



## **PSAC Mainland and Haida Gwaii Young Workers' Committee**

### **Minutes of the Annual General Meeting**

**February 11, 2026**

**6:00 PM PST**

**Held in-person and virtually via Zoom**

**Members in Attendance:** Maxwell Gawlick - UNE 20089 (Chair)  
Sean McCaffrey - UNE 20089 (Vice-Chair)  
Albel Deol - AGR 20044 (Secretary)  
Kiera Duhamel - UTE 20050 (Treasurer)  
Cheryl Chu – UHEW 20729  
Daniel Holmberg – UNE 20278  
Alycia Holmberg – USJE 20011  
Puneet Sandhu – UNE 20150  
Jenny Liang – CEIU 20961  
Klara Wyse – UNE 20378  
Raphael Simard – CEIU 20944  
Vi-Nha Le – CEIU 20944  
Sandra Barake – CEIU 20944  
Mohdeep Atwal – UNE 20089  
Amanat Sran – UNE 20088  
Yuo Hish Lawrence Chu – UHEW 20147  
Kirsty Havard (Alternate Regional Executive Vice-President,  
PSACBC) – USJE 20091  
Tracy Arrowsmith (PSAC BC Health and Safety Coordinator) – UTE  
20002

**PSAC:** Yameena Zaidi (PSAC Regional Representative)  
Jamey Mills (Regional Executive Vice-President, PSACBC)

### **Call to Order**

- Chair calls the meeting to order at **6:05 pm**.

### **Land Acknowledgement**

Maxwell delivers land acknowledgement, recognizing we live and work on the unceded territory of the Coast Salish people, including the Musqueam, Squamish, and Tsleil-Waututh nations.

*“Encourage folks to pick up trash when you’re in natural spaces around, whether a city park or even a backpacking trip in the woods”*



### Introductions

- Current young worker's committee went around and did introductions. Several other young worker's in the meeting introduced themselves, attending virtually and in person.
- Introductions to some of our PSAC staff and executives in attendance.

### Adopting Agenda

- Motion from Sean to adopt agenda. Seconded by Kiera. Agenda adopted.

Question: Union Protein Project, what is it?

Jamey: United, we've been able to coordinate donations of salmon, peanut butter, and other sources of protein. Funds raised by PSAC allow purchasers to buy at a 4 to 1 cost. Wrapping provided by PSAC, Save on Foods provides shipping to geographically isolated communities.

### Adopt Previous Minutes

- Previous AGM held on January 15, 2025. Link to minutes: [https://psacbc.com/wp-content/uploads/2025/02/2025-01-15\\_Minutes\\_MHGYWC\\_AGM.pdf](https://psacbc.com/wp-content/uploads/2025/02/2025-01-15_Minutes_MHGYWC_AGM.pdf).
- Motion to adopt previous minutes by Kiera. Albel seconds. Previous AGM minutes adopted.

### Guest Speakers

Jamey Mills (Regional Executive Vice-President, PSACBC)

- PSAC BC update – I'm looking around the room and virtually, great to meet wonderful new folks. As we've seen with negotiations with the employer, CRA, TB, SV, the goalposts keep moving every day. UTE declared IMPASSE in their bargaining, 24000 workers in office. PA is the largest bargaining unit at 90000 members. Have reached IMPASSE with employer.
- Government has done nothing, 60 billion in savings off the backs of workers. WFA is coming. And now we are starting to see the effects in workplaces from coast to coast to coast. PSAC is hoping to provide a significant amount of training for WFA. WFA'd and impacted members, please work with reps like Yameena that can provide a significant amount of training. 1 hr, 3 hr, to full day sessions. Such as for the executive who will need to deal with these issues.
- If the pain wasn't bad enough, government mandated RTO 4<sup>th</sup> day as of July. Taking away from spending in small communities and local neighbourhoods.
- All this to say, threat of WFA and this mandate that is completely counter to the spirit of collective bargaining. They're changing the terms of employment and conditions of employment.
- 10<sup>th</sup> anniversary of Phoenix pay system. – employer is saying there will be a new system. PSAC going in to this 10<sup>th</sup> anniversary is advocating for more pay advisors.
- It's important we have a public inquiry into the Phoenix pay system.



- Raphael – how much would we save or has PSAC estimated how much it would save the government if RTO was not mandated?
- PSAC estimates RTO – if not implemented – would result in up to 6 billion in savings costs for the employer

**TB Group Mobilization Summit**

Feb 16 deadline to apply. Event is April 16, 17, 18

- More information can be found at: <https://psacbc.com/events/psac-bc-regional-treasury-board-mobilization-summit/>

**Resolutions**

- A number of resolutions are being presented today in anticipation of the PSAC BC Triennial Convention later this year. We will now go over each resolution. The full length of the resolutions will be attached to these minutes as an appendix.

**1. REVP Residency Requirement Modernization**

I nominate the resolution for submittal to the Regional Triennial Conference. – Daniel Holmberg. Seconded by Mohdeep. Resolution submitted.

**2. Resolution to recognize and support (im)migrant members of the PSAC**

I would like to submit this resolution – Klara. Vin-nha seconds this submission. Resolution submitted.

**3. Resolution to recognize and support (im)migrant members of the PSAC BC**

I would like to submit this resolution – Klara. Sean seconds this submission. Resolution submitted.

**4. Clear Language**

Kiera nominates this for submission. Vin-nha seconds nomination. Resolution submitted.

**5. Pension Education**

Kiera would like to nominate this resolution for submission. Lawrence Chu seconds. Resolution submitted.

**6. Regional Pension Education**

Kiera would like to nominate this resolution for submission. Raphael seconds. Resolution submitted.

**7. National Men’s Mental Health Summit**

Resolution presented by Tracy Arrowsmith. This resolution was submitted for nomination by Moh. Sean seconds this nomination. Resolution submitted.

**8. Access to Support for Worker’s Compensation Claims**

Resolution presented by Kirsty Havard. Motion nominated by Moh. Nomination seconded by Klara. Resolution submitted.

**9. Maximum Number of Hours Combined for a Travel/Work/Union Business Day**

Resolution presented by Maxwell. Motion to nominate submission by Kiera. Seconded by Sean. Resolution submitted.



*\*Detailed resolutions available for reading as part of the appendix of this document.*

### **Committee Update**

- Info Sessions and Events
- Board Games Night
- Pumpkin Fest

Have grown a lot in the past year. Our information sessions are geared towards young workers and everything union related. Board games nights were well attended. More to be planned in the near and far future.

### **Treasurer's Report**

#### **2025 Financial Statement**

- Our opening balance for 2025 was \$2,847.12
- We were allocated \$1,153 in additional funding and generated \$52.93 in bank interest
- This gave us total available funds of \$4,053.05
- Our total expenses were \$1,475.70
- Our meeting expenses consisted of \$238.40, split between four meetings
- We contributed \$200 to the MHRC Movie Night and another \$200 to the West Fraser Valley Area Councils booth at the Surrey Fusion Fest.
- We held two board game events throughout the year. The March event cost us \$320.74 and the November event cost us \$307.82
- Finally, we hosted a series of financial information sessions which cost us a total of \$208.74.
- This resulted in a loss of \$269.77, as our ending balance for 2025 is \$2,577.35
- Our records were audited by Alycia Holmberg and Mohdeep Atwal (thank you thank you)

Motion to adopt 2025 Financial Statement by Kiera. Seconded by Raphael. 2025 Statement passed.

#### **2026 Budget Proposal**

- Our proposed budget for 2026 includes \$4,000 in expenses.
- As our ending balance was \$2,577.35, we are asking for \$1,422.65 of additional funding
- This includes...
  - A) \$1,850 for Social & Community Events
  - B) \$1,200 for Outreach & Engagement
  - C) \$600 for General Meeting Expenses
  - D) \$250 for Education
  - E) \$100 for Administration
  - F) Of our Outreach & Engagement budget, \$151.37 was spent on the recent resolution writing session, which had been moved in our last meeting of 2025. Assuming this



budget is accepted, that leaves us with an available budget of \$1,048.63 for Outreach & Engagement.

- G) Additional \$577.35 available for allocation (Jamey). Motion to add \$200 General Meeting expenses – brings it up to \$800.
- H) Remaining \$377.35 from additional \$577.35 to Outreach and Engagement – now Total of \$1577.35.

Kiera motions to accept 2026 budget proposal. Sean seconds. New amended budget approved. No objections.

### Old Business

#### 2026 PSAC BC Regional Triennial Convention

- Daniel Holmberg and Kiera Duhamel are your delegates. Maxwell Gawlick withdrew nomination due to being selected by their local. Should members be unable to attend, we will go down our list of alternates, Puneet, Klara, Sean, and Millie.

#### Information Sessions

We are always looking for young workers related topics. Upcoming Session on

**Pension Education March 18<sup>th</sup> – 6pm – via Zoom**

Approximately 1.5 hrs

- Session will be geared towards young workers and folks at the current/early stage of their public service.
- Kiera motions to move \$100 from the education budget line for door prizes for this event. Mohdeep seconds.
- \$100 from the Education budget line moved for Pension Education event door prizes.

### New Business

#### Young Worker's Caucus

I would like to get young workers together and ask them what they want from us. I want to be able to talk to others about our resolutions. Talk to other young workers about what we need, where we need to go, and how to get there.

Go for coffee, go for food. Chat. Get out of the office, our offices, this office. Unsure how large this will be at the moment. High hopes for wanting to do this event this year.

- Kiera motions to move upto \$750 from the Outreach and Engagement Budget line, for a young worker's caucus, to be held by 2026 end. Moh seconds. \$750 from Outreach and Engagement budget line moved for a young worker's caucus, to be held before the end of this year.

#### Spring Summer Social

- Vi-Nha motions to move \$750 from the Social and Community events budget for a spring/summer event aimed at young workers. Kiera seconds this motion.
- \$750 from Social and Community events budget line moved for a Spring/Summer social.



### **General Meetings Schedule (tentative)**

- Plan to meet 3 more times this year in a general meeting setting. Below are the planned dates.
- Wednesday, March 25, 2026, 6:00 P.M. ~ 7:00 P.M.
- Wednesday, June 24, 2026, 6:00 P.M. ~ 7:00 P.M.
- Wednesday, October 28, 2026, 6:00 P.M. ~ 7:00 P.M.

### **Reminders**

- Self-identify via PSAC BC  
<https://psacbc.com/equity-declaration/>

### **PSAC BC Updates from Yameena Zaidi (PSAC Regional Rep)**

**WFA sessions** – training taking places for PSAC Local/Branch Executive Members & Union Leaders from Treasury Board or Parks Bargaining Units

- 3.5 hour sessions: What Locals Need to Know is training specifically for Local/Branch Executives and Union Leaders who are supporting and assisting PSAC members navigating the WFA process. This training will give you the tools you need to understand workforce adjustment rules, anticipate their impact, and effectively defend members' rights. **Register Here:**  
<https://psacbc.com/courses/workforce-adjustment-wfa-what-locals-need-to-know-for-tb-parks-members-virtual-3-5-hours/> More info to follow regarding other groups such as the CFIA.

### **Convention Procedures and Training (Friday March 6)**

- Participants will understand the purpose of conventions, become familiar with convention procedures such as voting, elections, reports and become more skilled at using Rules of Order. We will examine the roles of convention committees, committee chairpersons, convention chairpersons, and gain some understanding of the dynamics of conventions. More information available here: <https://psacbc.com/courses/convention-procedures-metro/>

### **Intro to the PSAC for Indigenous members - course**

- The Intro to the PSAC for Indigenous Members course is for Indigenous PSAC members who have had little or no exposure to their union and would like to learn more about it. This 2.5-day training will provide members with a way of empowering themselves to effect change in their workplaces, communities and union.
- More information is available here: <https://psacbc.com/courses/intro-to-psac-for-indigenous-members/>



**VDLC Education Offering: Canada Labour Code, Part II – course**

- June 8<sup>th</sup>. PSAC does not provide funding for this VDLC course. However, more information can be found here: <https://psacbc.com/courses/vldc-course-canada-labour-code-part-ii/>

*Maxwell cedes Chair to Jamey. Jamey begins the election process for the committee.*

**Election**

- Filled positions are re-elected at each AGM, and vacant positions may be filled at any meeting.
- **Chair – Maxwell Gawlick acclaimed.**  
Sean nominates Maxwell. Kiera seconds.
- **Vice-chair – Mohdeep Atwal acclaimed.**  
Maxwell nominates Mohdeep Atwal. Kiera seconds.
- **Treasurer – Kiera Duhamel acclaimed.**  
Maxwell nominates Kiera, Sean seconds.
- **Secretary – Albel Deol acclaimed.**  
Kiera nominates Albel, Maxwell seconds.

*Jamey asks members to read through the PSAC oath for executive members.*

*Jamey cedes Chair back to Maxwell.*

**Roundtable**

**Adjournment**

- Chair adjourns the meeting at **8:21 p.m.**



## Appendix

### **PSAC-B.C. Regional Triennial Convention 2026 Resolutions Submitted by the Mainland-Haida Gwaii Young Workers Committee February 11, 2026**

This document contains all resolutions submitted to and adopted by the Mainland-Haida Gwaii Young Workers Committee during the Annual General Meeting on February 11, 2026. Each resolution is placed on its own page. **9 total resolutions were submitted.** Below is a list of each submitted resolution contained in this document, in order:

1. REVP Residency Requirement Modernization
2. Resolution to Recognize and Support (im)migrant Members of the PSAC-BC
3. Resolution to Recognize and Support (im)migrant Members of the PSAC
4. Clear Language
5. Pension Education
6. Regional Pension Education
7. National Men's Mental Health Summit
8. Access to Support for Worker's Compensation Claims
9. Maximum Number of Hours Combined for a Travel/Work/Union Business Day



**Title: REVP Residency Requirement Modernization**

**ORIGINATOR: Mainland-Haida Gwaii Young Workers Committee**

**LANGUAGE OF ORIGIN: ENGLISH**

**Word Count: 55**

**Because** the position of REVP should be accessible to the best possible candidate within each respective region,

**Because** the best candidate for REVP may not live in (or reasonably be able to relocate to) the location determined by the AEC,

**The PSAC shall** amend section 18 subsection (3) b) from the PSAC Constitution as below.

**“Sub-section (3) b)**

**Nominees for the:**

**Atlantic;**

**Quebec;**

**Ontario;**

**Prairies;**

**British Columbia;**

**North;**

**National Capital Region**

**REVP positions shall be prepared to live in a location where there is a PSAC**

**Regional Office as determined by the AEC. When making this determination, the**

**AEC shall take into consideration the family status, the needs of the membership,**

**membership population and administrative criteria. the region they are elected to represent.”**



**Title: Resolution to Recognize and Support (im)migrant Members of the PSAC-BC**

**ORIGINATOR: Mainland-Haida Gwaii Young Workers Committee**

**LANGUAGE OF ORIGIN: ENGLISH**

**Word Count: 146**

**Because** (im)migrant workers in the PSAC face systemic intersectional barriers to accessing the rights and benefits of our Collective Agreements,

**Because** PSAC members who have temporary immigration status deserve recognition, support, and unwavering solidarity,

**Because** anti-immigrant policies such as Bill C-2 and C-12 scapegoat migrant workers and are an attack on all workers,

**The PSAC-BC will** lead our union in supporting the migrant justice movement in calling for Status for All alongside other organizations in the Migrant Rights Network.

**The PSAC-BC will** research, develop and promote recommendations for Collective Agreement language to support members with Temporary Work Permits, in consultation with such members.

**The PSAC-BC will** take steps to provide education to members on migrant rights and allyship, including by developing and distributing a Solidarity & Action Guide (taking the CUPE publication of the same name as a starting point) to all locals in the region.



**Title: Resolution to Recognize and Support (im)migrant Members of the PSAC-BC**

**ORIGINATOR: Mainland-Haida Gwaii Young Workers Committee**

**LANGUAGE OF ORIGIN: ENGLISH**

**Word Count: 143**

**Because** (im)migrant workers in the PSAC face systemic intersectional barriers to accessing the rights and benefits of our Collective Agreements,

**Because** PSAC members who have temporary immigration status deserve recognition, support, and unwavering solidarity,

**Because** anti-immigrant policies such as Bill C-2 and C-12 scapegoat migrant workers and are an attack on all workers,

**The PSAC will** lead our union in supporting the migrant justice movement in calling for Status for All alongside other organizations in the Migrant Rights Network.

**The PSAC will** research, develop and promote recommendations for Collective Agreement language to support members with Temporary Work Permits, in consultation with such members.

**The PSAC will** take steps to provide education to members on migrant rights and allyship, including by developing and distributing a Solidarity & Action Guide (taking the CUPE publication of the same name as a starting point) to all locals.



**Title: Clear Language**

**ORIGINATOR: Mainland-Haida Gwaii Young Workers Committee**

**LANGUAGE OF ORIGIN: ENGLISH**

**Word Count: 104**

**Because** accessibility of union documents and functions is essential in upholding the PSAC's values of equity, literacy, and class consciousness,

**Because** union democracy depends on members fully understanding proceedings,

**Because** formal, traditional, and complex language is a barrier to the understanding of some members, and

**Because** the PSAC has already recognized through previous resolutions the value of clear language,

**The PSAC shall** develop a framework or style guide for the use and application of clear language in its documents and communications, and

**The PSAC shall** amend the PSAC National Constitution by adding as sub-section 7 to section 28 General of the PSAC National Constitution "**National, Regional, Component and DCL constitutions, bylaws, regulations and policies shall be provided in clear language.**"



**Title: Pension Education**

**ORIGINATOR: Mainland-Haida Gwaii Young Workers Committee**

**LANGUAGE OF ORIGIN: ENGLISH**

**Word Count: 95**

**BECAUSE** reliable pensions are essential to our retirement security and are increasingly threatened by employer actions; and

**BECAUSE** employer-provided pension education is limited and often restricted to employees near retirement; and

**BECAUSE** accessible pension education empowers workers to effectively advocate for their pension benefits:

**THE PSAC SHALL**, within the next three-year cycle, develop educational material and make it accessible to members at all levels of the union to give clear, practical knowledge of their pension plans; and

**THE PSAC SHALL** develop and deliver pension education at least once per three-year cycle in each PSAC region.



**BC · CB**

Public Service Alliance of Canada  
Alliance de la Fonction publique du Canada

psacbc.com

**Title: Regional Pension Education**

**ORIGINATOR: Mainland-Haida Gwaii Young Workers Committee**

**LANGUAGE OF ORIGIN: ENGLISH**

**Word Count: 93**

**BECAUSE** reliable pensions are essential to our retirement security and are increasingly threatened by employer actions; and

**BECAUSE** employer-provided pension education is limited and often restricted to employees near retirement; and

**BECAUSE** accessible pension education empowers workers to effectively advocate for their pension benefits:

**THE PSAC BC SHALL**, within the next three-year cycle, develop educational material and make it accessible to members at all levels of the union to give clear, practical knowledge of their pension plans; and

**THE PSAC BC SHALL** develop and deliver pension education at least once per three-year cycle.



**Title: National Men’s Mental Health Summit**

**ORIGINATOR: Mainland-Haida Gwaii Young Workers Committee**

**LANGUAGE OF ORIGIN: ENGLISH**

**Word Count: 119**

**WHEREAS** men experience stigma making them less likely to reach out for help about mental health concerns, and are disproportionately affected by suicide; and

**WHEREAS** the PSAC has been an advocate for mental health for its members; and

**WHEREAS** the PSAC does not have resources available to address men's mental health specifically;

**WHEREAS** the conversation around men’s mental health is not just necessary, it is critical.

**BE IT RESOLVED THAT** the PSAC hold a National Men’s Mental Health Summit for up to 50 delegates

**BE IT FURTHER RESOLVED** that the summit will also focus on the unique circumstances and stigma surrounding men's mental health

**BE IT FURTHER RESOLVED** that the summit will be held within the next three-year cycle.



**Title: Access to Support for Worker’s Compensation Claims**  
**ORIGINATOR: Mainland-Haida Gwaii Young Workers Committee**  
**LANGUAGE OF ORIGIN: ENGLISH**  
**Word Count: 150**

**Whereas** union members pursuing Workers Compensation claims face complex processes and barriers in recognition of workplace injuries;

**Whereas** early guidance can significantly improve claim outcomes;

**Whereas** PSAC must ensure regional consistency with information guidance and support provided to members;

**Be it resolved that** within two years of the adoption of this resolution, the Public Service Alliance of Canada implement an education campaign to inform members of supports and resources available for Worker’s Compensation claims in each Province and Territory, including the Worker’s Advisers Office; provide clear guidance to Components, Locals, and Health and Safety Committees to ensure members can access these supports before and during the review and appeal stages; and that these materials be made available online and actively promoted through regular union communication channels.

**Be it further resolved** that PSAC regularly report to membership on the progress and completion of these resources through regular national or regional reporting.



**Title: Maximum Number of Hours Combined for a Travel/Work/Union Business Day**

**ORIGINATOR: Mainland-Haida Gwaii Young Workers Committee**

**LANGUAGE OF ORIGIN: ENGLISH**

**Word Count: 149**

**Whereas** the PSAC travel policy doesn't address the maximum number of hours in a day worked, or conducting union business when travelling,

**Whereas** members who travel to PSAC events travel to and from different time zones and often extend their day beyond 12 hours

**Be it resolved** that the PSAC will amend the travel policy to state that when union business and/or work occur on the same day as travel, the day shall not exceed 12 hours;

**Be it further resolved** that the 12-hour day include travel time to/from your originating location and account for time zone changes;

**Be it further resolved** that if travel extends the members' day beyond 12 hours, they be permitted to travel either the next day or the previous day, as applicable and be provided with accommodation;

**Be it further resolved** that this change be made before the next national PSAC event.