

MINUTES
of the
Atlantic Regional Council Meeting
September 14-15, 2024

1. Call to Order

The meeting was called to order at 9:00 am on April 14, with Chris Di Liberatore in the chair and the following in attendance:

Director for Non-Treasury Board members NL, Natasha Mercer
Director for Non-Treasury Board Maritimes, Brian Oldford
Director for NL, Nancy Spearing
Director for NL, Leanne Moss (via zoom Saturday morning)
Director for NS, Ellen Cross
Director for NS and Alternate REVP, Denise Reynolds
Director for PEI, Heather Ford
Director for PEI, Kim Asling-Ing
Director for NB, Darlene Bembridge
Director for NB, Darren Smith
Director for Young Workers, Ryan Smith
Director for Francophone members, Caroline Morais Gregan
Director for Women - Maritimes, Jackie Ellis
Director for Women - Newfoundland & Labrador, Gail Budgell (April 14)
Director for Members with Disabilities, Gerry Finnigan
Director for Racially Visible Members, Farid Tourkmani
Director for Indigenous Members, Angela Decker
Director for DCL's, Jonathan Cox
Director for 2SLGBTQIA+, Sarah Bolger

Regrets: Director for Women NL, Gail Budgell (April 15)

Absent: Director for NL, Leanne Moss (April 14 - afternoon & April 15)

Guests & Observers:

Daniel Frost - National Deputy VP UNDE
Cathy O'Kane - RVP NPF UNDE
Bruce Roy - National President GSU
Odeisa Stewart - A/REVP NS UNE
Dorothy McRae - RVP Western Atlantic AGR



2. Indigenous Opening

Chris invited Angela Decker to introduce the knowledge keeper, Keith Cormier.

Keith Cormier is an Indigenous person from western Newfoundland, Qalipu First Nation and provided some history on the treaties and quoted the book "1 Things you may not know about the Indian Act" by, Bob Joseph.

3. Harassment Statement

Caroline and Kim read the PSAC statement on harassment. Holmann Richard was identified as the anti-harassment coordinator during the meeting and his phone number was provided and posted in the room.

4. Scent Free

Chris reminded everyone that all PSAC events are smoke-free and scent free. You can access the full policy on the PSAC website.

5. Hours of Session

As outlined in the agenda, the hours of session are:

Saturday - 9 a.m. - 4:30 p.m.

Sunday - 8:30 a.m. - 11:30 a.m.

A note about potential Air Canada job action and flight disruptions:

The Air Line Pilots Association representing Air Canada pilots is in a legal strike position as of September 18, 2024. However, Air Canada may begin cancelling flights in before a job action as early as September 15.

6. Moment of Silence

A moment of silence was taken to remember our Brothers, Sisters, Siblings, and Friends who have passed away since our last meeting at the Regional Council. The following names were read into the record:

Harry Langley - UCTE 80824

Craig Gardner - UTE 90006

Darlene McCormick - UTE 90006

Sarah Lancaster - CEIU 80223

Robert Saunders - UNDE 90103



Adoption of Agenda Agenda Items

1. Call to order
2. Indigenous Opening
3. PSAC statement on harassment
4. PSAC scent free policy
5. Hours of session
6. Moment of silence
7. Welcome and introductions
8. REVP update
9. Regional coordinator's update
10. Adoption of REVP and directors' reports
11. Adoption of council committee reports
 - *Health & Safety Committee*
 - *Women's Committee*
 - *Political Action Committee*
 - *Environment Committee*
 - *Human Rights Committee*
 - *Education Committee*
12. Adoption of Previous Council Minutes - April 2024
13. Remote Works Campaign and Action
14. Meeting of the Next Regional Council (PEI Spring 2025)
15. PSAC Atlantic Triennial Convention 2026
16. PSAC National Convention Update on Resolutions
17. Upcoming Conferences (regional and national)
18. Education for Council Members

M/S Gerry Finigan and Sarah Bolger
That the agenda be adopted
CARRIED



7. REVP WELCOME

Earlier in the year, Mark Power was appointed into the role of RVP for UCTE and now due to a conflict within the component By-Laws, he had to resign from his regional council position as NL provincial Director. As his replacement, Chris welcomed Nancy Spearing and asked all members to stand for Nancy to take the oath of office.

Chris also took a moment to swear in Angela Decker as the local President for UNE Local 90265, as their local AGM was a few days ago.

8. REVP Update

BARGAINING AND MOBILIZATION

Chris began the REVP update by celebrating the mobilization wins over the last few months.

FB

PSAC-CIU members working at the Canada Border Services Agency (CBSA) ratified their tentative agreement in August after members mobilized across the country.

Over 9,000 workers at the CBSA won a wage increase that exceeds recent increases to other Canadian law enforcement agencies, enhanced protections relative to technological changes, and better provisions for shift scheduling and leave.

This strong agreement would not have happened without the strength and support shown by thousands of members across the country who took action to support our bargaining team. It also would not have happened without the hard work and dedication of regional office staff who were ready to mobilize our members at a moment's notice.

This legislation will provide equitable retirement benefits for thousands of frontline public safety and law enforcement workers across the country and will allow more public safety workers to retire with dignity after 25 years of service without penalties. It marks a significant victory for our members who have been advocating for fair pension treatment for more than a decade.

PSAC members expected to be covered by the legislation include frontline border services staff, Coast Guard search and rescue technicians, Parks Canada wildland firefighters, Department of National Defence firefighters on military bases, and correctional officers, paramedics and firefighters working for the three territorial governments.



Most public safety and law enforcement workers in Canada already benefit from early retirement options, including most firefighters, air traffic controllers, RCMP constables, and operational employees at Correctional Services Canada.

We are looking forward to seeing this legislation tabled this fall, so then we will know what occupations may have been overlooked by the government in drafting this legislation.

NPF

Members of PSAC-UNDE 60380 in Gagetown, New Brunswick, and Happy Valley-Goose Bay, Labrador, ratified their collective agreement on August 15. The UNDE Vice President for NPF, Cathy O’Kane spoke on the agreement.

Cathy exclaimed this was the first strike for NPF, very historic. Following the strike, members continued to get together as they didn’t see each other in the workplace. Because of the strike bargaining was put off for smaller locals. Gagetown has been without a contract since 2022 and finally got it settled. They received everything that was offered to locals that were on strike. There is a lot of solidarity within the locals. Not where we want to be, traditionally paid anywhere between 25-30% less than the corps. We do the work for DND and get paid less. The collective agreement will expire again in 2025, with another round of bargaining just ahead.

IMP Gander

Last council meeting, we gave an update on the fight for PSAC-UNDE Local 90120 members at IMP Gander who organized a campaign to address a big issue with the employer: deployment of their workers across the country to IMP Comox in British Columbia. These deployments meant more time spent away from their families and their regular lives for weeks to fill in for an understaffed workplace, where employees are offered nothing by the Employer in terms of financial incentives for the move.

These members now have a contract achieved through binding arbitration that includes wage increases, Truth & Reconciliation Day as a holiday, and increases to OT meal allowances. They also won the creation of a committee to study recruitment and retention issues, and the option to ask for higher market adjustments as of July 2025.

Importantly, addressing the issue of cross-country deployment to Comox, these members won a reduction in the length of time that workers can be deployed, which is now 2 weeks and not 3 weeks. Hopefully the employer will allow them time in between to readjust before going back to work. Working in a fatigued state is when



mistakes happen, and some mistakes could lead to a tragedy when working on an aircraft.

Dalhousie University

Grant-paid employees at Dalhousie University were unable to achieve a collective agreement with a conciliator. This is their first collective agreement, and we are hoping to use first contract arbitration, however it is unlikely that the employer would agree to this. It seems Dalhousie would prefer to see their workers on the strike route than agree to fairly compensate the researchers that make Dalhousie a global leader in research & innovation. We are still awaiting legal opinions to determine the best next steps for these workers.

Serco

Members of PSAC-UNDE Local 90125 working at Serco in Happy Valley-Goose Bay, Labrador ratified their collective agreement at the end of July. To show a strong united front going into bargaining, 60 members of their local came out to a rally and BBQ in strong support for their bargaining team. Perry Trimper, House of Assembly Member for Lake Melville, came to the BBQ to show his support too. This act of solidarity showed the employer that workers are united, and after months of negotiations and advocacy by their bargaining team, workers won a strong contract.

UPEI

Researchers at the University of Prince Edward Island have reached their first tentative agreement! After seven months of negotiations, the University administration and bargaining team reached an agreement. They are going to see salary increases, paid sick leave, and stronger language to protect their hours of work.

Chris highlighted that an organizing drive for other workers at UPEI including the post-doctoral fellow will begin soon.

Halifax International Airport

PSAC/UCTE 80829 members at the Halifax International Airport Authority ratified their collective agreement mid-April. These workers won increased wages, a commitment from the employer to have a presentation on CAAT-DB+ pension plan which is a defined pension plan covering airport workers across the country, as well as health spending accounts.



Charlottetown Airport Authority

Members of PSAC-UCTE Local 60925 at the Charlottetown Airport Authority ratified their collective agreement at the end of June. These workers won wage increases of 18.25% over 4 years, increases in shift premiums, and Truth and Reconciliation Day as a paid holiday.

Dartmouth Adult Service Centre (DASC)

Workers at DASC Industries ratified their collective agreement on June 19. These workers won wage increases, 3 days of paid leave for pregnancy loss, employer-paid menstrual products, and Truth and Reconciliation Day as a paid holiday, among other gains.

South Shore Transition House

Members of PSAC Local 80030 at the South Shore Transition House in Nova Scotia ratified their tentative agreement at the end of July. This is an exciting agreement that includes an 18.84% market adjustment to their base salary in the first year, as well as general economic increases. Workers also won employer provided menstrual products, 5 days paid leave for pregnancy loss, National Day for Truth and Reconciliation as a paid holiday, and several other much deserved wins for their members.

Marine Atlantic

PSAC-UCTE Local 80180 members voted to ratify their collective agreement on August 8. These workers won wage increases of 10% over 3 years, increases to shift premiums, National Day for Truth & Reconciliation as a paid holiday, expansions to the definition of family, and improvements to their group benefit coverages.

Sydney Airport Authority

Most recently, as of yesterday, members at PSAC-UCTE 80807 at the Sydney Airport have reached a tentative agreement! Details will be shared pending ratification of the agreement.

In the labour movement, I think we should be taking more time to celebrate our wins. Because we have achieved so many strong contracts as of late, I want to take this time to give a big cheer and a round of applause for the wins our members have won.



National Executive Leadership Tour

This fall, our National President, and Vice-President will be starting a leadership tour with Component Presidents and REVPs. They will meet one-on-one with the members to hear first-hand what issues are most important to them.

Any recommendations for a worksite or local that would be a good location for a site visit this fall, please send an email to myself, Katie and Gina with the details before the end of day Sunday.

Lobby Kits

After the launch of PSAC's federal anti-scab lobby kit, Bill C-58, also known as the Federal Anti-Scab Labour Bill, was passed in spring 2024. The Bill comes into effect June 2025 and will protect workers in federally regulated industries and workplaces, including transportation, banking, and telecommunications. The Act aims to ban the use of replacement workers in these federal jurisdictions under the Canada Labour Code (CLC).

Building off this win, a provincial anti-scab lobby kit has been drafted so that we can advocate for provinces to pass legislation to protect more workers.

Federal and Provincial Elections

With a looming federal election, and multiple provincial elections in our region over the next year, unions and workers have a huge amount of power and we need to leverage this power to elect pro-worker politicians.

It's important for our members to make decisions on their personal beliefs and morals, but they should have information based in fact and voting records, not just unsupported words from a politician.

As mentioned at the last council meeting, PSAC hired Monk institute to create a research package on Pierre Poilievre. This package will be used to inform PSAC members about the history of this potential Prime Minister, and the impact that would likely have on them as it relates to the Federal Public Service (either as employees or recipients of those services).

We cannot just sit idly by during this election and witness our public service be threatened. PSAC needs to do as much member engagement and education as possible between now and June 2025 to show our members that Poilievre is not a friend to workers.



9. Regional Coordinator's Update

Chris welcomed Holmann Richard, Regional Coordinator, to provide updates.

Staffing in the Regional Offices:

Moncton

- A competition is currently underway for a term Administrative Assistant position.
- Congratulations to Martin Rioux, who has been appointed as the new Regional Representative, bringing the total number of Regional Representatives in Moncton to four.

Halifax

- The Regional Organizer position has been closed, with interviews scheduled to begin next week.
- Cherise Hart has been appointed as the successful indeterminate Regional Representative for the Halifax office.

Charlottetown

- Nancy Johnson has been appointed as the successful indeterminate Regional Representative for the Charlottetown office.

St. John's

- Melissa Hyde is currently serving as a term Regional Representative for eight weeks, filling in remotely for Lori Walton.
- At the 2023 PSAC National Convention, the budget passed by delegates approved additional staff in the Region and once of these positions will be in the Atlantic Region. No further updates on where this position will go or how it will be filled.

After a 2-year period of acoustical issues in both the Moncton and Halifax boardrooms, the architecture firm are going to start remedying the problem between October 21 - Nov 15. This means that the boardrooms aren't available to members during this time.

Currently looking at another method for members to access the Charlottetown office. Looking to set up a similar process as in Halifax and Moncton, to enter with swipe access cards.



The PSAC National Staff Conference will take place between November 26-28, at which time the regional offices will be closed. Holmann identified he will be the contact person.

Holmann reminded everyone that while some staff may use social media platforms (e.g., Facebook, Messenger, WhatsApp), it is important to use official employer communication channels (email and cell phone) for any work-related inquiries. In doing so, it helps avoid past issues, ensures a respectful work environment, and supports work-life balance.

Questions were raised regarding office staffing and work hours. Holmann explained that there is a remote work policy for PSAC staff, and while representatives are not required to have set office hours, they are expected to work 35 hours per week.

Regarding communication from the regional offices, Holmann encouraged committees and members to ensure that the REVP office is kept informed when sharing email communications. This helps prevent the dissemination of duplicate information and reduces the risk of sending too many emails in a short time, which can overwhelm members' inboxes and lead to requests to be removed from distribution lists. As a result, we are mindful of both the content and timing of communications.

Holmann also noted the need to address recruitment challenges in New Brunswick, particularly concerning French-language course offerings. Discussions will take place with the Moncton representatives, the REVP, the Regional Coordinator, and the Education Officer to find a solution.

10. Adoption of the REVP and Director's Reports

Directors had the opportunity to give verbal updates on any activities or events they took part in since submitting their reports.

Chris made a motion to approve all directors' reports and the REVP report as a whole.

M/S Caroline Morais-Gregan and Darren Smith That the Directors and REVP report be adopted CARRIED

11. Regional Council Committee Reports

A spokesperson for each regional council committee provided a verbal report of their recent virtual meetings held in advance of the regional council meeting. Chris



reminded everyone that the next committee meetings will be held in person the day before the council meeting.

Health & Safety Committee

Brian, committee chair read aloud the report of the committee.

m/s Brian Oldford and Ryan Smith
That the report be adopted.
CARRIED

Women's Committee

Jackie Ellis, committee co-chair read aloud the report of the committee.

m/s Jackie Ellis and Gail Budgell
That the report be adopted.
CARRIED

Political Action Committee

Darren Smith, committee co-chair read aloud the report of the committee.

m/s Darren Smith and Gerry Finnigan
That the report be adopted.
CARRIED

Environment Committee

Ryan Smith, co-chair of the committee read aloud the report of the committee.

m/s Ryan Smith and Sarah Bolger
That the report be adopted.
CARRIED

Human Rights Committee

Sarah Bolger, co-chair of the committee, read aloud the report of the committee.

m/s Sarah Bolger and Angela Decker
That the report be adopted.
CARRIED

Human Rights Committee Recommendation

1. We, as the Human Rights Committee recommend for PSAC Atlantic to host a



virtual information session on the Anti Racism Action Plan. This event will take place in the fall and be open to all members in the Atlantic in good standing.

Question - who is responsible to organize and who funds this?

Chris - I would reach out to programs branch to request a presentation. We do know that there will be a staff member from the program in the region this fall so there would not be any cost association and if so, it would be a cost of the programs branch.

m/s Sarah Bolger and Angela Decker
That the recommendation be adopted.
CARRIED

Education Committee

Jonathan Cox, chair of the committee read aloud the report.

m/s Jonathan Cox and Ellen Cross
That the report be adopted.
CARRIED

Education Committee Recommendations

1. That PSAC Atlantic provide one PSAC swag bag to encourage members to complete the online education survey. This swag bag will be randomly drawn from the list of members who complete the survey.

m/s Jonathan Cox and Ellen Cross
That the recommendation be adopted.
CARRIED

2. That PSAC Atlantic provide one time funding to cover all costs associated with an in-person meeting for all education committee members to develop a comprehensive educational plan for the 2025-2027 cycle. Such a meeting would be held in conjunction with the spring 2025 council meeting.

m/s Jonathan Cox and Ellen Cross
That the recommendation be adopted.
CARRIED

3. That PSAC Atlantic explore opportunities to provide training for new directors on the Atlantic Council.



Chris suggested that the topic could be discussed with his office rather than making a formal recommendation. He proposed the possibility of offering a small workshop focused on specific training for directors.

Motion to amend the recommendation: Leanne proposed a motion to amend the recommendation by removing the term “new directors” and replacing it with “all directors.”

Leanne explained that, since changes to bylaws, the constitution, and other policies occur regularly, it’s beneficial for all directors to receive training. This training would cover key areas such as report interpretation and budget access.

m/s Leanne Moss and Angela Decker
That the recommendation be amended
CARRIED

Notice of motion to amend the agenda: Darlene Bembridge made a motion to amend the council agenda and add it as “Council Education” under new business.

m/s Jonathan Cox and seconded by Ellen Cross.

To adopt the amended recommendation

CARRIED

Withdrawal of Education Committees recommendation “Training for Directors”

After further communication with the education committee, it was decided to withdraw the third recommendation regarding training for council members.

The REVP office will be revamping the Council Toolkit to assist with outlining the directors’ roles and responsibilities in addition, the first meeting of the cycle will be dedicated to offering this type of training, ensuring that more focus is given to this important topic (additional discussion under new business at end of agenda).

Chris advised that at this point in the 2022-2024 cycle, the regional education budget is extremely limited. We are looking to do the most we can with the limited funds we have, but it is important for all of you to be aware of the constraints that we are functioning under.

Chris shared that his office is currently working with the Finance Branch to clarify the balance in the education budget for this cycle as the report recently received from the branch shows that the budget is significantly overspent. The majority of this is because of overspending with the 2022 Atlantic school. We are undergoing a review to ensure all education expenses were coded accurately.



Also, with regards to TUB and grievance handling: these are not a part of local development, they are a part of the regular education program. If you are aware of locals that need local development, please direct those locals to their assigned reps and who will provide a needs assessment for your local. This will then be submitted to myself for consideration and approval.

We have a very limited budget for local development and opportunities can be cost shared with components.

As a reminder, if there are any amendments to any reports discussed here, please send the final version via email to Katie as soon as possible so that they can be translated and posted on the website.

Guest Speaker: Jessica McCormick, President of the Newfoundland and Labrador Federation of Labour (NLFL)

Jessica McCormick provided an overview of the services offered by the NLFL, including their *Worker Advisor* program, and discussed the organization's ongoing campaigns.

Current Campaigns:

1. Petition for Card Check in Newfoundland and Labrador
The NLFL is petitioning to bring card check legislation to the province. With the highest union density in Canada, workers who do not yet have a union face significant hurdles in organizing their workplaces. Labour laws currently favor employers, who often resist unionization. There is growing momentum across the country for anti-scab and card check legislation, and the NLFL is working to bring similar legislation to Newfoundland and Labrador. A petition is available on their website under the "Take Action" banner, and they encourage everyone to sign.
2. Climate Change and Energy Transition
Jessica highlighted the lessons learned from the history of cod fishing, emphasizing the importance of planning for future challenges. Memorial University (MUN) is providing funding to hire an "Adjustment Transition Coordinator." This project will roll out over the next couple of years to support the province's transition to a more sustainable energy future.
3. Childcare Advocacy
Working with Chidcare Now, a national organization who advocates for public, inclusive, and non-profit childcare across Canada. A survey of 500 Early Childhood Educators (ECEs) revealed that many are paid below the living



wage, lack benefits, and do not have access to pensions. The Federation is pushing for improved wages and benefits for ECEs in order to recruit and retain more workers, as well as for the expansion of Pre-K programs to address the shortage of affordable childcare spaces.

4. Living Wage Report

The NLFL, in collaboration with the Canadian Centre for Policy Alternatives (CCPA), funded a report on the living wage across Newfoundland and Labrador, Nova Scotia, and Prince Edward Island. The report reveals that the living wage in Newfoundland and Labrador ranges from \$24.10 to \$27.30 per hour. These figures are based on the needs of a family of four with two working parents and two school-aged children, covering only basic living expenses (excluding retirement savings or debt repayment).

5. Fighting Hate Against 2SLGBTQIA+ Communities

The NLFL is actively involved in fighting hate towards 2SLGBTQIA+ communities, with support from PSAC.

Questions & Discussion:

- Exposure for Directors:

A question was raised regarding how directors can gain more exposure. Specifically, there was an interest in obtaining a list of affiliated locals. Chris confirmed that this information can be obtained and circulated to directors.

12. Adoption of Previous Council Minutes - April 2024

The minutes from the April 2024 council meeting have been provided to you in the documents on OneDrive.

Before we proceed, has everyone had a chance to review them? Are there any omissions, additions, or corrections?

If there are no changes, I'll ask for a motion to adopt the minutes.

m/s Gerry Finnigan and Jackie Ellis
That the previous minutes be adopted
CARRIED

13. Remote Works Campaign

To begin our updates and discussions on the Remote Works campaign, Chris began by highlighting a recent legal victory PSAC achieved in the fight to rescind the



telework mandate. The Federal Court has agreed to hold a full hearing to review PSAC's application to challenge the federal government's decision to mandate that federal public service workers return to poorly-equipped offices three days a week.

This is a significant victory for workers and unions who have been opposing the government's unilateral decision, announced in May. The mandate has had wide-reaching impacts on federal workers, sparking mass protests, legal challenges, and a wave of individual grievances.

The government attempted to have the case dismissed or delayed until other legal challenges, including policy grievances and unfair labor practice complaints regarding the mandate, could be heard by a federal board. However, the Federal Court judge ruled that the Treasury Board had failed to prove that our case should be dismissed.

This hearing will be an important step for unions and workers who are seeking transparency in the government's decision to force workers back into the office three days a week. The government will now need to present its reasoning for this decision.

If we win this case, it will be a victory for all workers, whether they are directly impacted by the mandate or not. It will demonstrate that the government must consult with unions before making unilateral decisions about our members.

The mandate began on Monday, September 9, and many PSAC members continue to express concerns about how it will impact work-life balance, productivity, and overall well-being.

Overwhelming evidence shows that telework improves work-life balance, increases productivity, fosters a more dynamic workforce, creates safer work environments, and benefits the environment. For those who must commute to in-person workplaces, telework means less traffic and fewer carbon emissions, contributing positively to our climate. For many workers, telework represents the future of work, and advocating for it remains a top priority.

PSAC has launched a national joint telework campaign with other unions. However, to win this fight, we need support from members from coast to coast. If you haven't yet, please sign the telework petition in solidarity with those fighting the mandate. The petition is available on both the national PSAC and PSAC Atlantic websites. Additionally, you can scan the QR code on the screen above to sign the petition here at Council.

Chris opened the floor for discussion on what members and constituents are saying regarding telework.



- Jackie:
There are significant parking issues, and safety is a concern since workers often have to park 20 minutes away. Additionally, workers are finding that even though they book desks in advance, their desks are occupied by others, forcing them to find alternative seating.
- Darlene:
Wear union colors on Wednesdays.
Fall may be "sugar and spice," but it's not all nice.
Let's define the beginning and end date for our October campaign.
Team leaders often don't have a designated space to speak with their team members.
Workplace actions will be crucial for driving this campaign forward. Most members don't attend rallies, so we need to encourage actions that are easy and highly visible, allowing everyone to participate.
- Darren:
Suggested part of the campaign could target people who aren't directly affected by the mandate. We could use slogans like, "Maybe you're only one accident away..." to help others understand why it's important to support the cause.
- Heather:
Asked if we could assess the cost of bringing everyone back into the office, using this data for future campaigns (such as elections). There could be significant cost savings for the government if employees continue to work from home.

JLP Presentation

Cassandra Grosse provided a presentation on behalf of the Joint Learning Program via Zoom.

It was noted that Newfoundland and Labrador (NL) is not currently included in the schedule for Occupational Health and Safety (OHS) offerings. For more information or to explore options, reach out to Dominic.

The Alliance Facilitators Network will collaborate with DCLs. Chris mentioned that while the logistics are still unclear, we can work with Cassandra to explore possibilities for developing a relationship and bringing training to the province.

Holmann pointed out that JLP is always part of the discussions during every bargaining round under the Memorandum of Agreement (MOA). However, the 50/50



cost-sharing arrangement may make it challenging for some to afford the program. Other options to consider include exploring local development, the AFN, or training opportunities through the REO, such as a 3-hour workshop with the employer and local members.

14. Meeting of the Next Regional Council

The next regional council meeting will be held in Prince Edward Island (PEI). While no unionized facilities are available on the island, we rotate between provinces, and PEI is next on the list.

Based on the current PSAC calendar of events, we have three potential sets of dates.

The proposed dates are:

- March 14-16
- April 5-7
- May 2-4

Please raise your hand if you are unavailable for any of these dates.

Katie will work with PEI properties to secure a location for the meeting on one of these weekends. The committee meetings will be held in person, and the travel day will most likely be Thursday, with the meeting concluding at noon on Sunday. Katie will send out a Doodle poll this week to confirm availability.

15. PSAC Atlantic Triennial Convention 2026

The 2026 Atlantic Convention will take place at the Halifax Trade and Convention Centre from June 26-28, 2026. As we are required to use unionized hotels for accommodations, the following properties have been contracted:

- Hotel Halifax
- The Hollis
- Lord Nelson
- Homewood Suites
- Hampton Inn

Since Homewood Suites and Hampton Inn have the largest number of rooms available, Council Directors will be located at Homewood Suites, where you will have suite-style rooms.

During our next meeting in the spring, we will begin discussions regarding the convention committees (e.g., host committee, resolutions, etc.).

16. PSAC National Convention Update on Resolutions



The list of resolutions passed at the May 2024 National Convention is in the provided OneDrive folder.

17. Upcoming National & Regional Conferences

Regional Conferences

We have two regional conferences scheduled for this fall:

- **PSAC Atlantic Regional Young Workers Summit**
November 1-3, 2024, at Marble Mountain Inn, Corner Brook, NL
- **PSAC Regional DCL Conference**
October 25-27, 2024, at the Holman Grand Hotel, Charlottetown, PEI

Additionally, we have secured dates and locations for three upcoming conferences this spring:

- **Atlantic Women's Conference**
March 7-9, 2025, at the Delta Beausejour, Moncton, NB
- **Health, Safety, and Environment Conference**
June 6-8, 2025, at the Delta Beausejour, Moncton, NB
- **Atlantic Indigenous Gathering**
June 13-15, 2025, at the Hampton Homewood, Halifax, NS

Looking ahead to fall 2025, please mark your calendars for:

- **Atlantic Racialized Members Conference**
September 12-14, 2025, in Halifax, NS
- **Atlantic Pride Summit**
October 25-27, 2025, in Halifax, NS

The **Access Summit** still does not have confirmed dates, but information will be shared soon, along with announcements about the steering committees for each.

National Conferences

Lastly, please note that the **National DCL Roundtable**, originally scheduled for September 27-29, has been postponed to December 13-15, 2024, due to a strike by hotel workers in Québec.

18. Education for Council Members

Important dates were highlighted.



Important Dates

- National Day of Truth & Reconciliation (September 30)
- Treaty Day (Kicks off Mi'kmaq History Month in Nova Scotia, October 1)
- National Day of Remembrance and Action on Violence Against Women (December 6)
- Black History/African Heritage Month (February)
- Women's History Month (March)
- National Day of Mourning (April 28)
- May Day (May 1)

Chris took a moment to speak about **May Day**, emphasizing that it is the true workers' labor day, and it should be marked on everyone's calendars to celebrate the achievements of labor. He challenged all members to attend May Day events in their area. If there are no events, encouraged reaching out to like-minded groups and unions to organize them in the community. Follow-up on supporting May Day events in the region will occur in the new year.

Chris also inquired whether committees had discussed any initiatives related to these important days. For support in organizing events, members are encouraged to contact the Regional Office.

OTHER ITEMS

New Agenda Item: Education for New Council Members (Dar)

Darlene added to the recommendation brought up by the Education committee earlier on the topic of **education for Council members**. Darlene pointed out there isn't a formal course for directors. She mentioned that while training sessions are planned at the first meeting of the council, there are still areas that may not be fully addressed. Darlene highlighted a few ideas to make improvements:

- **Suggestion Boxes Online:** Questions can be submitted to the REVP office, with Chris offering to take a few minutes before or after breaks to address these specific questions.
- **Mentorship:** Reach out to seasoned members who can provide guidance and support.



- **Council Jeopardy:** A fun, educational way to familiarize new members with their roles.

Ryan, co-chair of the education committee, noted that the goal of the recommendation was to set up an education piece at the beginning of the cycle, focusing on the constitution and resolutions of record that might apply to the role. He shared that he wasn't fully aware of the resolutions that applied to his role.

Angela liked the suggestion box idea and shared that the Women's Committee has a handbook that offers guidance. She mentioned that the role of directors is somewhat vague in the bylaws, with new directors seeking more clarification, especially regarding attendance at events and what would be approved to access under their directors expenses.

Chris provided insight into some factors affecting event attendance:

- **Budgets:** Directors are ultimately responsible for budgeting.
- **Women's Event:** Directors should invite other women directors, particularly from their province.
- **Provincial Directors:** Their role involves supporting committees and bringing information back to the council. Many events are now virtual.

Caroline proposed attending an event in Cape Breton and holding a meet-and-greet, which was beneficial.

Chris clarified that each request will be assessed on its individual merits. If the event aligns with a director's role, it will be approved. If it falls under a different category, the director will need to work with the person who requested them to attend the event, i.e., component requests.

Toolkit Revamp: Chris mentioned the possibility of revamping the toolkit to provide more clarity on these topics.

Kim expressed support for the suggestion box idea and suggested creating a living document where questions can be added and updated. She also raised concern about the anonymous nature of the suggestion box.

Farid raised an issue with MS365, mentioning that it can be costly and sometimes documents from PSAC are difficult to open.

Gina pointed out that OneDrive, which everyone has access to, could be a better solution. She suggested looking into other options, such as a password-protected page on the website, for improved access to resources.



Closing Remarks

Chris thanked everyone for attending, both virtually and in person and wished everyone safe travels home.

The meeting was adjourned following the Indigenous closing from Knowledge Keeper, Keith Cormier.

Meeting Adjourned.

