

**Report of the  
BC Regional Triennial Convention**

**Vancouver, BC**

**June 16-18, 2017**



## **June 16, 2017 – a.m. Session**

The REVP BC, Bob Jackson, asked delegates, observers and guests to take their seats, and called the Regional Council to the front.

### **Aboriginal Opening**

Brother Jackson invited Sister Ruby Langan, the Aboriginal representative on the BC Regional Council to introduce Debra Sparrow, the Aboriginal Cultural Representative to provide the Aboriginal opening.

Sister Langan presented Debra as follows:

*Debra Sparrow was born and raised on the Musqueam Indian Reserve and is self-taught in Salish design and jewelry-making. Her work can be seen in various museums and institutions, including the University of British Columbia, Vancouver International Airport, Heard Museum in Phoenix, Arizona, the Royal BC Museum in Victoria and the Burk Museum of Natural History and Culture in Seattle, WA. Debra designed the logo for the Canadian Men's Hockey Team for the 2010 Olympic and Paralympic Winter Games in Vancouver, BC. She also continues to work on pieces close to her heart at her home in Musqueam. It is Debra's hope to educate others about the beauty and integrity of her people's history through her art.*

*Debra is an acclaimed weaver who has been weaving for twenty years and is deeply involved with the revival of Musqueam weaving. Her Musqueam blankets are displayed at the Vancouver Airport and at UBC. She is active in a program at the Museum of Anthropology designed to teach grade four children about Musqueam culture and history. She helped with the design of the Queen of the Night costume in the Vancouver Opera production of The Magic Flute.*

*Debra and her sister felt a need to find their roots; they wanted to know what their place was in the world. Their grandfather had told them that they had to know who they were and where they come from; otherwise they were nothing. They decided that their path to this knowledge was through traditional crafts. Debra chose to pursue jewelry-making but later found herself involved more and more involved with weaving.*

*Debra and her sister organized a local group of Musqueam weavers who wove traditional blankets. They were inspired by an old blanket passed down in their family, by blankets owned by museums in Washington, DC and New York City and by a book on Salish weaving by Paula Gustafson. Now Debra is involved with the commercial production of blanket designs in clothing as well as blankets.*

Debra provided Aboriginal greetings to the delegation.

Then Bob thanked both Ruby and Debra.

Before officially calling the Convention to order, Brother Jackson gave a warm welcome to Gordie Larkin. Gordie worked with the Canadian Labour Congress and the United Way, but many know that he's also been pretty good with a guitar. Brother Larkin led the delegation in singing "Solidarity Forever", and then wished Bob a great retirement.

### **Call to Order**

Brother Jackson, REVP BC, welcomed delegates, guests and observers to Convention, and called the 7<sup>th</sup> Triennial PSAC BC Regional Triennial Convention to order!

He especially welcomed first-time delegates, and asked them to raise their hand if they were attending their first PSAC BC Convention.

He explained that over the next three days, resolutions would be debated, and if adopted, some would take effect immediately, some would guide the work of the Region, while some will be sent to the next PSAC National Triennial Convention in Toronto in 2018. All of them, however, will make our union stronger.

He further explained that the delegation would have lively, respectful and thought-provoking debate on the resolutions, and elect a new Regional Council that will guide the work of its members and activists over the next three years.

### **Moment of Silence**

Before beginning that work, he asked to think about all the workers killed or injured on the job in BC and around the world, and to re-commit ourselves to working to ensure that everyone has a safe and healthy workplace.

He also asked to remember our friends and co-workers, our union sisters and brothers that are no longer with us.

The following names were shown on the screen:

Kathleen Allen, CEIU Local 20975  
Kari Banza, CEIU Local 20914  
Lillian Bassim, UTE Local 20002  
Regina Brennan, UPCE Local 20101, PSAC staff  
Sylvain Brisson, CEIU Local 20914  
Ike Byl, UTE Local 20050  
Albert Charon, UTE Local 20050  
Woody Cross, CEIU Local 20938  
Jim Demers, CIU Local 20040

Jean Donovan, UTE Local 20028  
Daniel Doyle, UTE Local 20002  
Negar Faili, UTE Local 20028  
Dean Flick, UNE Local 20106  
David Wayne Flick, CIU Local 20045  
Derek Gibson, CIU Local 20040  
Leslie Green, UTE Local 20028  
Paula Haag, AGR Local 20043  
Kenny Lam, UCTE Local 20221  
Kathy Lee, CEIU Local 20975  
Steve Manolov, UCTE Local 20221  
Edith Martin, USGE Local 20141  
Shirley Moore, UTE Local 20028  
Ellen Nicholson, CEIU Local 20914  
Mark Novakov, UCTE Local 20221  
Shaun O'Flanagan, UTE Local 20050  
Todd Owen, UTE Local 20050  
Dena Ponech, UNDE Local 21008  
Betty Reid, UTE Local 20002  
Tim Rose, UTE Local 20027  
Heather Seymour, UHEW Local 20147  
Amy Smith, CEIU Local 20975  
Judy Smith, UTE Local 20050  
Wesley Smith, CIU Local 20040  
Sharon Tieman, UPCE Local 20101  
Sharon Tullman, West Fraser Valley Area Council  
Emil Udovich, CIU Local 20040

A moment of silence was observed.

## **PSAC Policies and Administration**

### **PSAC Harassment Statement**

Bob asked Jennifer Chieh Ho and Paul Croes to read the following PSAC Harassment Statement:

*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 Jackson advised that the primary anti-harassment resource person for Convention was Tracy Thor, assisted by Dominic Lavoie and James Little as back-ups, and that someone would be available at all times during and after sessions to handle any issues that may arise. He provided the phone number to reach them.

#### PSAC Statement on Scent-Free Environments

Bob asked Linda Harding to introduce the following PSAC Statement on Scent-Free Environments, which provides a more comfortable environment for all and helps promote greater awareness of environmental sensitivity:

*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 PSAC recognizes that accessibility is an essential requirement for the participation of members with environmental disabilities.*

*In consideration for the health of our sisters and brothers who may suffer from environmental disabilities, and with the goal of eliminating a contaminant from the air, the PSAC requests that all participants attending any union function refrain from using scented products. These include 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.*

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

## Administrative Notes

Brother Jackson provided some information regarding the gender neutral washrooms and the hotel policy which doesn't allow food in the ballroom because of severe food allergies.

## Introductions

Bob reminded the delegation that one of the reasons they were gathered at this Convention was to elect the BC Regional Council.

He explained that the Council is composed of geographic representatives, equity, young worker and women's representatives, and a representative each for the National Officers, Directly Chartered Locals and Small Separate Employers as well as Health & Safety.

The Council is mandated to unite all members of the Public Service Alliance of Canada BC Region into a single democratic organization that reflects the needs of the membership in BC while respecting the constitutional integrity of the PSAC and its Components.

The Council is also mandated to promote the organization of PSAC members in BC into structures like Area Councils, and constitutionally and regionally recognized Committees that are representative, inclusive, fair, equitable and respectful of all the individual and collective rights of PSAC members in the region.

It is also the Council's job to identify the needs of BC members and to ensure our union's regional programs and services meet these needs by setting priorities, policies and directions between Conventions.

He then introduced the current BC Council as follows:

- Southern Interior – Susan Yaciw, Carolyn McGillivray
- East Fraser Valley – Antony Paller
- West Fraser Valley – Johann Ackermann
- Metro Vancouver – Jennifer Horsley, Terri Lee, Barry Tchir
- Northwest BC – Jill MacNeill
- North Vancouver Island – Bert Farwell
- South Vancouver Island – Colleen Girard, Patricia Martin
- Women – Kelly Sidhu
- Pride – Paul Croes
- Racially Visible – Jennifer Chieh Ho
- Aboriginal – Ruby Langan
- Members with Disabilities – Joyce Slett
- Alternate Regional Executive Vice-President – Jamey Mills

- National Officers – Leanne Hughes
- Young Workers – Vanessa Miller
- Health & Safety – Linda Harding

He thanked them for their hard work on behalf of PSAC members in BC.

He also acknowledged members who have previously served on the Council and stepped down, or who have stepped in as alternates from time to time over the past three years.

Being an alternate is an important job, and he thanked the following members:

- Parveen Deepak
- Be Gomes
- Nic Humphreys
- Liz Oliphant
- Jim Sidel
- Virginia Vaillancourt
- Ken Waldron
- Crystal Warner

Bob recognized that the Regional Council Convention Committee and the Host Committee have worked hard to help make this a great Convention, and they will be working hard during Convention.

Then, Bert Farwell, Chair of the Host Committee, introduced the following members:

- Vanessa Miller
- Jill MacNeil
- Jennifer Horsley

Brother Jackson made a couple of announcements regarding the hospitality suites, the draws, etc.

He thanked Bert and the Committee for their hard work over the last year to organize this Convention.

He then recognized the following guests from other unions here in BC, from Ottawa and other parts of the country:

- Robyn Benson, National President PSAC
- Christine Collins, National President, Union of Canadian Transportation Employees
- Jean-Pierre Fortin, National President, Customs and Immigration Union
- Carl Gannon, National President, Union of Veterans' Affairs Employees

- Donna Lackie, National President, Government Services Union
- John MacLennan, National President, Union of National Defense Employees
- Todd Panas, National President, Union of Health and Environment Workers
- François Paradis, National President, Union of Postal Communications Employees
- Stan Stapleton, National President, Union of Solicitor General Employees
- Kay Sinclair, former REVP BC
- Patty Ducharme, former REVP BC and former PSAC NEVP
  
- Irene Lanzinger, BC Federation of Labour President
- Aaron Ekman, BC Federation of Labour Secretary-Treasurer

Bob introduced the following PSAC staff and thanked them for all their work:

#### REVP Office

- Kristin Schnider, Assistant to the REVP and Lead Convention Organizer
- Patrick Bragg, Regional Political Communications Officer

#### PSAC Victoria Regional Office

- Dave Jackson, Regional Representative
- James Little, Regional Representative and Health and Safety Officer
- Rosemary Mackenzie, Administrative Assistant

#### PSAC Vancouver Office

- Hetty Alcuitas, Secretary
- Jessica Kerek, A/Regional Representative
- Deanna Kimball, Regional Representative
- Katherine Kirkwood, Secretary
- Luc Guevremont, Regional Coordinator
- Patricia Mullin, Administrative Assistant
- Robert Strang, Regional Representative
- Deb Seaboyer, Regional Education Officer
- Monica Urrutia, Regional Representative

#### Collective Bargaining Branch Offices in BC

- Abudi Awaysheh, Grievance and Adjudication Officer
- Laurel Axam, Secretary
- Erna Post, Regional Negotiator

## Headquarters in Ottawa and other Regions

- Éric Arcand, Information Technology/Information Management Section
- France Bélanger, Executive Office
- Monika Duggal, Winnipeg Regional Office
- Gaëlle Felix, Membership Programs Branch
- Martha Johnson, Regina Regional Office
- Karoline Klüg, Winnipeg Regional Office
- Dominic Lavoie, Regional Offices Branch
- Ariane Martin, Executive Office
- Mandy Rocks, Executive Office
- Tracy Thor, Winnipeg Regional Office

## Announcements

Brother Jackson informed the delegation that announcements would be made prior to lunch and at the end of each day.

Any information to share with the delegates about a caucus or an event will be done as much as possible as an announcement as opposed to a question of privilege on the floor. Announcement forms had been produced and were available from the Administrative Office.

## Guest Speaker – Irene Lanzinger

With great pleasure, Bob introduced Sister Irene Lanzinger, President of the BC Federation of Labour, as follows:

*Irene is President of the BC Federation of Labour, and the first woman to be elected and lead BC's largest labour organization.*

*With a long history of activism on behalf of working people and the labour movement, Lanzinger is a math and science teacher by trade.*

*Irene believes passionately in social and economic justice, the creation of good-paying jobs, and investing in public services that so many British Columbians depend on in their daily lives.*

*Irene Lanzinger has championed causes such as the BCFED's Fight for \$15 minimum wage campaign to lift 500,000 BC workers as a way of improving living standards for all workers in BC, not just union members.*

*The BCFED represents more than half a million working people from affiliated unions across this country, this province, in every sector of the economy.*

After Sister Lanzinger's address, Bob provided her with a gift as a token of appreciation.

**Adoption of Rules of Order**

m/s Virginia Vaillancourt Michael Ballard

That the Rules of Order be adopted.

**MOTION CARRIED.**

**Credentials Committee**

m/s Michael Shane Polak Wayne Little

That the Credential Committee, comprised of Carolyn McGillivray, Ernest Hooker and Geoffrey Williamson, be ratified.

**MOTION CARRIED.**

**Credentials Committee Report**

m/s Caroline McGillivray Ernest Hooker

That the following report be adopted:

Accredited delegates	127
Observers	25
Guests	4
NBoD members	<u>9</u>
Total	165

**MOTION CARRIED.**

**Adoption of Agenda**

m/s Crystal Warner Theresa Greenough

That the Convention Agenda be adopted.

**MOTION CARRIED.**

## **Ratification of Appointments to the Nominations Committee**

m/s Virginia Vaillancourt      Todd Smith

That the Nominations Committee, comprised of Sharon Bull, Georges Ten and Cheryl Oenema, be ratified.

### **MOTION CARRIED.**

Brother Jackson informed the delegation that the PSAC National President, Robyn Benson, would chair the elections, and would assist in the process.

## **Tiling Guidelines**

Brother Jackson explained that tiling the doors happens during a standing vote, a secret ballot vote or during elections.

For new delegates, tiling the doors means that no one is allowed in until the results of the vote are announced and the chair untiles the doors. All doors will be tiled, including the observers' door.

Members with a disability that prevents them from being in the room for prolonged periods of time, could request that their name be put on the accommodation list for the tiling procedures.

Permission would then be granted to re-enter the room before the vote is announced, but only after all the delegates have finished voting. If members wished to be placed on the accommodation list, they had to speak with any of the staff at the doors or in the administration room.

## **Ratification of Convention Committees**

### **By-Laws Committee**

m/s Michael Shane Polak      Paul Jones

That the following members of the By-Laws Committee be ratified:

- Susan Yaciw and Patricia Martin, Co-Chairs of the Committee
- Johann Ackerman
- Jennifer Chieh Ho
- Kirsty Havard
- Joanne Hay
- Leanne Hughes

### **MOTION CARRIED.**

### **Finance Committee**

m/s Virginia Vaillancourt Kelly Megyesi

That the following members of the Finance Committee be ratified:

- Jamey Mills and Michael Shane Polak, Co-Chairs
- Nancy Burton
- Ruby Langan
- Terri Lee
- Antony Paller
- Barry Tchir

**MOTION CARRIED.**

### **General Resolutions Committee**

m/s Megan Adam Kevin Hunt

That the following members of the General Resolutions Committee be ratified:

- Colleen Girard and Kimberley Koch, Co-Chairs
- Paul Croes
- Nicole Gibson
- Linda Harding
- Richard May
- Marion McLarty

**MOTION CARRIED.**

The REVP thanked all members who served on these Committees.

He explained that the budget and resolutions that the Committees considered and debated, and that delegates will be voting on, will help guide the PSAC BC Region over the next three years.

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

m/s Crystal Warner Paul Jones

That resolutions be referred to the appropriate Convention Committee.

**MOTION CARRIED.**

## **REVP Report**

The Alternate Regional Executive Vice-President, Jamey Mills, assumed the chair.

REVP Jackson presented his report and added the following comments:

*This is the second convention report I've had the pleasure of presenting, and it will also be my last.*

*As many of you know, I will be retiring very soon. It has been an honour and a privilege to serve as your Regional Executive Vice-President for the past six years. It has been an amazing, inspiring and humbling time and I will cherish it. We have achieved so much together.*

*I know this will continue as I leave the Region in the very good hand of all the PSAC activists we have here in BC. That includes all of you in this room and 15,000 members across the province.*

*Although my report is extensive, it doesn't even come close to the many events, rallies, conferences and other activities that our members have taken part in. It's truly amazing how much we do to make our workplaces and communities better.*

*However, it hasn't been an easy three years. Canadians suffered greatly through the decade-long of the Harper's Conservative government. We saw thousands of our members lose their jobs and many others affected through DRAP. Public services were cut and regulations that protected our rights and our health were slashed. Our union came under an unprecedented attack.*

*Legislation like Bill C-524 and Bill C-377 was introduced, trying to keep us down. But our members fought back. We fought back because that's what we do as a union. And we were successful. For example, the Senate just approved legislation that repeals Bills C-525 and C-377.*

*For more than 50 years as a national union and 20 years in the PSAC BC Region, we have been representing and defending our members without fear of governments or employers.*

*And for the past three years, the PSAC BC Region has continued to stand strong – fighting against injustice – fighting to make the lives of our members, our families and our communities better, and demanding that governments and employers treat us with respect. We will hold a rally today.*

*One of the first big union events I attended was a BC Federation of Labour Convention over 20 years ago. I heard Doctor Linda Rae Murray, who is currently the President of the American Public Health Association, talk about the historic fight to bring health care to marginalized people in the United States. Her presentation was called “With No Justice There Is No Peace. No Justice No Peace.” This has always resonated with me.*

*To me, it means we must keep up the struggle, keep fighting, until we win and we do win when we work hard. I have always tried to do that during my career in the federal public service.*

*PSAC’s latest fight began in earnest in late 2014, when PSAC members across the province began to mobilize against Harper’s cuts, and look towards the 2015 federal election. This is a prime example of why we fight and we win.*

*Thousands of members participated in bargaining mobilization activities, worksite actions, rallies, town-hall meetings and many other events.*

*Thousands of members started talking to their co-workers, friends, family and Members of Parliament about the effect of federal government cuts and issues that are important to working people like us.*

*Thousands of members stood together and said “We are all affected”. You remember this campaign.*

*And, thousands of members voted against the Conservative government for a new government, and we were successful. We got a new government. But our mobilization did not, and will not end with the defeat of the Harper government. They said they’d be different, but the federal Liberals will need to be pushed hard to do the right thing. The Liberals said that they would treat us differently.*

*The Phoenix fiasco, Bill C-27, which is an attack on good pensions, the threat of the airport privatization, the recent cuts at the Coast Guard – after what happened with the Kitsilano Coastguard Base, you think they had learnt a lesson from that. They did not. Delays at the Missing and Murdered Women’s Inquiry is another issue – why is that – why the government said it would do these things.*

*These are just some examples of where the federal Liberals need to be reminded they’re not Conservatives, and some areas I know members in our region will continue to work on.*

*We got a new federal government, and we also got a new provincial government. Or I should say we are in the process of getting a new provincial government. As Irene talked about, there is never a dull moment here in BC.*

*This spring during the provincial election campaign, PSAC members built on the lessons we learned and the energy we gained in 2015, and mobilized against another anti-worker, anti-union government in the form of the BC Liberals.*

*PSAC members in every part of the province got involved in this election – we volunteered to help progressive candidates, we attended rallies and events, we participated in our telephone town-hall, we talked to friends and neighbours about the issues, we got involved in the BC Federation of Labour’s Better BC campaign, and most members took the time to vote.*

*I would like to thank all of you who got involved.*

*We need to be proud of the PSAC family. We should all be proud of the role PSAC members played in building a better BC.*

*I would also like to especially thank and congratulate two members of the PSAC family who stood up for what they believe in and ran for office. Both of them were sworn in last week as Members of the Legislature. Bowinn Ma, a PSAC member who works at the Vancouver Airport, was elected in North Vancouver-Lonsdale, and Janet Routledge, a former member and PSAC staff person, was elected in Burnaby North. Both of them defeated BC Liberal Cabinet Ministers, and they should both be very proud of that. They should be congratulated for that.*

*I also would like to recognize Sargy Chima, a member of CEIU who was unsuccessful in her campaign to be the BC Liberal MLA for Surrey-Whalley, for her energy and her effort in having her name put forward.*

*Bowinn and Janet will both be with us tomorrow afternoon, and I am looking forward to it very much. I know both these sisters will be strong voices in the Legislature for their constituents. I think I can speak on behalf of the whole region when I say we look forward to working with them as they work to make our province a better place.*

*We look forward to working with them as they implement a \$15/hour minimum wage, a comprehensive child care plan, an anti-poverty strategy, and many more initiatives that will improve the lives of all British Columbians.*

*Speaking of improving people’s lives, I would like to highlight the work PSAC members in BC have done with respect to the United Way campaign. The Government of Canada Workplace Charitable Campaign is one of the most successful United Way campaigns across our country, thanks to the generosity and hard work of our members in the federal government and our other workplaces. Together we contribute millions of dollars to help those less fortunate.*

*Over the past three years, I have seen first hand here in Vancouver and in other communities in the province how the United Way makes a difference and how these dollars are used. I have heard about it directly from the impact speakers who present at United Way meetings.*

*And, I have seen our good work in action at Our Place, an inner-city community centre serving Greater Victoria's most vulnerable: the working poor, impoverished elderly, mentally and physically challenged, addicted and the homeless. A couple of years ago, we served breakfast and the stories we were told were truly amazing.*

*In Vancouver, I have seen our good work in action at the Richmond Family Place and the Ray Cam Community Centre, downtown east side Vancouver, where United Way helps provide programs for children and seniors. We were there two months ago, and heard some stories about children eating healthy. We have to get involved in the Workplace Charitable Campaign.*

*Just as I know our work with the United Way will continue, I know PSAC members will keep working for respect, for social justice, for healthy workplaces, for goods jobs and for good collective agreements, for all the things we believe in as trade unionists. I look forward to hearing all about it in the coming months and years.*

*I may be retiring but my heart and my thoughts will be with all of you.*

m/s Bob Jackson

Virginia Vaillancourt

That the BC REVP Report be adopted.

A few delegates made some comments thanking Bob for his leadership, his knowledge, his engagement towards the BC members. He often cancelled family plans when we needed help, particularly when the CEIU Component was put into trusteeship. He worked tirelessly for the members and helped them. Sister Warner thanked Bob for talking to her and teaching all what leadership should be.

Delegates also thanked Bob for having fought so hard for the PSAC BC members.

The Agriculture Union National President acknowledged the years they have worked together. You could always count on Bob. He was a model of determination. Brother Kingston thanked him for all the years and the services he provided during all these years. His 30 years of activism will never be forgotten.

**MOTION TO ADOPT THE REVP REPORT CARRIED.**

Brother Jackson resumed the Chair, and thanked delegates as it has been an honour, a privilege and a pleasure to serve as the BC Regional Executive Vice-President these last six years. Solidarity forever!

At this point, Luc Guevremont made some announcements, and Bob informed the delegation that the rally today was organized to call on Minister Scott Brison to make fixing Phoenix his priority, and to call on the government to bargain fairly with our members who are still in negotiations. It was also organized to send a message of solidarity to all the bargaining teams and to PSAC members across BC, especially those affected by Phoenix.

Bob also informed the delegation that he would make the introductory remarks and the following individuals would speak at the rally:

- Karen Hall, President, PIPSC Vancouver Branch
- Garth Mullins, President CAPE Local 301
- Jean-Pierre Fortin, National President, Customs and Immigration Union
- Robyn Benson, National President, PSAC

Delegates, observers, guests and staff then proceeded to the rally.

### **Friday, June 16, 2017, p.m. Session**

Brother Jackson thanked everyone for attending this successful rally.

### **Guest Speaker – PSAC National President**

REVP Jackson introduced Robyn Benson, our National President, as follows:

*Robyn Benson was re-elected as the National President of the Public Service Alliance of Canada at PSAC's 17<sup>th</sup> National Triennial Convention in May 2015. She was first elected as the PSAC National President in May 2012.*

*Born and raised in Manitoba, Robyn's first involvement with our union began during the 1980 CR Strike, sparked by union sisters who were fed up with pay inequality. At the time, she was a single mother of two small children and working as a term for the Canada Revenue Agency (CRA).*

*Robyn continued to work for CRA for 20 years while holding various positions within our union, including Treasurer and then President of her Local, and Prairie Regional Vice-President for the PSAC's Component – the Union of Taxation Employees. In 2000, Robyn was elected as PSAC Regional Executive Vice-President (REVP), Prairies, a position she served from 2000 to 2012.*

*As National President, Robyn is responsible for a variety of national portfolios, including collective bargaining, communications, political action, different campaigns we run, the PSAC's Social Justice Fund, the Joint Learning Program, and Workforce Adjustment.*

*Whether she is walking side-by-side with members on the picket lines or standing in solidarity with sisters and brothers at rallies and demonstrations like we had today, Robyn has always been and continues to be a voice for all of our members across the country. As a passionate advocate for human rights, social justice and strong public services, her dedication to and respect for PSAC members guides her every decision.*

*Robyn is a very good friend of mine, and I am happy she is with us today.*

### Robyn's address

Sister Benson delivered the following address:

*Sisters, brothers and friends, it's so good to be with you at the 2017 BC Regional Convention of the PSAC.*

*So much has happened in this province and across the country since the last Convention three years ago. This is your opportunity to assess where we have come from and where we want to take the union over the next three years. I know you will give every matter careful consideration, and make wise decisions together. With your help, this Convention can go down in history as one of our union's best.*

*I will be able to attest to that, because over the years, I have been to a lot of Conventions and seen it all: the good, the bad and the very challenging Conventions.*

*Seriously though, PSAC members are really counting on us to lead them well, especially to find openings for advancement. And in British Columbia, you will have huge opportunities for change in the very near future if the will of the people is respected, and the NDP forms government. John Horgan and the BC NDP are finally allowed to govern. You saw Janet Routledge at the rally which was great. In BC people do it differently.*

*What an amazing election campaign and what a stunning result. I don't think I have ever agreed with Christy Clark about anything but on election night, she said, 'this can only happen in BC' and I think she was right about that.*

*Because in BC, progressive forces know how to mobilize the vote like nowhere else and I want to congratulate PSAC BC and all of you for the role that you played. You knew that the election couldn't be won only between the time the writ was dropped and election day, and so you did the smart thing and started campaigning almost immediately after the last one.*

*Working with the BC Federation of Labour and CLC affiliated unions in this region, you exposed the anti-worker and anti-people politics of Christy Clark and the BC Liberals, and you helped convince our members and all voters that a better way is possible for this province. Your efforts also had an impact on the NDP's campaign, which advanced a bold agenda—a program to address the housing crisis, improve transit, stop the corporate assault on the environment, and raise the standard of living for working people through bigger investments in public services, and programs like the \$10-a-day child care plan.*

*The election here in BC has important lessons for all of us across the country and federally. Before we know it, there will be another election. First, when the PSAC takes the time and puts effort into explaining issues to members, it makes a difference. Second, when we get organized and put resources into getting members to take on political action between elections and on election day, our membership answers the call. Third, when a political party puts forward a bold and innovative program to address the very real economic problems facing working people, it can win.*

*So congratulations to each and everyone of you for helping to turn things around in BC. Congratulations to PSAC family members, Bowinn Ma and Janet Routledge, on their election to the provincial legislature. As I said earlier, I saw Janet at the rally today, and at the last election, I visited her campaign office and opened my cheque book. It is wonderful to have some of our family elected in the legislature.*

*Let's build on the momentum by getting more and more members to take political action so that we do make sure that the NDP forms government, and keep the BC Liberals from forming government this time and forever after. And let's also work to make sure that we see real change at the federal level too. It is a challenge, and I know you are up to it.*

*I know we can do this, because we are a union that knows how to fight, and we are a union that knows how to win.*

*Ten years of living and working under a hard-right Conservative government was brutal, but it made us tough, it made us smarter, and it taught us how to work together.*

*Our last round of bargaining with the Treasury Board is a testament to our renewed strength. I want to thank everyone of you as four of the five agreements have been signed last week. It is done, and now we will work on the FB bargaining unit. You have to pock them in the eye. I am not a pretty picture when I am angry. They are procrastinating. They didn't want to sign. I said if you don't sign, I will file an Unfair Labour Practice (ULP). We did get all the paper work ready for the ULP. Then they said, we will sign the PA agreement. I told them they had to sign them all. They have signed, and we will watch for the 150 days to implement the agreements. While we are yelling about fixing Phoenix, our members are working really hard in Miramichi. While I watch the 150 days, we have to be cognizant of the fact that our members are doing their work. It is not their fault that the government implemented this system. We will keep you posted.*

*Because of your strength, courage and determination, thank you to all of you.*

*The Harper Conservatives did everything they could to rip out our sick leave clauses, and steal our accumulated sick leave benefits. They accused us of abuse. They lied about costs. They went behind our backs to talk to other unions. And when none of that worked, they took away our collective bargaining rights and gave themselves the unilateral right to change our contracts. They brought Bill C-5, Division 20. We signed the solidarity pact with the NJC Bargaining Agents. A few unions deviated a bit. They have to look at themselves in the mirror as I know that I have done the best for the PSAC members.*

*We are not finished with the government. But we fought back every step of the way, and our power grew through the struggle. Then, in October 2015, PSAC members together with others booted Harper out of office, and today our sick leave rights remain intact.*

*I am so proud of our union. We defended ourselves, and now we are moving to the offense on every front. Canadians understood that we could not continue with the Harper government.*

*Members of the bargaining teams work so hard for this round. They put in long hours to get a deal on your behalf. I hope you come back for the bargaining conference in March 2018.*

*I am proud of our union. We have made breakthroughs at the bargaining tables across the country despite the difficult economic climate. And we will make more.*

*We got the federal Liberal government to reopen the nine regional veterans' offices that were closed by the Conservatives. And though we have a long way to go, we're pressing hard to get the staff cuts in other departments reversed. They are looking for hundreds of compensation advisors.*

*We forced the Liberals to introduce legislation to repeal the Conservatives' anti-worker, anti-union laws—including the law that took away our right to strike. We have Bills C-525 and C-377 passed. Originally, the Liberals put the legislation forward and the Senate made a lot of changes. The labour movement is happy. Please look at Bill C-5, and if you talk to your MP, I ask you to remind MPs to pass C-5, PSAC specific.*

*We are going to keep pushing for even better laws, because it's time to get rid of all the legal restrictions on what we can or can't bargain.*

*We got federal pay equity legislation back on the government agenda and we're pushing for action now. The Liberals' promise to wait until 2018 is not good enough—because justice delayed is justice denied. I spoke to the new Labour Minister, Patty Hajdu at the CLC Convention about ILO 1998 and C-4. I also met with her in New York and we talked about pay equity. They want to wait until 2018 because of the federal election, which is not acceptable.*

*We won the joint taskforce on mental health that promises to change the culture of the federal public service and make it a good place to work like it was a long time ago. Tony Clement, then Conservative President of Treasury Board, was on board and Scott Brison finished it up. On March 15, 2014, we rallied around mental health and we did get it before signing the collective agreement. We hope that the Centre of Excellence gets it up and ready to start. Brother Bob Kingston, who is retiring this summer, will continue to work on this taskforce, and I want to thank him for that.*

*We continue to win countless grievances, arbitrations, adjudications and court decisions upholding the rights of members and imposing justice in the workplace. Many of these cases have also put real dollars into the hands of members where it belongs.*

*Not one of these achievements has been easy. We are making headway because of leaders like you. You work hard every day, and you refuse to give up even when the going is tough. I thank you so much for that.*

*And, on that note, I want to pay special tribute to Brother Bob Jackson, your Regional Executive Vice-President and my friend, who, as you know, is retiring from the federal public service and from his leadership position in the PSAC.*

*Bob is a trade unionist to the core, and has demonstrated time and time again over many years his unwavering commitment to improving the lives and working conditions of PSAC members. He understands better than just about anyone the power of the people and sticking together to do the right thing. His clear-thinking, loyalty to the membership, and even his tendency and stubbornness have contributed greatly to the work of the PSAC's Alliance Executive Committee and the National Board of Directors.*

*And here in BC, he has done incredible work building our union, supporting activists, working with the BC Federation of Labour and many other allies, and making our union more visible than it has ever been.*

*Bob, I want to thank you personally and on behalf of every member of the AEC and the NBoD for your long service to the Agriculture Union and to the PSAC.*

At this point, Robyn presents Bob with his 35 year-service award in recognition of continuous service to further the social and economic well-being of the members of the PSAC.

*And of course, a big thank you as well to every member of the BC Regional Council—and to every staff member in the region—for all the work you’ve done for the PSAC membership day in and day out over the last three years.*

*As you know, making gains for workers takes dedicated leaders and hard-working staff. It also takes strength and organization from top to bottom. And though we’ve done a lot in the past few years to get stronger and better at flexing our muscle—the truth is, we have more work to do—especially on the ground, with our members, in every workplace and in our communities.*

*The PSAC membership is more than 170,000 strong, and we are growing through hard-fought organizing drives and by pushing hard for more and better public services. Our members depend on their union to represent and defend them, especially when things go wrong. But too many see the PSAC as something separate from them—as an organization they pay money to in case of a future need—kind of like an insurance policy.*

*What we need, instead, is for members to see the PSAC as their union—one that they want to help—one that they contribute to beyond paying dues—one they feel proud to call their own. Because, a union is strongest and at its best when the members see it as their very own vehicle for change—and when members give their time, effort and passion to move it forward.*

*I was at the G-8 in Calgary. Someone said to me, I think you are my union. She worked for Parks Canada. She was there with an environmental group.*

*My own experience tells me this is true. Like many, I became a member of the PSAC because I happened to get a unionized job. I was hired back in 1980 as a casual assessor at the Winnipeg Tax Centre, and when I passed the six-month mark, I became a “term” and union dues started coming off my pay cheque. Almost immediately upon becoming a term, I was told the union was going on strike. I didn’t know squat about unions. I didn’t know what a contract was; I didn’t have a clue about the bargaining process or what we were demanding.*

*But, out there on the picket line I learned fast. I discovered it wasn't the union's strike, it was our strike. I mean, really, the CR strike of 1980 wasn't even sanctioned by the leadership.*

*Tens of thousands of PSAC members—almost all women—walked off in the single largest strike in our history because we wanted respect. It was actioned by the members for the members, and our unity and determination was so powerful that, in the end, we won. And to this day, members are still benefitting from that victory. I believe it's that kind of power—that kind of membership engagement—that we must generate once again.*

*During the ten years of Stephen Harper's Conservative rule, our priority as a union was defending our members, and defending public services our members deliver. There is still a huge list. Now, we must turn our attention to building membership power so that we can make big advances.*

*We can engage members in our union in different ways, but we must do it seriously and deliberately.*

*You have to experience a picket line as it is the most powering thing. While I love a picket line, I don't sign easily.*

*We must do everything we can to get every single local in the region functioning at full capacity. I know it is not easy, and I know that many of you are frustrated that there are not more volunteers to share the union work. But, I believe that membership participation can and will increase if we look at how we do our work now, and come up with new ways of doing it differently and do outreach.*

*We must put in place programs to develop new and younger activists. We must improve day-to-day communication with members—through more face-to-face conversations, rather than rely always on one-way information missives, or on social media. I am getting good with Tweeter.*

*We must take an honest look at how we carry out our union work at every level, and re-orient it so that increased membership participation, better representation and higher union visibility is embedded in everything we do. They should know that their collective agreement was there because of people before them, not from the employer.*

*Sisters, brothers and friends, we can't count on the federal Liberals to make real change. It's up to us to move forward using the full force of an informed, mobilized and militant membership.*

*In a very short time, the Justin Trudeau government has mastered the art of big talk to disguise small do-nothing action.*

*The federal Liberals claim to be feminists, but when it comes to pay equity it's delay, delay and delay.*

*They say they support the middle class but they keep giving tax breaks to the rich, and then say there is no money to make life more affordable for the rest of us.*

*They promised to build a system of child care for all parents, but the 2017 Federal Budget will fund only a small fraction of spaces that are needed—and their recently-announced federal framework agreement on early learning and child care has dropped the goal of building a universal child care system that could benefit all children, regardless of family income or place of residence. They need to work with the provinces. In Québec, this system put more women back to work. You cannot make promises that you cannot hold.*

*The federal Liberals brand themselves as the party of equal opportunity but have done nothing to address employment equity, and little to make federal workplaces more inclusive beyond setting up another investigation into diversity. But we will certainly wait to see what actions they will take.*

*They say building a new relationship with Canada's Indigenous Peoples is their priority but progress is dangerously slow, and the government won't even comply with the Canadian Human Rights Commission's order to give Indigenous children equal funding.*

*The Liberals say they believe in public infrastructure, but they are putting in place a funding scheme that is going to privatize projects and put billions of public dollars into the pockets of private investors through their new infrastructure bank.*

*On the pension front, Federal Finance Minister Morneau has introduced one of the most regressive pieces of pension legislation this country has ever seen. Bill C-27 would allow federally-regulated employers to convert defined benefit pension plans to target plans, and it would essentially legalize the theft of pension benefits from actual and future pensioners at any time. Why Morneau did it? He was from Morneau Sheppel, and they were looking at this. We did a video and Bob will show it. It said to contact your MP or Prime Minister Trudeau directly. It is not just about pension plans, as not all PSAC members have a pension plan. We represent members from coast to coast to coast – our fight for them is for a pension plan.*

*Finally, and perhaps worse of all, the Liberals say they respect federal public service workers, but they won't pay us. The Conservatives may be to blame for putting in place Phoenix, but the Trudeau Liberals are solely responsible for failing to fix it. The suffering that our members have endured is incomprehensible. I say, it cannot and should not be forgiven or forgotten, but it can and must be compensated.*

*It's time to make the government pay our members for the damages they have suffered. And it's time to make the Liberals put back payroll supports in every department so that public service workers get their proper pay on time.*

*That's our demand for National Public Service Week. We want a real fix, not more political damage control through yet another high level Cabinet committee.*

*Sisters, brothers and friends, this will be the last BC Regional Convention that I speak at as your National President because I have decided not to re-offer for the position next May. It was a difficult decision in many ways, but an easy one in others. As Bob said, I served as my Local Treasurer for one year; then Local 50031 President for seven years; as the UTE Prairies Regional Vice-President for seven years and Prairies Regional Executive Vice-President for 12 years. And I will have served two terms as National President.*

*It has been such a privilege to serve in each of these positions, and I've loved my time in every one of them because I love my union, and I love serving the members. But I also love my family and my farm, and when I look ahead to May 2018, I know it will be time to come home.*

*Let me be clear, though, this is not my swan song. I fully intend to use every minute of my last year in office to lead the change our members want to see.*

*I will hold the Liberal government's feet to the fire and make them deliver what our members need and deserve.*

*I will keep pushing for workers' rights, for equality and for social justice.*

*I will work together with you for bold change inside and outside our union.*

*Together, sisters, brothers and friends, we will build strength. And together we will win.*

*Let's have a great Convention!*

Brother Jackson provided a gift to Robyn as a token of appreciation.

Then Bob welcomed the CUPE BC Secretary-Treasurer, Trevor Davies, to the BC Convention.

## **Credentials Committee Report**

m/s Carolyn McGillivray          Geoffrey Williamson

That the following report be adopted:

Accredited Delegates	128
Guests	6
NBoD members	9
Observers	<u>27</u>
Total	170

**MOTION CARRIED.**

## **By-Laws Committee**

Brother Jackson reminded new delegates of the following process.

A recommendation is usually one of concurrence or non-concurrence. Concurrence means that the Committee is recommending that the resolution be adopted. Non-concurrence means that the Committee is recommending that the resolution not be adopted. Once the recommendation of the Committee is moved and seconded, the recommendation of the Committee and the particular resolution shall be opened for debate by the delegates.

He also reminded delegates to identify themselves at the microphone by providing their name and delegate number. Delegates have a maximum of three minutes to speak to the resolution and the recommendation of the Committee.

Once debate is finished, delegates vote on the Committee's recommendation by voice and by raising their hands.

At this point, the By-Law Committee Chair introduced the following members of the Committee.

### Chair

Sue Yaciw                                  PSAC BC Southern Interior Coordinator, UTE

### Co-Chair

Patricia Martin                          PSAC B.C, South Island Coordinator, CEIU

## Members

Joanne Hay	Regional Vice-President, UPCE
Johann Ackerman	PSAC BC West Fraser Valley Coordinator, UTE
Kirsty Havard	President Local 20091, USGE
Jennifer Chieh Ho	PSAC BC Racially Visible Coordinator, UNE
Leanne Hughes	PSAC BC National Officers' Coordinator, CIU

## Staff Resources

James Little	Regional Representative, Victoria RO
Rosemary MacKenzie	Administrative Assistant, Victoria RO

Sister Yaciw informed the delegation that the By-Laws Committee met on April 11, April 24 and May 8, 2017 via conference call. During the first meeting, the Committee elected her as its Chair and Patricia Martin as its Co-Chair.

The Committee received and debated a total of 33 resolutions.

The Committee established the order in which the priority resolutions would be presented to the Convention as follows:

1. BLW-01 Young Workers (Housekeeping)
2. BLW-03 Gender Expression (Housekeeping)
3. BLW-08 2<sup>nd</sup> Alternate Regional Executive Vice-President
4. BLW-02 Council Reports
5. BLW-04 Redefining Districts and Geographic Jurisdiction
6. BLW-05 Definition of Area Council in Good Standing
7. BLW-06 Definition of Regional Council in Good Standing
8. BLW-07 Inclusion of Definition of Regional Committee in Good Standing
9. BLW-09 Delegate Seat for Equity (Aboriginal Peoples, Racially Visible Persons, Pride, Access) and Woman Members at PSAC National Triennial Convention
10. BLW-11 Participation in Regional Committees

The Chair and Co-Chair acknowledged and thanked all Committee members for their hard work and contribution during their deliberations and finalization of the report.

## **Resolution BLW-01 – Young Workers (Housekeeping)**

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-01, which reads as follows:

**WHEREAS** the PSAC Constitution was amended to change the definition of Youth to Young Workers; and

**WHEREAS** the PSAC Constitution was changed to redefine the age of a young worker:

**BE IT RESOLVED THAT** Section 3, Sub-Section (2); Section 5, Sub-Section (1); Section 7, Sub-Section (5); Section 9, Sub-Section (7); Section 11, Sub-Section (2); and Section 18 of the BC Regional By-Laws and any related Regulations, be amended by replacing "Youth" with "Young Workers"; and

**BE IT FURTHER RESOLVED THAT** Section 11, Sub-Section (2) (f) of the BC Regional By-Laws be amended to read as follows:

*f) The Coordinator for ~~Youth~~ **Young Workers** and their alternate(s) shall be ~~a person~~ **persons**, whether term, indeterminate or students who ~~is 30~~ **are 35** years of age and under and shall be elected by the self-identified ~~youth~~ **young worker** delegates and registered full-time attending ~~youth~~ **young worker** observers at Convention.*

**BE IT FURTHER RESOLVED THAT** Section 18, Sub-Section (6) of the BC Regional By-Laws be amended to read as follows:

*Sub-Section (6)*

*For the purposes of these By-Laws, ~~Youth~~ **Young Workers** shall be defined as persons ~~30~~ **35** years of age and ~~younger~~ **under**.*

### **Rationale**

The Committee supports this housekeeping Resolution as it brings us in line with the PSAC Constitution.

m/s Colleen Girard Josh Peterson

That we deal with a Resolution that is not one of the top ten priorities before going any further.

Brother Jackson explained that according to Rule 13 c), the Committee has to present its ten priority resolutions before moving any other resolution forward.

Therefore, the motion was ruled out of order by the Convention Chair.

### **MOTION OF CONCURRENCE IN RESOLUTION BLW-01 CARRIED.**

#### **Resolution BLW-03 – Gender Expression (Housekeeping)**

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-03, which reads as follows:

**WHEREAS** the PSAC Constitution was amended to include the language gender identity or expression:

**BE IT RESOLVED THAT** Section 4 – Membership Rights – Sub-Section (1) (a) of the PSAC BC Regional By-Laws be amended to read as follows:

*To be free from any act or omission on the part of the BC Regional Council or its members that would discriminate against the member on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, physical or mental disability, sexual orientation, **gender identity or expression**, language, political belief, social and economic class or employer.*

#### **Rationale**

The Committee supports this housekeeping Resolution as it brings us in line with the PSAC Constitution.

### **MOTION OF CONCURRENCE IN RESOLUTION BLW-03 CARRIED.**

#### **Resolution BLW-08 – 2<sup>nd</sup> Alternate Regional Executive Vice-President**

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-08, which reads as follows:

**WHEREAS** the PSAC Constitution was amended to allow the election of a 2<sup>nd</sup> Alternate to the Regional Vice-President (REVP); and

**WHEREAS** in the current BC Regional Council By-Laws there is no provision for a 2<sup>nd</sup> Alternate to the Regional Executive Vice-President (REVP) position; and

**WHEREAS** if an REVP position becomes vacant during a term and was filled by the elected Alternate REVP, the Alternate REVP position becomes vacant; and

**WHEREAS** the establishment of a 2<sup>nd</sup> Alternate to the REVP would ensure a smooth and cost-effective process to maintain the integrity of the regional PSAC leadership structure:

**BE IT RESOLVED THAT** the BC Regional By-Laws be amended to allow the Region to elect a 2<sup>nd</sup> Alternate REVP; and

**BE IT FURTHER RESOLVED THAT** the BC Regional Council By-Laws, Section 10 shall be amended to read as follows:

*SECTION 10*

*ELECTION OF BC REGIONAL EXECUTIVE VICE-PRESIDENT AND ALTERNATE REGIONAL EXECUTIVE VICE-PRESIDENT, **ALTERNATE REGIONAL EXECUTIVE VICE-PRESIDENT, AND 2<sup>ND</sup> ALTERNATE REGIONAL EXECUTIVE VICE-PRESIDENT***

*Eligibility of Nominees for Office – ~~REVP and Alternate REVP~~, **Alternate REVP and 2<sup>nd</sup> Alternate REVP***

*Sub-Section (1)*

*All nominees for the office of ~~REVP and Alternate REVP~~, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** shall be members in good standing of the PSAC.*

*Sub-Section (2)*

- a) A nominee for the office as the ~~REVP or alternate~~, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** shall work or reside in the BC Region.*
- b) Nominees for the office of REVP shall be prepared to live in a location as determined by the AEC.*

*Nomination of REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP***

*Sub-Section (3)*

- a) *At each BC Regional Triennial Convention, a Nominations Committee of at least three (3) persons shall be appointed by the Regional Council from among those present, other than staff.*
- b) *The duties of the Nominations Committee shall be to:*
  - i. *receive nominations for the offices of REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP**;*
  - ii. *verify the eligibility of nominees for office;*
  - iii. *ascertain the willingness of nominees to accept and perform the duties of the office to which they may be elected; and*
  - iv. *report to the BC Regional Triennial Convention the names of all such nominees.*
- c) *Nominations for the office of REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate.*
  - i. *Nominees who are not present at the Convention must submit a nomination form to the PSAC Regional Coordinator, in confidence, prior to the start of the BC Regional Triennial Convention.*
  - ii. *Nominees who are delegates to the BC Regional Triennial Convention can submit a nomination form to the PSAC Regional Coordinator, in confidence, prior to the start of the Convention or be nominated from the floor of the Convention. The PSAC Regional Coordinator will provide the sealed nomination forms received prior to the commencement of Convention to the Chair of the Nominations Committee as soon as the Nominations Committee has been ratified by Convention.*
- d) *The Chairperson of the Nominations Committee shall be appointed by the Regional Council and shall conduct the election of REVP and ~~Alternate REVP~~, **Alternate REVP and 2<sup>nd</sup> Alternate REVP**. The Chairperson shall have the power to appoint scrutineers and assistants deemed necessary to conduct the elections in an orderly manner, subject to the limitations of (1) above.*

*Election of the REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP***

*Sub-Section (4)*

- a) *The election of the REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** shall be conducted in turn. Each office shall be called in turn and completed before the next office is called.*
- b) *As the election for the office of REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** is called, the Nominee, Nominator or Secunder of each nominee, whether filed previously with the Nominations Committee or nominated from the floor, may speak to the BC Regional Triennial Convention for not more than three (3) minutes on behalf of that nominee.*
- c) *The election to the office of the REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** shall be by secret ballot. The ballot may be conducted by paper ballot or electronically. The vote shall be conducted on the principles of confidentiality, anonymity and reliability.*
- d) *Election to the office of REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** shall be declared only on receipt of a simple majority of the ballots cast with standings revealed to the voting delegates after each ballot. In the event that more than two (2) nominees stand for election to any one (1) office, the election procedure shall be by way of elimination.*
- e) *In the event of a tie vote, the Chairperson shall immediately take a second ballot without recess or adjournment. If this results in a second tie vote, the Chairperson shall call a short recess before taking the third ballot.*
- f) *Upon completion of the election of REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP**, the Nominations Committee will sign a declaration outlining the number of accredited delegates, the number of accredited delegates voting, the vote tally for each candidate, and the number of spoiled ballots for each ballot during the election of the REVP. The signed declaration will be forwarded to the PSAC National President and maintained on file.*
- g) *The REVP and Alternate REVP shall take office at the end of the BC Regional Triennial Convention.*
- h) *Members elected to the position of REVP shall not hold Component, Local or Branch Executive Officer position other than steward.*

Vacancy in the Position of REVP or Alternate REVP

Sub-Section (5)

- a) A vacancy in the office of the REVP shall be filled by the Alternate REVP.
- ~~b) A vacancy in the office of Alternate REVP occurring six (6) months or more prior to the BC Regional Triennial Convention shall be filled in the following manner:~~
- ~~i. Nominations shall be called by the AEC from amongst all members in the BC Region~~
  - ~~ii. The AEC shall ensure that all nominees are members in good standing of the PSAC in the BC Region of the PSAC.~~
  - ~~iii. The nominations process will be concluded within 60 days from the date of the notice of vacancy in the position of Alternate REVP.~~
  - ~~iv. If there is more than one (1) nominee for the office of Alternate REVP, and an election is necessary, it shall be conducted by the AEC from amongst those member in good standing who were voting delegates at the preceding BC Regional Triennial Convention.~~
- b) A vacancy in the office of the Alternate REVP shall be filled by the 2<sup>nd</sup> Alternate REVP.**
- c) In the event that the 2<sup>nd</sup> Alternate is unable to fill a vacancy in the office of Alternate REVP, occurring six (6) months or more prior to the BC Regional Triennial Convention, the Alternate REVP position shall be filled in the following manner:**
- i. Nominations shall be called by the AEC from amongst all members in the BC Region**
  - ii. The AEC shall ensure that all nominees are members in good standing of the PSAC in the BC Region of the PSAC.**
  - iii. The nominations process will be concluded within 60 days from the date of the notice of vacancy in the position of Alternate REVP.**
  - iv. If there is more than one (1) nominee for the office of Alternate REVP, and an election is necessary, it shall be conducted by the AEC from amongst those members in good standing who were voting delegates at the preceding BC Regional Triennial Convention.**

**BE IT FURTHER RESOLVED THAT** the BC Regional Council By-Laws, Section 8, Sub-Section (3) f) shall be amended to read as follows:

- e) Elect the BC REVP ~~and the Alternate REVP~~, ***the Alternate REVP and the 2<sup>nd</sup> Alternate REVP*** as per Section 10.

### **Rationale**

The Committee supports this Resolution as it flows from the 2015 PSAC National Convention, which allows Regions to elect a 2<sup>nd</sup> Alternate REVP. This would be beneficial if at any time the current REVP and Alternate were unable to fulfill their respective roles.

m/s Jamey Mills Theresa Greenough

That this Resolution be referred back to the Committee with instructions that, if adopted, this would be put in place right away.

**MOTION TO REFER CARRIED.**

### **Resolution BLW-02 – Council Reports**

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-02, which reads as follows:

**WHEREAS** the PSAC BC Regional By-Laws do not clearly identify how Regional Council reports are distributed to members:

**BE IT RESOLVED THAT** Section 7 – BC Regional Council Members' Roles and Responsibilities, Sub-Section (6) of the PSAC BC Regional By-Laws, be amended to read as follows:

*All reports submitted by Council members must be made available on the regional PSAC BC website.*

### **Rationale**

The Committee supports this Resolution as it is the current practice and improves communication.

**MOTION OF CONCURRENCE IN RESOLUTION BLW-02 CARRIED.**

## **Resolution BLW-04 – Redefining Districts and Geographic Jurisdictions**

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-04, which reads as follows:

**WHEREAS** the Golden Ears Bridge spans the Fraser River connecting the communities of Pitt Meadows and Maple Ridge to Surrey, Langley and beyond; and

**WHEREAS** the Golden Ears Bridge reduces travel times, traffic congestion and provides a quick and convenient link for members to travel to the West Fraser Valley:

**BE IT RESOLVED THAT** Section 18, Sub-Section (3) of the PSAC BC Regional By-Laws be amended to change the boundary definitions of the East Fraser Valley and the West Fraser Valley as follows:

### *Sub-Section (3)*

*For the purposes of these By-Laws, the above-mentioned districts or geographic jurisdictions are defined as follows:*

- 1. South Vancouver Island—everything south of the Malahat*
- 2. North Vancouver Island—everything north of and including the Malahat, as well as Powell River and the Sunshine Coast*
- 3. Northeastern BC—east of Burns Lake to McBride and Fort Nelson south to and including Williams Lake*
- 4. Northwestern BC—Atlin south to Bella Coola and Masset east to and including Burns Lake*
- 5. Southern Interior (Okanagan/Kootenay)—everything south and east of Clearwater and 70 Mile House, east of but excluding Hope*
- 6. East Fraser Valley—~~Pitt Meadows, Maple Ridge, Mission, Abbotsford, Chilliwack and Hope~~*
- 7. West Fraser Valley—Surrey, Langley, Delta, ~~and~~ White Rock, **Pitt Meadows and Maple Ridge***
- 8. Metro Vancouver—Richmond, Vancouver, West and North Vancouver, Burnaby, Coquitlam, New Westminster, Port Coquitlam and Port Moody.*

## **Rationale**

The Committee supports this Resolution because the completion of the Golden Ears Bridge makes it easier and more convenient to link Pitt Meadows and Maple Ridge with the geographical region of West Fraser Valley.

m/s Jamey Mills Theresa Greenough

That this Resolution be referred back to the Committee with instructions that, if adopted, it would apply for this election.

## **MOTION TO REFER CARRIED.**

### Question of privilege – Paul Croes

Brother Croes informed the delegation that Bill C-16, An Act to amend the *Canadian Human Rights Act* and the *Criminal Code*, has been adopted in the Senate.

## **Finance Committee**

The Chair introduced the following members of the Finance Committee:

### Chair

Jamey Mills PSAC BC Alternate Regional Executive Vice-President, UTE

### Co-Chair

Michael Shane Polak UVAE

### Members

Nancy Burton	Regional Vice-President, USGE
Ruby Langan	PSAC BC Aboriginal Coordinator, UNE
Terri Lee	PSAC BC Metro Vancouver Coordinator, Agriculture Union
Antony Paller	PSAC BC East Fraser Valley Coordinator, Agriculture Union
Barry Tchir	PSAC BC Metro Vancouver Coordinator, UCTE

### Staff Resource

Kristin Schnider Executive Assistant to the REVP-BC Region

Brother Mills informed the delegation that the Finance Committee met on March 30, April 6, and April 21 via conference call. During the first meeting, the Committee elected Jamey Mills as its Chair. During the second meeting, the Committee elected Michael Shane Polak as its Co-Chair.

The Committee spent the first meeting reviewing the proposed PSAC BC 2018-2020 Priority Proposal.

The Committee received and debated a total of nine resolutions.

In addition, the Committee prepared costings for a total of seven resolutions from the By-Laws Resolutions Committee.

The Committee established the order in which the priority resolutions would be presented to the Convention:

- 1 - FIN-07 Funding for the PSAC Regional Conventions
- 2 - FIN-03 Regional Health & Safety Conferences
- 3 - FIN-05 Funding for Regional Health & Safety Training
- 4 - FIN-01 Area Council Funding

To expedite the work of the Convention, the Committee has agreed that the Chair and the Co-Chair would automatically move and second all of the Committee's recommendations except Resolution FIN-08 where Barry Tchir would second the recommendation.

The Chair and Co-Chair acknowledged and thanked all members of the Committee for their hard work and contribution during their deliberations and finalization of the report.

### **Budget and Financial Reports**

The Co-Chair presented the PSAC BC Priority Proposal for 2018 to 2020 and the financial statements for 2014, 2015 and 2016.

The presentation of the financial statements followed the format adopted at the PSAC BC Regional Triennial Convention in 2011 and used subsequently at the PSAC BC Regional Triennial Convention in 2014.

### **Financial Statements**

The financial statements for 2014, 2015, and 2016 were prepared in accordance with Generally Accepted Accounting Principles (GAAP) for not-for-profit enterprises.

## **Financial Reporting for 2017**

As we are currently in the third year of the 2015-2017 cycle, Brother Polak explained that the financial reporting on the 2017 fiscal year would be presented at the 2020 PSAC BC Regional Triennial Convention.

## **Three-Year Priority Proposal and Key Budgetary Assumptions**

The Priority Proposal for the 2018, 2019, and 2020 years was prepared to ensure that they are consistent with future financial statements that will continue to be prepared on an accrual basis.

Because the 2017 expenses are part of the 2015-2017 PSAC BC Priority Proposal, the 2018-2020 PSAC BC Priority Proposal has been constructed with the assumption that all budget lines within the current 2015-2017 PSAC BC Priority Proposal would be fully expended as of December 31, 2017.

The PSAC national allocations for the Regional Convention Subsidy, Regional Council and Regional Campaigns (formerly known as Regional Political Action and Campaigns) for the years 2019 and 2020 are part of the 2019-2021 PSAC Budget that will be presented and adopted at the PSAC National Triennial Convention in 2018. As such, the 2018-2020 PSAC BC Priority Proposal has been constructed with the assumption that the amounts to the BC Region for these three allocations would remain the same as those provided within the current 2016-2018 PSAC Budget.

## **Political Action and Campaigns Budget/Regional Campaigns Budget**

Terri Lee presented the following part of the report.

The 2012-2014 Priority Proposal included a separate budget for Political Action and Campaigns funding received from PSAC nationally. The 2014 financial reporting for Political Action and Campaigns followed this reporting format. The unintended consequence of budgeting specific and separate amounts for political action activities at the start of a cycle was that funds could not be accessed or utilized for unanticipated political action needs that came up during the cycle. Funds could only be expended on the items identified within the Priority Proposal.

At the 2014 PSAC BC Regional Triennial Convention, the 2015-2017 PSAC BC Priority Proposal was prepared and adopted such that the Political Action and Campaigns funding was included within the General Fund Priority Proposal as a revenue line and as an expenditure line of equal amounts.

By including the Political Action and Campaigns funding in the overall budget, it was understood that expenditures could include, but not limited to, the previous itemized line items found within the 2012-2014 Political Action and Campaigns Budget.

The name for Regional Political Action and Campaigns funding changed at the 2015 PSAC National Triennial Convention: within the 2016-2018 National Budget adopted at the PSAC Convention in April 2015, the budget line for Regional Political Action and Campaigns was renamed “Regional Campaigns”. The name change was part of a move to better reflect the operational reality that PSAC campaigns involve all parts of the union. Nonetheless, the annual allocation to the BC Region over the 2016-2018 cycle remained unchanged from the 2013-2015 PSAC Budget.

Despite the inclusion of the Regional Political Action and Campaigns (renamed as Regional Campaigns) funding within the 2015-2017 General Fund Priority Proposal, a detailed summary of Regional Campaigns expenditures was included to provide members with a clear understanding of what the funding was used for in 2015 and 2016.

#### Line Item Descriptions

Ruby Langan provided the following line item descriptions:

#### General Fund – Revenue

- 1) PSAC Regional Council Allocation** – Funds provided to each region by the PSAC National Office based on the budget adopted by the PSAC National Triennial Convention.
- 2) Regional Convention Subsidy** – Funds provided to each region from the PSAC National Budget to financially assist regions for costs associated with holding Regional Triennial Conventions.
- 3) Regional Campaigns** – Funds provided to each region from the PSAC National Budget to supplement national political action priorities, and to fund political action activities that are specific to the regions where members live and work. These funds can also be used to forge region-specific coalitions and membership participation in municipal elections.
- 4) Interest** – earnings that the PSAC BC Region received from investments it made.

**5) Reserve and Other** – While some specific budget lines carry forward year end balances to the following year, most do not. If monies remain at year end for those budget lines which do not carry-over, they are allocated to the following year's reserve. Expenses are paid out of the Regional Council reserve for items not otherwise budgeted for, as determined by the BC Regional Council.

#### General Fund – Expenses

**6) Regional Convention** – Accommodations, Convention meeting rooms, travel, per diem and all other costs associated with hosting the PSAC BC Regional Triennial Convention.

**7) Regional Council Meetings** – Accommodation, meeting rooms, travel, per diem, loss of salary reimbursement and all other costs associated with the semi-annual Regional Council meetings, as well as other meetings/conference calls of the Regional Council and Regional Council Committees as necessary.

**8) Donations and Memberships** – Donations and memberships based on requests and recommendations from the PSAC BC Regional Council Donations Committee such as the Downtown East Side Women's Shelter, CoDevelopment Canada and the Victoria Merriman House.

**9) Coordinator Allowances** – Yearly allocations provided to each BC Regional Council Coordinator for outreach efforts.

Barry Tchir provided the following line item descriptions:

**10) Conferences and Conventions Subsidies** – Subsidies available for members to attend other union/labour conferences or conventions such as the PSAC National Health and Safety Conference, the CLC Human Rights Conference and the BC Federation of Labour Regional Conferences. These subsidies are granted based on recommendations from the PSAC BC Regional Council Subsidies Committee to the REVP-BC and by the provisions of Regulation 7 of the PSAC BC By-Laws and Regulations.

**11) Advertising and Visibility** – Funds spent to allow members to attend community events on behalf of the PSAC, for advertising in event brochures and for purchasing swag items for distribution at events to raise our profile within the community and labour movement.

**12) Audit** – Amounts used to reimburse a PSAC member for loss of salary incurred to review the BC Regional Council financial records. Per Section 16, Sub-Section (2)(c) of the PSAC Constitution, the PSAC National President can, at any time, request a Regional Council to provide a detailed audited statement of receipts and expenditures certified by qualified accountants. Therefore, this line may also be used to fund an audit by qualified accountants.

**13) Special Events/Meetings** – Expenses, such as loss of salary and travel, associated with funding and attendance at Regional Council Committee meetings, member outreach and similar events.

**14) BC Federation of Labour Convention Subsidies** – The costs for Locals to affiliate to the BC Federation of Labour are covered by the PSAC National. However, many Locals do not have sufficient funds to send members to the BC Federation of Labour Convention, which takes place every second year. The next BC Federation of Labour Convention is scheduled to take place in 2018, followed by 2020, etc. Therefore, this line item is to provide subsidies to members attending the BC Federation of Labour Convention in accordance with the provisions of Regulation 3 of the PSAC BC By-Laws and Regulations.

**15) PSAC Convention Strategy Meeting** – Accommodation, meeting rooms, travel, per diem and all other costs associated with a meeting of the PSAC BC caucus delegates held in advance of the PSAC National Triennial Convention.

**16) Honours & Awards Committee** – Funding for the PSAC BC Region Solidarity Excellence Award. Expenses would entail purchases of awards for recipients as well as plaque engraving and certificates. Any costs associated with the presentation of an award to a recipient would be borne by the committee or group that nominated the member.

**17) Other** – Expenses, such as fees for printing cheques, postage and supplies that are incurred by the Regional Council and do not fall under a different line item.

**18) Regional Campaigns** – Expenses related to the political action and campaigns by PSAC BC Regional Council Committees, PSAC BC Region Area Councils and Regional Committees, Canadian Centre for Policy Alternatives affiliation fees and funding support to assist the Public Interest Research Desk, subsidies for Locals to affiliate with District Labour Councils to encourage involvement within members' local communities and labour organizations, etc.

Brother Jamey Mills then presented the financial statements year ending December 31, 2014, and added the following comments:

#### **1. General and basis of presentation**

The Public Service Alliance of Canada (PSAC) BC Regional Council was established in March 1999 as the governing organization of the PSAC in British Columbia. Its mandate is to unite all BC members of PSAC into one organization to meet the needs of membership in BC through regional programs and services.

PSAC is a labour organization, which is exempt from income tax under the provisions of paragraph 149(1) of the *Income Tax Act*. These financial statements report only the assets, liabilities, revenues and expenses attributable directly to the BC Regional Council.

## **2. Significant accounting policies**

### *(a) Use of estimates*

The preparation of financial statements in accordance with generally-accepted accounting principles requires that management make estimates and assumptions that impact the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the recognized amounts of revenues and expenses during the reporting period. Actual amounts may differ from these estimates.

### *(b) Revenue recognition*

Revenue, which consists mostly of allocations and subsidies from PSAC, is recognized as revenue when receivable. Other contributions are recognized as revenue when received or receivable if the amount can be reasonably estimated and collection can be reasonably assured.

### *(c) Financial instruments*

The Council's financial instruments consist of cash, accounts receivable and accounts payable. Cash has been designated as held for trading and is measured at fair value. Accounts receivable and accounts payable have been designated as loans and receivables and other financial liabilities and are measured at amortized cost. It is management's opinion that the Council is not exposed to significant interest, currency or credit risks arising from financial instruments, and that their fair value approximates their carrying value due to their short-term maturity or capacity of prompt liquidation.

## **3. Statement of cash flows**

No statement of cash flows is presented for the current year as it would not provide meaningful information.

Then, Brother Mills presented the financial statements for the year ending December 31, 2015, and made the following comments:

At the 2014 PSAC BC Regional Triennial Convention, the 2015-2017 Priority Proposal was adopted. That Priority Proposal did not include individual line items for the PSAC Regional Political Action and Campaigns allocation.

Instead, the PSAC Regional Political Action and Campaigns allocation (renamed Regional Campaigns in the 2016-2018 Budget adopted by PSAC Convention in April 2015) was included as equal revenue and expenditure lines in the Priority Proposal. Therefore, the financial reporting of these funds changed in 2015.

Brother Mills finally presented the financial statements for the year ending December 31, 2016, and added the same comments as for the year ending in December 2015.

### **Priority Proposal 2018-2020**

Brother Mills presented the 2018-2020 Priority Proposal – general fund and made the following comments:

As per the PSAC Budget 2016-2018, the Regional Campaigns budget enables regions to supplement national political action priorities, and to fund political action activities that are specific to the regions where members live and work. These funds can also be used to forge region-specific coalitions and membership participation in municipal elections. Such expenditures may include political action of standing committees of the PSAC BC Regional Council, CCPA affiliation, DLC affiliation, supplemental funding to Area Councils, participation in the BCFED Public Sector Working Group campaign, etc.

As said earlier, should the National President request a detailed audited statement of receipts and expenditures, the BC Regional Council would use a restricted reserve fund of \$16,000 that was established in January 2017 using the BC Regional Council net asset reserves for the year ending December 31, 2016.

The 2018-2020 PSAC BC Priority Proposal has been constructed on the assumption that the net asset at the beginning of the 2018 fiscal year will be \$0.00.

m/s Jamey Mills                      Michael Shane Polak

That the Priority Proposal for 2018-2020 be adopted.

m/s Bradley Klein                      Kevin Hunt

That the Priority Proposal be referred back to the Committee with instructions to add a line item for funding the Area Councils (approximately \$70,000).

Brother Jackson explained that the Area Council funding is included in the PSAC Budget which amounts to \$47,000 per year for the seven regions.

**MOTION TO REFER DEFEATED.**

**MOTION TO ADOPT THE PRIORITY PROPOSAL 2018-2020 CARRIED.**

**Resolution FIN-07 – Funding for the PSAC Regional Conventions**

m/s Jamey Mills Michael Shane Polak

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution FIN-07, which reads as follows:

**WHEREAS** more than 50% of members' union dues go to PSAC; and

**WHEREAS** PSAC National currently has assets of over \$125,000,000; and

**WHEREAS** delegates are chosen to attend PSAC Regional Conventions to conduct PSAC business and the election of PSAC Regional Officers:

**BE IT RESOLVED THAT** PSAC National provide adequate funding to the PSAC Regions in order to fully fund the delegates that attend the Regional Conventions.

**Rationale**

The Committee supports the Resolution as it believes the PSAC should fully fund members' participation at the Regional Conventions. As regionalization was adopted by the delegates at the PSAC National Triennial Convention in April 1997, it is only appropriate that the PSAC should support Regional Conventions by funding them appropriately. Moreover, Regions should not have to subsidize the cost of Regional Conventions, using the limited funding they have available for the Regional Councils, due to insufficient national funding for Regional Conventions.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

m/ Joyce Slett

That this Resolution be referred back to the Committee with instructions to provide adequate funding for persons with disabilities.

As there was no seconder, this referral was ruled out of order.

**MOTION OF CONCURRENCE IN RESOLUTION FIN-07 CARRIED.**

At this point, Luc Guevremont made some announcements, and Convention recessed for the day.

**Saturday, June 17, 2017 – a.m. Session**

**Credentials Committee Report**

m/s Ernest Hooker                      Geoffrey Williamson

That the following report be adopted:

Accredited Delegates	130
Guests	6
NBoD members	9
Observers	<u>26</u>
Total	171

**MOTION CARRIED.**

Brother Jackson started the session by explaining a situation that arose the night before in one of the caucuses. An election was being conducted and it turned out that it was very close and there was some confusion on how to apply the majority.

The guidelines as to what constitutes a simple majority in any election is contained in the Rules of Order adopted by Convention delegates. The information made available at that caucus was not consistent and the Regulations in the BC By-Laws were inconsistent. The outcome of the situation was that the election was conducted, and a representative as well as an alternate were elected.

As a result, the Regional Council met for this specific reason, and amended the Regulations accordingly.

Question of privilege – Virginia Vaillancourt

Sister Vaillancourt agreed with the Council’s decision but expressed some concerns about the fact that there was no microphone when elections were held, and that they had to carry their chairs to the room where elections were held. The sound check was not done and it was hard to hear speeches.

Brother Jackson acknowledged these comments, and advised that the next Regional Council will ensure that, in the future, the Members with Disabilities caucus will be fully accommodated.

**By-Laws Committee**

The Committee met and reviewed the two referrals.

**Resolution BLW-08 – 2<sup>nd</sup> Alternate Regional Executive Vice-President**

Sister Yaciw advised that a fourth Be it Resolved has been added.

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee’s recommendation of **Concurrence** in the amended Resolution BLW-08, which now reads as follows:

**WHEREAS** the PSAC Constitution was amended to allow the election of a 2<sup>nd</sup> Alternate to the Regional Vice-President (REVP); and

**WHEREAS** in the current BC Regional Council By-Laws, there is no provision for a 2<sup>nd</sup> Alternate to the Regional Executive Vice-President (REVP) position; and

**WHEREAS** if an REVP position becomes vacant during a term and was filled by the elected Alternate REVP, the Alternate REVP position becomes vacant; and

**WHEREAS** the establishment of a 2<sup>nd</sup> Alternate to the REVP would ensure a smooth and cost-effective process to maintain the integrity of the regional PSAC leadership structure:

**BE IT RESOLVED THAT** the BC Regional By-Laws be amended to allow the Region to elect a 2<sup>nd</sup> Alternate REVP; and

**BE IT FURTHER RESOLVED THAT** the BC Regional Council By-Laws, Section 10 shall be amended to read as follows:

**SECTION 10**

**~~ELECTION OF BC REGIONAL EXECUTIVE VICE-PRESIDENT AND ALTERNATE REGIONAL EXECUTIVE VICE-PRESIDENT, ALTERNATE REGIONAL EXECUTIVE VICE-PRESIDENT, AND 2<sup>ND</sup> ALTERNATE REGIONAL EXECUTIVE VICE-PRESIDENT~~**

**~~Eligibility of Nominees for Office – REVP and Alternate REVP, Alternate REVP and 2<sup>nd</sup> Alternate REVP~~**

*Sub-Section (1)*

*All nominees for the office of ~~REVP and Alternate REVP, Alternate REVP and 2<sup>nd</sup> Alternate REVP~~ shall be members in good standing of the PSAC.*

*Sub-Section (2)*

- a) A nominee for the office as the ~~REVP or alternate, Alternate REVP and 2<sup>nd</sup> Alternate REVP~~ shall work or reside in the BC Region.*
- b) Nominees for the office of REVP shall be prepared to live in a location as determined by the AEC.*

**~~Nomination of REVP and Alternate REVP, Alternate REVP and 2<sup>nd</sup> Alternate REVP~~**

*Sub-Section (3)*

- a) At each BC Regional Triennial Convention, a Nominations Committee of at least three (3) persons shall be appointed by the Regional Council from among those present, other than staff.*
- b) The duties of the Nominations Committee shall be to:*
  - i. receive nominations for the offices of ~~REVP and Alternate REVP, Alternate REVP and 2<sup>nd</sup> Alternate REVP~~;*
  - ii. verify the eligibility of nominees for office;*
  - iii. ascertain the willingness of nominees to accept and perform the duties of the office to which they may be elected; and*

- iv. *report to the BC Regional Triennial Convention the names of all such nominees.*
- c) *Nominations for the office of ~~REVP and Alternate REVP~~, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate.*
- i. *Nominees who are not present at the Convention must submit a nomination form to the PSAC Regional Coordinator, in confidence, prior to the start of the BC Regional Triennial Convention.*
  - ii. *Nominees who are delegates to the BC Regional Triennial Convention can submit a nomination form to the PSAC Regional Coordinator, in confidence, prior to the start of the Convention or be nominated from the floor of the Convention. The PSAC Regional Coordinator will provide the sealed nomination forms received prior to the commencement of Convention to the Chair of the Nominations Committee as soon as the Nominations Committee has been ratified by Convention.*
- d) *The Chairperson of the Nominations Committee shall be appointed by the Regional Council and shall conduct the election of ~~REVP and Alternate REVP~~, **Alternate REVP and 2<sup>nd</sup> Alternate REVP**. The Chairperson shall have the power to appoint scrutineers and assistants deemed necessary to conduct the elections in an orderly manner, subject to the limitations of (1) above.*

*Election of the ~~REVP and Alternate REVP~~, **Alternate REVP and 2<sup>nd</sup> Alternate REVP***

*Sub-Section (4)*

- a) *The election of the ~~REVP and Alternate REVP~~, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** shall be conducted in turn. Each office shall be called in turn and completed before the next office is called.*
- b) *As the election for the office of ~~REVP and Alternate REVP~~, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** is called, the Nominee, Nominator or Seconder of each nominee, whether filed previously with the Nominations Committee or nominated from the floor, may speak to the BC Regional Triennial Convention for not more than three (3) minutes on behalf of that nominee.*

- c) ~~The election to the office of the REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** shall be by secret ballot. The ballot may be conducted by paper ballot or electronically. The vote shall be conducted on the principles of confidentiality, anonymity and reliability.~~
- d) ~~Election to the office of REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP** shall be declared only on receipt of a simple majority of the ballots cast with standings revealed to the voting delegates after each ballot. In the event that more than two (2) nominees stand for election to any one (1) office, the election procedure shall be by way of elimination.~~
- e) ~~In the event of a tie vote, the Chairperson shall immediately take a second ballot without recess or adjournment. If this results in a second tie vote, the Chairperson shall call a short recess before taking the third ballot.~~
- f) ~~Upon completion of the election of REVP and Alternate REVP, **Alternate REVP and 2<sup>nd</sup> Alternate REVP**, the Nominations Committee will sign a declaration outlining the number of accredited delegates, the number of accredited delegates voting, the vote tally for each candidate, and the number of spoiled ballots for each ballot during the election of the REVP. The signed declaration will be forwarded to the PSAC National President and maintained on file.~~
- g) ~~The REVP and Alternate REVP shall take office at the end of the BC Regional Triennial Convention.~~
- h) ~~Members elected to the position of REVP shall not hold Component, Local or Branch Executive Officer position other than steward.~~

*Vacancy in the Position of REVP or Alternate REVP*

*Sub-Section (5)*

- a) ~~A vacancy in the office of the REVP shall be filled by the Alternate REVP.~~
- b) ~~A vacancy in the office of Alternate REVP occurring six (6) months or more prior to the BC Regional Triennial Convention shall be filled in the following manner:
 
  - i. ~~Nominations shall be called by the AEC from amongst all members in the BC Region~~
  - ii. ~~The AEC shall ensure that all nominees are members in good standing of the PSAC in the BC Region of the PSAC.~~~~

- ~~iii. The nominations process will be concluded within 60 days from the date of the notice of vacancy in the position of Alternate REVP.~~
- ~~iv. If there is more than one (1) nominee for the office of Alternate REVP, and an election is necessary, it shall be conducted by the AEC from amongst those member in good standing who were voting delegates at the preceding BC Regional Triennial Convention.~~

**b) A vacancy in the office the Alternate REVP shall be filled by the 2<sup>nd</sup> Alternate REVP.**

**c) In the event that the 2<sup>nd</sup> Alternate is unable to fill a vacancy in the office of Alternate REVP, occurring six (6) months or more prior to the BC Regional Triennial Convention, the Alternate REVP position shall be filled in the following manner:**

- i. Nominations shall be called by the AEC from amongst all members in the BC Region**
- ii. The AEC shall ensure that all nominees are members in good standing of the PSAC in the BC Region of the PSAC.**
- iii. The nominations process will be concluded within 60 days from the date of the notice of vacancy in the position of Alternate REVP.**
- iv. If there is more than one (1) nominee for the office of Alternate REVP, and an election is necessary, it shall be conducted by the AEC from amongst those members in good standing who were voting delegates at the preceding BC Regional Triennial Convention.**

**BE IT FURTHER RESOLVED THAT** the BC Regional Council By-Laws, Section 8, Sub-Section (3)(f) shall be amended to read as follows:

**e) Elect the BC REVP and the ~~Alternate REVP~~, *the Alternate REVP and the 2<sup>nd</sup> Alternate REVP* as per Section 10.**

**BE IT FURTHER RESOLVED THAT**, if adopted, it takes effect immediately.

**MOTION OF CONCURRENCE IN AMENDED RESOLUTION BLW-08 CARRIED.**

## **Resolution BLW-04 – Redefining Districts and Geographic Jurisdictions**

Sister Yaciw advised that a Be it Further Resolved has been added.

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in amended Resolution BLW-04, which now reads as follows:

**WHEREAS** the Golden Ears Bridge spans the Fraser River connecting the communities of Pitt Meadows and Maple Ridge to Surrey, Langley and beyond; and

**WHEREAS** the Golden Ears Bridge reduces travel times, traffic congestion and provides a quick and convenient link for members to travel to the West Fraser Valley:

**BE IT RESOLVED THAT** Section 18, Sub-Section (3) of the PSAC BC Regional By-Laws be amended to change the boundary definitions of the East Fraser Valley and the West Fraser Valley as follows:

### *Sub-Section (3)*

*For the purposes of these By-Laws, the above-mentioned districts or geographic jurisdictions are defined as follows:*

- 1. South Vancouver Island—everything south of the Malahat*
- 2. North Vancouver Island—everything north of and including the Malahat, as well as Powell River and the Sunshine Coast*
- 3. Northeastern BC—east of Burns Lake to McBride and Fort Nelson south to and including Williams Lake*
- 4. Northwestern BC—Atlin south to Bella Coola and Masset east to and including Burns Lake*
- 5. Southern Interior (Okanagan/Kootenay)—everything south and east of Clearwater and 70 Mile House, east of but excluding Hope*
- 6. East Fraser Valley—~~Pitt Meadows, Maple Ridge, Mission, Abbotsford, Chilliwack and Hope~~*
- 7. West Fraser Valley—Surrey, Langley, Delta, ~~and~~ White Rock, **Pitt Meadows and Maple Ridge***
- 8. Metro Vancouver—Richmond, Vancouver, West and North Vancouver, Burnaby, Coquitlam, New Westminister, Port Coquitlam and Port Moody.*

**BE IT FURTHER RESOLVED THAT**, if adopted, it takes effect immediately.

**MOTION OF CONCURRENCE IN AMENDED RESOLUTION BLW-04 CARRIED.**

**Resolution BLW-05 – Definition of Area Council in Good Standing**

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-05, which reads as follows:

**WHEREAS** the BC By-Laws do not clearly identify the meaning of an Area Council in good standing; and

**WHEREAS** there is confusion in the criteria for delegate selection to conventions:

**BE IT RESOLVED THAT** Section 13 of the PSAC BC Regional By-Laws be amended by adding the following:

***Sub-Section (3)***

***Area Councils shall be governed under provision of By-Laws drawn up and agreed upon by the Area Council. Such By-Laws shall conform to the provisions and principles of the Constitution of the PSAC.***

***Sub-Section (4)***

***For the purposes of these By-Laws, an Area Council in good standing means an Area Council that has met the following criteria:***

- a) Shall hold at least four (4) meetings in the year. One such meeting shall be known as the annual general meeting at which time officers shall be elected and financial and other reports presented.***
- b) Shall forward to the REVP minutes of all meetings no later than thirty (30) days following the date on which each meeting is held.***

- c) Shall submit annual financial reports and an annual budget to the REVP office at year end.*

***Sub-Section (5)***

***Each BC Regional Area Council in good standing shall be entitled to one (1) delegate to the BC Regional Triennial Convention.***

**Rationale**

The Committee supports this Resolution as it brings us into conformity with the PSAC Constitution.

**MOTION OF CONCURRENCE IN RESOLUTION BLW-05 CARRIED.**

**Resolution BLW-06 – Definition of Regional Committee in Good Standing**

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-06, which reads as follows:

**WHEREAS** the BC By-Laws do not clearly identify the meaning of a committee in good standing; and

**WHEREAS** there is confusion in the criteria for delegate selection to conventions:

**BE IT RESOLVED THAT** Section 18 – Definitions of the PSAC BC Regional By-Laws be amended by adding the following:

***Sub-Section (7)***

***For the purposes of these By-Laws, a Committee in good standing means a funded Committee that has met the following criteria:***

- a) Shall hold at least four (4) meetings in the year. One such meeting shall be known as the annual general meeting at which time officers shall be elected and financial and other reports presented.***

- b) Shall forward to the REVP minutes of all meetings no later than thirty (30) days following the date on which each meeting is held.**
- c) Shall submit annual financial reports and an annual budget to the REVP office at year end.**

**BE IT FURTHER RESOLVED THAT** Section 18, Sub-Section (7) of the PSAC BC Regional By-Laws be renumbered as Sub-Section (8):

~~Sub-Section (7)~~ **Sub-Section (8)**

*For the purposes of these By-Laws, "in-camera session" means that the BC Regional Council reserves the right to ask all observers and visitors not to be present during any discussions that may be deemed of a confidential nature.*

**Rationale**

The Committee supports this Resolution as it brings us into conformity with the PSAC Constitution.

**MOTION OF CONCURRENCE IN RESOLUTION BLW-06 CARRIED.**

**Resolution BLW-07 – Inclusion of Definition of Regional Committee in Good Standing**

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-07, which reads as follows:

**WHEREAS** the BC By-Laws do not include the definition of a regional committee in good standing:

**BE IT RESOLVED THAT** Section 9 – Representation and Voting at the BC Regional Triennial Convention, Sub-Section (3) of the PSAC BC Regional By-Laws be amended to read as follows:

*Sub-Section (3)*

*Each accredited BC Regional Women's Committee in good standing, **as defined in Section 18, Sub-Section (7)**, shall be entitled to one (1) delegate to the BC Regional Triennial Convention.*

**BE IT FURTHER RESOLVED THAT** Section 9 – Representation and Voting at the BC Regional Triennial Convention, Sub-Section (8) of the PSAC BC Regional By-Laws be amended to read as follows:

*Sub-Section (8)*

*Each Committee in good standing, **as defined in Section 18, Sub-Section (7)**, shall be entitled to one (1) delegate to the BC Regional Triennial Convention.*

### **Rationale**

The Committee supports this Resolution as it defines a regional committee in good standing.

### **MOTION OF CONCURRENCE IN RESOLUTION BLW-07 CARRIED.**

#### **Resolution BLW-09 – Delegate Seats for Equity (Aboriginal Peoples, Racially Visible Persons, Pride, Access) and Women Members at PSAC National Triennial Convention**

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-09, which reads as follows:

**BECAUSE** there is a lack of equity and women members at leadership levels in our union; and

**BECAUSE** conventions are where vital union decisions are made; and

**BECAUSE** there are designated equity and women representatives on all PSAC Regional Councils who undertake their work in their respective regions:

**PSAC WILL** amend Section 19 of the PSAC Constitution to include the following new Sub-Section after Sub-Section (7):

***For each of the seven Regions, the Aboriginal Peoples' representative, the Racially Visible Persons' representative, the Pride representative, the Access representative and the Women's representative who were elected at their respective Regional Triennial Convention, and sit on the PSAC National Human Rights Committee shall be automatic delegates to the PSAC National Triennial Convention, and be accorded all the rights and privileges of accredited delegates.***

## **Rationale**

The Committee supports this Resolution because it ensures that through inclusion, access and education leaders are built in the region. But leadership is truly built when we have voice and vote at PSAC Convention.

## **MOTION OF CONCURRENCE IN RESOLUTION BLW-09 CARRIED.**

### **Resolution BLW-11 – Participation in Regional Committees**

(which covers Resolution BLW-12)

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-11 (covering Resolution BLW-12), which reads as follows:

**WHEREAS** the PSAC is actively trying to increase participation in our regional committees; and

**WHEREAS** delegate participation within the PSAC consists of voice and vote; and

**WHEREAS** currently only one member per local has voting rights at any regional committees:

**BE IT RESOLVED THAT** Section 15 Sub-Section (3) of the PSAC Constitution be amended as follows:

*Regional Women's, Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committees or Regional Human Rights Committees shall consist of representatives who should come from each Component with members in the jurisdiction of the Women's, Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committees. **Each affiliated Local or Branch of a Component and each DCL shall be entitled to two (2) delegates for the first 500 members and one additional delegate for each additional 500 members or part thereof. Each affiliated Regional Women's Committees and other constitutionally-recognized regional committees shall be entitled to one (1) delegate.***

## **Rationale**

The Committee supports this Resolution because it attempts to increase participation (voice and vote) at regional committees.

## **MOTION OF CONCURRENCE IN RESOLUTION BLW-11 CARRIED.**

At this point, Brother Jackson thanked the Host Committee for organizing the social event the night before which was fantastic. Many people from other unions were also in attendance.

## **General Resolutions Committee**

The Chair introduced the following members of the General Resolutions Committee:

### **Chair**

Colleen Girard      PSAC BC South Island Coordinator, UNDE

### **Co-Chair**

Kimberley Koch      UTE

### **Members**

Paul Croes	PSAC BC Pride Coordinator, National Vice-President, CEIU
Nicole Gibson	Regional Vice-President, USGE
Linda Harding	PSAC BC Health & Safety Coordinator, Regional Vice-President, GSU
Richard May	UHEW
Marion McLarty	UNE

### **Staff Resources**

Hetty Alcuitas	Secretary, Vancouver Regional Office
Monica Urrutia	Regional Representative, Vancouver Regional Office

Sister Colleen Girard informed the delegation that the General Resolutions Committee met on April 24, May 1 and 2, via conference call. During the second meeting, the Committee confirmed her as the Chair and Kimberley Koch as the Co-Chair.

The Committee spent the first meeting reviewing all resolutions received, discussed and agreed to creating some composite resolutions. During the second and third meetings, the Committee deliberated on the resolutions (including composite resolutions) in numerical order, to agree on a recommendation. During the third meeting, the Committee also discussed the process on which the priorities were chosen.

The Committee established the order in which the priority resolutions would be presented to the Convention:

1. GEN-23 National Water Policy
2. GEN-24 PSAC National Health & Safety Conference Size
3. GEN-18 Accessibility
4. GEN-38 Lobbying the Government for Free Student Loans
5. GEN-42 The Fight for Students
6. GEN-01A Indigenous Awareness Training – Truth and Reconciliation
7. GEN-09 Members With Disabilities Leadership (First BIR)
8. GEN-10 National Public Service Week
9. GEN-35 Phoenix Pay System
10. GEN-36 Job Security and Term Freeze

An emergency resolution was received which will be debated after the ten priorities established by the Committee.

To expedite the work of the Convention, the Committee agreed that the Chair and Co-Chair would automatically move and second all of the Committee's recommendations except Resolution GEN-44 where Paul Croes would move the recommendation and Richard May would second it.

The Chair and Co-Chair of the Committee thanked the members of the General Resolutions Committee as well as the PSAC staff resources for their guidance, direction and hard work. The Committee worked well together and were respectful in their ideas and debate, and worked together for the betterment of the membership.

### **Resolution GEN-23 – National Water Policy**

m/s Colleen Girard Kimberley Koch

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-23, which reads as follows:

**BECAUSE** Canada does not have an enforceable water standard, many communities do not have access to safe drinking water and about 90 Canadians die from water-borne diseases each year; and

**BECAUSE** water must be recognized in Canada as a human right to ensure all people living in Canada are legally entitled to safe and clean drinking water:

**THE PSAC WILL** lobby the federal government to establish a National Water Policy that recognizes the human right to water, establishes national enforceable drinking water standards, adequately fund infrastructure and stop projects that threaten our water; and

**THE PSAC WILL** educate its members on the importance of a National Water Policy.

### **Rationale**

The Committee supports the call for a National Water Policy and wishes to remind delegates that at the 2014 BC Regional Triennial Convention, the BC Region adopted a Policy Paper on Water that speaks to many of the same issues that a National Water Policy strives to achieve. This current resolution speaks to further action by the PSAC as a whole to advance this agenda and will compliment ongoing campaigns such as Thirsty for Justice.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

### **MOTION OF CONCURRENCE IN RESOLUTION GEN-23 CARRIED UNANIMOUSLY.**

### **Resolution GEN-24 – PSAC National Health and Safety Conference Size** (which covers Resolution GEN-25)

m/s Colleen Girard Kimberley Koch

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-24 (covering Resolution GEN-25), which reads as follows:

**WHEREAS** the Public Service Alliance of Canada's (PSAC) National Health and Safety (H&S) Conference has by Convention been set at 300 delegates; and

**WHEREAS** the total number of applications to the National H&S Conference is substantive; and

**WHEREAS** the current formula for delegate selection puts all the responsibility for selecting Directly Chartered Local members on the PSAC Regions:

**BE IT RESOLVED THAT** the PSAC increase the number of delegates to National Health & Safety Conferences from 300 to 350 delegates; and

**BE IT FURTHER RESOLVED THAT** the PSAC increase the regional delegate allocation by the additional 50 delegates.

### **Rationale**

Currently, demand to access that National Health and Safety Conference far outweighs the delegate seats available. Also, Directly Chartered Locals (DCLs) only get to this Conference through the regional allotment which is quite limited.

The Committee feels this Resolution will not only satisfy some of the demand, but also target the additional allotment specifically to the Regions to address the concerns of the DCLs. Health and safety is a way to get people involved in their union as everyone wants to feel they are safe on the job.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

### **MOTION OF CONCURRENCE IN RESOLUTION GEN-24 CARRIED.**

#### **Resolution GEN-18 – Accessibility**

(which covers Resolutions GEN-19, GEN-20 and GEN-21)

m/s Colleen Girard Kimberley Koch

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-18 (covering Resolutions GEN-19, GEN-20 and GEN-21), which reads as follows:

**WHEREAS** no services are provided for accessibility before and after the duration of PSAC Conventions and Conferences; and

**WHEREAS** people with disabilities feel isolated from discussions with delegates at the events and/or private group functions:

**BE IT RESOLVED THAT** access services, in particular interpretation, be provided by the PSAC to all members with disabilities who require them. These services should be provided not only during PSAC Conventions and Conferences, but also before and after, to promote networking and socializing outside of the event to ensure full participation for all members.

### **Rationale**

The Committee feels that there are barriers that members with disabilities experience when wanting to network and/or socialize before and after PSAC Conventions and Conferences, due to a lack of translation services. While the wording of this Resolution is somewhat open-ended, it is the Committee's understanding that there is normally a line item for accommodation within the PSAC National Budget, which this could be drawn from. If requests were to exceed the budget line item, a discussion could take place if resources could be found elsewhere to meet the accommodation requirement, if necessary.

The Committee also discussed that the PSAC could consider formulating a policy to address these requests to help create parameters, similar to the Family Care Policy, which is also in place to address barriers.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

### **MOTION OF CONCURRENCE IN RESOLUTION GEN-18 CARRIED.**

### **Resolution GEN-38 – Lobbying the Government for Interest-Free Student Loans**

(which covers Resolution GEN-39)

m/s Colleen Girard Kimberley Koch

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-38 (covering Resolution GEN-39), which reads as follows:

**WHEREAS** the PSAC recognizes that students are leaving post-secondary education inundated with high debt; and

**WHEREAS** the PSAC believes that having high debt early in life is a detriment to the workers as this limits their potential spending power; and

**WHEREAS** it is important to recognize that the economic pressures may result in people choosing not to start a family. Economic pressure should not be a deciding factor when considering a worker's home life balance, wants and needs:

**BE IT RESOLVED THAT** the PSAC will lobby the federal and provincial governments to work on creating interest-free student loans.

**Rationale**

The Committee feels that this is an important issue as some students are still paying off student loans into their late thirties. Currently, only a few provinces have interest-free loans for students, but BC is not one of them.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

**MOTION OF CONCURRENCE IN RESOLUTION GEN-38 CARRIED.**

**Resolution GEN-42 – The Fight for Students**  
(which covers Resolution GEN-43)

m/s Colleen Girard Kimberley Koch

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-42 (covering Resolution GEN-43), which reads as follows:

**WHEREAS** the PSAC recognizes that Co-op Students, Summer Students, and Interns are an important part of the modern federal public service; and

**WHEREAS** when students can become union members, the PSAC recognizes the opportunity to help shape activists at the beginning of their career to encourage life-long union participation:

**BE IT RESOLVED THAT** the PSAC will re-activate its Charter Challenge that will fight to unionize student employees in the federal public service.

**Rationale**

The Committee understands that students employed under federal government programs are not defined as employees in legislation, and therefore are not currently able to become union members. The PSAC initiated a Charter Challenge campaign in 2009 to have this changed. The Committee feels this legislative change is needed so student workers can become union members with rights and entitlements and agrees that the PSAC should re-activate the campaign.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

**MOTION OF CONCURRENCE IN RESOLUTION GEN-42 CARRIED.**

**Resolution GEN-01A – Indigenous Awareness Training – Truth and Reconciliation**

(which covers Resolutions GEN-01, GEN-02, GEN-03 and GEN-04)

m/s Colleen Girard Kimberley Koch

That Convention adopts the Committee’s recommendation of **Concurrence** in Resolution GEN-01A (covering Resolution GEN-01, GEN-02, GEN-03 and GEN-04), which reads as follows:

**WHEREAS** the genocide of Canada’s Indigenous Peoples is acknowledged; and

**WHEREAS** the Truth and Reconciliation Commission’s Call to Action #57 calls upon all levels of government to:

“provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism.”

**WHEREAS** PSAC has many Indigenous members and is a strong ally; and

**WHEREAS** PSAC values meaningful reconciliation with Canada’s Indigenous peoples; and

**WHEREAS** we need our union members to be informed leaders in our social justice causes; and

**WHEREAS** we need our union leaders to lead our social justice causes:

**BE IT RESOLVED THAT** PSAC will develop, deliver, and properly fund ongoing Indigenous awareness training to its members, leaders, and the National Board of Directors on the Truth and Reconciliation Commission’s Call to Action #57, with the first training to be presented in the next three-year cycle.

## **Rationale**

The Committee supports the Truth and Reconciliation's Call to Action to have various levels of government educate public service workers on the history and the current situation of Aboriginal peoples, especially what was brought forth through the Truth and Reconciliation Report process. It is our understanding that Treasury Board is in the process of developing similar education for employees and the Committee feels that the PSAC has a role to play in helping fulfill this call to action and provide education amongst its own members, leaders and National Board of Directors.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

m/s Virginia Vaillancourt          Ruby Langan

That this Resolution be referred back to the Committee with instructions to clarify the dates and the first training to take place in the 2018-2021 budget cycle.

### **MOTION TO REFER CARRIED.**

A break was then taken.

Meanwhile, the Committee met and reviewed the referral. The Committee Chair, Sister Girard, advised the delegates that this instruction would be added to the Resolution.

### **MOTION OF CONCURRENCE IN RESOLUTION GEN-01A CARRIED UNANIMOUSLY.**

## **Solidarity Excellence Awards**

At this point, REVP Jackson explained that the PSAC BC Solidarity Excellence Award recognizes members of the BC Region who have rendered service of the greatest distinction and of singular excellence in any field of endeavour, benefiting the PSAC or its members.

He informed the delegation that he represents the Honours and Awards Committee at the National Board of Directors level where service awards, life membership, etc. are provided. The Council agreed that the same would be done in BC.

Therefore, the BC Regional Council put forward three names to be honoured at the Regional Convention this year.

The first honouree was Alice West. Kay Sinclair, former REVP BC, made the following presentation:

*First, let me thank Bob and the BC Regional Council for the honour of being asked to present the Solidarity Excellence Award to a most worthy recipient, Alice West.*

*Alice began her labour activism in 1942 at age 16, when she took a job paying 37 cents an hour at a plywood plant. Later, Alice helped organize the workers at the plant. In the 1960s, then working for the federal government, Alice was elected shop steward and Local President, and then Treasurer of the Supply and Services Component of the PSAC.*

*In 1979, Alice was elected as National Director for the BC and Yukon Region. As one of only three women on the National Board of Directors, Alice mobilized and organized to break new ground for women.*

*Nycole Turmel, former PSAC National President, said “her work set the stage for the rest of us. She pushed forward an equity agenda, emphasized the need to be mobilized and politicized. She raised issues that were key for women like child care, anti-harassment and pay equity.”*

*Alice was a key organizer of the PSAC’s first ever Women’s Conferences, nationally and regionally, and chaired the PSAC’s Equal Opportunities Committee.*

*She was the third woman elected as an officer of the BC Federation of Labour, serving as vice-president and representing PSAC on Operation Solidarity during the 1980s.*

*Alice’s leadership helped PSAC’s involvement increased significantly at the BC Fed.*

*In 2013, Alice was presented with the Rosemary Brown award for her work on behalf of women in the labour movement.*

*After retirement, Alice was active on seniors’ issues, and was the President of the BC Forum, the BC Federation of Retired Union Members, where she continued to fight for human rights.*

*She appeared several times before the Parliament’s Standing Committee on the Status of Women, calling attention to poverty among elder women and advocating for solutions.*

*Alice was a fearless pioneer for the rights of women in the workplace, in the union and in society when women were either not represented or were in subordinate roles.*

*Alice has continued to fight for retirement security for elder women.*

*It is my honour, on behalf of Bob and the Regional Council, to present you, Alice, with the Solidarity Excellence Award.*

Alice thanked everyone for this incredible honour.

Brother Jackson advised that the second honouree was Nic Humphreys, but unfortunately he could not be in attendance. He provided the following comments:

*Nic began working in the federal government, with the Department of Natural Resources, in 1981, and he retired in January of 2016.*

*Over his long career, Nic was a committed union activist and held many positions, including President of his Local and the Victoria Area Council, the Union of Health and Environment Workers' Regional Vice-President, and National Officers' Coordinator on the BC Regional Council.*

*Nic was strongly committed to regionalization within the PSAC and could always be counted on to raise regional issues both regionally, nationally at PSAC Convention and with his Component.*

*As an activist, Nic was passionate about three things in particular: the environment, political action, and PSAC's involvement with the United Way. Our paths criss-crossed over the years.*

*As a BC Regional Council member, Nic helped push for the creation of the BC Council's Environment Committee and became its first chair. The Environment Committee was established and helped raise awareness of environmental issues nationally, and was instrumental in the development of the PSAC's Policy Paper on Water, which calls on the PSAC to support the United Nations' resolution that says access to water is a human right and that water is a public good, not a commodity.*

*PSAC continues to campaign for safe, accessible, drinking water, most notably with our ongoing "Thirsty for Justice" campaign.*

*Nic's strong commitment to political action at the municipal, provincial and federal levels is an example to all of us, and has helped move PSAC BC forward when it comes to getting involved politically. Along with members of the Victoria Area Council, Nic worked tirelessly with and for progressive politicians in the Victoria area, and always pushed PSAC BC forward.*

*Between elections, Nic did a lot of great work with the Victoria United Way, working on the Government of Canada Workplace Charitable Campaign, and with the United Way directly. He is missed there.*

Brother Jackson asked Sister Elizabeth Oliphant from the Union of Health and Environment Workers to accept the award on Nic's behalf.

Sister Oliphant mentioned that Nic has been her mentor. She thanked the BC Regional Council and this body for recognizing Nic's many years of service.

Brother Jackson informed the delegation that the third honouree was Brother Bob Kingston, and asked former PSAC NEVP and former REVP BC, Patty Ducharme, to make the presentation.

Sister Ducharme provided the following comments:

*I really want to thank Bob and the Regional Council to honour someone who I consider a friend, colleague, mentor, activist, trade unionist, role model, leader, debater, risk taker, team player, resource, influencer, policy work, health and safety god motorcyclist, mountain cyclist, red wine afficiando, regionalization supporter – someone who knows his principles and who is willing to fight for what he believes in. I had the privilege to work with him when I was the BC REVP.*

*For those who don't know Bob, he's a great husband, a dad and a grandpa. His union activism extends back to the mid-1980s when he started at the Canadian Food Inspection Agency.*

*Over the years, Bob held a number of union positions, including President of Vancouver Local 20044, Regional Vice-President for Western British Columbia and then a member of the Agriculture Union National Executive. He was a PSAC strike coordinator when I first met him during the 1991 strike. He had a cellular phone as big as a shoe box. He did what he had to do to keep us in line on the picket line.*

*Bob was elected Alternate Regional Executive Vice-President for all PSAC members in BC at the 2000 PSAC National Convention and was elected National President of the Agriculture Union at its 2008 Triennial Convention, having served as First National Executive Vice-President since 1996.*

*Bob has been a health and safety activist for more than 20 years, and his commitment to health and safety is well known.*

*A member of the Regional Council, who shall remain nameless, once said “he is the only person I know that has memorized the entire Canada Labour Code Part II. Ask him about any section and he can recite it back to you, word for word.”*

*I am not sure if this is true or not but what is true is Bob’s commitment to the health and safety of not only PSAC members, but all workers.*

*As a founding member of the BC Regional Council, he was also committed to the Region.*

*Bob has been a big proponent of regionalization. When Bob Jackson talked about Nic in 1997 getting ready to go to the PSAC Convention, the whole issue of regionalization was going to be debated. In 1997, Bob was elected for the first time Alternate REVP, and we worked together tirelessly for five years. When Bob became elected VP for Agriculture Union and they wanted him to work and live in Ottawa – he could no longer play a key role – it was a sad day for me and the Region. We had a lot of fun together. You could always count on Bob to have a good time.*

*He played a politically significant role in changing the culture of the union. He started doing political action differently than in the past. He launched the Safety Food Campaign – he had held Agriculture Canada and its employer to task on what they would do.*

*He has also been a committed health and safety activist. He played a huge role at the BC Fed to ensure our members affiliate with the BC Federation of Labour.*

At this time, Bob’s contribution was recognized.

Brother Kingston said he was honoured and privileged. He acknowledged that his wife has always been behind him all these years, and he thanked her for that.

He said that BC is the best Region and PSAC is the best union. It has been great being an activist all these years. He has created great relationships across the country. He thanked everyone for this great honour.

At this time, announcements were made.

## **Saturday, June 17, 2017 – p.m. Session**

### **APSAR Representative**

Pam Jabal, an APSAR RVP thanked the BC Regional Council for the opportunity to speak to the delegation.

She explained what the Association of Public Service Alliance Retirees (APSAR) was doing for the members, and that members can join as soon as they are 50 years old.

She also explained that APSAR ensures that PSAC members, retired members, spouses and survivors receive the money they are entitled to. APSAR also provides information on pension benefits.

APSAR defends, safeguards the CPP, OPP, QPP and OAS so that all retirees can obtain the services they need.

For years, the dues have been set at 20 \$ for one person and \$30 for a couple, and have not been raised for the past ten years.

The Executive are all volunteers.

Sister Jabal also explained that the Association was able to recover millions of dollars for beneficiaries. However, it is important that beneficiary information be updated.

She further talked about Bill C-27, *An Act to amend the Pension Benefits Standards Act*, and asked everyone to send a letter to Finance Minister, Bill Morneau, not to have this Bill passed.

### **Credentials Committee Report**

m/s Ernest Hooker                      Geoffrey Williamson

That the following report be adopted:

Accredited Delegates	130
Guests	6
NBoD members	9
Observers	<u>27</u>
Total	172

**MOTION CARRIED.**

## **General Resolutions Committee**

### **Resolution GEN-09 (First Be it Resolved only) – Members with Disabilities Leadership**

m/s Colleen Girard Kimberley Koch

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-09, which reads as follows:

**BECAUSE** members with disabilities face unique needs, challenges, and experiences; and

**BECAUSE** creating a safe space where each of us can feel free to speak up is a priority for our union:

**THE PSAC WILL** develop, deliver, and fund ongoing leadership training customized for members with disabilities to encourage active participation and more equitable representation in leadership. The training will be developed and delivered in consultation with members with disabilities and will be implemented within the three-year cycle.

### **Rationale**

The Committee feels that everyone needs equitable resources to express themselves properly, and this training would promote more equality for our members with disabilities.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

m/s Virginia Vaillancourt Jamey Mills

That this Resolution be referred back to the Committee with instructions to include the dates of the three-year cycle.

**MOTION TO REFER CARRIED.**

### **Resolution GEN-10 – National Public Service Week**

m/s Colleen Girard Kimberley Koch

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-10, which reads as follows:

**WHEREAS** the Government of Canada has failed to achieve the objectives of National Public Service Week (NPSW), which are to recognize the value of the services rendered by federal public service employees and to acknowledge their contribution to the federal administration; and

**WHEREAS** the PSAC's Strategic Plan as adopted by the NBoD (February 25, 2016) indicates that it WILL increase membership participation in all aspects of union activity and help Locals/Branches to function at the highest level; and

**WHEREAS** that plan also noted that increasing membership participation will be a guiding principle for everything our union does over the next three years and that every union activity or project will be designed to deepen membership engagement and to build solidarity between members:

**BE IT RESOLVED THAT** the PSAC will recognize our members, increase participation and build solidarity by hosting our own Alternative National Public Service Week events on an ongoing basis; and

**BE IT FURTHER RESOLVED THAT** each Area Council receive funding for Alternative National Public Service Week events.

### **Rationale**

The PSAC has been boycotting National Public Service Week (NPSW) since 2012, and have asked for alternative events to be organized instead. The Committee feels that funding should be provided specifically for such alternative events in order to encourage more members to participate, outreach to members, and show member appreciation during NPSW.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

m/s Michael Shane Polak Sharon Bull

That this Resolution be referred back to the Committee with instructions to delete "alternative" and replace it with "concurrent".

### **Rationale**

This would allow concurrent employer and union events at the same time.

**MOTION TO REFER DEFEATED.**

m/s Tracey Cochrane Sarah Bell

That the previous question be now called.

**MOTION CARRIED.**

**MOTION OF CONCURRENCE IN RESOLUTION GEN-10 DEFEATED.**

**Resolution GEN-35 – Phoenix Pay System**

m/s Colleen Girard Kimberley Koch

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution GEN-35, which reads as follows:

**WHEREAS** members of the federal departments and agencies have been negatively impacted by the Phoenix Pay System; and

**WHEREAS** employees not being properly compensated for work performed goes against our contractual rights:

**BE IT RESOLVED THAT** the PSAC make it its top priority to implement a political strategy to voice this issue to the PSAC membership; and

**BE IT FURTHER RESOLVED THAT** the PSAC push the federal government to reinstate compensation advisors within our departments and agencies to rectify our pay issues locally, regionally and nationally.

**Rationale**

The Committee feels that a consistent political strategy needs to be discussed by the PSAC and its Components so that there is a consistent and consolidated direction on grievances, lobbying, etc. This Resolution also calls for compensation advisors at three different levels, as some Regions do not have local compensation advisors.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

**MOTION OF CONCURRENCE IN RESOLUTION GEN-35 CARRIED.**

**Resolution GEN-36 – Job Security and Term Freeze**  
(which covers Resolution GEN-37)

m/s Colleen Girard Kimberley Koch

That Convention adopts the Committee’s recommendation of **Concurrence** in Resolution GEN-36 (covering Resolution GEN-37), which reads as follows:

**WHEREAS** there is a demand for ongoing staffing as term employees have been required to work in a position on a long-term basis; and

**WHEREAS** term employees are continually being extended, but are not given a definite timeframe as to how long they will be needed for; and

**WHEREAS** the use of continued term contracts results in low morale and high turnover:

**BE IT RESOLVED THAT** PSAC will lobby the employer to lift all remaining term freezes allowing for the appointment of term employees to an indeterminate position after three years.

**Rationale**

The Committee recognizes that there are Resolutions of Record (NEG-061 (2012) on precarious employment and NEG-019 (2012) on the term employment policy in relation to the sunset clause) that speak to this issue. While there are indications that the term freeze would be lifted, at the time of Committee deliberations, this was still not the case.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

**MOTION OF CONCURRENCE IN RESOLUTION GEN-36 CARRIED.**

**Emergency Resolution 1**

m/s Colleen Girard Kimberley Koch

That Convention adopts the Committee’s recommendation of **Concurrence** in Emergency Resolution 1, which reads as follows:

**WHEREAS** the Liberal government through its most recent Defence Review Policy has introduced ways and means that will lead to privatizing future federal public service jobs; and

**WHEREAS** the Liberal government is clearly continuing with a conservative agenda to contract out public service jobs; and

**WHEREAS** PSAC members who work in the federal government dockyard CFB Esquimalt will be impacted through job loss as aging military ships are replaced:

**BE IT RESOLVED THAT** PSAC work with UNDE to fight the loss of federal public service jobs by launching a fightback campaign against P3s and privatization of federal public service jobs.

### **Rationale**

At the PSAC National Triennial Convention in 2015, delegates passed Resolution NEGO-059 (Contracting-Out of Building Maintenance Services) which directs the PSAC to launch a campaign opposing the contracting-out of our jobs and expose the pitfalls to the employer and to the Canadian public.

It is the Committee's understanding that all ship repairs for navy ships are currently done locally. The Department of National Defence is not about profit, but to achieve the goals to support the fleet. The Defence Review Policy has plans to privatize everything except for the hulls of the boats. Maintenance staff are also being targeted. This would have widespread impacts from the East to the West Coast on approximately 3000-5000 workers. We would hope such a fightback campaign would include intense lobbying and public education on the impact this would have on the military and public safety as a whole. There is an existing line item in the PSAC National Budget on Campaigns, and costs for implementing this fightback campaign could be drawn from it.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention, and would be funded by PSAC National.

m/s Brittany Forbes Sarah Bell

That the previous question be now put.

**MOTION CARRIED.**

**MOTION OF CONCURRENCE IN EMERGENCY RESOLUTION 1 CARRIED UNANIMOUSLY.**

## **Finance Committee**

### **Resolution FIN-03 – Funding for the PSAC Regional Health & Safety Conferences**

(which covers Resolution FIN-04)

m/s Jamey Mills Michael Shane Polak

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution FIN-03 (covering Resolution FIN-04), which reads as follows:

**WHEREAS** Regional Health and Safety Conferences are currently under funded as compared to other regional conferences; and

**WHEREAS** health and safety has been established as a national priority by the Public Service Alliance of Canada (PSAC); and

**WHEREAS** the federal government has attacked occupational health and safety in later years:

**BE IT RESOLVED THAT** the PSAC increase the budgetary allocation for Regional Health and Safety Conferences by \$20,000 per Region.

### **Rationale**

The Committee recognizes the importance of health and safety in all workplaces, and the need to ensure maximum participation by members at Regional Health and Safety Conferences. Relative to the other PSAC Regional Conferences that are funded nationally (i.e. Regional Women's Conferences and Regional Racially Visible Conferences), Regional Health and Safety Conferences do receive less funding, and consequently have to reduce the number of delegates that can attend.

The Committee believes that an additional \$20,000 per Region for Regional Health and Safety Conferences will ensure that there is sufficient funding available to ensure attendance by members from all areas of the Region at said conferences.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

**MOTION OF CONCURRENCE IN RESOLUTION FIN-03 CARRIED.**

## **Resolution FIN-05 – Funding for Regional Health & Safety Training**

m/s Jamey Mills Michael Shane Polak

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution FIN-05, which reads as follows:

**WHEREAS** the Public Service Alliance of Canada (PSAC) currently allocates \$10,000 per Region annually for health and safety activities; and

**WHEREAS** many members cannot access the current PSAC health and safety training provided for in the PSAC Regional Education Budget; and

**WHEREAS** there are additional training opportunities available outside of the PSAC within the broader labour movement:

**BE IT RESOLVED THAT** the PSAC allocate additional funds to each of the seven Regions in the amount of \$5,000 annually to assist with health and safety training in the Regions.

### **Rationale**

The Committee believes that health and safety is one of the core mandates of unions. As such, it is imperative that the PSAC provide health and safety training opportunities to members in all geographic areas, either within the PSAC Education Program or within the broader labour movement (e.g. the BC Federation of Labour Health and Safety Centre). The funding called for in this Resolution would support additional health and safety training opportunities for members.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

**MOTION OF CONCURRENCE IN RESOLUTION FIN-05 CARRIED.**

### **Panel**

Brother Jackson then called the panel members, and introduced its chair, Aaron Ekman.

*Brother Ekman was elected as the Secretary-Treasurer of the BC Federation of Labour in 2014. Before taking on this position, Aaron was the Northern Regional Coordinator with the BC Government and Service Employees Union, and lived in Prince George.*

*Aaron first became active in the student union movement, serving as President of the UBC-Okanagan Students Society. He was the first chairperson of the Young Workers' Committee of the Vancouver and District Labour Council, and has worked in commercial roofing, sheet-metal fabrication and commercial/industrial installation.*

*Aaron was the Founding President of the North Central Labour Council, representing more than 12,000 union members across northern BC, and previously worked as a union organizer. He has a long history of progressive political campaigning at the local, provincial and federal government levels.*

Brother Aaron thanked all delegates for fighting for the rights of people and for Canadians, and commended PSAC BC for having organized this panel about political engagement.

He then introduced the two members of the panel as follows:

#### Bowinn Ma

Bowinn Ma is the MLA for North Vancouver-Lonsdale.

Prior to being elected in the May 2017 provincial election, Bowinn was a PSAC member, working at the Vancouver Airport, managing its terminal expansion and re-development projects.

An advocate in her personal life, Bowinn focuses on issues of civil rights and liberties, social justice, inequality, poverty and wealth distribution. Bowinn also has a keen interest in environmental sustainability and managing climate change.

#### Janet Routledge

Janet Routledge is the MLA for North Burnaby.

Janet is a former PSAC member and staff person, who has been on the front-line of many of the events that laid the groundwork for the rights and benefits PSAC members enjoy today – the CR strike, our battle for pay equity and campaigns to protect indexed pensions, just to name a few.

After leaving PSAC BC, Janet went on to become a workers' representative on the Employment Insurance Board of Referees and the Director of Political Action at the BC Federation of Labour.

As an MLA, Janet is committed to creating a sustainable economy and social equality.

## **Janet Routledge**

Janet provided the following comments:

*PSAC has been part of my life for 40 years, and I could even say the PSAC and I grew up together. I can honestly say that most of what I know about running successful campaigns, I learned as a PSAC activist.*

*Being a PSAC activist turned me into a political activist. Why? Because I discovered early that everything we win at the bargaining table can be taken away in the legislature. I remember the historic clerks' strike of 1980 (still the largest strike in Canadian history, and it was led by women, poorest paid workers in the public service).*

*"We do the work and the bosses get the pay". The clerks then won a 12% increase retroactive to 1979.*

*But you know what? In 1982, the government passed a law that limited increases to 6% and rolled back increases that had already been negotiated, wiping out the gains that the clerks had made when they walked the picket line.*

*During this same period of time, the federal government used its authoritative credibility to systematically portray its own employees as lazy, over paid, paper pushers. Not only did the public buy into the stereotype but so did many of your brothers and sisters. And, it gave the federal government, already the most powerful employer in the country, license to continue to weaken labour legislation, break up bargaining units, contract-out work, and generally isolate public service workers and make them vulnerable. And they are still doing it today!*

*This begs the question "why". What is their motive? This brings me to why I am politically active, and why I think you need to be too. I think Tommy Douglas best summed it up when he described Canada as mouse land. Ordinary people like us are the mice, but we keep electing cats.*

*Cats and mice don't have the same interests. It is in the nature of corporations (I mean cats) to prey on mice. So if we don't want to end up as cat food, then we need to elect mice to run mouse land on our behalf to pass laws that are good for mice.*

*Which brings me to the question of how do we do political action. In other words, how do we get the mice to understand that what is good for the cats is not necessarily good for the mice, and that there are more of us than there are of them, and if we stick together we are stronger than the cats and we can bring in a government that will put our needs first.*

*These were the questions that drove my campaign in Burnaby North and unified my team. Again, my answers to these questions were guided by my experiences in the PSAC.*

*I remember as a PSAC Regional Coordinator getting the call from Ottawa many times – “negotiations aren’t going well. We’ve reached an impasse. We have to go out and get a strike vote. And don’t come back with less than 70%”. We always delivered the mandate. Why? Because not to meant the cats would win.*

*It was with that same sense of urgency and solidarity that my team in Burnaby North ran our election campaign. We ran our ground campaign as if it were an organizing drive or a strike.*

*Let me explain. What stops people from joining unions or voting to go on strike? Fear that things will only get worse, that they might lose their jobs or their homes. Our job as union activists is to convince workers that we are in this together, that together we are stronger than the boss, that if we stick together, our lives will be better.*

*Well, people are afraid to vote NDP for the same reason. They are afraid that if they vote NDP life will get worse, that they will lose their jobs or lose their homes (the BC Liberals and their corporate allies have been pushing that propaganda for years). So in Burnaby North, we knew that our job was to calm those fears, to convince people that their lives would be better with an NDP government.*

*But how do we convince them? Again, we thought like union activists. In the PSAC, I learned that the union is only as strong as its presence in the workplace. People join unions and vote to go on strike because someone they know and trust looks at them in the eyes and shows them they care, that they understand what their lives are like, that together we can make our lives better.*

*In Burnaby North, we beat a 16-year Liberal incumbent because we made personal connections with and commitments to voters. Neighbours talked to neighbours. Students talked to students. Small business owners talked to small business owners. Workers talked to workers. Chinese Canadians talked to Chinese Canadians. Filipinos talked to Filipinos. Like in union organizing drives, we found the community leaders and recruited them to convince their friends.*

*We knocked on doors, we approached people in parks, we chatted with parents and grandparents picking up their kids at 3 pm. We talked to people waiting for the bus during morning rush hour.*

*What did we talk about? The issues that mattered most to people. How did we know what those issues were? We asked them. These were conversations not pitches. That was another important lesson I learned in the PSAC. You move people to action by starting with their own experiences and their own priorities.*

*Patterns emerged: kinder morgan, affordable housing, child care, time spent in traffic jams and raising money for school essentials, not spending with your family, hidden taxes such as ICBC and MSP – anger, hope, action.*

*One more story before I wrap up. This one is key. I remember when one of our bargaining units was being raided by another union. By the time we found out, their campaign was well under way. I remember our regional organizer saying to me: “the 3% of the members who are always getting into trouble with the boss, they’ll vote for us because we are there for them”.*

*The other 97% who just go to work every day and do their jobs, don’t even know we exist. They will vote for the other union because the other union has been making its presence known and reaching out to them. We lost that unit.*

*This is a bad sign when the members are saying: “the union just showed up. they must want to raise my dues or get me to go on strike.”*

*I learned an important lesson – organizing never stops.*

*When did we start this campaign to win back this seat for the people of Burnaby North? The day after the 2013 election.*

*When do we start the 2021 campaign? It started on May 10, 2017.*

*We will continue to organize, to involve voters and potential voters in governing.*

*When the going gets tough, the tough knocks on doors and let the voters give you an earful.*

*We are looking for innovative ways. For example, there are more and more secured high rise condos. We can’t knock on their doors. We need to find other ways to have conversations with the thousands of voters who live there.*

*I was intrigued by the PSAC telephone town-hall, and I wanted to test that in Burnaby North as a way to reach out and engage voters.*

*In summary, why should you be involved in politics? Because the powerful need to be stopped. Our collective future depends on it. Together we can re-draw the political landscape into something more humane and enduring.*

*What does political involvement look like? It looks like a union. Thank you, PSAC, for teaching me how to win the right to represent working people in the legislature. Thank you for your support during the campaign. Your financial contributions and the time you put into it made a difference. I owe you a lot.*

Thank you.

## **Bowinn Ma**

Bowinn provided the following comments:

*I am an MLA for North Vancouver-Lonsdale, and I am a member of UCTE 2022 1 (I even wear my T-shirt) and was employed by the Vancouver Airport Authority as an engineer and project manager prior to my election. I was able to stay as a member for four years as I am on leave without pay.*

*I want to share the story of my political activism, and I stress delegates that a long background in politics or activism is not necessary for a person to play a vital role in the movement.*

*Very different from Janet's experience, I did not grow up in a political household. I was not politically involved. I knew that politics and social justice interested me but as Aaron said, I came from a conservative background. Five years ago, I didn't understand. The population is not very politically involved. It is challenging. My parents were both immigrants and were not politically aware. When I graduated, I went to work for a contracting firm. People were telling me I would grow up.*

*I did not understand how important issues around social justice, wealth inequality, and the labour movement impacted my life and the lives of those around me. It was Bill C-51, the so-called Anti-Terrorism Act introduced by the Harper Government in 2015 that alarmed me and inspired me to take action. I publicly challenged the position of Justin Trudeau's Liberal Caucus in regards to the Bill and proceeded to organize protests and public actions to engage and educate the public.*

*I travelled to many towns. I raised thousands of dollars. I submitted a Parliamentary petition with over 150,000 signatures.*

*Throughout my experience, I learned many difficult lessons about myself and about activism and have carried those lessons forward with me into my new role as a Member of the BC Legislative Assembly.*

Some of these lessons are:

- *By not paying attention to and fighting injustice, we enable it to take place.*
- *Have patience with those who disagree with you.*
- *A quote from Tommy Douglas "courage my friends, it's not too late to build a better world".*

- *Don't sit back and wait for someone else to take on the fight. Sometimes everyone ends up waiting for someone else to lead the charge and nobody ends up stepping up. There are so many causes to fight for and the people already in the fight need you to take initiative and join the cause.*
- *It takes a great deal of personal humility to be able to reorganize one's world view. Our part requires for us to be patient with those who do not understand issues around social justice and be willing to guide them when they are ready to listen and learn.*
- *Have courage. It's not too late to start being a part of the solution now.*

*Thank you for giving me the opportunity to speak to you today.*

A few questions were asked from the delegates.

Brother Jackson then provided a gift to the panelists and the chair as a token of our appreciation.

### **All Candidates' Forum**

At this time, Bob asked both Robyn Benson and Donna Lackie to conduct the candidates' Forum.

Donna asked all declared REVP and Alternate REVP candidates to come to the front for the Forum.

#### **REVP Position**

Colleen Girard – UNDE  
Paul Croes – CEIU  
Jamey Mills – UTE

#### **Alternate REVP**

Todd Smith, Agriculture  
Terri Lee, Agriculture  
Christine Walker, CEIU

Each candidate had three minutes to make a presentation and one minute to respond to each question.

After their speech, some questions were asked and answered by all candidates.

Then each candidate provided one-minute closing remarks.

Brother Bob Jackson then resumed the Chair, and the Regional Coordinator proceeded with the announcements.

Question of privilege – Dave Clark

Brother Clark informed the delegation that two days earlier, on June 15, the Canadian Coast Guard (CCG) chose to reverse its decision to reduce services to the communities of Vancouver, Gimli, Selkirk and Kenora. Originally, as a result of a program integrity review, the CCG decided to reduce services, including the elimination of the search and rescue dive team at the Sea Island Base in Vancouver. The reversal came when pressure was put on the government by the affected communities and PSAC. We should be congratulated and recognized for this work.

Convention recessed for the day, and the women's caucus was held.

**Sunday, June 18, 2017 – a.m. Session**

Question of privilege – Elizabeth Oliphant

Sister Oliphant informed the delegation that two weeks ago, UEWH and PIPSC members at Fisheries and Oceans received a WFA notice with regard to ocean science and protection, and that their work and services were no longer required.

A letter-writing campaign was immediately launched, and she was pleased to report that all WFA letters have been rescinded, and that section will remain opened.

Question of Privilege – Jennifer Horsley

Sister Horsley informed the delegation that selling hats raised \$671. She thanked everyone.

Brother Jackson provided the following comments:

*We had a lot of great debate on the Emergency Resolution yesterday, and I asked that the technician plays the PSAC airport privatization video which was released in May. It was very popular on Facebook, and has received almost 30,000 views so far.*

*I want delegates to know that PSAC has \$1,000,000 set aside for a campaign against privatization in all its forms. This video was the first step in our campaign. We have hired a staff person, Rosa Kouri, to work on privatization exclusively. I understand she has begun to meet with members of the NBoD, including Brother John MacLennan, UNDE National President.*

*I want you to know that privatization and contracting-out are PSAC priorities.*

*For more information about our fight against the airport sell off, privatization at Canada Post and Parks Canada and the national infrastructure bank, visit the national or regional website. We are revamping our Communications Section and you will see a new website soon.*

*On to another campaign! As most of you know, the federal government is planning to close the case processing centre in Vegreville, Alberta, which affects 280 PSAC members, their families and the entire community. We'll be taking a photo to show our solidarity and support for the community.*

At this point, a picture of the whole delegation was taken with the RESPECT VEGREVILLE placard.

#### Question of privilege – Crystal Warner

Sister Warner informed the delegation that of those 280 members, 75% were women. This issue is about the whole Canada. When Justin Trudeau ran, he stood in Vegreville and said that he would never do that. Crystal asked everyone to stand up on this and lobby MPs on this issue.

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

m/s Caroline McGillivray          Geoffrey Williamson

That the following report be adopted:

Accredited Delegates	131
Guests	6
NBoD members	9
Observers	<u>28</u>
Total	174

#### **MOTION CARRIED.**

At this point, Bob asked Robyn Benson to assume the Chair and conduct the elections of the BC Region.

## Nominations Committee

Sister Benson assumed the Chair and asked the Nominations Committee members Sharon Bull, Cheryl Oenema and George Ten to join her.

Robyn provided instructions on the elections and the technician explained the electronic voting process.

## Election of REVP BC

Sister Benson informed the delegation that three written nominations had been received:

- Colleen Girard, nominated by Dave Clark and seconded by Nicole Gibson
- Jamey Mills, nominated by Linda Woods and seconded by Jennifer Horsley
- Paul Croes, nominated by Stephen Klaver and seconded by Crystal Warner

She then asked for nominations from the floor.

As there were no nominations from the floor, she declared nominations closed and proceeded with the questions as to whether candidates would speak for themselves or have their nominator or seconder speak on their behalf. She also asked if they would speak from the floor or the podium.

Then candidates spoke for three minutes each.

## First Ballot Results

Colleen Girard	55
Jamey Mills	67
Paul Croes	6

As a result, Sister Benson declared **Jamey Mills**, elected Regional Executive Vice-President for the BC Region.

## Question of Privilege – Paul Croes

Brother Croes thanked his supporters and friends who have listened to him and informed Jamey that he would support him, and work with him as much as he can for the next three years.

### Question of Privilege – Jamey Mills

Brother Mills thanked his nominator, seconder, campaign team, supporters, leaders and everyone for electing him.

### Question of Privilege – Colleen Girard

Sister Girard congratulated Jamey as he will do a great job. She also congratulated both Jamey and Paul for a beautiful campaign.

### Election of First Alternate REVP BC

Sister Benson informed the delegation that three written nominations had been received:

- Terri Lee, nominated by Carolyn McGillivray and seconded by Darrell-Lee McKenzie
- Christine Walker, nominated by Vanessa Millar and seconded by James Brierley
- Todd Smith, nominated by Crystal Warner and seconded by Michael Shane Polak

She then asked for nominations from the floor.

As there were no nominations from the floor, she declared nominations closed, and proceeded with the questions as to whether candidates would speak for themselves or have their nominator or seconder speak on their behalf. She then asked if they would speak from the floor or the podium.

Then candidates spoke for three minutes each.

### First Ballot Results

Terri Lee	43
Christine Walker	16
Todd Smith	68

As a result, Sister Benson declared **Todd Smith**, elected Alternate Regional Executive Vice-President for the BC Region.

### Election of Second Alternate REVP BC

Sister Benson informed the delegation that no nominations had been received, and asked for nominations from the floor:

- Terri Lee, nominated by Marion McLarty and seconded by Darrell-Lee McKenzie
- Jennifer Chieh Ho, nominated by Tracey Cochrane and seconded by Ruby Langan

She then declared nominations closed and proceeded with the questions as to whether candidates would accept their nomination, speak for themselves or have their nominator or seconder speak on their behalf. She also asked if they would speak from the floor or the podium.

Sister Chieh Ho respectfully declined her nomination.

As a result, **Terri Lee** was acclaimed Second Alternate Regional Executive Vice-President for BC.

#### Question of privilege – Terri Lee

Sister Lee thanked the delegates for her election.

#### **Election of the BC Regional Council Health and Safety Coordinator**

Sister Benson received one written nomination for the position of BC Regional Council Health and Safety Coordinator.

Sister Linda Harding, nominated by Bob Kingston and seconded by Crystal Warner.

As there were nominations from the floor, Sister **Linda Harding** was acclaimed BC Regional Council Health and Safety Coordinator.

#### Question of privilege – Linda Harding

Sister Harding thanked everyone for acclaiming her and said she will be pleased to serve all members during the next three years.

#### **Election of the Alternate BC Regional Council Health and Safety Coordinator**

Sister Benson advised the delegation that no written nomination had been received and asked for nominations from the floor.

Angela George, nominated by Trish Martin and seconded by Colleen Girard

As a result, Robyn declared Sister **Angela George** acclaimed as the Alternate BC Regional Council Health and Safety Coordinator.

At this point, Sister Benson thanked the Nominations Committee members for their work.

Then, a break was taken and delegates proceeded with the BC Regional Council Geographic Coordinator and Alternate elections.

### **Sunday, June 18, 2017, p.m. Session**

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

m/s Caroline McGillivray Ernest Hooker

That the following report be adopted:

Accredited Delegates	131
Guests	6
NBoD members	9
Observers	<u>29</u>
Total	175

**MOTION CARRIED.**

#### **Finance Committee**

##### **Resolution FIN-01 – Area Council Funding**

m/s Jamey Mills Michael Shane Polak

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution FIN-01, which reads as follows:

**WHEREAS** political action has always been essential for the labour movement to achieve gains for all workers; and

**WHEREAS** Area Councils serve as the political arm of the PSAC and undertake much of the important work of our union such as lobbying, engaging with the public, organizing rallies and marches, and other political and community activities:

**BE IT RESOLVED THAT** the line item for Area Councils (listed under Regional Activities in the National Budget) be increased to \$81,600 in the PSAC National Budget; and

**BE IT FURTHER RESOLVED THAT** this amount come from the existing budget or designated surplus.

### **Rationale**

The Committee recognizes that Area Councils have limited funding to carry out their roles as outlined under Section 14 of the PSAC Constitution. Section 14, Sub-Section (10) allows Area Councils to charge fees to participating affiliates “as necessary for the operation of the Area Council”.

However, per a ruling of the PSAC National President, Area Councils cannot prevent members from fully participating and/or voting at Area Council meetings for non-payment of fees. Consequently, said fees are only voluntary, and Area Councils must rely more heavily on the annual allocations from the PSAC.

Therefore, the Committee agrees that the additional funding called for in this Resolution would allow Area Councils to better carry out their mandate.

No costing is provided as the Resolution must be approved at the next PSAC National Triennial Convention and would be funded by PSAC National.

### **MOTION OF CONCURRENCE IN RESOLUTION FIN-01 CARRIED.**

Brother Jackson acknowledged the following two guests:

Sussanne Skidmore and James Coccola, both Executive Vice-Presidents of the BCGEU.

## By-Laws Committee

### Resolution BLW-15 – Additional Delegate Seats for Racially Visible Members at PSAC National Triennial Convention

(which covers Resolutions BLW-16, BLW-17 and BLW-18)

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-15 (covering Resolutions BLW-16, BLW-17 and BLW-18), which reads as follows:

**BECAUSE** racialized leaders is a priority issue; and

**BECAUSE** there is a lack of racialized members at leadership levels in our union; and

**BECAUSE** conventions are our highest decision-making body; and

**BECAUSE** delegates to the PSAC National Triennial Convention are union leaders:

**PSAC WILL** amend Section 19 of the PSAC Constitution to include the following new Sub-Section:

*To address the lack of racialized leaders, two (2) additional delegate seats will be designated for each PSAC Region for racialized members at the PSAC National Triennial Convention. There will be gender parity (female/male/other) in these two (2) seats, and the seats will be elected at each PSAC Regional Racially Visible Conference.*

## Rationale

The Committee supports this Resolution because it ensures that through inclusion, access and education leaders are built in the Region. But leadership is truly built when we have voice and vote at PSAC Conventions.

**MOTION OF CONCURRENCE IN RESOLUTION BLW-15 CARRIED.**

### Resolution BLW-19 – Role of Alternates

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-19, which reads as follows:

**WHEREAS** succession planning is an integral part of the PSAC BC Regional Council; and

**WHEREAS** engaging the Alternates to the Regional Council is beneficial to all members; and

**WHEREAS** engaging the Alternates leads to consistency and a stronger understanding of the Regional Council:

**BE IT RESOLVED THAT** Section 7, Sub-Section (4) of the PSAC BC Regional By-Laws be modified to add the following:

- g) Readily share information with their Alternate in order to engage and mentor them in their roles.*

**BE IT FURTHER RESOLVED THAT** Section 7, Sub-Section (5) of the PSAC BC Regional By-Laws be modified to add the following:

- h) Readily share information with their Alternate in order to engage and mentor them in their roles.*

### **Rationale**

The Committee supports this Resolution as it improves communication through encouraging mentorship.

**MOTION OF CONCURRENCE IN RESOLUTION BLW-19 CARRIED.**

### **Resolution BLW-21 – Trusteeship of a Component**

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-21, which reads as follows:

**WHEREAS** the Constitution of the PSAC, Section 25, Sub-Section (8), allows for the National Board of Directors (NBoD) to place into trusteeship, amongst other constitutionally-recognized groups, Components; and

**WHEREAS** a National President of a Component currently has the ability to request that the NBoD place a Component under administration and/or trusteeship without a 2/3 majority vote of their National Executive:

**BE IT RESOLVED** that Section 25, Sub-Section (8) of the PSAC Constitution be amended as follows:

*Sub-Section (8)*

*A Regional Council, Component, Local or Area Council which has not carried out the responsibilities required by this Constitution shall be considered to be in violation of this Constitution, and the NBoD shall have the authority to appoint a trustee with the responsibility to manage the Regional Council, Component, Local or Area Council's affairs and to bring about its compliance with this Constitution without delay.*

**(a) The NBoD shall not entertain a request of a Regional Council, Component, Local or Area Council to be placed in administration and/or trusteeship without a 2/3 majority vote from their executive body accompanying the request.**

**Rationale**

The Committee supports this Resolution because it increases accountability for taking such actions.

**Note**

The following Committee member wished to be recorded against the Committee's recommendation:

Johann Ackerman

**MOTION OF CONCURRENCE IN RESOLUTION BLW-21 DEFEATED.**

**NOTE**

The following delegates wished to be recorded against the Convention decision:

Crystal Warner  
Vanessa Miller  
Joshua Miller  
Jeanne Olinek  
Stephen Klaver  
Wes Todd  
Susie Blyth  
Aaron Chang  
Samina Anwar

## **Resolution BLW-22 – Utilization of Alternates**

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee's recommendation of **Concurrence** in Resolution BLW-22, which reads as follows:

**WHEREAS** through PSAC Conferences and Conventions, Alternates are duly elected to positions; and

**WHEREAS** when the substantive elected rep is not able to attend meetings, events or conferences, the Alternate is not always utilized; and

**WHEREAS** not utilizing the duly elected Alternate to attend in the substantive elected rep's absence is a disservice to the constituency and/or Region; and

**WHEREAS** when the duly elected rep is not able to attend, there is no additional cost to send the duly elected Alternate as the funding is already in place for the elected rep to attend; and

**WHEREAS** utilizing the Alternates helps to encourage growth in the labour movement and ensures continuity if the duly elected rep is not available:

**BE IT RESOLVED** that the PSAC BC Region update its By-Laws as follows:

### **SECTION 7**

#### **BC REGIONAL COUNCIL MEMBERS' ROLES AND RESPONSIBILITIES**

##### **Add Sub-Section (7)**

In the event that Regional Council members are not able to attend meetings, events, conferences and other functions in the course of performing their duties, their duly elected Alternate shall attend on their behalf and submit a written report of their activities.

### **Rationale**

The Committee supports this Resolution as it ensures elected Council members (Alternates) have the opportunity to attend meetings on behalf of the geographic region.

m/s Wayne Little David Bassaw

That this Resolution be referred back to the Committee with instructions to change the word “shall” by “may”.

**MOTION TO REFER CARRIED.**

**Resolution BLW-23 – BC Regional Convention Delegate Entitlement**  
(which covers Resolution BLW-24)

m/s Sue Yaciw Patricia Martin

That Convention adopts the Committee’s recommendation of **Concurrence** in Resolution BLW-23 (covering Resolution BLW-24), which reads as follows:

**WHEREAS** Section 9 of the BC Regional Council By-Laws describe delegate entitlements to the BC Regional Triennial Convention; and

**WHEREAS** Section 9, Sub-Section (1) at Step 1 deals with delegate entitlements for Locals/Branches which have 100 members or more; and

**WHEREAS** Section 9 does not provide delegate entitlements to individual Locals/Branches with less than 100 members:

**BE IT RESOLVED THAT** Section 9, Sub-Section (1), Step 1 of the PSAC BC Regional By-Laws be amended to read: “All Locals/Branches which have 40 members or more will be entitled to one (1) delegate.”

**Rationale**

The current formula for delegate selection to the BC Regional Triennial Convention is a model that achieves a balance between representing the interests of all members in B.C while providing funding for almost all of the delegates costs. In other regions, as discussed at past Regional and National PSAC Conventions, increasing delegate entitlement does not translate to increased participation in the process.

The Region has limited resources available for Conventions. If the delegate entitlement were increased, then the current level of funding for delegates could not be sustained. Locals/Branches, Components, nationally and regionally-recognized Committees, Area Councils and DCL/Separate Employer Units would bear the burden of the additional costs. This could then be a barrier to participation in the Convention and also the ability of those bodies to meet the needs of the members between Conventions.

## **Cost**

The Committee advised that the total cost for additional delegates would amount to \$41,575.49.

## **NOTE**

As there was no time to finish Resolution BLW-23, it was tabled as it requires a 2/3 majority of delegates to be adopted. Since it is a By-Law resolution, the newly-elected BC Regional Council cannot deal with it.

## **Tribute to REVP BC**

At this point, Brother Jackson was asked to leave the Chair, and Sister Robyn Benson paid tribute to Bob as follows:

*As we all know, Bob will be retiring.*

*Bob, you have worked with a lot of PSAC activists and leaders from across the country over the years, not all of them could be here today, so we asked them for their thoughts and recollections and put a little video together for you.*

The technician ran the video.

*As a token of our gratitude for your service to PSAC and our members over your long career, we have a couple of gifts for you. We have an eagle print from a First Nations artist based in Vancouver. As a whole, the eagle is a Haida symbol of focus, great strength, peace and leadership. We thought this was appropriate.*

*We have also a DVD of the video we just watched. The PSAC leaders from across the country had a lot to say about your retirement and your leadership over the years. It didn't all fit into the video, so we have added all the clips to the DVD.*

Some members also paid tribute to Bob and then Brother Jackson provided comments.

## **Swearing-in of Newly-Elected BC Regional Council**

Sister Benson swore-in the elected representatives that were still at Convention. The others will be sworn-in at a future Regional Council meeting.

The elected officers are as follows:

Regional Executive Vice-President		Jamey Mills
Alternate Regional Executive Vice-President		Todd Smith
Second Alternate Regional Executive Vice-President		Terri Lee
Young Workers	Coordinator First Alternate Second Alternate	James Brierley Margaret Humen Sky Belt
Members with Disabilities	Coordinator First Alternate Second Alternate	Joshua Miller Michael Shane Polak Kelly Megyesi
DCL/Small Separate Employers	Coordinator First Alternate Second Alternate	David Schinbein Joanne Hay John Davies
Women	Coordinator Alternate	Kelly Sidhu Kelly Megyesi
Health and Safety	Coordinator Alternate	Linda Harding Angela George
Metro Vancouver	First Coordinator Second Coordinator Third Coordinator First Alternate	Jennifer Horsley Michael Shane Polak Sky Belt Terri Lee
South Vancouver Island	First Coordinator Second Coordinator First Alternate Second Alternate Third Alternate	Colleen Girard Patricia Martin Astrid Stroker Ernest Hooker John Davies
North Vancouver Island	Coordinator First Alternate Second Alternate	Bert Farwell Vanessa Miller Christine Walker
East Fraser Valley	Coordinator First Alternate Second Alternate	Antony Paller Kirsty Havard Joyce Slett
West Fraser Valley	Coordinator First Alternate Second Alternate	Johann Ackermann Susie Blyth Stephen Klaver

Southern Interior	First Coordinator Second Coordinator First Alternate Second Alternate	Wes Todd Carolyn McGillivray Jeanne Olineck Karen Sutton
Northeastern BC	Coordinator First Alternate Second Alternate	Sharon Bull Tiffany Hobbins Ron Hardy
Northwestern BC	Coordinator First Alternate	D. Jill MacNeill Nicole Pottle
Aboriginal	Coordinator First Alternate Second Alternate	Giselle Henry Jenny McLeod Karen Sutton
Racially Visible	Coordinator First Alternate Second Alternate	Jennifer Chieh Ho Stephen Torng Eamon Miyagi
National Officers	Coordinator First Alternate Second Alternate	Leanne Hughes Vanessa Miller Jennifer Chieh Ho
Pride	Coordinator First Alternate Second Alternate	Nia Gillies Sky Belt Jennifer Chieh Ho

### **Aboriginal Closing Remarks**

The former Aboriginal Coordinator, Sister Ruby Langan, introduced the newly-elected Aboriginal Coordinator, Giselle Henry. Sister Henry then provided the Aboriginal closing remarks as Debra Sparrow, the Cultural Members' Representative, could not be there prior to the closing of the Convention.

m/s Virigina Vaillancourt      Linda Harding

That Convention adjourns.

**MOTION CARRIED.**

Time: 3:07 p.m.