
PSAC North Regional Council Summary Report



September 17-19, 2019

Face to Face Meeting, Training and Strategy Sessions
Iqaluit NU



PSAC North Regional Council Face-to-Face Meeting, Training and Strategy Sessions
September 17-19, 2019
Iqaluit, Nunavut

2019-09-17

Elder Welcome

The PSAC North Regional Council welcomed Elder Enooapik Sagiatook who lit the Qulliq and opened the Regional Council meetings with a prayer.



The Qulliq is an Inuit lamp that provides light and warmth to the Earth. The lamp is made out of soapstone and is shaped in a half moon with a vessel to hold oil for burning. The oil is poured into the vessel, and a mix of arctic cotton, suputi, and moss, iiju/maniq, is delicately placed along its groove. This wick then absorbs the oil below and it can then be lit. Once lit, the wick slowly burns, and is tended with a hook-shaped tool, the taqquti.

PSAC North Regional Council Face-to-Face Meeting

The meeting occurred from 9:50am-2:36pm. A record of the meeting is reflected in the *Minutes North Regional Council September 17, 2019*.

PSAC North Regional Council Sessions

Facilitator Morna Ballantyne and Regional Representative Mary Anne Walker

Objectives

By the end of the afternoon, Regional Council members will

- *Know the nuts and bolts of how the 2020 Regional Convention will be organized: delegate entitlement and selection processes, deadlines, elections, and other elements of convention planning*
- *Understand how conventions work and how they can be made effective and empowering*

Schedule

1:30 PM—3:00 PM: In session

3:00 PM—3:15 PM: Break

3:15 PM—5:00 PM: In session

Agenda

1. *Explanation of PSAC's triennial convention decision to fully fund regional conventions and what that means for delegate entitlement to PSAC North's regional convention*
2. *Procedures for registering for convention and deadlines*
3. *Expenses and other administrative matters*
4. *Understanding conventions including resolutions, elections, setting a regional budget and other elements of convention planning*

1st Session – 3pm-5pm

Morna Ballantyne presented the Regional Council with the PSAC North Region Convention Call June 5-7, 2020¹, and went over deadlines and procedures.

**The PSAC North 8th Regional Triennial Convention of the Public Service Alliance of Canada will be held at the Kwanlin Dün Cultural Centre in Whitehorse, Yukon
Beginning June 5, 2020 and concluding June 7, 2020.**

Deadline for receipt of delegate and alternate credentials: December 5, 2019

Deadline for receipt of resolutions: December 5, 2019

Deadline for delegate registration: January 10, 2020

¹ Attachment 1 PSAC North Region Convention Call June 5-7, 2020



Notes

- Regional Council will open the convention and will remain in session throughout the entire convention.
- Delegates will be flown in the day before to open the convention.

Delegate Entitlement

- At the last National Convention, the resolution for Fully Funded Regional Conventions was passed by 2/3 majority, making for a constitutional change.
- Daniel reviewed Section 16.6B - *Up to twenty (20) members of their respective Regional Councils shall be delegates*. When our Council is full, we have 31 delegates and the limit of 20 is not enough. Currently our Council has 19 members not including the 4 who are Presidents and Vice-Presidents. This convention would not present a problem but future conventions where the Council is full would present a problem.
- Fully funded conventions look different in each region, the formula for entitlement set out by National in the constitution conflicts with the North regional bylaws, Council discussed how to interpret the resolution in order to fit into our North regional bylaws as a resolution for our next convention.
- The National President gave a suggested directive for situations where there are more people on the Council than 20. In keeping with your north bylaws, what you would do is that everyone on Council would seek to be a delegate through another channel first, and if anyone is unable to get credentials in that way, they would get a Council seat.
- Alternatively, you could as a Council decide who gets the 20 seats. You want 20 members from the Council to be at convention, every seat should be filled, but you don't want non-active committees to be there. It's important for chairs of committees to be at convention but other members should not be prevented from attending because the Chairs are taking the seat.

- One possibility is that you, as the Council, have a process where people are nominated to seek one of the 20 seats where that is the only way to get to convention, for example component officers would go as officers and could give up their seat on the Council, they would not seek to be nominated for a Council seat because they already have a seat.
- Council determined that from the current active committees on the Council, 15 would have no other option but to take a Council seat (including – 3 Territorial Directors, 3 H&S, 1 Alternate REVP, and 3 Alliance Facilitators); others could find alternative ways to attend convention.
- Regional Council will submit a Resolution to align the North Bylaws with the National Constitution and create a Policy on how the Council would interpret the Bylaws for determining Regional Council delegates for future conventions, i.e. a Resolution of Council of Record.
- Regional Council will have a special meeting, **November 12, 2019 @ 4:30pm PST, 5:30pm MST, 7:30pm EST**, via Teleconference to a reading and review of a Resolution to amend to the PSAC North Bylaws for the Delegate Entitlements as well as Regional Council Policy to guide the Regional Council on how to determine who would take the 20 seats. The Regional Council would then adopt that as a practice going forward.
- **ACTION:** Create a Resolution to amend to the PSAC North Bylaws for Delegate Entitlements to the PSAC North Regional Conventions and Create a Regional Council Policy to guide the Regional Council on how to determine who would take the 20 seats.



Convention Committees

- General Resolutions Committee – Chair: Steve Geick – Committee Members: Hoa Do, Lisa Kirk, Carrie-Lynn Robinson
- Bylaws Resolutions Committee – Chair: Bill Fennell – Committee Members: Bruce Gudeit, Roberta Wurtak, Geoff Ryan (possibly)
- Finance Committee – Chair: Elwood Chan – Committee Members: Geraldine Penney, Derek Yap
- Host Committee – will be made up of Observers
- Planning Committee – will be made up of Delegates in the Yukon

Resolutions

- Morna Ballantyne presented on how to write a Good Resolution and Resolutions at a Glance².
- Resolution writing training will be provided prior to the Resolution deadline, registration for all training is available on the PSAC North Website here: <http://psacnorth.com/our-organization/education-program>

Registration, Procedures, Expenses, Administration

- Any questions relating to Registration, Procedures, Expenses or Administration please contact the Convention Coordinator Theresa Baird – bairdt@psac-afpc.com or via telephone at #1-867-669-0991
- Link on PSAC North Website for Convention: <http://psacnorth.com/psac-north-regional-convention-call-june-5-7-2020>

2019-09-18

2nd Session – 9am-12pm

Objectives

By the end of the day, Regional Council members will

- *Have reviewed progress on commitments made at the January 2019 planning session*
- *Identify areas of strategic focus and clarify objectives for the regional council in 2020*
- *Reviewed how they work as a group and identify successes and gaps to work on*
- *Understand better how committee and area council work can be made more effective through planning*

² Attachment 2 A Good Resolution and Resolutions at a Glance

- *Have new strategies and tactics for engaging members in committee and area council work*
- *Understand the principles and practice of succession planning to ensure vibrant and sustainable union committees and councils*

Schedule

9:00 AM – 10:30 AM: In session

10:30 AM – 10:45 AM: Break

10:45 AM—12:00 PM: In session

12:00 PM – 1:30 PM: Lunch break

1:30 PM—3:00 PM: In session

3:00 PM—3:15 PM: Break

3:15 PM—5:00 PM: In session

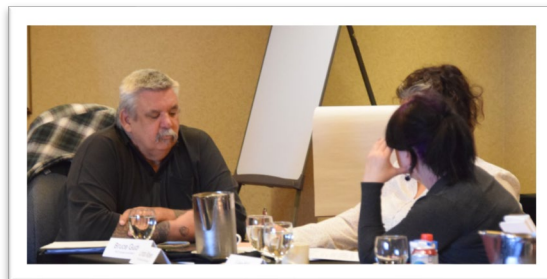
Agenda

Morning (focus is on the Regional Council):

- 1. Assessment of current state of affairs: What are our members thinking about now; where are we now as a Regional Council?*
- 2. Progress review: What did we agree to a year ago? What successes did we have? What do we have to work on?*
- 3. Planning for the year: What should the Regional Council focus on in 2020?*

Afternoon (focus is on committees and area councils):

- 4. Assessment of current state of affairs: What is the current state of our committees and area councils?*
- 5. A lesson in union theory and practice: What does the research tell us about how to make union structures more effective?*
- 6. Committee and area council planning: How can we use planning to make committees and area councils the best they can be?*
- 7. Committee and area council activities: What activities are the best and most appropriate for meeting committee and area council objectives?*
- 8. Sustainability and succession: How do we make sure that our committees and councils can keep growing stronger; what does it mean to pay attention to succession planning?*

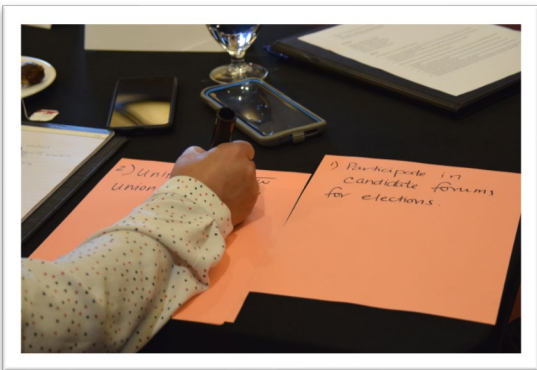




Issues in the North

Regional Council discussed what worked and the challenges they faced in their Topic Groups since they were decided upon at the last Regional Council Face-to-Face in Yellowknife, January 2018.

- Previous Topics – Economic Insecurity, Building Capacity, Healthy Workplaces, Job Security and Stability, Childcare, Bargaining, Food Insecurity, Reducing Services.
- Council decided to focus on 4 topics instead of the 8 topics from last time, in order to really give full attention to those topics and have better results.



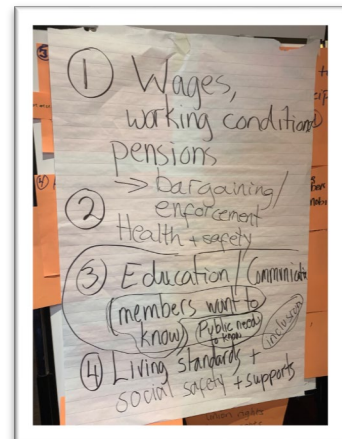
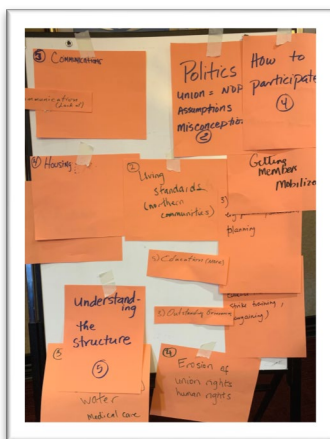
Regional Council discussed issues in the North from the members perspective, focusing what is most important to members, and decided on top priorities. These Priorities will be the focus of the Regional Council until the next Face-to-Face meeting.

- Issues discussed included - Phoenix, getting paid on time, job security, healthy workplaces, childcare, food insecurity, living standards, social security, pensions, wages, health and safety, mental health, rights of workers, respect, duty to accommodate, fear and retaliation, bargaining, bargaining timelines, cost of living, living wage, salaries, housing, getting members mobilized, understanding the structure, communications or

lack of communication, union education, erosion of union rights, human rights, bullying, casual work, precarious employment, misconceptions about unions, how to participate, union presence in the workplace, union involvement on issues, elections, active committees, and inclusion.

Top 4 Priorities

1. BARGAINING - wages, working conditions, pensions, bargaining enforcement.
2. HEALTH AND SAFETY - mental health, bullying, workplace safety, workers rights.
3. EDUCATION/COMMUNICATION - members want to know, public need to know, inclusion.
4. STANDARD OF LIVING - living standards, childcare, food security, housing.

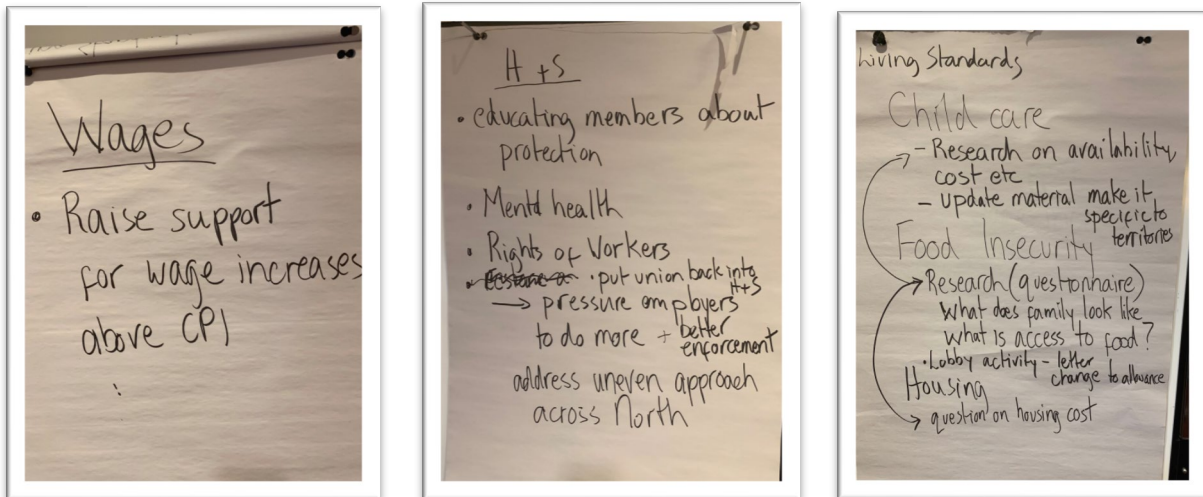


3rd Session – 1:30pm-5pm

Priorities

Members had small group discussions on Priorities 1,2, and 4, then discussed how 3-Education applies to all three Priorities. Discussed specific goals they wanted to achieve within the next year and how to achieve those goals. Discussed the goals for the Regional Council, and how to go about doing that specifically.





Regional Council discussed who will take responsibility for each Priority Working Group.

- Decided to leave the discussion to tomorrow morning.
- What this is, is a refocusing for the topics, not necessarily dropping the work we had been doing but instead continuing the work with a renewed focus.

Committee Meetings

Regional Council discussed what is working and what is not working in their respective Committees and Councils.

- What Worked – Updates on bargaining and report statistics at the Regional Council meetings, engagement at events, campaign postcards and petition signup sheets, REVP letters, public awareness, speakers at meetings, allies, anti-poverty.
- Challenges – Burnout, communication, member buy in, member engagement, lack of volunteers, geography, mental health, AGM turnout, apathy, time zones, no members from smaller communities, leads, technical difficulties, teleconferencing, fear to join union activities, not inviting, not open, lack of appreciation for volunteers.



Union History in Canada

Morna Ballantyne presented a history of unions in Canada, where the legalization of unions in Canada was not until 1944, during the 2nd world war when companies were trying to stop wildcat strikes.

- Talked about the organized union model, how it was formed and where we are now in servicing members instead.
- Discussed changing our practices in how we work with members, how are we serving the member - not just servicing, how are we facilitating the membership; when this happens, you break membership apathy.
- Discussed committee work and what could we do in our committees to recreate that excitement of the early unions in Canada. There is a method to this, there is training for this, you don't have to be a natural born leader; it has to do with how you do your daily work.

Organizing and Mobilizing

Organizing is about broadening your support base, and actually getting people onboard who were not on your side before. You have to recruit people, map out 'who are the people I can talk to? and bring in?', start with a few, keep building.

- Then think of the type of people you recruit, are they influencing others? do people listen to them? Are they Angry? Do you want to sit in a room with a bunch of angry people? You want leaders not just activists. Leaders have followers.
- If you want new people, especially young people, you have to do things, not just meet. You have to plan activities where there are wins, people don't want to be part of anything that is always losing.

Morna Ballantyne went over A tool to plan effective Committee/Area Council work³.

- Discussed Workplace Contact Mapping.
- Tools and training workshops for doing organizing are available – one example is the Handbook by Labor Notes, Secrets of a Successful Organizer:

<https://www.labornotes.org/secrets>



³ Attachment 3 A tool to plan effective Committee/Area Council work

2019-09-19

4th Session – 9am-12pm

Food Insecurity in the North

PSAC North Regional Council recognizes the immense issue of Food Insecurity in the North, because of this, members decided raise money and donations for the Niginiq Nuatsivik Nunavut Food Bank to be donated during their time in Iqaluit.



Thanks to the Regional Council members and Components, donations were roughly \$2,750.00, and included food items. Regional Council members also gathered toiletries from their respective rooms to donate. The staff of the food bank came in person and were very pleased to pick up the donations.





Presentation⁴ from the Canadian Centre for Occupational Health and Safety CCOHS by President and CEO, Anne Tennier.

Anne Tennier invited members to go to the website <https://www.ccohs.ca/> for many free e-courses and resources.

Safety Info Line # 1-800-668-4284 – to get questions answered by a real person.

Anne Tennier also left a variety of resources for members that are available upon request from CCOHS.



Presentation⁵ by Yusur Al-Bahrani on Media, Resources available at the REVP office, the PSAC North Website and Taking Photos at events.

Yusur Al-Bahrani presented the PSAC North Newsletter and recommended that all Regional Council subscribe to receive it. Talked about PSAC North Facebook, Twitter, Instagram and recommended that all members like or follow those pages. Talked about resources that are available in the office, brochures, banners, buttons, and more. Talked about how take good photos at events that can be used for media.

⁴ Attachment 4 CCOHS Presentation

⁵ Attachment 5 PSAC North Media and Website, Taking Photos, and News Pyramid

Priorities

Morna Ballantyne guided the Regional Council through a review and discussion of the Priorities for the North.

- Regional Council decided that they would form small working groups for each of the top 3 Priorities, they would then work on ideas for how to move forward with and implement strategies for each Priority.
- Members agreed that a Regional Rep should be assigned to the Priority project and Jack approved.
- Bargaining – Lead – Hoa Do with Geoff Ryan, Elwood Chan, Gerard Tremblay, Bruce Gudeit
- Standard of Living – Lead Samantha Cosentino with Linda Moen, Geraldine Penney, Roberta Wurtak, Carrie Lynn Robinson, Lisa Kirk
- Health & Safety – Lead Dianne Williams with Teresa Acheson, Stephanie Coulthard, Derek Yap, Lili Weemen, Derek Allerton

5th Session – 2pm-4:30pm

Presentation by Mumilaaq Qaqqaq

Mumilaaq Qaqqaq is a facilitator, public speaker, and volunteer. She is best known for a speech she made in the House of Commons on International Women's Day in 2017. Originally from Baker Lake, Nunavut, she now lives in the capital, Iqaluit.



Mumilaaq Qaqqaq shared about Indigenous people in Nunavut, their history and timeline of interactions with newcomers/traders leading to colonization and her own personal experiences. Regional Council took part interactively in learning Inuit history and timeline, before and after colonization from 1910 to today, in small groups.

- Council learned about how Inuit history is not taught in school.
- Inuit history was an oral history before colonization.
- Residential Schools or Day Schools were active until very recently, the last school closed in 1996.



- Discussed the meaning of words like - Indigenous, Inuit/Inuk, Ally, and Reconciliation.
- Shared the different regions of Nunavut: Qikiqtaaluk (Baffin), Kivalliq (Keewatin) and Kitikmeot, and how most communities are fly in / fly out, as there are no roads linking the communities together.



Mumilaaq Qaqqaq shared about current issues in Nunavut and how those issues were shaped by the history of Nunavut.

- Tuberculosis is 300x higher for Inuit than the rest of Canada in present day. In the past sick people would be taken from their communities for treatment by ships and sometimes would never return to their communities.
- Inuit and their communities faced forced relocations by the government, some people were relocated from northern Quebec to the high arctic, like Resolute Bay and Grise Fjord, and taken from their nomadic lifestyle and put into settlements. Their dogs were killed, forcing people to stay in the communities for arctic sovereignty and eliminating the tool they used for hunting, forcing people to rely on the government.
- Inuit were relocated with promises of food, shelter, warm clothing, and the promise of staying with family. When they arrived, they found the land and the animals were different, the people weren't used to them and many died.
- Identification discs which look like dog tags were given to people, assigning them numbers to keep track of them because they couldn't pronounce their names, and the tags always had to be on them; this was during the 1940's-1970's.
- Distant Early Warning Line - during the cold war the U.S. government set up a series of radar stations across the North with cooperation with the Canadian government, to detect USSR missiles. Sites are now abandoned with much rubbish, waste, old oil barrels, and toxic chemicals left behind.



Regional Council were led through and activity current issues in Nunavut that all contribute to a high suicide rate and solutions that could contribute to suicide prevention.

- Education, healthcare, mental wellness, workplace qualifications, food security, language revitalization. All these topics will contribute to suicide prevention.

