

PSAC · BC

PUTTING
THE "U" IN

Union

The letter 'i' in the word 'Union' is replaced by a circular gear. Inside the gear, there is a stylized landscape with a mountain peak and wavy lines representing water.

ALTERNATE REVP & REGIONAL
COUNCIL COORDINATOR REPORTS

PSAC B.C. REGIONAL TRIENNIAL CONVENTION · MAY 22-24, 2026

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ALTERNATE REGIONAL EXECUTIVE VICE PRESIDENT KIRSTY HAVARD



Over the past three years, it has been an honour to serve as your Alternate Regional Executive Vice President. I am seeking your continued support not only to reflect on the work accomplished, but to reaffirm the importance of steady, principled leadership during uncertain times. As our members navigate Workforce Adjustment (WFA), job cuts, increasing mental health pressures, return to office mandates, ongoing challenges at the bargaining table, and the continued impacts of the Phoenix pay system it is more important than ever that we stand strong together. Our members deserve leadership that upholds equity, supports all workers, and fosters a culture of respect, inclusion and dignity in every space we occupy. Leadership that is proactive, coordinated, and accountable in the face of these challenges, with a focus on anticipating crises and organizing collectively to meet them head on.

2023

Our term began at a historic moment. In May 2023, at the B.C. Regional Convention held May 5–7, we reconvened as a union in the same week our members returned from the first national strike in over 20 years. When the Strike Captains and Picket Captains were asked to stand on the Convention floor, most delegates rose in solidarity. It was a powerful reminder that our strength comes from our members. During that convention, I was honoured to serve as co-chair of the General Resolutions Committee alongside Jill MacNeill. Jill's steady organization and leadership, including opening the convention with a commemorative drumming ceremony dedicated to Missing and Murdered Indigenous Women, Girls and Two-Spirit people, grounded our work in solidarity and reconciliation.

Shortly thereafter, on July 17–21, 2023, I was acclaimed for my third term as the Regional Vice-President for the Union of Safety and Justice Employees (USJE). This role has shaped much of my advocacy. USJE has been advancing amendments to the Government Employees Compensation Act (GECA) to establish presumptive coverage for psychological injuries sustained in operational environments. With the support of Member of Parliament Peter Julian, Bill C-357, An Act to Amend the Government Employees Compensation Act, was presented in the House of Commons on September 20, 2023. This legislative milestone reflected years of advocacy to ensure that public safety personnel are not forced to fight for support while suffering operational stress injuries.

In November 2023, I attended the BC Federation of Labour Executive Council Lobby in Victoria from November 19–21. We received lobbying training and met with 27 Members of the Legislative Assembly (MLA), including Parliamentary Secretary for Labour Janet Routledge. I spoke directly about the barriers faced by workers experiencing psychological injuries and the need for presumptive legislation reform. Discussions also addressed strengthening recourse and protections for workers experiencing systemic racism in the workplace and employment protections for gig workers. That same week, we attended the raising of the transgender flag at the B.C. Legislature to commemorate Nov. 20th Transgender Day of Remembrance, standing alongside BC Federation of Labour President Sussanne Skidmore. These moments reinforced that workplace justice and human rights advocacy must go hand in hand.

In December 2023, I attended the opening of the new PSAC office in Esquimalt on December 7, creating expanded training and meeting capacity for our members. From December 15–17, I completed the



PSAC National Leadership Training in Ottawa, followed by Anti-Racism Training organized by USJE. These experiences strengthened my capacity to advocate effectively and ethically. In February 2024, I served on the PSAC Pre-Convention Constitution Committee, contributing to debates that would shape our national governance.

2024

The PSAC Triennial Convention, held May 26–31, 2024, marked a historic moment with the election of Sharon DeSousa as PSAC's first racialized National President. Both leading up to and during the Convention, I had the opportunity to serve on the Constitution Committee, contributing to the review and advancement of key governance resolutions. Delegates also passed a resolution allocating \$1 million to challenge the federal government's three-day return-to-office mandate, an initiative I strongly supported, recognizing that remote

and hybrid work arrangements are critical to protecting productivity, work-life balance, environmental sustainability, and mental health, particularly for women, caregivers, and members with disabilities.

Delegates also demonstrated solidarity in action by participating in a rally outside the Department of National Defence in support of striking Non-Public Funds workers. It was a powerful reminder of the importance of collective action and standing together in support of workers' rights across sectors.

Throughout 2024, I engaged directly in telework information pickets, including the Abbotsford action on May 15, 2024, and participated in political organizing workshops such as "Electing a Future Worth Fighting For" on June 5, 2024. I applied the skills learned in this workshop during my door-to-door and telephone canvassing leading up to both provincial and federal elections.

On October 5, 2024, I participated in the PSAC Women Supporting Women door canvass with former PSAC member, and current Member of the Legislative Assembly (MLA), Janet Rutledge. Also in attendance for this event was our National President Sharon DeSousa who was showing our support for women in the Labour Movement. I am happy to report Janet was re-elected the MLA for Burnaby North! That same year, I participated in the BC Federation of Labour Convention from November 24–29, 2024, where Premier David Eby addressed delegates, and Grand Chief Stewart Phillip spoke powerfully on Indigenous rights. I also spoke at the microphone to resolutions for mental health supports and raised concerns regarding the federal government's pension contribution holiday, questioning why the employer could pause contributions while our members continued to pay.

The fall of 2024 also brought significant anxiety around job cuts affecting term employees. I worked closely with Correctional Service of Canada managers to advocate for term employees whose contracts were at risk. Many were able to maintain employment, though uncertainty remained. As further rounds of government refocusing were announced, I ensured WFA education materials were distributed widely, including at Mission Institution on September 18, 2025, where more than 65 members attended a Day of Action. Thank you to Regional Representatives Nielene Chand and Jessica Dagasso for providing important WFA training sessions.





From October to December 2024, I completed a Labour Relations Certificate through Toronto Metropolitan University and Lancaster House. This education strengthened my ability to analyze employer strategies and advocate more effectively for members. I continue to apply these skills in negotiations and advocacy and share what I have learned with the membership. January 21-26, 2024 I completed the course on Collective Bargaining Level 1 through the Canadian Labour Congress. This was a great course that enabled me to connect with labour activists from around B.C.

2025

In April 2025, I had the honour of serving as a panelist speaker at the PSAC B.C. Regional Women's Conference, titled "Women's Rights in 2025: Flourishing, Flatlining or Floundering," alongside PSAC National President Sharon DeSousa, BC Federation of Labour President Sussanne Skidmore, and retired PSAC National Executive Vice-President Patty Ducharme. The conference brought together union activists from across the region to examine the current state of women's rights and to advance discussions on intersectional advocacy and collective action moving forward.

On June 28, 2025, I attended the Activism in the Arts event hosted by the Circle Committee in Penticton. The event featured vibrant cultural performances and was supported by our National President Sharon DeSousa, demonstrating PSAC's commitment to arts-based activism.

Mental health advocacy has remained central to my work. On October 8, 2025, I participated in World Mental Health Day events on Parliament Hill, where over twenty Members of Parliament attended discussions regarding operational stress injuries and denied workers' compensation claims. Our message was clear: public safety workers deserve equal access to timely support. That same month, on October 16, 2025, the PSAC B.C. Finance Committee reviewed 2026 coordinator allocations and prepared 2027–2029 priority proposals to address inflationary pressures and strengthen Regional Council development.

Health and safety advocacy also continued through the B.C. Regional Union Safety and Health Committee (BRUSH). I have been regularly attending the BRUSH meetings since 2015. At the October 30, 2025, meeting, I volunteered for the resolutions subcommittee to address concerns around the travel policy, access to support for worker's compensation claims and Disability Insurance Program Board of Management (DIPBOM) appeal timelines. The Access to Support for Worker's Compensation Claims resolution was later strengthened through amendments at the recent Young Workers AGM demonstrating the importance of inclusive consultation. Thank you to the Chair of the Mainland and Haida Gwaii Young Worker's Committee, Maxwell Gawlick, for inviting me to speak to these important issues.

This advocacy is informed by both personal experience and by years of hearing from members who felt forced to “jump through hoops” for support when they were at their most vulnerable. I brought forward resolutions aimed at strengthening appeal timelines, including calls to ensure Disability Insurance Program Board of Management appeals are resolved within three months rather than twelve to eighteen months. The goal has always been simple: when members are injured, physically or psychologically, they should not face additional harm through bureaucratic delay.

On November 2, 2025, the Vancouver Regional Women’s Committee hosted a dinner themed “Empowerment Through Solidarity”, bringing women members together to discuss workplace challenges and build connections in an informal setting. I would like to thank Reena Birk, Zita Lambert, Sharon Cowie, Devin Bagri, and Priscilla Lam along with PSAC Regional Representative Julie Diels-Neufeld, Taylor Harrington and Kristin Schnider who helped to make this event a success! I also look forward to attending the International Women’s Day dinner on March 8, 2026, organized by the Vancouver and District Labour Council, to continue celebrating and strengthening women’s leadership within the labour movement.

Solidarity and community engagement remained a priority throughout 2025. I joined picket lines for the United Steelworkers, BCGEU, PEA and CUPE. I engaged at Pride events in Chilliwack alongside East Fraser Valley Area Council President Julie Kelly, as well as Vancouver and New Westminster. Volunteering with the B.C. Mainland Human Rights Committee co-chair Colin Cheng, DCL Separate Employer Units Jennifer Horsely, and other activists, we gathered signatures for PSAC’s petition to protect public services while raising awareness of job cuts.



On July 19, 2025, I attended the Vancouver Area Council BBQ at Memorial Park. This was my first time at this event, and it was an excellent opportunity to connect with members across departments. That evening, I joined the BC Lions vs Roughriders Football Game, hosted by the BC Federation of Labour, further strengthening solidarity with union partners.

On August 24, 2025, I attended Peter Julian’s community BBQ at Hume Park, connecting with MPs and MLAs about GECA reform and workforce cuts. On December 13, 2025, I attended an NDP holiday toy drive alongside Labour Minister Jennifer Whiteside and Mayor Patrick Johnstone to support our community and strengthen relationships with community leaders.

On September 1, 2025, I joined Labour Day events at Mill Lake in Abbotsford and Edmonds Park in Burnaby. In Abbotsford, the EFVAC members distributed freebies while we engaged with community members and retired union members. In Burnaby, our PSAC tent was set up beside former Member of Parliament (MP) Peter Julian’s booth, sparking great conversations with attendees. My miniature dachshunds, Beza and Keena, even made new friends!

2026

I continue to regularly attend meetings of the PSAC East Fraser Valley Area Council (EFVAC). These meetings provide valuable opportunities to collaborate with labour activists from other unions and to participate in community-based initiatives. Thanks to the efforts and leadership of EFVAC President Julie Kelly, many meaningful events and initiatives have been organized. This includes participation in the annual Chilliwack Pride celebration, the annual Labour Day Picnic at Mill Lake in Abbotsford, and community education events focusing on reconciliation and Indigenous history such as an organized tour of St. Mary's, a former Residential School in Mission, B.C., and participating in community events on June 21st National Indigenous Peoples Day and September 30th National Day for Truth and Reconciliation. Participation in these activities strengthens relationships between unions and the communities we serve while reinforcing the importance of solidarity across the labour movement.



In early 2026, as more WFA affected letters were issued to members, fear intensified. On January 26, 2026, the PSAC Political Action Committee agreed to coordinate a region-wide webinar in solidarity with other Canadian Labour Congress affiliates. I also toured Pacific Institution alongside Members of Parliament Sukhman Gill and Brad Vis, where PSAC members spoke candidly about the mental and physical toll of their work, the impact of return to office mandates on disability accommodation, and the stress created by non-transparent workforce reductions.

While attending my component's AGM on Vancouver Island, I also visited members working at the Pacific Geoscience Centre. Thank you to Warren Wulff for arranging the site tour. I had the opportunity to speak with members about the need for additional frontline training and share my experience. I also toured the base with Josh Peterson of the Union of National Defence Employees (UNDE) and met with several locals to hear directly about the challenges they are facing in their workplaces. These discussions were extremely informative, and I would like to thank Marcelo Lazaro for coordinating the visit.

On February 27, 2026, I met with my Member of Parliament Jake Sawatzky alongside REVP Jamey Mills to discuss the federal government's four day return to office directive, which has led PSAC to file an unfair labour practice complaint after the employer changed working conditions during bargaining. We also raised concerns about WFA and its impact on services to Canadians. PSAC member Tracey Cochrane shared her ongoing Phoenix pay issues nearly nine years after maternity leave and spoke about how cuts to community corrections staff could affect public safety. The meeting resulted in commitments to raise these concerns and visit worksites to better understand the work our members perform.



Over these three years, I have attended Local AGMs, Area Council meetings, Pride events, Labour Day picnics, lobby sessions with MLAs and MPs, bargaining conferences, health and safety forums, and strike lines where I served as a Strike Captain. I have worked with countless activists across components demonstrating strong leadership during uncertain times while remaining grounded in the principles of equity and inclusion. I have advocated for legislative reform, fair pension contributions, timely disability appeals, hybrid work protections, and workforce adjustment transparency.

I have heard clearly from members. They are asking for clearer communication, stronger coordination, and more proactive leadership. They want to know not only that we stand in solidarity but that we have a plan.

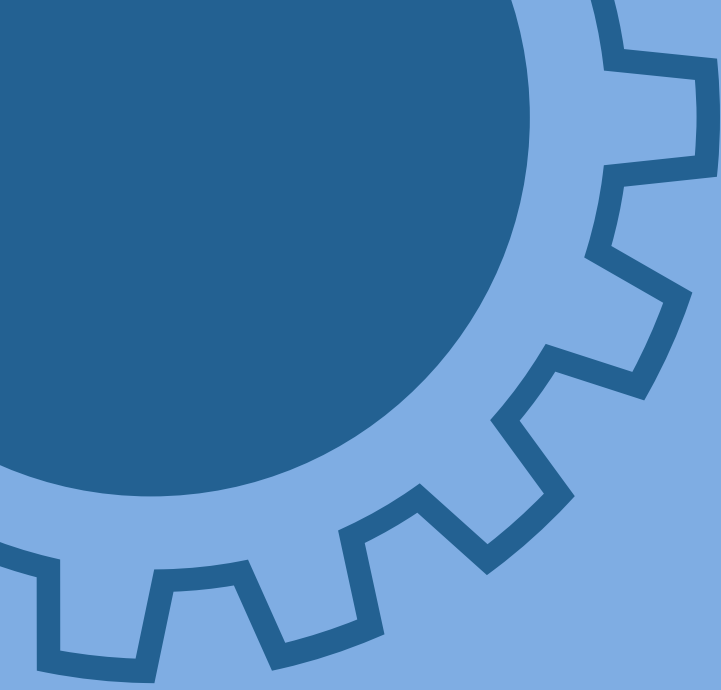
As we approach the PSAC B.C. Triennial Convention in May 2026 we must decide what kind of leadership will guide us through the next phase. Government cuts continue. Ongoing challenges at the bargaining table. Mental health pressures remain high. Remote work policy remains contested. Pension fairness questions remain unresolved.

I am proud of the work accomplished. I am grateful for the trust you have placed in me. I believe we can build stronger structures, clearer communication, and more strategic political engagement moving forward.

Our members deserve leadership that anticipates challenges, organizes collectively, and acts decisively. Leadership that upholds equity, supports all workers, and empowers locals while amplifying member voices. I respectfully ask for your support as we continue building a region that is transparent, strategic, and unwavering in defense of our members.

In solidarity,

Kirsty Havard
Alternate Regional Executive Vice President



GEOGRAPHIC REPRESENTATIVE REPORTS

METRO VANCOUVER 1 COORDINATOR M. SHANE POLAK



It is my pleasure to report on my activities as Metro Vancouver Coordinator (MVC) since my election in a by-election in February of 2025. Since my election, I have been engaged in many tasks, several of which are ongoing. I am doing my best to fulfill my duties and connect with PSAC members wherever I go. I enjoyed participating in member events and attending some committee meetings. I have plans going forward to meet with the membership to listen to their concerns and determine if there is any way I can assist.

As a Metro Vancouver Coordinator, I have attended the Vancouver May Day event in 2025, several Meet and Greets with local PSAC members, attended AGMs and worked on the upcoming May Day event in 2026.

Along with my elected post as Metro Vancouver Coordinator I am a delegate to the Vancouver and District Labour Council (VDLC) where I am the Recording Secretary which is a table officer position. Included in my role, I chair the VDLC Municipal Engagement and Housing Committee. As a

VDLC table officer I have met with various Vancouver City Councilors and advocated for low cost and affordable housing in Vancouver. My approach is that a family needs to work and live in the same area. To be able to do so, the cost of housing must be in reach.

Finally, at the BC Federation of Labour Convention in 2024 I attended as a VDLC delegate. I ran for and was elected as a Trustee of the BC Federation of Labour. Trustees review the financial statements of an organization to ensure accountability of the officers and organization to the membership.

I do not plan to re-offer for the position of Metro Vancouver since I will most likely be retiring soon. For those who don't know, I first became involved in the PSAC through my component the Union of Veterans Affairs Employees (UVAE) in 1998. I was soon elected President of my local and the RVP for the B.C. Region. I have been on several PSAC B.C. Regional Councils. Starting from when Patty Ducharme was REVP for B.C. then served with every other REVP until now.

In total, I have been active from 1998 to 2026. This is a total of 28 years in the union. I have been a UVAE RVP twice, a Local President several times, the President of the Vancouver and District Area Council, Metro Vancouver Coordinator, and Access Coordinator on the PSAC B.C. Regional Council. Before the Harper Government changed the Public Service Labour Relations and Employment Act to what it is today, I represented members when they appealed the results of a competitive process. I have served on several committees and boards throughout my union career.

Let's move on to my current tenure. I have attended several events and participated in various activities. These are listed below.

2025

- Feb. 2025 – Elected via by-election as Metro Vancouver Coordinator
- Mar. 8 to Apr. 5 – Worked on the Vancouver Municipal By-Election Campaign
- Mar. 8 – Attended International Women's Day Dinner
- Mar. 13 – VDLC In Person Executive Board Meeting and Strategy Session
- Mar. 15 – Labour Lunch for Lucy Maloney Fundraiser
- Mar. 18 – VDLC Regular Meeting
- Apr. 2 – PSAC Vancouver District Area Council (VDAC) Meeting
- Apr. 10 – VDLC Executive Board Meeting
- Apr. 15 – VDLC Regular Meeting
- Apr. 26 – Lapu Lapu Day volunteer at the PSAC B.C. Booth and take down. Having been at this tragic event has forever changed me.
- May 1 – May Day event at the Birdhouse in Vancouver
- May 7 – VDLC Municipal Engagement and Housing Committee



- May 15 – VDLC Executive Board Meeting
- May 20 – VDLC Regular Meeting
- May 22 – Quarterly Meeting with Vancouver City Councilors
- May 30 – Union Protein Project at Queen Alexandra Elementary School
- Jun. 7 & 8 – PSAC B.C. Regional Council Meetings
- Jun. 12 – VDLC Executive Board Meeting
- Jun. 17 – VDLC Regular Meeting
- Jun. 18 – PSAC Vancouver Area Council Meeting
- Jun. 27 – BC Federation of Labour Trustee Orientation Meeting
- Jul. 10 – VDLC Executive Board Meeting
- Jul. 15 – VDLC BBQ and Regular Meeting
- Jul. 19 – PSAC VDAC BBQ
- Jul. 28 – PSAC B.C. Regional Council and Area Councils Call on Summer Lobby Efforts
- Jul. 29 – OneCity Vancouver Labour Caucus
- Aug. 3 – Vancouver Pride Parade with PSAC Human Rights Committee and followed the BC Federation of Labour Pride Delegation in the Parade

- Aug. 7 & 8 BC Federation of Labour Trustee Audit Review
- Aug. 12 – PSAC B.C. Regional Council Meeting (Virtual)
- Sep. 1 – Labour Day
- Sep. 4 – Joined BCGEU pickets in downtown Vancouver
- Sep. 9 – Quarterly Meeting with progressive Vancouver city councilors
- Sep. 9 – PSAC B.C. Region Environment Committee
- Sep. 11 – VDLC Executive Board Meeting
- Sep. 16 – VDLC Regular Meeting
- Sep. 17 – United Way Campaign Cabinet Labour Committee Meeting 2025
- Oct. 16 – VDLC Executive Board Meeting
- Oct. 16 – PSAC B.C. By-Laws Committee Meeting – In Person
- Oct. 17 & 18 PSAC B.C. Regional Council Meeting – In Person

- Oct. 21 – VDLC Regular Meeting
- Nov. 13 – VDLC Executive Board Meeting
- Nov. 18 – VDLC Regular Meeting and Christmas Party
- Nov. 26 – UVAE General Meeting
- Nov. 27 – BC Federation of Labour Climate Justice and Jobs Committee
- Dec. 11 – VDLC Christmas Lunch

2026

- Jan. 15 – VDLC Executive Board Meeting
- Jan. 20 – VDLC Regular Meeting
- Jan. 28 – May Day Planning Meeting with the VDLC Community and Action Committee.
- Feb. 6 & 7 – PSAC B.C. Regional Council Meeting – Metrotown Hilton
- Feb. 12 – VDLC Executive Board Meeting
- Mar. 12 – VDLC Executive Board Meeting



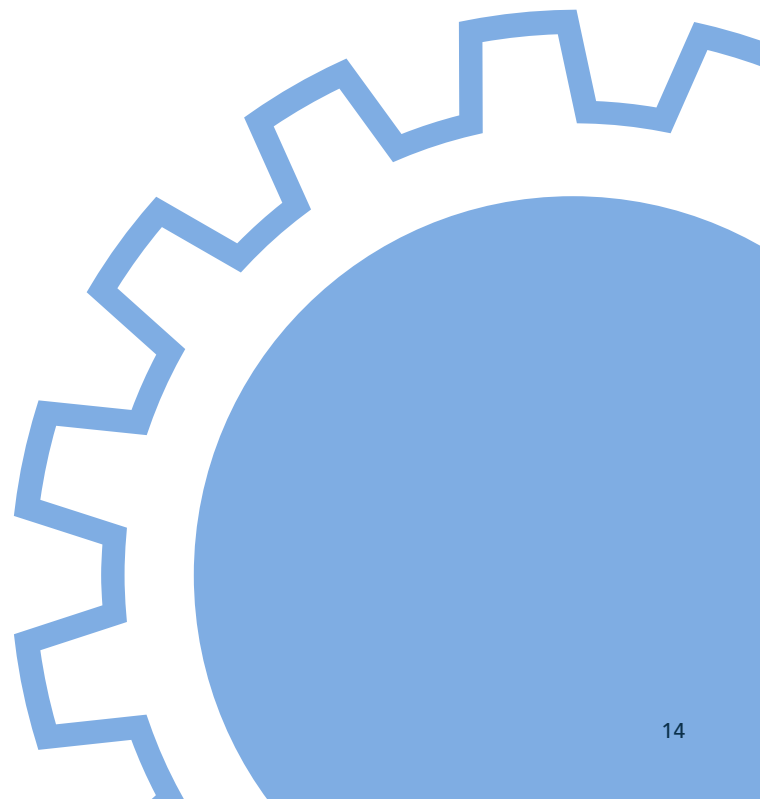
- Mar. 17 – VDLC Regular Meeting
- Mar. 18, 19, 23 & 24 – PSAC B.C. Regional Convention By-Laws Committee
- Apr. 9 – VDLC Executive Board Meeting
- Apr. 14 – VDLC Regular Meeting
- Apr. 29 to May 11 European Vacation
- May 12 – VDLC Regular Meeting
- May 21 – PSAC B.C. Regional Council Preconvention Meeting
- May 22 to 24 PSAC B.C. Regional Convention in Victoria

It is and was an honour to serve PSAC members and all working people. I take great pleasure in engaging wider social issues that further the hopes and dreams of working people for a better life. I know that the PSAC members are in good hands with whomever will lead the day going forward.

Lastly, I wish to part with a Latin phrase "**Concordia res parvae crescunt.**" Which means, "**Through unity small things grow.**"

In solidarity,

Michael Shane Polak
Metro Vancouver Co-Ordinator



METRO VANCOUVER 2 COORDINATOR MARION MCLARTY

I assumed the role of Metro Vancouver Coordinator late in the mandate. For much of this period, I also served as the Regional Vice-President for the Union of National Employees. As a volunteer national officer, the responsibilities of the RVP position required the majority of my time and attention.

During my term, I had the opportunity to attend both the PSAC Health and Safety Conference and the PSAC Women's Conference. I am also pleased to be participating in the upcoming PSAC National Equity Conference.

In November 2025, I was honoured to be selected to represent PSAC during the National Lobby Day. As part of this delegation, I met with Don Davies, Interim Leader of the NDP, and Jenny Kwan, to discuss the impacts of federal Public Service cutbacks on our members and on the public we serve.

METRO VANCOUVER 3 COORDINATOR SHARON COWIE



ACTIVITY	DATE	DESCRIPTION
Vancouver Area Council BBQ	Jul. 19, 2025	It was great to meet many members from different components and locals and have an opportunity to talk with them. I enjoyed grilling burgers as it gave a lot of opportunity to get to meet so many new people.
PSAC Regional Council Meeting (virtual)	Aug. 12, 2025	My first introduction to the Council.
Political Action Committee	Oct. 1, 2025	We had a meeting and discussed the WFA Campaign, "For You Canada" campaign, 10th Anniversary of PHOENIX and upcoming municipal elections.
PSAC Regional Council Bylaws Committee meeting	Oct. 15, 2025	We spent the day working on bylaws that had been submitted and making changes when needed.
PSAC Regional Council Meetings (in person)	Oct. 16-17, 2025	So much to learn and so many decisions to be made.
PSAC Meet and Greet	Oct. 17, 2025	Another great opportunity to meet and talk with members to hear their concerns and things they would like to see done. Many enjoyed the fun interactive passport activity that was held.
New Westminster IWD Dinner - Empowerment Through Solidarity	Nov. 2, 2025	Was able to meet more members and have time to chat about issues concerning them.
"The Toxic Truth: How everyday exposure impacts your health"	Oct. 22, 2025	Very interesting presentation by a holistic nutritionist put on by the BRUSH committee
UTE National Equal Opportunities Conference	Oct. 23-26, 2025	Very educational as we had great speakers and interesting workshops representing all equity groups.
"Thriving through perimenopause and Menopause"	Nov. 5, 2025	Very interesting presentation by Elise Cochran hosted by the Women's Committee.

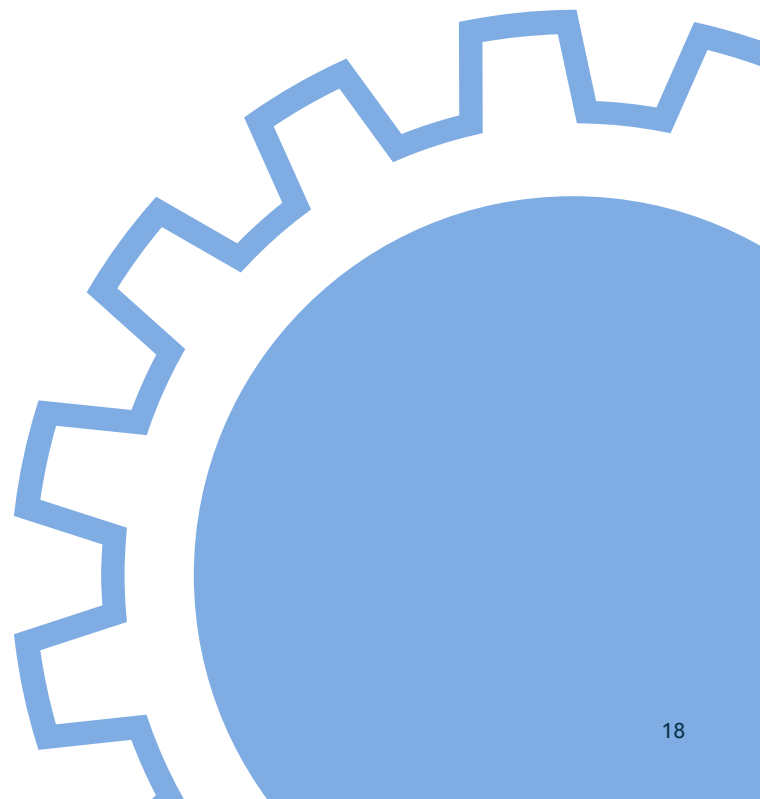
ACTIVITY	DATE	DESCRIPTION
PSAC Resolution Writing Course	Nov. 8-9, 2025	Great course to learn how to write a good resolution which will help me at BRUSH, Women's Committee and Regional Council in working on members resolutions they have submitted.
PSAC Lobbying on Parliament Hill	Nov. 17-18, 2025	Met up with members across the country and met in small groups with MPs to discuss the issues we have (eg, PHOENIX and Return to the office). Letting the MPs know of the concerns and problems our members are having and asking them to support us in fixing them.
PSAC National Women's Conference	Nov. 20-23, 2025	I attended as an observer at my own expense with some assistance from my component. Great opportunity for networking with other women across the country and great learning opportunities that can be shared with members here.
National Day of Remembrance & Action on Violence Against Women at Holland Park in Surrey	Dec. 6, 2025	Met several members that attended the event and shared in the ceremony.
REVP Meet and Greet at the PSAC Regional Office	Jan. 15, 2026	Another opportunity to meet members and have an opportunity to talk with them.
PSAC Advocacy & Representation on Workplace Racism Course	Jan. 17-18, 2026	Great course and learning experience to enable me to better help members.
BRUSH meetings and resolution sub committee meetings		I have attended several BRUSH meetings to better understand issues that members are facing so that I can try to assist in making things better. Also attended the sub committee meetings to work on resolutions for Convention. I attended the recent AGM.
Vancouver and District Regional Women's Committee (Co-chair)		I stepped up in 2025 to be a co-chair on the committee and ran for election at the recent AGM and was successful. It is great to be able to meet with members from different workplaces to learn of their concerns and see how we can help.

CHALLENGES COPE DURING TIME ON THE REGIONAL COUNCIL

Being new to the Council getting to know the other council members takes a bit of time but has been great and everyone is very helpful. The biggest challenge for me is learning my role and all the do's and don'ts of the position. Although challenging it has been a great learning experience so far and I look forward to learning and contributing much more.

WHAT WOULD YOU LIKE TO WORK ON NEXT?

I would love the opportunity to continue in this role and will be putting my name forward at Convention. I have so much more to learn and would be willing to work on whatever needs doing. I look forward to the opportunities to meet more members and be able to engage with them. It is so important now more than ever that we stand together and fight for ours and others rights. Thank you to the Council and the members I have met so far for sharing their knowledge and ideas.



EAST FRASER VALLEY COORDINATOR LAURA WILDLY



Just prior to the PSAC B.C. Triennial in 2023, member engagement reached its highest point in years. Members weren't just paying attention, they were mobilized, committed, and prepared to stand up for the dignity and fairness they deserved. In the final hours of strike escalation, that momentum only intensified in the East Fraser Valley (EFV) as I helped bring together 300+ members to the Aldergrove border crossing, forming a picket line that halted commercial traffic and sent a clear message to both the employer and the public that federal public service workers would not back down! It was powerful to witness so many local members standing together in solidarity, courage, and collective action.

Coming into convention, as I was still recovering from the largest mobilization of public servants on strike in decades, I realized that the experience of standing shoulder to shoulder with workers who

believed in each other and in their union was exactly what drove my passion for union activism. It fundamentally shaped how I approached my union work moving forward. During the past three years, I've worked to carry that momentum forward. My focus has been to strengthen member engagement in the EFV, advance equity, and amplify the voices and experiences of workers across our region. Through outreach, advocacy, committee work, and community-based initiatives, I've remained committed to supporting locals, encouraging participation, and creating space for real conversations about the challenges our members face every day. **What we built on those lines was more than momentum it was a movement. And it has guided me ever since, because when workers stand together, we don't just make history, we create hope, possibility, and a future shaped by our own collective power.**

REBUILDING, RECONNECTING, AND RE-ENERGIZING

As I noted, following the strike, members across the EFV were eager for stability, support, and reconnection. Much of the work in this period focused on rebuilding relationships, reconnecting people from the strike line, strengthening local capacity, and establishing meaningful, community-based engagement. One of the earliest and most successful initiatives was a pottery-painting event delivered in partnership with **PSAC B.C. Access Coordinator, Krista Tebbutt**, and held at the Clay Cottage in Abbotsford.

This event was fully accessible, family friendly, and attended by members who had not reconnected since the strike. This event has now become an annual Mother's Day tradition sponsored and organized by the East Fraser Valley Area Council to which I support. Immediately after this event, some members of the East Fraser Valley then gathered to assemble hygiene and comfort-care bags for unhoused community members throughout the area.

Throughout this period, I attended AGMs, promoted Area Council initiatives and supported locals facing consistently low turnout to meetings and events. These challenges informed broader strategies around outreach, education, and frontline engagement. In mid December, I attended the PSAC National Leadership Training, joining regional coordinators and Regional Vice Presidents (RVPs) across the country to strengthen national collaboration and engage in network building.

By early 2024, I had actively participated in the Area Council B.C. Regional Council Committees, Women's Committee AGM, and the Mainland Human Rights Committee AGM. Here I continued to assist in driving recruitment and leadership renewal within the EFV Area Council. These efforts laid groundwork for future Pride, Labour Day, racial justice, and reconciliation-focused initiatives, along with strengthened collaboration within the community.



STRENGTHENING REGIONAL FOUNDATIONS

The next phase of my work concentrated on solidifying operational stability, enhancing outreach, and advancing equity-focused priorities. Area Council meetings during this period addressed outstanding financial issues, culminating in the establishment of a new bank account and confirmation of stable finances. I contributed to planning and support for Chilliwack Pride, Truth and Reconciliation Day, and Labour Day events later in the year. I continued my role on B.C. Regional Council including participation in the Education and Political Action Committees, Regional Council meetings, which also included reviewing finances, donations, and Regional Recognition Award nominations.

To address ongoing concerns brought forward, I engaged with members in the East Fraser Valley. During this time, it became clear the workplace changes were starting to impact members. There was now a new return-to-office mandate, requiring all members to return to work a minimum of three days per week. I continued to bring forward member perspectives at both the Area Council and Regional Council meetings. This period also increased my awareness around duty to accommodate and accessibility issues that members were facing on the front lines and within our own union as volunteers. There were also updates from the National Triennial Convention, including increased council funding and the adoption of an Indigenous languages resolution, that were shared widely.

Further committee work included the addition of the Members Accessibility & Accommodations Ad Hoc Committee for our region. Here the four of us on the committee developed recommendations aimed at improving the unions duty to accommodate



processes and highlighting the challenges members were facing on the front lines. Although the recommendations were not fully taken up at the national level, advocacy continues to align procedures more closely with the Accessibility Act and has moved to the National Human Rights Committee as ongoing issues with the PSAC process continues.

Later this year, while completing my Union Leadership Development training program, I successfully organized with a few other members in creating the first ever, East Fraser Valley Racial Justice Meet & Greet. This event brought together 42 members, who engaged and listened to guest speakers from the BC Federation of Labour, CLC Human Rights, and a retired PSAC B.C. activist. I supported the Sisters in Spirit event in the Okanagan which was virtual and also organized a two workplace tours in Abbotsford for Jamey Mills and Alex Silas, both of whom engaged with many USJE Component members and saw the front line work they do everyday to keep the public safe from those convicted of crimes in Canada. As I also am the local president for my worksite, I supported multiple members navigating grievances, injury-on-duty issues, human rights complaints, occupational health and safety concerns, and several duty to accommodate delays or denials by the employer.

ADVOCACY AND EQUITY AT THE FOREFRONT

As member pressures increased, rising living costs, delays in accommodations, job insecurity, and heightened scrutiny of DTA requests, I expanded my advocacy efforts. I completed Advanced Duty to Accommodate Training through PSAC B.C. to better support members experiencing prolonged delays, reversals, or complex DTA rulings. I attended the National Bargaining Conference, where I advocated strongly on behalf of low-wage administrative workers, many of whom rely on foodbanks or work multiple jobs. I supported proposals to strengthen telework provisions, expand leave, address job-specific inequities, and secure wage improvements aligned with cost-of-living realities. Treasury Board's decision not to maintain a common issues table underscored the need for stronger, coordinated bargaining.

I also delivered an accessibility workshop and was part of a 2SLGBTQIA+ Couch Talk at the USJE National Equity Conference. This contributed to national conversations around systemic change, representation, and inclusive practice in the union. As concerns grew about potential federal job cuts looming, I continued my work to ensure members were informed and supported PSAC's call to educate, organize, and mobilize in defense of public services and worker protections.

SUSTAINED ENGAGEMENT AND ON-THE-GROUND SUPPORT

The final period of this three-year report reflects a deepened commitment to direct outreach, equity work, and practical support for members experiencing workplace instability. Through ongoing conversations with locals, I documented growing concerns around job security, return to office, workforce adjustment processes, the

unresolved bargaining climate, and anxiety about a pressured return to office.

I continued supporting members facing inconsistent or unfair DTA decisions, some of which led to LTD transitions, LWOP, WorkSafe claims with the loss of pensionable time. This work involved liaising closely with union leadership, escalating systemic concerns, and ensuring members received timely and accurate support. Community engagement remained strong. I supported regional events for National Indigenous Peoples Day, Pride, Labour Day, Truth and Reconciliation Day, and the EFV pumpkin patch event. Committee work continued. I also attended the National Health and Safety Conference and National Women's Conference, applying insights to member support and strategic planning. I was also successful in organizing a site member meet and greet with MP Gill and MP Vis, both of whom are elected cabinet officials. This was so they were better able to understand the ongoing concerns by USJE members working on the front lines to protect the public from criminals as cuts will affect the effectiveness of the work over 20,000 members of USJE do daily across the country.

A CONTINUED COMMITMENT TO MEMBERS

Across three years of service, my focus has remained clear: meet members where they are; amplify their experiences; defend their rights; and advance inclusive, equitable, and safe workplaces. Through advocacy, organizing, and steadfast follow-through, I remain committed to supporting the members of the East Fraser Valley and strengthening the collective voice of PSAC B.C.

Laura Wildly
East Fraser Valley Area Coordinator

SOUTH VANCOUVER ISLAND 1 COORDINATOR TRISH MARTIN



Over the course of this term, our work on South Vancouver Island has been active, engaging, and focused on strengthening mobilization, communication, and member support across the region.

ENGAGEMENT AND MEMBER OUTREACH

This term began with my first Council meeting in May 2023, where it was a pleasure to meet council members and begin what has proven to be an energetic and collaborative cycle. In June, I attended my first Education Committee meeting and was honoured to be elected Chair.

Throughout the term, engagement has remained a central focus. The South Island Coordinators with the Victoria Area

Council have consistently worked on member mobilization initiatives, and I have collaborated closely with leadership to bring forward new ideas.

Warren and I, alongside Young Worker Coordinator Jess Degasso, conducted multiple site visits across South Vancouver Island. These visits allowed us to reconnect with locals and provided valuable opportunities to:

- Re-engage members and locals
- Share information about PSAC campaigns and priorities
- Provide clarity about councils and committees
- Listen directly to members' concerns



EVENTS AND COMMUNITY PRESENCE

PSAC B.C.'s presence at community events has been one of our strongest engagement tools.

Saanich Fair (Labour Day Weekend)

The Victoria Area Council has hosted a booth at the Saanich Fair since 2016, and it continues to be one of our most impactful outreach efforts. Over the weekend, we engaged with thousands of attendees sometimes speaking with up to 100 people per hour. The fair provides opportunities to:

- Reconnect with current and former members
- Engage the broader public
- Share information on key PSAC campaigns such as lighthouse closures, Thirsty for Justice, and Return to Office (RTO)
- Speak directly with MLAs and MPs

We also gained important insights from these interactions, including the need for stronger education around confronting subtle racism and ensuring inclusive engagement practices at our booths.

Victoria Pride Parade

We proudly marched in the Victoria Pride Parade alongside the Victoria and District Labour Council. It was encouraging to see many first-time marchers and strong PSAC participation.



RTO PLANT GATES AND STRIKE SUPPORT

I attended RTO information picket lines in both Nanaimo and Victoria, providing support and sharing information on PSAC's position regarding Return to Office policies.

Additionally, I supported strike lines for Coast Hotel workers and BCGEU members. These experiences highlighted the importance of stronger strike education and leadership training across the broader labour movement.

LEADERSHIP AND CONVENTION WORK

I attended the Leadership Conference and the Area Council/Committee Summit, both of which provided valuable networking and planning opportunities.

As Area Council delegate to the PSAC National Convention, I served on the General Resolutions Committee and was elected Co-Chair. This was a great experience that strengthened my understanding of resolution writing and convention procedures.

As South Island Coordinator I committed to mentoring and supporting newly elected executives, and remain available to all committees seeking guidance.



CHALLENGES

One of the most significant challenges has been connecting with locals and component regional leadership, many times there is no response to outreach. This has often hindered our efforts to increase knowledge, engagement, and mobilization.

WHAT'S NEXT

Looking ahead following the Convention, I am hopeful and energized by what we can accomplish together. My hope is that not only PSAC and PSAC B.C, but every coordinator, recommit themselves to strengthening engagement with Components, Locals, and members in a meaningful way. When we invest in our members, when we build true solidarity across our region and across Canada, and when we stand shoulder to shoulder with other unions, we strengthen the very foundation of our movement.

Together, we have the power to shape change, to lift one another up, and to ensure that every member feels heard, valued, and supported. The work continues and so does our collective strength.

In solidarity,

Trish Martin
South Island Coordinator
Public Service Alliance of Canada



I have also supported Union Leadership Development Program (ULDP) participants by connecting them to funding pathways and offering on-site assistance when needed.

Looking ahead, I continue planning collaborative initiatives, including:

- Spring/Summer BBQ
- Union Protein Project and other donations to Island foodbanks
- Indigenous learning opportunities, including a Medicine Bag workshop

ACTING SOUTH VANCOUVER ISLAND 2 COORDINATOR MARCELO LAZARO



No report submitted by deadline.

NORTH VANCOUVER ISLAND COORDINATOR BERT FARWELL



First of all, I'd like to thank those members who voted me into this position at the last convention. It was an honour being your Representative to Council for the North Vancouver Island. The north Island is a very large area to cover seeing that it starts at the beginning of the Malahat and runs north past Port Hardy to the light house at Cape Scott and also goes from Powell River on the mainland side to Ucluelet on the west coast. Of course we have our busy centers Nanaimo, Courtney, and Cambell River to name the top three of course there are smaller area that are important also. So once again I thank you for this opportunity.

So, this term as your North Vancouver Regional Council Coordinator Representative seems hard this time then the times before. Not really sure why as my work load changed some and Union

obligations seemed to be more, and there were events I loved going to that I could not attend every year as of course work do take a priority. But was very busy with the council and I think I did a good job representing your issues when they came up.

So, here are some of the things I did get to do in this convention cycle. First was the day after convention when the new Regional Council meet for the first time. This is where you see who you will be working with for the next three years. Then a few days later on a flight to Ottawa for UCTE Convention Committee also lots to learn for being on committee. But unfortunately, our National President passed away in that week this was a shock for everyone I can tell you that. As I was part of the bargaining team at that time. I got called back to Ottawa a week later for a meeting on the upcoming vote.



Then off to Montreal for the UCTE Component Convention July 22nd to 27th. Shortly after that was a Regional Council Zoom meeting which happens every couple of months to keep the council up to date on what is happening. Also got a little training advocacy and representation training and then the next day face-to-face Regional Council Meeting. Then again Ottawa for a Leadership Conference as you can see lots of meetings and training which is good and it helped the North Island with the knowledge received from this but do not get me wrong it is not all about meetings and training there is other parts to this position There is fun stuff also.

So, there is some fun times being the Regional Council Coordinator for the North Vancouver Island. You get to meet members where they work and somewhat socially.

The North Vancouver Area Council has put on coffee meetings in Duncan, Nanaimo, and Courtney and they plan on more. We also took a couple days to do some site visits getting to meet members from the RCMP, DFO, Coast Guard, and EI just to name a few of the places we got to

visit. It was very interesting to see what other members do for their work. It was very interesting to watch the area council members and regional get a tour of a lifeboat inside and out. I think they were impressed. Also got to go to a fish hatchery in Port Alberni even with my hand all messed up from a fall it was a good couple days. Did the tour talked to some of the people who put tags in fish. Then an AGM for Parks Canada in Ucluelet. Very active members out there asked some good questions. We also attended the Meet and greet in Nanaimo. It's always nice to talk to the members about issues, and their concerns and ideas.

So, this is my report I want to Thank you once again for letting me do this work for the North Island.

Bert

SOUTHERN INTERIOR 1 COORDINATOR KELLY MEGYESI



The Syilx Okanagan People's territory is a diverse and beautiful landscape of deserts and lakes, alpine forests and endangered grasslands. I am grateful for the land I am on and strive to learn respectfully.

Ali kwu_swiwi-numtax, ali kuw_suknaqinx, ali axa/ L/

tmxwula/xw

...And just like that the three-year cycle is ending and it is convention time once more. It has been busy.

As one of the Southern Interior Coordinators, I set goals for my term which included education, site visits, meeting events, mobilization, labour council, and working on member engagement. My quarterly reports can be found on the PSAC website. I have challenged myself with more political action and continue to support & mentor newer activists.

Some of the highlights have been:

- Labour council memorial – Kelowna (risememorial.com)
- Activism in the Arts – Penticton (featuring Shane Koyczan)
- Meeting members in Kamloops, Vernon, Kelowna, Nelson, Summerland, Osoyoos, and Penticton



- Site visits with the REVP and National President was a great learning experience.
- MP Lobbying in Vernon & Kelowna, and National Lobbying in Ottawa

I am an active participant on Regional Council and sit on the International Solidarity Committee, Finance Committee, and am part of the subcommittee working on member accessibility and accommodation.

In addition to my coordinator role, I am on my local executive, B.C./Y.T. component alternate for women's and human rights, North Okanagan Labour Council member, and part of our Area Council Executive. I am a seasoned activist and have enjoyed sharing my experience with others.

If you are from the Southern Interior, I would love to connect with you – please reach out anytime.

In solidarity,

Kelly Megyesi



SOUTHERN INTERIOR 2 COORDINATOR JEANNE OLINECK



No report submitted by deadline.

NORTHWEST COORDINATOR J. MACNEILL

2023

- Attended TB Area Coordinators Meeting on June 20, 2023
- Attended the Regional Council Meeting on November 29, 2023

2024

- Attended the PSAC Representatives' Training on January 17, 2024
- Attended the February 6, 2024 BC Fed Political Action Committee Meeting
- Stepped down as Coordinator due to Family Related Responsibilities
- Supported the Northwest Area Council throughout the term

NORTHEAST COORDINATOR DAMIAN DORSCHNER



I was elected as the alternate for this position at the PSAC B.C. Convention in May 2023. When Tracy Arrowsmith took on the role of BRUSH committee chair, I was moved into the Northeastern Coordinator position officially in the Fall of 2023. Since then, there has been a lot of learning on the fly and taking advantage of educational and development opportunities as a union activist.

I have been able to attend PSAC national leadership training events, PSAC B.C. summits on mobilization, political action, and working with Area councils, Canada Labour Congress Lobby Day on Parliament Hill, PSAC national health and safety conference, and of course all of the Regional Council meetings. There are more events listed below.

On a more local level, I worked with Tracy (in her role as Area Council president) on a membership engagement event in July of 2024. PSAC B.C. REVP Jamey Mills came up to Prince George and joined us for site

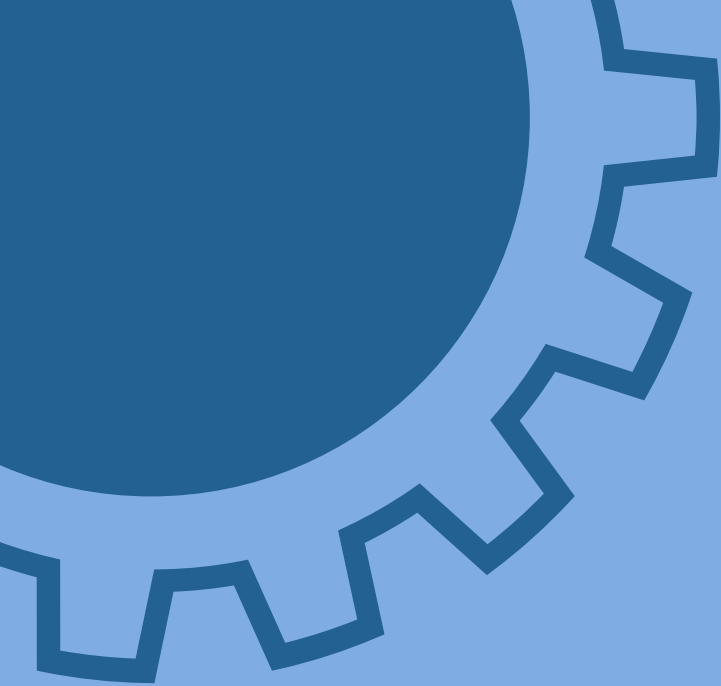
visits over two days, and an evening event at the Legion. This was very well attended and got me connected with various members in different departments. I have attended the May Day Dinner here the last two years, and work with Tracy at the Labour Day march and booth we have set up at the annual event. I also serve as treasurer on the Area Council and have been involved with other membership engagement events that we've tied into PSAC educational courses that get offered here.

It was my honour to receive the PSAC B.C. Emerging Activist Award at our Regional Council meeting in October of 2025. This encourages me to continue my efforts in this role, and my other roles in union activism

Activities I have participated in since the 2023 Convention:

- Sep. 20-21, 2023 – Regional Council Meeting
- Sep. 26, 2023 – NE Area Council Meeting

- Oct. 12-15, 2023 – UVAE National Convention
- Nov. 22, 2023 – NE Area Council Meeting
- Nov. 29, 2023 – Regional Council Zoom Meeting
- Dec. 15-16, 2023 – PSAC Leadership Training Ottawa
- Feb. 02, 2024 – PSAC B.C. Regional Summit
- Feb. 13, 2024 – UVAE 20035 AGM
- Mar. 15-16, 2024 – Regional Council Meeting
- Apr. 10, 2024 – NE Area Council Meeting
- May 1, 2024 – North Central Labour Council May Day Dinner
- May 14, 2024 – Regional Council Zoom Meeting
- Jun. 26, 2024 – NE Area Council Meeting
- Jul. 8, 2024 – Regional Council Zoom Meeting
- Jul. 24-25, 2024 – Membership Engagement and Site Visits Prince George
- Sep. 2, 2024 – Labour Day Mar. and Event Prince George
- Sep. 25, 2024 – NE Area Council Meeting
- Nov. 13, 2024 – NE Area Council Meeting
- Nov. 22-23, 2024 – Regional Council Meeting
- Nov. 26, 2024 – CLC Lobby Day Ottawa
- Dec. 7, 2024 – NE Area Council Christmas Dinner
- Feb. 20, 2025 – NE Area Council AGM
- Mar. 11, 2025 – UVAE 20035 AGM
- Mar. 26-27, 2025 – PSAC B.C. Regional and Activist Summits
- May 1, 2025 – North Central Labour Council May Day Dinner
- May 21, 2025 – CIEU Local Bowling Event
- Ma 26-28, 2025 – UVAE NEO Meeting Ottawa
- Jun. 7-8, 2025 – Regional Council Meetings
- Jun. 12, 2025 – UVAE/VAC NLMCC Charlottetown
- Jun. 24, 2025 – NE Area Council Meeting
- Jul. 3, 2025 – BRUSH meeting
- Jul. 15, 2025 – PSAC B.C. Convention Committee Meeting
- Jul 22, 2025 – PSAC B.C. WFA Townhall
- Aug. 12, 2025 – Regional Council Zoom Meeting
- Sep. 1, 2025 – Labour Day Mar. and Event Prince George
- Sep. 22-25, 2025 – UVAE President's Conference Quebec City
- Sep. 26-28, 2025 – PSAC National Health & Safe Conference Toronto
- Oct. 16-18, 2025 – PSAC Regional Council/Committee Meetings
- Oct. 22, 2025 – BRUSH Toxic Load Presentation
- Oct. 30, 2025 – BRUSH Meeting
- Nov. 06, 2025 – NE Area Council Meeting
- Nov. 28, 2025 – NE Area Council Christmas Dinner
- Nov. 30, 2025 – Membership Engagement Event Prince George
- Feb. 6-7, 2026 – Regional Council Meeting
- Feb. 12, 2026 – NE Area Council AGM
- Feb. 19, 2026 – BRUSH AGM
- Apr. 9, 2026 – NE Area Council Meeting
- Apr. 17-18, 2026- PSAC B.C. TB Mobilization Summit



CONSTITUENCY REPRESENTATIVE REPORTS

INDIGENOUS PEOPLES COORDINATOR| ALAN OTROSINA



No report submitted by deadline.

PRIDE (2SLGBTQIA+) COORDINATOR DAMIR MORIC



No report submitted by deadline.

RACIALLY VISIBLE MEMBERS COORDINATOR CELINE AHODEKON



My sincere thank you to all those who have worked me throughout my three years mandate. I am so grateful for Varinder Johal who was ready and available to answer my questions and to help. Thank you for all your support, Varinder!

For you, the racialized people, let me thank you for your support and encouragement throughout this term. You had been amazing! I enjoyed working with all of you and look forward to more fun ahead! Let's keep it up! I wouldn't have done it without you. Remember: "Nothing for us without us". Please find below my three years report, from 2023-2026. This report combines my duties as RV Coordinator and Assistant to the UNE Regional Vice President B.C. & Yukon positions.

YEAR 2023

September

- Helped organized and hosted an amazing Labour Day event with FVLC at Mill Lake Park in Abbotsford

- West Fraser Valley Area Council executive meeting talking about December 6th vigil
- Attended FVLC meeting related to Labour Council involvement and visibility in the community
- Attended PSAC B.C. Regional Council meeting in Victoria and was at the online, Vancouver Islands Human Rights Committee meeting as well as Mainland Human Rights Committee meeting

October

- Meeting with the PSAC B.C. Regional Representative to organize activities and to engage and empower racially visible members using my 2023 allowance.
- As the Assistant to the UNE Regional Vice President for B.C. & Yukon, I took PSAC Grievance Handling course to better serve my members in the region and beyond.
- Attended online PSAC B.C. West Fraser Valley Area Council meeting.

- Attended National Equity Conference in Montreal where interesting resolutions pertaining to equity groups were discussed to present at the PSAC Triennial Convention in May 2024
- Attended online West Fraser Valley Area Council's executive meeting to organize December 6 vigil.

November

- Took Domestic Violence at Work training offered by PSAC B.C. in Burnaby and attended UNE B.C. & Yukon Regional Meet & Greet to introduce the regional team to 14 locals, and announcement of UNE's release from the trusteeship
- Attended in Ottawa UNE new elected officers Leadership Trainings in Quebec. Learned about our new roles, duties, obligations & person resources etc. That was the first of the kind in UNE's history.
- PSAC B.C. Regional Council meeting. Update on events and committee reports.
- Meeting with a member from Gwaii Haanas National Park Reserve and Haida regarding her issues with the manager and the upcoming investigation.

December

- Organized and attended Vigil at Holland Park. On behalf of WFFVAC, I purchased toiletries, children's clothes, and household items for women shelters in Delta and White Rock.
- Online meeting with a member from Gwaii Haanas National Park Reserve to file a grievance regarding her issues with the management.
- PSAC National Leadership Training in Ottawa. Spent good time learning, networking with like-minded activists.

YEAR 2024

January

- Online meeting with PSAC B.C. Racially visible to determine event and form working committees to plan and organize different social activities throughout the year 2024 for members as well as meeting with a UNE member regarding issues and representation of the member at the investigation table with the management.
- Online meeting with a member from Pacific Rim National Park Reserve to discuss the issue of an employee.

March

- Attended PSAC B.C. Regional Council meeting in Victoria and was elected to be part of the Political Action Committee. Also attended Vancouver Island online meeting, Human Rights Committee meeting, and Fort Rodd Hill and Gulf Islands AGM at 202-503 Park Place in Victoria.

April

- Attended AGM UNE local 20278 and meeting with a member from Revelstoke UNE local about overpayment and connect member to LRO for advice. And was also a guest speaker at the Mainland and Haida Gwaii Young Workers Committee meeting. - engaging young workers and self-identification were some of the topics I spoke about. Also attended UNE Young Workers Conference in Quebec as Assistant to the UNE RVP of B.C. and Yukon.
- Attended PSAC Pre-Convention training in Burnaby, B.C. and West Fraser Valley Area Council Meeting

May

- Online Political Action Meeting - in preparation for the Federal elections that could be called sooner than later. So, let's put our campaign ads ready! And also attended PSAC B.C. Ad'hoc Scholarship online Committee meeting
- Help filing a grievance for a member from the north
- Attended online AGM UNE locals 20106 & Y0104.
- Attended National Executive Meeting Training including Kairo Blanket Exercise in Ottawa
- Attended PSAC Triennial Convention

June

- Represented a member from the north with their management to discuss the grievance filed on May 12, 2024 and attended an online meeting with Passport Canada members and UNE.

July

- Meeting with a member from Fort Rodd Hill UNE local 20280 to discuss issue with management. Organized a phone meeting with a member to discuss issue with management regarding her performance review. Also a phone meeting with a member from Kluane National Park UNE local Y0104 to discuss vacation leave pay.
- Attended online West Fraser Valley Area Council meeting to discuss Surrey Fusion Festival
- Organized a phone call with a member from Parks to discuss her mental health due to the workload and management lies.

August

- Worked on a Senior Investigator's file to give advice on return to work after leave of absence due to injury at work and assisted a member from local

20723 regarding her phoenix pay and connected her to her LRO. Discussed and advised on grievances

September

- Helped celebrate Labour Day with Fraser Valley Labour Council in Abbotsford offering corn, hotdogs, cakes, swags, etc...
- Attended West Fraser Valley Area Council meeting to plan and organize December 6th Vigil and attended online Political Action Meeting to strategize to engage and organize members for B.C. 2024 elections
- Meeting with RVP for B.C. & Yukon region to rank the delegates to the UNE Women Conference and phone called with a member regarding her annual leave owed him by the employer, which the latter is currently denying.
- Online meeting with an employee from Revelstoke regarding harassment & discrimination. -file a grievance



October

- Attended Mainland Human Rights meeting – happy to listen to a good guest speaker, Alex Silas
- Phone call with a member from UNE local 20214, Industry Canada regarding conflict with management.
- Meeting with All B.C. & Yukon local Presidents with guest speaker Franco Picciano also attended International Solidarity Committee online meeting as the chair.
- Attended UNE Women Conference in Gatineau, Qc. And attended Black Class Action court hearing in Toronto
- Attended Parks Canada Pre-National LMCC online meeting

November

- Attended online meeting to organize and plan Racialized members Leadership Summit in Ottawa. And attended National Executive meeting in Ottawa

December

- Planned and organized PSAC B.C. Racialized members' Year-end party in Vancouver, B.C.
- Worked on UNE local 20140 member's file. A term employee who is being taken advantage of by the supervisor.
- Worked on a UNE local 20150 member's file who would like advice on taking annual leave, disability leave or retire altogether!

YEAR 2025

January

- Most of the month of January was used to work on a member's case related to annual leave denial and grievance filing.
- Meeting with the Regional Rep to start planning PSAC Regional Conference
- Attended National Black Canadian Summit in Montreal



February

- Attended an online Strategic Planning meeting with UNE Communication & Membership Engagement committee
- National Equity Human Rights Committee meeting working group in Ottawa.
- Attended online AGM UNE local 20150 and other locals
- Attended Women's & Racialized members Summit in Ottawa.

March

- Attended National UNE President & Vice President Townhall meeting
- Attended online meeting with UNE Communication & Membership Engagement committee and attended in person UNE local 20280 AGM in Victoria

April

- Represented PSAC B.C. Racialized workers at Lapu-Lapu festival in B.C.

June

- Attended PSAC B.C. Council meeting in Richmond and attended PSAC B.C. Racialized workers Conference Steering Committee online meeting and helped a member file a grievance
- Was at the PSAC three-day training called "Building Solidarity with Indigenous Communities" Very much enlightening and should be accessible to members all year-round.
- Worked with a UNE member on staffing complaint and encouraged them to bring the matter to their



July

- Attended PSAC B.C. RV Conference steering committee meeting and worked with a member from local 20301 regarding his overpayment claim by the employer.
- Worked on a member's case from local 29266 about long term sick leave: tentative grievance in progress
- PSAC B.C. RV Conference steering Committee meeting to brainstorm about potential guest speakers, activities and swags for the participants

August

- Worked and helped a member from local 29266 regarding employer forcing him to come back to work after two years sick leave while he is still not well.
- Called back and helped a member from Local 29266 regarding harassment and discrimination at work and followed up with the same employee on August 6, 2025
- Worked with a member's case -local Y0102 about long term sick leave that led to the employer wanting the employee to come to work or medically retire while the employee is still not well.
- Followed up with the member from local 29266 whose mental health is deteriorating because Sunlife and Doctor couldn't figure out how to extend his sick leave until he totally recovers.

- Online meeting with PSAC B.C. Representative regarding PSAC mobilization team's visitation to Fort Langley National Historic Site about Parks Canada bargaining
- Made phone to more than 30 PSAC RV workers to remind them to apply for the upcoming RVC
- Advised, assisted, and guided a member from local 20089, to file grievance or go to Canada's Human Rights Commission regarding a discrimination case.
- PSAC B.C. RV Conference steering committee meeting

September

- Labour Day isn't just a holiday – it's a call to action! I attended and helped with the celebration of Labour Day Picnic organized by Fraser Valley Canadian Labour Congress (FVCLC) at Mill Lake, Abbotsford-distributed cooked corn to the public in the park as well as share the struggle the public service employees are facing.
- Attended online Parks Canada Pre-national UMC meeting organized by UNE LRO Advisor. Collected the issues to bring to Parks Canada UMCC meeting scheduled for October 2025 and attended the online East Fraser Valley Area Council
- Attended NEC steering Committee online meeting to talk about the agenda of the conference, the guest speakers etc...

- I attended Mainland Human Rights Committee online meeting and attended Union & Parks Canada Inclusion Diversity Equity and Accessibility Online meeting organized by Parks Canada.
- I attended PSAC B.C. RV conference steering committee online meeting: finalized the guest speakers and swags list as well as deciding on basket donation and the tokens of appreciation for guest speakers
- Online consultation meeting with UNE LRO & Heritage Canada Department regarding some changes affecting members in the western region.

October

- Political Action Committee meeting to decide on action to take regarding all these new political issues in the country
- The highlight in October of the organization of the 2025 RV workers Conference by PSAC B.C. It was a success!
- Attended National Equity Conference Steering committee meeting in Ottawa. New workshops about Casteism & Fascism
- Online meeting to have a debriefing on the PSAC B.C. conference for Racially Visible Workers
- Attended UNE Human Rights Conference in Vancouver, B.C.
- I also sit on the following PSAC B.C. standing committees: International Solidarity Committee, where we make sure to have human rights lens presented at each council meeting if possible. At the the Political Action Committee, we :

YEAR 2026

January

- Attended political action committee meeting

February

- Attended West Fraser Valley Area Council and PSAC B.C. Council meetings as well as National Equity Conference Steering Committee Meeting
- Challenges you had to cope with during your time on the regional Council
- Sitting on the PSAC B.C. Council as RV Coordinator and being the Assistant to the UNE Regional Vice President of B.C. & Yukon wasn't an easy thing to do. I was very busy with both positions.

WHAT WOULD YOU LIKE TO WORK ON NEXT?

I have a meeting with the new Regional Rep, on March 16th to discuss summer events for RV in B.C. Stay tuned! Moreover, my component UNE is now in trusteeship, so all the elected roles are dissolved. Therefore, I can solely focus on my RV coordinator's roles.

And that concludes my activity report from May 2023 to February 2026

Please contact if you have any questions.

Until then, have a wonderful summer!

In Solidarity,

Celine
Racially Visible Members Coordinator

ACCESS COORDINATOR KRISTA TEBUTT



Over the past three years, it has been my honour and privilege to represent the voices of our members who identify as part of the disability community. Although I am an experienced union activist, I quickly learned that this role would bring me to many new tables including the Regional Council and National Human Rights Committee.

Our union is large and complex, and so I have spent a lot of time learning about the roles of different positions, committees,

components, and the distinction between elected positions and staff. This learning helped me to best understand where improvements can be made, and at what level decisions can be made.

During this term, I was honoured to chair our region's first Access Summit, where members of our community gathered to learn from each other, share challenges, and hear from experts and community partners.

I also participated in the national equity conference in Montreal in 2023 where I chaired the access resolutions committee and debate at the conference. What an amazing experience the conference was, and especially the design where there are sessions for members of equity groups as well as separate sessions for allies of those groups. This year I have been working as part of the steering committee for the 2026 national equity conference where we planned the overall theme of the conference as well as workshops for equity groups and workshops for allies.

Another topic that has had a lot of work and attention has been the PSAC's accommodation policy. Despite best intentions, the application of the policy has been, at times, problematic for our members. Our regional council struck a subcommittee to review the policy and make recommendations for improvement. Unfortunately, we were met with many barriers and delays and at times it felt like there was not an openness to hear our feedback. I also brought the issue directly to our national leadership team, and to the Access Coordinator Caucus. The work continues, and we are currently making recommendations for change to be brought to the NBOD. As with any large organization, change does not come easily. However, everyone agrees on the importance of removing barriers to participation for all members of the union, and we will continue to work together towards this end.

I am planning to re-offer for the position of regional access coordinator and would welcome the opportunity to continue the work that I have been doing on behalf of our community.



WOMEN'S COORDINATOR PRISCILLA LAM



Hello PSAC B.C. Members,

The past three years have gone by faster than I ever expected. It has truly been an honour and a privilege to represent the voices of our members who identify as women. Serving my first term as the PSAC B.C. Regional Women Coordinator has been a meaningful learning experience, and I quickly came to understand just how important — and how challenging — this role really is. I am proud to say that I've successfully completed the PSAC National Union Leadership Development Program in 2024. This program is an advanced, year-long leadership course to equip me being a great leader.

During this term, I had the opportunity to take part in several site visits, which were some of the most meaningful moments of my work. In October 2024, I visited Union of Safety and Justice Employees (USJE) worksite for the first time — and it was

also my first time ever visiting a jail. With heartfelt thanks to Laura Wildly, who is the East Fraser Valley Coordinator, I was able to join the PSAC B.C. Regional Executive Vice-President (REVP) and the National Executive Vice-President on visits to two correctional facilities. Being there in person, meeting USJE members in their workplaces, and listening to their stories and concerns had a lasting impact on me. The work they do is incredibly stressful, and it became very clear just how much support members need, especially when it comes to mental health. In June 2025, I travelled to Prince Rupert with PSAC B.C. REVP. We visited Coast Guard Office, Canadian Grain Commission Office, Canadian Border Services Agency, and Fisheries and Oceans Office. Visiting members up North was a truly valuable experience for me, and I appreciated the opportunity to connect with them in person and participate in the 47th annual Prince Rupert Seafest.

Furthermore, I had the opportunity to serve on the BCFED Women and Gender Rights Standing Committee, an experience that was very meaningful to me. Being in that space allowed me to connect with women from many different unions, hear their stories, and share our experiences. The relationships I built and the conversations we had strengthened my sense of solidarity and reminded me of the power we have when we come together across unions to support and uplift one another.

I had the honour of working with the four Regional Women Committees, and this work was very close to my heart. Being part of these committees allowed me to witness, firsthand, the dedication, creativity, and care that women across our regions bring to their union work. I was deeply moved by the energy and commitment behind initiatives such as the Dinner with Members hosted by the Vancouver Regional Women Committee, Activism and the Arts, the Virtual Cooking Class, and the webinar Thriving Through Perimenopause and Menopause. These

activities were more than just events — they were spaces where members felt seen, supported, and connected. I am truly grateful for the relationships built during this time and for the opportunity to learn from and work with so many passionate women who continue to inspire me.

In 2025, I had the honour of chairing the PSAC B.C. Regional Women Conference under the theme Women's Rights in 2025: Flourishing, Flatlining, or Floundering. Chairing this conference was an important milestone in my leadership journey and challenged me to step more fully into my role with confidence and purpose. I was especially encouraged to see that more than two thirds of the women in attendance were participating for the first time. Supporting and welcoming so many first time attendees reinforced my belief in the importance of accessible, inclusive spaces and strengthened my commitment to mentoring and encouraging women to become more active in our union.



Moreover, I had the pleasure of serving on the steering committee for the PSAC National Women Conference under the theme Women United: Breaking Barriers and Building Futures. Being part of this work allowed me to contribute at a national level and further develop my leadership skills through collaboration, planning, and shared decision making. Working with women from across the country broadened my perspective and strengthened my confidence as a leader, while reaffirming my commitment to advancing women's voices and rights within our union.

I am planning to re-offer for the position of PSAC B.C. Regional Women Coordinator, and I would be honoured to continue serving in this role. Over the past term, I have grown in confidence, strengthened my understanding of members' needs, and deepened my commitment to this work. I am motivated to build on what has been accomplished, to keep listening to our members, and to continue advocating strongly on their behalf. I look forward to carrying this work forward with purpose, determination, and a clear focus on supporting and uplifting women across our region.



NATIONAL OFFICERS COORDINATOR LEANNE HUGHES

This report covers my activities as the National Officers Coordinator from the time of the last convention until the spring of 2026.

May 5-7, 2023

- I was at the PSAC B.C. Regional Convention where I was elected to the position of National officers Coordinator.
- Victoria Area Council Meeting

June 2023

- Vancouver Island Regional Women's Committee Meeting
- Part of the B.C. Region's Hardship Committee. This committee helps those on strike who are facing financial crisis due to the strike.

July 2023

- PSAC regional summit by zoom

August 2023

- Brush meeting
- Area Council meeting
- Ottawa for CIU convention finance committee meetings

September 2023

- Anti hate rally in Victoria
- Regional Council
- Area Council Meeting

October 2023

- Brush Meeting
- CIU Presidents call re FB bargaining

November 2023

- Vancouver Island Regional Women's Committee
- Area Council
- Brush Meeting
- Regional Council Meeting by zoom.

December 2023

- National Officers' Meeting at the new PSAC B.C. Regional Office in Victoria.
- December 6 event at the provincial legislature

January 2024

- Brush Meeting

February 2024

- Regional Council Summit

March 2024

- Regional Council Finance Meeting, Regional Council in person meetings
- My branch's AGM occurred
- Victoria Area Council meeting

April 2024

- CIU national board of Directors meetings in Ottawa
- PSAC B.C. preconvention meeting.

May 2024

- Was a delegate at the PSAC National triennial Convention in Ottawa. The convention was interesting on many fronts, including the Tornado watch.

June 2024

- I showed up for and supported a rally for the FB's held at YVR. This was a rally in support of FB members who were at the bargaining table for over 2 years and was put on by the Vancouver CIU Branch and hosted by their President Leila Jaakkola. This event was well attended and included Jamey Mills, Kirsty Havard and Jennifer Horsley. Thanks to all for the support and PSAC B.C. staff for a great event, even if it was rain-soaked.
- The FB table was preparing for a strike. Thanks to Kahla and James at the Victoria Regional office for helping to set up for what became an almost strike on June 7. Even though the strike was averted at the last minute, members showed up to the park on Belleville St. and helped put pressure on CBSA and Treasury Board to get a collective agreement with no concessions.
- Was present for the Victoria Area Council Meeting.

July 2024

- Was on the Regional Council call.
- Collective bargaining committee call to go over some demands.
- Joined the Victoria area council meeting.

August 2024

- Victoria Area Council Meeting.

September 2024

- Was at regional management meeting for CIU.
- Had training from our CIU Labour Relations Officer Gaby Levesque in Victoria. Then went to the the CIU National Board of Directors Meetings in Ottawa.

November 2024

- Present for the in person Regional Council meetings and the Finance Committee meeting
- I was part of the BC federation of labour convention held in Vancouver.

December 2024

- Took part in the CIU collective bargaining committee meeting for the CIU PA members.
- Victoria area council meeting
- Meeting with CBSA Regional Management.
- Hosted / chaired a National Officers meeting held in Victoria

January 2025

- I was invited to attend the PSAC round table meeting on Call Centres as the CIU representative. It was cold, but it was a good conference to compare conditions in various call centres around the country.

February 2025

- Brush meeting and the Victoria Area Council AGM

April 2025

- I was at a CIU collective bargaining meeting virtually and the next day our branch held our AGM.
- Victoria Area council meeting.
- I attended the standing room only Victoria Area Council candidates meeting in Esquimalt for the upcoming Federal Election. You could not call it an all candidates meeting as not all the candidates chose to take part in it. It was a great event.
- At the end of April, I was back in Ottawa for the CIU National Board of Directors meetings

May 2025

- We held a Regional Council Finance meeting
- I did site visits with our CIU National Human Rights Representative John Bay. We traveled to Comox, Nanaimo, Victoria and Sidney.

July 2025

- I was present for the Brush meeting, and an Area Council meeting

August 2025

- I was on the Regional Council Call.
- Jamey and Trish were able to attend my CIU Victoria worksite for a visit.

September 2025

- Victoria Area Council Meeting, a meeting with management of CBSA in the Pacific Region.
- I participated in the Building Solidarity with Indigenous communities. This course was an intensive 3-day course. It was very hard, but very beneficial and I am glad to have been selected to attend. If you get a chance I recommend participating in it.
- I was at the National OHS Conference in Toronto. This was a good conference and brought together OHS enthusiasts from across the country.

October 2025

- I was in Ottawa for our CIU National board of directors meeting.
- I was proud to organize and lead a rally around the CBSA building in downtown Ottawa. This was a protest against CBSA's recent policy of going after our Accommodated members, while ignoring the Canadian Human Rights Act and trying to force out members who are accommodated without the benefits of a WFA.

- In the middle of October, I chaired the National Officers Meeting in Vancouver. That meeting was a success and had great participation from all the attendees. I then stayed in Vancouver for the PSAC B.C. Regional Council Finance Committee meeting which was followed by the Regional Council Meetings.
- Late October I was at the BRUSH meeting.
- I was at the Victoria Area Council as Scribe.

November 2025

- I joined the National Women's Conference in Toronto. It was a great opportunity to connect with women from across Canada and discuss issues that were important to us. It was unfortunate that the conference ended without all the elections being completed, a new voting system was being tested out. Regional Caucus' had to also be held later.

January 2026

- I was at a CIU meeting with Regional Management with the 2 other BC CIU Branch Presidents.
- After this meeting I flew to Ottawa as part of the CIU Collective Bargaining Committee to go through the FB bargaining demands, notice has now been served for FB bargaining. It was a frosty -29 degrees there.
- Then I had a Regional Council Finance meeting on January 22 which I was present at virtually.
- At the end of January, I joined the virtual Women's Conference where we finished the election process 2 months after the process first started.

February 2026

- Regional Council Meetings. This was a fully booked session, and we still did not get through all the business, so we will have a follow-up virtual session on March 16.
- Emergency National Officers Call to discuss TB mobilization for the Region. This was a follow-up to the work done by the PSAC B.C. Regional Council on coming up with actions and mobilization ideas that may work for our members who are faced with the Return to Office Mandate, and the workforce adjustments happening across the country.
- WFA has now happened to our CIU membership. We can now better understand what others in the public service are facing and now is the time to be united and stand against the “Cuts by Carney” that are so reminiscent of the DRAP cuts by Harper.
- Victoria Area Council AGM where I was acclaimed to the position of Scribe for the Area Council.
- I attended the Vancouver Island Women’s committee where we were able to elect a new executive.
- I will be attending PSAC B.C. Convention Finance Committee meetings in preparation for the upcoming Convention.
- I will be attending the CIU FB bargaining conference in March.

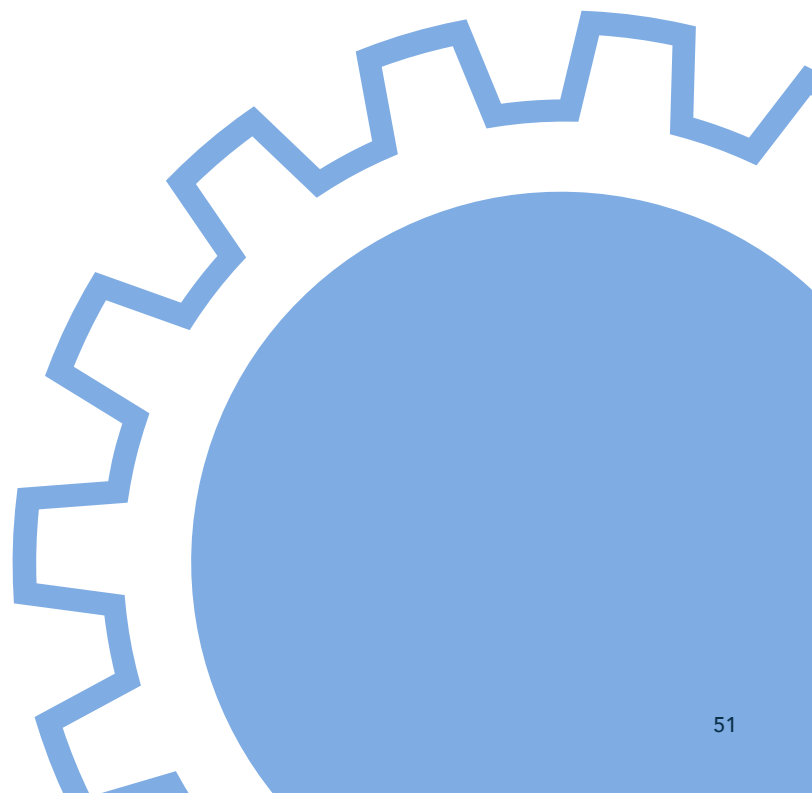
This term was unique. We started before the end of covid, where meetings and conventions were done across zoom and got back to in-person meetings, conferences and now conventions. I am glad we can meet again in person.

Thanks to PSAC B.C. for their great staff and Reps.

I hope everyone has a great convention in Victoria. Thanks for reading my report.

Respectfully submitted,

Leanne Hughes
National Officers Representative



DIRECTLY CHARTERED LOCALS AND SEPARATE EMPLOYER UNITS COORDINATOR JENNIFER HORSLEY



Hello PSAC B.C. Members,

Three years seem to have just flown by. When I started this term on Regional Council I was elected as one of the three Metro Vancouver Coordinators and as the Alternate for the DCL/SSE Coordinator role.

My first year I continued to work on building relationships with Metro Vancouver locals and members through participation in Regional Committees and my continued role as President of the Vancouver and District Area Council. The Area Council has engaged politically with participation in Labour Day, the federal election and community outreach partnerships with the Mainland Human Rights Committee and the Vancouver Women's Committee and we've been trying to participate in Young Worker's Committee events, although our demographic skews a bit older, so we'll need to work on engagement with younger members. In 2024 I was asked to assume the role of Coordinator for Directly Chartered Locals and Small Separate Employers when

the previous office holder resigned. It has definitely been a learning curve and I feel like there are still many things that remain unfinished.

Throughout my activities and activism, I have tried to become a better ally, to share my knowledge and support others' ideas. One of the most important undertakings I have participated in is learning more about and how to commit to and act on Reconciliation. I am still trying to grow in this area, still exploring what I can do to be a good ally and to move Reconciliation forward in my workplace, my union and my community.

In my DCL/SSE Coordinator Role I have had the opportunity to meet and get to know members and what they do from our three regional Directly Chartered Locals – BWXT, the First Nations Health Authority and the Commissionaires on Vancouver Island. I would have liked to spend more time with all of them, but there are not enough hours and the budget for this position that was passed at the beginning of the term does

not go far enough to get out to all of the places where members are represented by this coordinator role. I am hoping that we change that this time around and that whether it is myself or someone else, that there will be more opportunities to meet members represented on Regional Council by this position and to make connections.

I also had the opportunity to spend a few sessions with members at Canada Post during updates to their negotiations. I still would have loved to have engaged with more Small Separate Employer members such as UCTE members at the smaller airport authorities throughout the region and with UNE members at Granville Island and with the members at IMP Comox, as well as some of the FNHA members who work throughout the province. My own local is province-wide, and I'm hoping that if I am given another mandate, I will be able to combine funding from my own Local and the need to make site visits on Vancouver Island and the Interior of B.C., and my coordinator's budget to make my way further if re-elected to this position.

Going through my reports to Regional Council and through my agenda books for the past three years, I realize that I have done a lot more than I thought. Some highlights from my Term of Office include:

- Jun. 2023 – I was elected to my first term on the board of the Metro Vancouver Alliance on a one-year term as a representative for Labour. The PSAC is affiliated to the Metro Vancouver Alliance (MVA) through the Vancouver and District Area Council (VDAC). The MVA is an Industrial Areas Foundation affiliate where members of Community, Faith and Labour organizations work together to improve Greater Vancouver for the common good. The ongoing campaigns that are leading up to the Municipal

Accountability Assembly in Sep. 2026 are focused on housing and the environment.

- Jul. 5, 2023 – The VDAC hosted a listening and discernment session to decide which housing issues were the most important to PSAC members in Vancouver so that we could have input into the MVA Housing Campaign.
- Jul. 9, 2023 – I attended the massive ILWU rally in support of their strike held at Jack Poole Plaza.
- To sum up the rest of Jul. 2023, I also attended the Area Council Training session, volunteered at the Mainland Human Rights Committee table at the first ever Burnaby Pride and we held our Annual VDAC member engagement BBQ, and helped at the PSAC table at New West Pride in Aug.
- My local elected me to the bargaining team earlier in 2023 and we had our first session with our employer, Purolator, Jul. 17 and 18, 2023.



- Aug. 27 to Sep. 2, 2023 – I attended my Component Convention (Union of Postal Communication Employees) in Ottawa, as the delegate for my local.
- VDAC hosted a table at the Vancouver and District Labour Council (VDLC) Labour Day event.
- Sep. 20-24, 2023 – At the first Regional Council meeting after Convention our Council was part of the pilot for the Advocacy and Representation for Racialized members which is now called Advocacy and Representation on Workplace Racism, a course that is now available from the PSAC education program. Many members of the Regional Council also attended a rally at the Legislature against trans hate.
- In Sep. 2023 – The VDAC met and submitted seven resolutions to PSAC National Triennial held in 2024, I was later elected to attend as the VDAC Delegate to the Convention.
- Oct. 18-23, 2023 – I attended the PSAC National Equity Conference as an Access delegate.
- Immediately following the conference, Oct. 24-26, 2023, our bargaining team was back at the bargaining table.
- Throughout the fall and winter of 2023, Purolator's Pay Equity Committee met both virtually and in-person in Mississauga to work on the Pay Equity Plan.
- Dec. 4-7, 2023 – My local was back at the Bargaining table, we made good progress but didn't quite get to a deal.
- Dec. 14-17, 2023 – I attended the PSAC National Leadership Conference in Ottawa.
- Jan. 10, 2024 – I met with the MP Jenny Kwan (Vancouver East) to discuss the NDP's priorities around Anti-Scab Legislation.



- Since Jan. of 2024 and continuing through 2025 and 2026, I have participated in the VDAC's Community and Social Action Committee for planning around May Day and Labour Day activities.
- Feb. 14-16, 2024 – We returned to the bargaining table with Purolator and came to a tentative agreement which was ratified through both virtual and in-person sessions to accommodate our local having members across the province in Mar. 2024.
- From Jan. 2024 to Sep. 2024 – there was continuing work through, multiple meetings, both virtually and in-person in Mississauga, on a monthly basis on Purolator's Pay Equity Committee.
- Mar. 2024 – As the elected Alternate, I took over the position of Coordinator for Directly Chartered Locals and Small Separate Employers on Regional Council when John Davies resigned.
- Apr. 8, 2024 – I was able to attend the International Women's Day dinner and the L.E.A.F. Equality Breakfast listening to inspiring and powerful women speakers and panels.

- Apr. 7-12, 2024 – I, along with my local Vice President, attended our UPCE Component Education session in Halifax, NS which included workshops on the bargaining process for federally regulated (Canada Labour Code) bargaining units, mobilization and member engagement, building solidarity with Indigenous communities, and grievance handling.
- At the Component education session, I was presented with my PSAC 15-year service pin and certificate.
- Apr. 27, 2024 – As a delegate to the then upcoming PSAC National Triennial Convention, I attended PSAC B.C.'s pre-convention strategy meeting to discuss B.C. regional priorities for resolutions to Convention.
- May 25-31, 2024 – I attended the PSAC National Triennial Convention in Ottawa, where I met members from across the country, attended the Area Council Caucus and spoke at the mic on a resolution.
- Jun. 14, 2024 – I attended the Unite Here one-year anniversary of the Sheraton YVR strike with several other PSAC B.C. members.
- Jul. 22, 2024 – I attended a Unite Here 40 rally supporting Larco tenants being displaced in my own neighborhood, Kerrisdale – Larco also owns the Sheraton Airport hotel.
- Summer 2024 – The VDAC held our Annual Member Engagement BBQ and participated in tabling events at Burnaby and New West Pride under the leadership of the Mainland Human Rights Committee. We also had tables at the VDLC sponsored May Day and Labour Day events.
- Aug. 1, 2024 – I was able to attend the BWXT Ratification meeting. It was amazing to see such full participation from a Local in the process.
- Sep. 2024 saw the successful completion of my Local's first round of Pay Equity with our employer Purolator Courier – while I still feel that my members work is being significantly undervalued by the Employer, we were able to come to a fair compromise for all three unions and the non-unionized employees and have a solid base for the next time around.
- Oct. 18-20, 2024 – I attended the PSAC B.C. Regional Health and Safety Conference and made connections with members from all three of the DCL's in B.C.. There were some fantastic workshops and presentations that I have taken back to my own Workplace Health and Safety Committee.
- November 24-27, 2024 – I was in Ottawa to attend the Canadian Labour Congress National Lobby Day in Ottawa. I was able to take part in three MP Lobbies, meeting with Parm Bains (Liberal – Richmond East), Joyce Murray (Liberal – Vancouver Quadra), and Ron McKinnon (Liberal – Coquitlam-Port Coquitlam) about supporting workers, making life affordable and strengthening health care. All three lobbies were very different responses from the Liberal MPs at the time, the worst response coming from my own MP, Joyce Murray, who has thankfully, finally, retired. All three of my lobby groups included Devin Bagri from FNHA, so we had a good chance to talk throughout the day.
- December 12-15, 2024 – I was invited to attend as a guest to the National DCL Roundtable in Toronto where I had the opportunity to connect with DCL members from across the country and learn more about the issues facing DCLs in our union.
- Jan. 2025 – I was re-elected as the President of the VDAC and since then I

have been participating in the National Area Council Zoom meetings that have been held a few times a year to connect and receive information about ongoing PSAC campaigns and activities.

- I have continued to participate throughout 2025 and now 2026 in the VDLC Community Social Action Committee.
- Mar. 6 and 8, 2025 – I was again given the opportunity to attend the West Coast LEAF Equality Breakfast and the VDLC IWD dinner which both offer powerful women speakers and panels.
- In March, I attended the Politics for Everyone, the Area Councils/Regional Committees, and the Activists summits.
- Apr. 4-6, 2025 – I attended PSAC B.C. Regional Women's Conference as a delegate.
- Apr. 26, 2025 – I participated during the daytime at our table at the Lapu Lapu festival and still feel sadness at the events of the day. While our PSAC members who were volunteering were already gone from the event by the time of the tragedy, I still feel incredible sadness that I or my fellow volunteers may have possibly interacted with any of the victims. During the day it was a very joyful and vibrant community



event where we spoke to members of the community about the importance of getting out to vote in the Federal Election, but the awfulness of the evening still haunts me, as I was woken up from heat exhaustion by numerous texts from people in the union and outside of it checking to make sure I had gotten home safely.

- For the Federal Election, our Area Council hosted a few nights of texting parties to reach out to members. While we would have loved more participation, CallHub is a really easy and productive way to reach out to members with just a few volunteers. Lessons learned are to test the message with someone you know before sending it out widely to make sure the data is correct, the message is clear, and all technical issues are taken care of.
- May 1, 2025 – Members of the VDLC hosted an information table at the very lively and active May Day event held at the Birdhouse by the VDLC.
- May 6 and 7, 2025 – I was invited to attend bargaining information sessions over two days at the Canada Post plant in Richmond where UPCE members were given updates on current bargaining and the agreement made between UPCE and Canada Post to delay bargaining for this bargaining unit until Sep. 2026 or until an agreement was signed between Canada Post and CUPW. Hopefully, bargaining will resume soon for these members who have been without a contract.
- Jun. 9-13, 2025 – I was offered an education opportunity through my participation in the MVA to attend the IAF Regional Training funded through CUPE Metro and UPCE (my Component) and the PSAC Education Fund. This was an intensive weeklong education on Community Organizing in

the Industrial Areas Foundation model in Calgary. It was long intensive days, and I think I am still processing some of the learning. There were IAF members from Vancouver, Victoria, Edmonton, Calgary, Seattle, Portland, Montana, and Bellingham. We shared ideas and learned skills to have meaningful conversations in the public sphere.

- Summer 2025 – VDAC Annual BBQ, Labour Day, New Westminster Pride all great opportunities to engage with the community and our members
- Aug. 17, 2025 – I attended the CUPE rally for Air Canada flight attendants on strike at YVR. I took the Canada Line out, and it was amazing to see so many people boarding at every stop in support of flight attendants.
- Sep. 2026 – I also lobbied my new MP Wade Grant who appeared to be interested in the issues that affect our members.
- Sep. 17, 2025 – The Metro Vancouver Delegates Assembly to decide our focus for the Environment Campaign and to re-commit to the Municipal Accountability Assembly in Sep. 2026.
- Sep. 25-29, 2025 – I was a delegate to the PSAC National Health and Safety Conference in Toronto where we debated resolutions and attended some very effective workshops.
- Nov. 18, 2025 – I was invited to attend the BWXT AGM. What a great turnout and well-run meeting. I gave an introduction of myself, helped with counting ballots, and administered my first Oath of Office to the successful elected Executive.
- November 20-23, 2025 – I attended the PSAC National Women's Conference in Toronto, meeting and making connections with PSAC women across the country. This conference did experience some technical issues, and



our business went unfinished, including delegate and alternate elections, until Jan. of 2026. We did debate some very important resolutions and I'm hopeful that some will actually make it to the floor of the PSAC National Triennial Convention next year.

- Dec. 4-8, 2025 – I was selected to attend the advanced PSAC course Unions Work for Women. It was inspiring to spend a week with such a diverse group of union women.
- Dec. 6, 2025 – Because of my participation in the Unions Work for Women course I was able to attend the Dec. 6 Vigil in Surrey, B.C. for the first time in a very long time.
- Jan. 28, 2026 – The VDAC held our AGM and agreed on three resolutions to send forward to the PSAC B.C. Regional Triennial Convention coming up in May 2026.
- On Feb. 19, 2025 – I was elected as the Treasurer for the BRUSH Committee.
- During my service on Regional Council I have also been the President of my Local, UPCE 20095 at Purolator in B.C.
- Throughout my term of office, I have actively participated in the VDAC, the Vancouver Regional Women's Committee, the Mainland Human Rights Committee and BRUSH (B.C. Regional Union Safety and Health) Committee.

- I have attended almost all Regional Council events and meetings during my term of office, only missing a committee meeting that fell during my vacation.
- I have served as a member of the Bylaws Committee of Regional Council and as the Chair of the DASH (Donations, Awards, Subsidies and Honors) Committee of Regional Council.

Upcoming before the Regional Triennial Convention are a visit to Vancouver Island to attend the Commissionaires AGM, finally holding a Directly Chartered Local and Small Separate Employers caucus via Zoom to discuss common issues, and brainstorming possible solutions and talking about the resolutions for the upcoming Convention. I also have another invitation to the VDLC International Women’s Day Dinner. In March, I will be participating as a member of the General Resolutions Committee to PSAC B.C. Regional Triennial Convention. Lastly, I will be attending the PSAC National Equity Conference as an Access delegate in Winnipeg in May. I’m hoping that I can attend the VDLC May Day event at the Russian Hall the night before I travel on May 2nd.

Throughout my term in office, I have made myself available to offer advice to anyone who asked, volunteered tabling at community events, been a sounding board for members of Regional Council, Area Councils and Committees, and tried to help out where I can by helping audit financial statements and working on language for resolutions. My commitment is to continue to be an advocate, an ally, and a mentor.

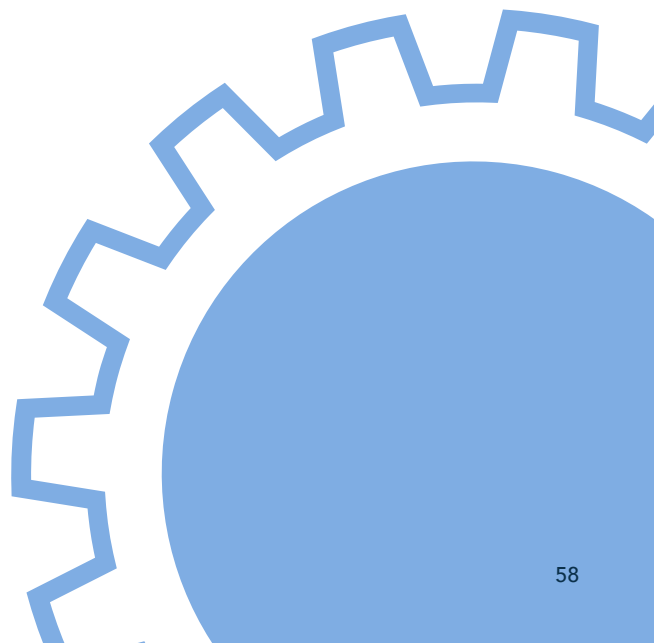
There have been so many changes and campaigns over the past three years, and I have tried to lend my support both in my previous role and my current one. As a member of Council, I feel that we all

need to work together across geographic jurisdictions and constituencies.

I hope that I will be elected to serve another term representing the members of Directly Chartered Locals and Small Separate Employers, as I feel like I only just got my feet wet in this term and would like the opportunity to get to know the issues this constituency faces and how we can work together to solve some of them, or at least find a fair compromise.

Submitted in Solidarity,

Jennifer Horsley
Directly Chartered Locals and
Small Separate Employers Coordinator



HEALTH AND SAFETY COORDINATOR TRACY ARROWSMITH



At the 2023 PSAC B.C. Regional Convention I was elected as the Northeast Geographic Coordinator, as well as the Alternate Health and Safety Coordinator. After the convention, I had the pleasure of working with Christine Austin who was the Health and Safety Coordinator and together we worked to engage more health and safety activists and grow the B.C. Regional Safety and Health (BRUSH) Committee. In the fall of 2023, Christine had to step back, and I was asked to take on the role of Health and Safety Coordinator. At that time Damian Dorschner took over as Northeast Geographic Coordinator and I jumped into the Health and Safety role. I would like to thank Christine for her support and her contributions to health and safety.

I have spent a lot of time learning and feel like I still have a lot to learn. I am working on becoming more comfortable in the position, and more knowledgeable regarding what to expect and about what is expected of me. I have been able to

connect with some of the components in my Region and am starting to make connections which have helped grow our BRUSH Committee. This is still a challenge as a few of the people I have reached out to are skeptical and have felt disconnected from the PSAC in the past, but I am working on finding ways to move forward.

I have spent a lot of time working on membership engagement during the past three years and will continue to do so whether I am re-elected or not. In doing this, I have emailed and called the contacts from different components and reached out to my colleagues on council and throughout the PSAC to obtain contact info. I feel that it is important to engage our members and find out how the PSAC can assist our members. I have encouraged members to take available training, reach out if they require resources and provided assistance that I was able to. If I did not have the answer or the applicable resources, I utilized my networks in obtaining what was needed.

In 2025, Julie Kelly was elected as the Alternate Health and Safety Coordinator and even before she was elected, Julie was actively involved in BRUSH. Julie has worked on articles for the PSAC newsletter and posters, and organized the Toxic Truth session that the BRUSH Committee hosted in 2025. For the past 2.5 years Jackie Robertson has been the Treasurer and Karen Parent has been the Secretary. Prior to Karen being elected, Zoe Johnston stepped up to take on Secretary. Jennifer Horsley was elected as treasurer at the 2026 BRUSH AGM. Huge thanks go out to all of them!

Health and safety is very important to me and it forms an integral part of our workplaces. The health and safety of our members is paramount and needs to be taken seriously by our employers. This is something that I stress not only at health and safety related events, but at any event or meeting that I attend. I attend the BC Federation of Labour Health and Safety meetings and have had the opportunity to connect with health and safety activists across the province and have attended sessions on psychological safety, heat stress and the usage of AI at WorkSafe BC. Any resources that I can gather from these meetings are shared with the Regional Council as well as BRUSH when relevant. In addition to the Toxic Truth presentation, the BRUSH Committee also hosted two guest speakers, and we hope to host additional events in the future. In 2024, Damir Moric attended a BRUSH meeting to discuss how the LGBTQIA+ community is impacted in the workplace with a focus on health and safety and Josh Peterson gave a presentation on health and safety in the home from the perspective of a firefighter. Both presentations were very informative.

In 2024, I chaired the PSAC B.C. Health and Safety Conference and worked alongside an amazing organizing committee (Julie Kelly, Burt Farwell, Marcello Lazaro, and



Colin Cheng). I would like to thank them for their input and participation. We had some bumps along the planning road, but we came together and put on a conference that we were all proud of! We worked with the PSAC staff to organize speakers and presentations as well as workshops for attendees. The conference received positive feedback after the conference and if I am fortunate enough to be re-elected, I would like to build on the success of that conference. I attended the PSAC National Convention in 2024 and got up to the microphone in front of over 800 people to advocate for a resolution that increased delegates to 350 for the PSAC National Health and Safety Conference. I must admit that it was a very daunting experience. After debate the resolution passed and was put in place prior to the 2025 conference. I was chosen as a member of the Resolutions Committee for the PSAC National Health and Safety Conference, and I was also the co-chair of that committee. This gave me an opportunity to learn about the resolution process and see resolution from the “other side” before they hit the floor at the convention.



I participated in the Labour Day event in Prince George area, and I attended the event with the Northeast Area Council where we participated in a march. We also displayed PSAC literature regarding the Clean Water Campaign and Phoenix, and we also discussed ongoing issues within the Federal Public Service with people who stopped by our table. The PSAC office provided us with some PSAC items to provide to participants and attendees.

I am a Co-Chair for the Northern Regional Women's Committee and am the President of the Northeast Area Council and a member of the CIRCLE Committee. Whenever possible, I provide the members of these committees with updates as to what has been discussed at Regional Council, with a focus on health and safety, and what is relevant to the committee. I have been working with the committee executives for the Women's Committee and Area Council to try to build the committee membership as we are struggling to make quorum and are in danger of folding. I have also discussed education needs with the committees I am involved in and provided the information to the Regional Office so that these needs can be considered when education is being planned.

I have actively participated in all Regional Council meetings that have been held during my term and have taken the time to connect with other council members in order to network, learn from each other and obtain information to provide to members. I am the chair of the Regional Council Political Action Committee and am also a member of the Finance Committee. I would like to thank the members of the Regional Council for all of their guidance and support over the past three years. I would also like to thank all the Health and Safety Activists that I have met with for their continued support and involvement in union activities. Special thanks again to the members of the BRUSH Executive — Julie Kelly (Alternate), Jackie Robertson (Treasurer) and Karen Parent (Secretary) — for all the hard work they have put in. I truly appreciate all that you do!

Activities I have participated in since the 2023 Convention:

- 2023-05-30 Northeast Area Council Meeting
- 2023-06-11 CIRCLE Meeting
- 2023-06-14 BC Federation of Labour Health & Safety Meeting
- 2023-06-30 Northeast Area Council Meeting
- 2023-06-28 Northern Regional Women's Committee Meeting
- 2023-07-11 BC Federation of Labour Health & Safety Meeting
- 2023-08-02 BRUSH Meeting
- 2023-08-09 Regional Council Call
- 2023-09-12 BC Federation of Labour Health & Safety Meeting
- 2023-09-20 to 21 Advocacy & Representation on Workplace Racism
- 2023-09-21 CIRCLE Meeting
- 2023-09-22 to 24 Regional Council
- 2023-09-26 Northeast Area Council Meeting

- 2023-10-12 BC Federation of Labour Health & Safety Meeting
- 2023-10-19 to 23 PSAC National Equity Conference
- 2023-11-08 CIRCLE
- 2023-11-22 Northeast Area Council Meeting
- 2023-11-28 BRUSH Meeting
- 2023-11-29 Regional Council Call
- 2023-12-02 Northern Regional Women's Committee
- 2023-12-12 BC Federation of Labour Health & Safety Meeting
- 2023-12-15 to 16 PSAC National Leadership Training
- 2024-01-09 BC Federation of Labour Health & Safety Meeting
- 2024-01-21 CIRCLE AGM
- 2024-02-02 Regional Committees Summit
- 2024-02-07 Northeast Area Council AGM
- 2024-02-13 UVAE Local 20035 AGM
- 2024-02-13 BC Federation of Labour Health & Safety Meeting
- 2024-02-28 Northern Regional Women's Committee AGM
- 2024-02-29 BRUSH AGM

- 2024-03-05 CIRCLE Meeting
- 2024-03-07 Regional Council Finance Committee Meeting
- 2024-03-12 BC Fed H& S Meetings
- 2024-03-15 and 16 Regional Council Meetings
- 2024-04-02 North Regional Women's Committee Meeting
- 2024-04-10 Northeast Area Council Meetings
- 2024-04-17 Mainland & Haida Gwaii Young Workers Meeting
- 2024-04-23 North Regional Women's Committee Meeting
- 2024-05-02 BRUSH
- 2024-05-13 Area Council National Meeting
- 2024-05-14 Regional Council Call
- 2024-04-26 to 31 PSAC National Convention
- 2024-05-25 North Regional Women's Committee Meeting
- 2024-06-27 Northeast Area Council Meeting
- 2024-07-07 Prince George Pride Picnic
- 2024-07-08 Regional Council Call
- 2024-07-09 BF Fed H&S Meeting
- 2024-04-18 BRUSH



- 2024-07-14 to 25 Prince George Site Visits
- 2024-08-28 Prairie Region H & S meeting (RTO)
- 2024-09-02 Labour Day Event
- 2024-09-08 CIRCLE Meeting
- July, 9, Aug 20, Sept 9, 2024 H&S Conference Planning
- 2024-09-24 North Regional Women's Committee
- 2024-09-25 Northeast Area Council Meeting
- 2024-10-04 Sisters in Spirit Event
- 2024-01-18 to 20 PSAC B.C. H&S Conference
- 2024-10-24 BRUSH
- 2024-10-28 Rural Engagement Event
- 2024-11-13 Northeast Area Council Meeting
- 2024-11-19 Nort Regional Women's Committee Meeting
- 2024-11-14 CIRCLE
- 2024-11-20 PSAC B.C. H&S Conference Debrief
- 2024-12-07 to 2024-12-08 Health & Safety Activism Course
- 2025-12-10 CIRCLE Meeting
- 2024-12-10 BC Fed H&S Meeting
- 2025-01-14 BC Fed H&S Meeting
- 2025-02-04 Northern Regional Women's Committee AGM
- 2025-02-11 and 2025-02-12 Politics for Everyone
- 2025-02-13 BRUSH AGM
- 2025-02-20 Northeast Area Council AGM
- 2025-02-28 CIRCLE AGM
- 2025-03-11 UVAE AGM
- 2025-03-08 International Women's Day Breakfast
- 2025-03-11 BC Fed H&S Meeting
- 2025-03-31 UTE 20002 AGM
- 2025-04-03 Northeast Area Council Meeting
- 2025-04-08 BC Fed H&S Planning Meeting & Regular Meeting
- 2025-04-24 BRUSH Meeting
- 2025-04-28 National Day of Mourning Event in Prince George
- 2025-04-29 CIRCLE Meeting
- 2025-05-01 May Day Event in Prince George



- 2025-05-05 Northern Regional Women's Committee Meeting
- 2025-05-13 Meeting with H&S Rep and H&S Alternate
- 2025-05-13 BC Fed H&S Meeting
- 2025-05-21 CEIU 20921 Membership Engagement Event
- 2025-06-10 Health & Safety Conference Resolutions Committee
- 2025-06-17 Health & Safety Conference Resolutions Committee
- 2025-06-17 Northern Regional Women's Committee Meeting
- 2025-06-24 Northeast Area Council
- 2025-07-03 BRUSH Meeting
- 2025-07-08 BC Fed H&S Meeting
- 2025-07-12 Prince George Pride Parade
- 2025-07-28 Area Council Summer Lobby Meeting
- 2025-08-12 Regional Council Call
- 2025-09-01 Labour Day Event
- 2025-09-07 CIRCLE Meeting
- 2025-09-16 Northern Regional Women's Committee Meeting
- 2025-09-18 Northeast Area Council Meeting
- 2025-09-25 to 2025-09-28 PSAC National Health & Safety Conference
- 2025-10-01 Regional Council Political Action Committee Meeting
- 2025-10-03 Psychological Safety Session (BC Fed)
- 2025-10-14 BC Fed H&S Meeting
- 2025-10-15 Finance Committee Meeting
- 2025-10-16 to 2025-10-17 Regional Council
- 2025-10-22 BRUSH Toxic Load Session
- 2024-10-27 National Area Council Meeting
- 2025-10-30 BRUSH Meeting
- 2025-11-04 CIRCLE Meeting
- 2025-11-06 Northeast Area Council Meeting
- 2025-11-13 BC Fed H & S Meeting
- 2025-11-18 Northern Regional Women's Committee Meeting
- 2025-11-19 USJE 20017 AGM
- 2025-11-20 to 2025-11-23 PSAC National Women's Conference
- 2025-11-26 Area Council President Call
- 2025-11-28 to 2025-11-30 PSAC Training
- 2025-11-30 Northeast Area Council Membership Engagement
- 2025-12-01 National Area Council Meeting
- 2025-12-04 to 2023-12-08 Unions Work for Women
- 2025-12-18 BRUSH Resolutions Subcommittee
- 2026-01-06 BRUSH Resolutions Subcommittee
- 2026-01-13 BC Fed H&S Meeting
- 2026-01-28 CEIU 20921 AGM
- 2026-01-30 Northwest Area Council AGM
- 2026-02-11 Mainland and Haida Gwaii Young Workers AGM
- 2026-02-12 Northeast Area Council AGM
- 2026-02-17 Northern Regional Womens Committee AGM
- 2026-02-19 BRUSH AGM
- 2026-02-24 UVAE 20035 AGM
- 2026-03-19 Regional Council Virtual Meeting

YOUNG WORKERS COORDINATOR KAJ STIRLER



SUMMARY

In my role as Young Workers Coordinator for the PSAC B.C. Region, I have contributed to efforts aimed at increasing youth engagement and representation within the union. This has involved collaborating with regional staff and the Mainland Haida Gwaii Young Workers Committee on various initiatives. Feedback from young workers has been positive, and with ongoing collaborative work across committees and locals, there is strong potential to further strengthen youth participation in PSAC B.C.



KEY ACTIVITIES AND CONTRIBUTIONS

Surveys and Outreach to Locals

I supported regional staff in developing and distributing surveys to assess youth involvement in union activities. These surveys helped identify opportunities and challenges for engaging younger members.

Working alongside staff, I assisted in preparing outreach emails sent to locals across the B.C. Region. These communications encouraged locals to elect young worker representatives to ensure youth perspectives are included at the local level. Several locals have responded positively and are moving forward with these elections.

These efforts were undertaken in close collaboration with the Mainland Haida Gwaii Young Workers Committee to align approaches and share insights across the region.

Committee Involvement and Leadership

I have worked with the Mainland Haida Gwaii Young Workers Committee to coordinate regional youth initiatives and exchange ideas on best practices.

As Chair of the Vancouver Island Young Workers Committee, I have facilitated meetings and supported committee activities. Together with committee members, we have contributed to growing interest and participation among young workers on Vancouver Island.

Advocacy and Support at Events

At events throughout the reporting period, I spoke about young workers' issues and encouraged all members — young and experienced alike — to support youth involvement and mentorship. This helped build broader awareness and allyship for youth-led priorities within the union.

UPCOMING INITIATIVES

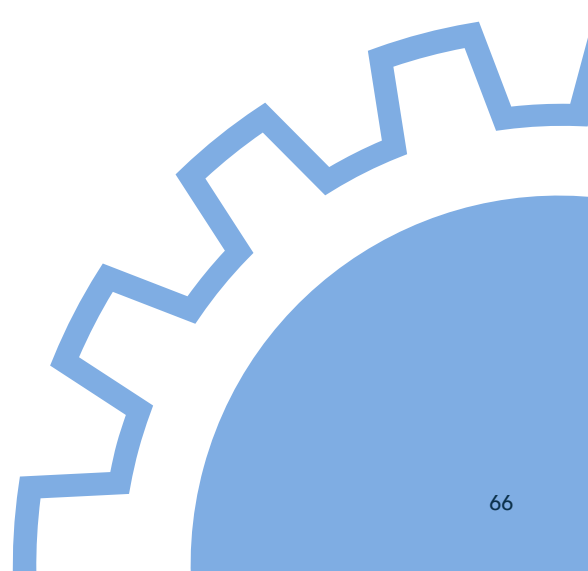
The Vancouver Island Young Workers Committee is planning a music event later this year. This aims to connect with the local community while engaging young workers in PSAC. To encourage membership participation and identification, we plan to offer a 10% discount on tickets for PSAC members (up to two tickets per member ID). This benefit will reward current members and motivate those who have not yet verified their membership to do so, supporting overall union growth.

The event also seeks to reinvigorate activism in the area through the power of music, providing a welcoming space for networking, discussion, and inspiration among young workers and allies.

CONCLUSION

Through collaborative work with staff, the Mainland Haida Gwaii Young Workers Committee, and the Vancouver Island committee, we have made meaningful progress in amplifying young workers' voices in the PSAC B.C. Region. These joint efforts have been well-received and lay a solid groundwork for continued growth in youth engagement.

I am grateful for the support from colleagues and committee members and look forward to further teamwork to advance these shared goals.





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