

Minutes

PSAC Halifax Young Workers Committee General Meeting

Tuesday, October 21st, 2025 6:00 pm

Zoom link: <https://psac-afpc.zoom.us/j/62637392898>

Attendees:

Joe Gnemmi (Chair)

Odeisa Stewart (Co-Chair)

Medha Ramlochun (Treasurer)

Ryan Smith (Regional Young Worker Director)

Sharon Barbour (PSAC Staff)

Allison MacIsaac, UNDE

Mpepa Sandukiya, CEIU

1. **Welcome Address**
 - a. [Land Acknowledgement & Reconciliation](#) - October is Mi'kmaq History Month
 - b. [PSAC Statement on Harassment](#)
2. **Adoption of Agenda**
 - a. **Unanimous**
3. **Adoption of Minutes from 2025-03-15 General Meeting**
 - a. Medha and Joe to meet to amend & distribute.
4. **Round Table Committee Introductions**
5. **Guest Speaker: Ryan Smith, PSAC Atlantic Young Worker Director**

Bargaining underway for: PA, EB, TC, and SV groups- Met for negotiations Sept 10-18
Employer proposed removing WorkForce Adjustments from the Collective Agreement

EB group- Treasury Board wasn't prepared to engage meaningfully with the team — delaying discussions and admitting they don't yet have a mandate. At the same time, they said they're still costing and assessing our proposals. While we have concerns about the employer's approach, it's still early and the bigger picture of these negotiations has yet to emerge.

PA group- We tabled our proposal on injury-on-duty leave and challenged the employer's concessions that would negatively impact equity-deserving groups. It's clear the employer is targeting the hours of work protection for IS employees, but our team will fight back.

SV group- We tabled proposals on compassionate care leave, statement of duties, and compensatory leave. The employer presented us with proposals on union leave, implementation, pay simplification, and work force adjustment. We expressed our concern with several of their proposals that would cut back on allowances and premiums, including overtime and the HVAC allowance.

TC group- The employer tabled concessions that would remove recourse for late implementation of the collective agreement and put up barriers for union activities. They also

proposed changes to simplify pay rules under the new pay system that raised serious concerns for shift workers. We tabled improvements to caregiving leave and pushed back against the employer's concessions.

The next bargaining dates are scheduled for October 22-23 for PA and SV, and October 29-30 for TC and EB.

Our PSAC-UTE bargaining team met with the Canada Revenue Agency (CRA) on September 11 and 12 to begin negotiations for a new collective agreement. Our team made clear to the Agency that we are prioritizing:

- Increased work-life balance: Our members go above and beyond to serve the public and need more paid time to care for our families and ourselves.
- Job protections: With CRA embracing AI and the federal government pushing austerity, we are seeking contract language that will protect our work and our jobs, along with improvements to the Workforce Adjustment Appendix.
- Telework and remote work protections: We want clear rights and safeguards in this area, since the Agency has shown it cannot be trusted on this issue.

NAV Canada - Still in negotiations. No updates since summer when "progressing well".

Parks Canada- Agreement expired August 2025. No date for negotiations yet.

Canada Post- Bargaining deferred until 2026.

NPF- Always bargaining. Check website for details.

CFIA- Not currently in bargaining. Questionnaire for bargaining suggestions through PSAC website closed July 31.

DCLs - Dal Grant & Grad - Sharon gave short update as Ryan had DCL info for wrong province prepared.

Conferences:

- Planning underway for Atlantic Regional Convention April 2026.
- Registration open: 2026 PSAC National Equity Conferences.
- May 3-7, 2026, at the Royal Bank of Canada (RBC) Convention Centre in Winnipeg, Manitoba.

We are hosting four equity conferences:

1. Racialized Persons Conference
2. Access Conference
3. Pride Conference
4. Indigenous Peoples Conference

The deadline to apply for delegate or observer status is Friday, October 31, 2025, at 5 p.m. ET.
The deadline to submit resolutions is Friday, November 14, 2025.

2025 2SLGBTQIA+ Member Summit

Hampton Inn – Halifax Downtown in Halifax, Nova Scotia from October 17th– 19th, 2025.

The summit theme is Resilience and Resistance: Navigating Challenges Together.

2025 PSAC Access Summit

Friday, November 14, 2025 - Sunday, November 16, 2025

Hampton Inn – Halifax Downtown in Halifax

The Summit theme is Accessibility. Diversity. Solidarity. From Awareness to Action.

Misc: PSAC Coughlin Life Insurance: free \$10,000 life insurance policy through PSAC

<https://psacunion.ca/coughlin-group-life-and-critical-illness-insurance>

6. **Chair's Report**

- a. Difficult times for young workers – committee more relevant than ever, despite challenges organizing in hybrid working conditions (for some), there are opportunities if we can muster energy and organization
- b. Recruitment is key, so invite friends, invite strangers
- c. Committee should still plan to update our committee by-laws.
- d. Our next meeting is on Dec 6th 2025- hybrid or in-person attendance. We are planning on having a speaker from a PSAC DCL at Bryony House to talk about the epidemic of intimate partner violence in Nova Scotia and organizing in the middle of it.
- e. Stay tuned for notices about an Annual General Meeting in January 2026.
- f. Several vacancies and positions opening up for the committee's executive positions coming up in 2026. Bring a friend to the next meeting and get them to pass it along.
- g. Solidarity forever.

7. **Treasurer's Report**

- a. Medha will prepare one to send along with the meeting minutes.

8. **New Business**

- a. Young Worker Polling: Medha shared the draft survey questions. Discussed any changes and the executive will meet to finalize and send out the survey to our distribution list.

9. **Reports of Local Delegates & Committee Delegates**

10. **From the Floor**

- a. Sharon: virtual WFA sessions being offered. Check PSAC website to register to attend. <https://psacunion.ca/workforce-adjustment>

11. **Vote of Thanks**