only lobby and present the case.

**MOTION OF NON-CONCURRENCE IN THE BIFR OF RESOLUTION G-3 CARRIED.**

## **Resolution G-6 – REDUCING THE USE OF PLASTIC AT PSAC NORTH MEETINGS**

m/s Steve Geick

Maya Jelali

That Convention adopts the Committee's recommendation of ***concurrence*** in Resolution G-6 which reads as follows:

**WHEREAS** climate change is the most pressing issue facing the planet and the world needs to transition from the use of fossil fuels to a green economy; and

**WHEREAS** PSAC North members are environmentally conscious and recognize the need to do our part to reduce climate change issues:

**BE IT RESOLVED THAT** PSAC North use compostable or reusable cutlery and plates at all PSAC North events.

### **Rationale**

PSAC North needs to do everything possible to reduce the effects of climate change.

m/s Bruce Gudeit

Elwood Chan

That this resolution be referred back to the General Resolutions Committee with instructions to add the following words in the **BE IT RESOLVED**:

**BE IT RESOLVED THAT** PSAC North use compostable or reusable cutlery and plates at all PSAC North events *whenever possible*.

**MOTION TO REFER CARRIED.**

The General Resolutions Committee met to review the referral from the floor and agrees with the proposed amendment.

**MOTION OF CONCURRENCE IN AMENDED RESOLUTION G-6 CARRIED.**

**Resolution G-10 – INCREASING THE MINIMUM WAGE IN NUNAVUT, NWT AND YUKON**

m/s Steve Geick

Maya Jelali

That Convention adopts the Committee's recommendation of **concurrence** in Resolution G-10 which reads as follows:

**WHEREAS** the province of Alberta will be raising the minimum wage in Alberta to \$15 on October 1, 2018; and

**WHEREAS** the cost of living is higher in Canada's territories; and

**WHEREAS** the current minimum wage is well below the necessary living wage:

**BE IT RESOLVED THAT** the PSAC North Regional Executive Vice-President's Office work with each of the Northern Component Presidents, using all political actions necessary, to compel the Government of Nunavut, Government of the Northwest Territories, and the Yukon Government implement a minimum wage of at least \$15 an hour.

**Rationale**

The current minimum wage in the Canada's Territories is well below the necessary living wage.

m/s Geraldine Penney Chase Blodgett

That the previous question be now put.

**MOTION CARRIED.**

**MOTION OF CONCURRENCE IN RESOLUTION G-10 CARRIED.**

**Resolution G-8 – REDUCING HOMELESSNESS IN NUNAVUT, NWT AND YUKON**

m/s Steve Geick Maya Jelali

That Convention adopts the Committee's recommendation of **concurrence** in Resolution G-8 which reads as follows:

**WHEREAS** access to housing is a human right as stated in Article 25 of the UN Declaration of Human Rights and “should be seen as the right to live somewhere in security, peace, and dignity”; and

**WHEREAS** the United Nations’ committee on economic, social and cultural rights has criticized Canada for its “persistent housing crisis” in a report that criticizes the lack of a national housing strategy:

**BE IT RESOLVED THAT** PSAC North REVP demand that the Public Service Alliance of Canada issue a discussion paper containing an analysis of homelessness in Nunavut, NWT and Yukon and recommendations on what actions need to be taken to reduce homelessness in the three territories.

**Rationale**

Housing is a basic human need and rights as stated in Article 25 of the United Nations Declaration on Human Rights.

**MOTION OF CONCURRENCE IN RESOLUTION G-8 CARRIED.**



## **Resolution G-18 – NUNAVUT HOUSING CRISIS**

m/s Steve Geick

Maya Jelali

That Convention adopts the Committee's recommendation of **concurrence** in Resolution G-18 which reads as follows:

### **THE PROBLEM OR ISSUE:**

**BECAUSE** 49 % of the population of Nunavut lives in inadequate housing compared to 13.5 % of the population of Canada; and

**BECAUSE** 57 % of the population of Nunavut is in Public Housing compared to ~ 6 % of the rest of Canada; and

**BECAUSE** the Nunavut Poverty Reduction Strategy, the Food Insecurity Coalition and the Inuit Suicide Prevention Strategy have identified the housing crisis as a major contributing factor high rates of poverty, food insecurity and suicide; and

**BECAUSE** we live in Canada which was ranked as the 9<sup>th</sup> out of 188 countries in the 2014 Global Quality of Life Index while Nunavut was ranked 46<sup>th</sup> in human development which include life expectancy, education and gross national income.

### **THE ACTION REQUESTED:**

**PSAC WILL** recognize the social injustice of the housing crisis in Nunavut and implement a campaign to lobby the necessary political and public authority to eliminate this inequity.

### **Rationale**

All Canadians have a right to adequate housing.

**MOTION OF CONCURRENCE IN RESOLUTION G-18 CARRIED.**

## **Resolution G-22 – CANADIAN CONSTITUTION**

m/s Steve Geick

Maya Jelali

That Convention adopts the Committee's recommendation of **concurrence** in Resolution G-22 which reads as follows:

### **THE PROBLEM OR ISSUE:**

**BECAUSE** the Canadian Constitution through Section 35 recognizes Aboriginal and treaty rights, however, Section 35 does not fully define Aboriginal and treaty rights; and

**BECAUSE** Indigenous leaders were excluded from a meeting between the Federal Government and the provinces and territories on a new climate plan; and

**BECAUSE** the leader of the Assembly of First Nations (AFN) is calling for talks to reopen on the Constitution as Belgrade; in a press release he stated that "it's still a grey area whether it's a full box of rights or an empty box of rights"; and

**BECAUSE** the Canadian Prime Minister Trudeau said in a press release that the quality of life gap between Aboriginal and non-Aboriginal can be closed; and

**BECAUSE** Minister Carolyn Bennett declared that the UN Declaration on Rights of Indigenous Peoples will be implemented in accordance with Section 35 of the Canadian Constitution which she called a "robust framework" and "full of box of rights".

### **THE ACTIONS REQUESTED:**

**PSAC WILL** commit to lobbying the necessary political and public authority to give all Indigenous groups across Canada, including Inuit, a mechanism to define Aboriginal and treaty rights which will be protected in the Canadian Constitution; and

**PSAC WILL** commit to lobbying the Federal Government when referring to Aboriginal programs and core funding to ensure Inuits are included as having the same rights as those considered Aboriginal of Canada.

### **Rationale**

All Indigenous peoples of Canada should be afforded the same rights.

**MOTION OF CONCURRENCE IN RESOLUTION G-22 CARRIED.**

### **Resolution G-23 – FULLY-FUNDED REGIONAL CONVENTIONS**

m/s Steve Geick

Maya Jelali

That Convention adopts the Committee's recommendation of **concurrence** in Resolution G-23 which reads as follows:

**WHEREAS** PSAC have Regional Conventions once every 3 years; and

**WHEREAS** PSAC Regional budgets are tight; and

**WHEREAS** it is important for all PSAC delegates fulfill their right to participate at a PSAC Regional Conventions:

**BE IT RESOLVED THAT** PSAC fully fund all PSAC Regional Conventions.

### **Rationale**

Travel costs in the North are significantly higher than elsewhere in Canada. A PSAC member's right to participate in a Regional Convention should not be negated by PSAC's lack of funding to Regions.

**MOTION OF CONCURRENCE IN RESOLUTION G-23 CARRIED.**

## **Resolution G-21 – FOOD INSECURITY IN NUNAVUT**

m/s Steve Geick

Maya Jelali

That Convention adopts the Committee's recommendation of **concurrence** in Resolution G-21 which reads as follows:

### **THE PROBLEM OR ISSUE:**

**BECAUSE** of the high percentage of Food Insecurity in Nunavut:

### **THE ACTIONS REQUESTED:**

**PSAC WILL** commit to lobbying the necessary political and public authority to redesign Nutrition North Canada Program so that it provides greater access to traditional food and affordable grocery foods that are available in a regulated grocery retail market in all communities across Nunavut; and

**PSAC WILL FURTHER** commit to lobbying the federal government to finalize the National Food Strategy.

### **Rationale**

The present National Food Strategy is inadequate to meet the needs of those that need it the most.

m/s Suzette Montreuil

Brad Brake

That this resolution be referred back to the General Resolutions Committee with instructions to add the following words in the first **ACTION REQUESTED**, as follows:

**PSAC WILL** commit to lobbying the necessary political and public authority to redesign Nutrition North Canada Program so that it provides greater access to traditional food and affordable grocery foods that are available in a regulated grocery retail market in all communities across Nunavut **and Yukon**.

**MOTION TO REFER DEFEATED.**

m/s Elwood Chan

Ivan Landry

That this resolution be referred back to the General Resolutions Committee with instructions to add the following words in the first **ACTION REQUESTED**, as follows:

**PSAC WILL** commit to lobbying the necessary political and public authority to redesign Nutrition North Canada Program so that it provides greater access to traditional food and affordable grocery foods that are available in a regulated grocery retail market in all communities across Nunavut, ***Yukon and NWT.***

**MOTION TO REFER CARRIED.**

The General Resolutions Committee met to review the referral from the floor and agrees with the proposed amendment.

m/s Bruce Gudeit

Katherine Traplin

That the previous question be now put.

**MOTION CARRIED.**

**MOTION OF CONCURRENCE IN AMENDED RESOLUTION G-21 CARRIED.**

**Resolution G-9 – MID-TERM REPORT ON THE STATUS OF RESOLUTIONS  
PASSED AT THE LAST PSAC NORTH CONVENTION**

m/s Steve Geick

Maya Jelali

That Convention adopts the Committee's recommendation of **concurrence** in Resolution G-9 which reads as follows:

**WHEREAS** PSAC North members invest much time and energy into drafting resolutions for PSAC North Conventions; and

**WHEREAS** PSAC North members are passionate about the resolutions they submit to Convention; and

**WHEREAS** PSAC members may be unaware of the progress of resolutions passed at the previous PSAC North Convention:

**BE IT RESOLVED THAT** the PSAC North Regional Executive Vice-President's Office complete a mid-term report on resolutions passed at the previous Convention; and

**BE IT FURTHER RESOLVED THAT** the PSAC North Regional Executive Vice-President's office share this report with the Area Council Executive.

**Rationale**

Members deserve to know the progress of resolutions that are passed at previous conventions

m/s Teresa Acheson Michele Weichel

That this resolution be referred back to the General Resolutions Committee with instructions to amend the **BIFR** as follows:

**BE IT FURTHER RESOLVED THAT** the PSAC North Regional Executive Vice-President's office share this report ~~with the Area Council Executive~~ **with regions and members.**

Brother Bourassa did not accept the referral as it changes the intent of the resolution.

**MOTION OF CONCURRENCE IN RESOLUTION G-9 CARRIED.**

## **Resolution G12 – LIFT EUROPEAN UNION (EU) SEAL BAN**

m/s Steve Geick Maya Jelali

That Convention adopts the Committee's recommendation of **concurrence** in Resolution G-12 which reads as follows:

### **THE PROBLEM OR ISSUE:**

**BECAUSE** Section 35 of the Canadian Charter of Rights and Freedoms which is part of the Constitution of Canada and therefore the supreme law of the land with which all other laws and government activity must be compliant states simply that:

“The existing aboriginal and treaty rights of the Aboriginal Peoples of Canada are hereby recognized and affirmed.”

**BECAUSE** the Nunavut Land Claims Agreement being one such treaty is therefore afforded constitutional protection as are the sustainable Inuit commercial and subsistence hunting and harvesting rights enshrined therein; and

**BECAUSE** the rights affirmed by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), including the right to free, prior and informed consent will be done through robust, ongoing, meaningful engagement informed by Inuit knowledge; and

**BECAUSE** Minister Carolyn Bennett, INAC, declared “UN Declaration will be implemented in accordance with Section 35 of the Canadian, which she called a “robust framework” and “full of rights”; and

**BECAUSE** Prime Minister Trudeau stated “we remain committed to the renewal of the Inuit-to-Crown Relationship...respecting the rights of Inuit and recognizing that Inuit communities face unique circumstances”; and

**BECAUSE** as well, Prime Minister Trudeau added in a press release in December 2016, “there is no relationship more important to the Government of Canada than the one with Indigenous people. Meaningful partnerships with Inuit ... is another step toward reconciliation”; and

**BECAUSE** Natan Obed, ITK leader (National Inuit Organization in Canada) said his “people (Inuit) are inherently coastal people, who have carved out a unique way of life in a region of the world covered by ice for most months of the year. We have a connection to the ice that is beyond most cultures and societies in the world. So this issue matters to us more than anything; and

**BECAUSE** there are ~ 4300 NEU/PSAC members in Nunavut that are deeply and negatively affected by the EU seal ban. Inuit livelihoods, their ability to commercially sell, families, women, children, elders and especially men were deeply and negatively impacted mind, body and spirit; and

**BECAUSE** country food (food from local land and sea) from the land and sea is accessible and Affordable whereas food flown in from the south is neither accessible nor affordable nor nutritional by the time it reaches these remote communities; and

**BECAUSE** the people of Nunavut have the highest rates of food insecurity, suicide, lack of affordable Housing, poverty in Canada and in some instances globally.

#### **THE ACTIONS REQUESTED:**

**PSAC WILL** decide to commit itself to lobby the necessary political and public authorities to recognize indigenous ways of life and traditions including sustainable hunting and pressure the European Union to lift the Seal Ban in Canada; and

**PSAC WILL** further commit to publicize this campaign through media on national scale; and

**PSAC WILL** further commit to mandate necessary personnel to conduct this campaign and support the Inuit of Nunavut to regain their livelihood in the remote Arctic.

#### **Rationale**

Despite the revision of the EU ban in 2015 that exempts Inuit sealskins, the ban remains in place and has all but eliminated the market for Inuit sealskins.

#### **MOTION OF CONCURRENCE IN RESOLUTION G-12 CARRIED.**



### **Introduction of Newly-Elected Representatives to National Human Rights Committee and Territorial Directors**

At this point, Brother Bourassa introduced the newly-elected representatives to the National Human Rights Committee.

Carrie Lynn Robinson – Aboriginal People’s Committee

Bruce Gudeit – Access Committee

Gwen Wally – Women’s Committee

Derek Yap – Racially Visible Committee

Chase Blodgett – Pride Committee.

He then proceeded with the introduction of the new Territorial Directors.

Kimberly Kimmins – NWT Territorial Director

Geoff Ryan – Nunavut Territorial Director

Maya Jelali – Alternate

Krisandra Reid – Yukon Territorial Director

Mike Stanley – Alternate

### **Administration of Oath of Office**

Brother Chris Aylward, Chair of the Nominations Committee administered the oath of office to the newly-elected Officers and Alternates.

At this point, Holmann Richard made the announcements.

Brother Bourassa resumed the Chair.

### **Closing Remarks**

Brother Bourassa thanked each and every one of the delegates and observers for all their hard work during this Convention and the many hours devoted to representing the members. He also thanked them for taking time away from their families to be here this weekend. The sacrifices they have made helped guide our union.

He also thanked all the candidates for participating in our union’s democracy. It takes courage and commitment to put your name forward. The more members we have involved in our union, the stronger it becomes.

He then acknowledged the leadership, some of whom have joined us, that will be retiring from the public service. Their contributions, experience and knowledge have been monumental to PSAC's success.

Lastly, he thanked the staff for making this Convention possible and for helping our members every day.

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

### **Aboriginal Closings**

Before adjourning the Convention, Brother Bourassa invited Brother Brad Brake to accompany Elder Muriel Betsina to the podium.

Elder Betsina closed the Convention with an Aboriginal prayer.

The Aboriginal Drummers performed a Journey Song.

m/s Teresa Acheson                      Rashmi Patel

That this Convention be adjourned.

**MOTION CARRIED.**

**Adjournment time: 12:25 p.m.**