

MINUTES
of the
Atlantic Regional Council Meeting
October 26, 2023

The meeting was called to order at 2:30pm with REVP Chris Di Liberatore in the chair and following members in attendance:

Director for non-treasury board members NL, Natasha Mercer (virtual); Director for NL, Leanne Moss (virtual); Director for NS, Ellen Cross; Director for Women Maritimes, Jackie Ellis; Director for PEI, Heather Ford; Director for Francophone members, Caroline Morais Gregan; Director for NB, Darren Smith; Director for Members with Disabilities, Gerry Finnigan; Director for PEI, Kim Asling-Ingis; Director for Racially Visible Members, Farid Tourkmani; Director for Indigenous Members, Angela Decker; Director for DCL's, Jonathan Cox; Director for 2SLGBTQIA+, Sarah Bolger and Director for NS and Alternate REVP, Denise Reynolds.

Regrets:

Director for NB, Darlene Bembridge; Director for Non-Treasury Board Maritimes, Brian Oldford and Director for NL, Mark Power

I. PSAC Statement on Harassment

Caroline and Darren read aloud the harassment statement in French and English respectively. Holmann Richard and Suzanne Brandon were identified as the on-site harassment coordinators during the retreat and phone numbers were provided.

II. PSAC Scent Free Policy

Chris reminded everyone of the scent free policy.

III. Hours of Session & Adoption of Agenda

Thursday, October 26, 2023	Regional Council Meeting
9:00 - 1:00 PM	Indigenous opening Indigenous education session
1:00 - 2:30 PM	Lunch (<i>on own</i>)
2:30 PM - 5:00 PM	Regional Council Business



Adoption of the Council Meeting agenda

Thursday, October 26, 2023

2:30 - 5:00 PM

- I. PSC statement on harassment
- II. PSAC scent free policy
- III. Hours of Session
- IV. Moment of silence
- V. Welcome and introductions
- VI. REVP update
- VII. Regional Coordinator update
- VIII. ARC roles & responsibilities
- IX. Brief meeting of ARC committees

ADOPTION OF AGENDA

m/s Chris Di Liberatore and Ellen Cross

That the agenda be adopted.

MOTION CARRIED.

IV. Moment of Silence

A moment of silence was held to remember our union friends who have passed away since the Atlantic Regional Convention. The following names were read into the record.

Stephanie Larter, UVAE local 90001

Cynthia (Cindy) Smith, UTE 80003

Lynn Vance, CEIU 80205

Kyrisa Vaughn, GSU 60011

Jacqueline (Dallaire) Soucoup, AGR 60005

Linda Kennedy, UNE 80018

Stuart Kennedy, UNE 80018

Eric Chiasson, UNE 80018



V. Welcome and Introductions

Chris Di Liberatore welcomed everyone to the first council meeting and retreat of the 2023 to 2026 cycle. A round of introductions took place which began with a couple of directors who attended virtually, Natasha Mercer and Leanne Moss.

Chris reminded everyone, the only virtual component over the 3 days is the council meeting from 2:30 - 5:00 p.m. on Thursday, October 26. The advocacy and representation training portion on October 27 & 28 has been designed for in person learning only, due to the nature of the training as well as the safe space it offers.

VI. REVP Update

REGIONAL MOBILIZATION

FB

CIU members are ramping up pressure on their employer. The PSAC-CIU bargaining team has declared impasse at the bargaining table after the Canada Border Services Agency refused to budge on our key issues and continues to insist on concessions.

Throughout bargaining, PSAC has pushed for economic increases that match other public safety agencies across the country.

The employer also continues to seek concessions at the table, from clawbacks to shift-change notice, and care and nurturing leave, to negotiated shift schedules that would negatively impact our members.

We are committed to negotiating improvements for our members, not take steps backwards.

We are determined to reach a fair contract, one that protects our hard-fought gains and provides new rights and protections for PSAC-CIU members. You will see pressure ramping up throughout the region, and I am sure there will be actions of support that we can all participate in.



Parks

PSAC and the Parks Canada Agency have signed the new collective agreement eight weeks after it was ratified by members. However, the employer has backtracked on discussions to ensure that members in precarious positions—including firefighters—receive the one-time pensionable lump sum.

As the employer delayed signing, using fires in Canada's North as an excuse, PSAC pushed for an agreement that would not leave our members, many of whom fought those same fires before their contracts ended, as victims of employer delays. We pushed the employer to get the deal signed so that seasonal term workers would benefit.

Based on information from the employer, there are roughly three hundred members who will not receive the lump sum payment due to the delay. This includes firefighters, members in seasonal term positions at Canada's historical sites, and students. We negotiated a collective agreement to support term and seasonal workers, not leave them further behind. You can all support these workers by sending an email to your MP. This is on the psacunion.ca website.

Dalhousie postdocs

Postdoctoral fellows with PSAC DCL 86001 at Dalhousie university are in their final round of bargaining this week with a conciliator. The DAL administration refuses to budge on wage increases and health benefits that our members need.

Some postdoctoral fellows at DAL make as little as \$38,000 a year, which is less than the current cost of living in Halifax.

We are circulating an email action, and I would strongly encourage those of you who haven't yet, to please go on our website and show your solidarity with our PSAC members at DAL.



Eskasoni

Members at Eskasoni in Nova Scotia are in bargaining.

The Eskasoni Teachers' Union (Local 80510) began collective bargaining in March 2023. Unfortunately, bargaining dates scheduled for two days in May had to be cancelled due to unforeseen circumstances. Our negotiator, Sean Glavine, reached out to the lead negotiator for the employer on four separate occasions without any reply. As such, we made the decision to file for conciliation in mid-September. Since that time, we have met to discuss mobilization plans and to develop a budget that was recently approved by PSAC. Within the past two weeks, we received meeting days for November 8 & 10. While we are cautiously optimistic, there is a great deal of work to do. We have several demands that the employer has agreed to, but several more that will require some discussion. Lastly, the teachers within the bargaining unit are not paid the same salary as public-school teachers as well as teachers in some Mi'kmaq communities in NS. The teacher wage proposal will include a significant increase to address this disparity.

RESOLUTIONS IN THE REGION

Regional Indigenous Peoples' Circle

Delegates adopted a resolution to create a regional indigenous peoples' circle in the Atlantic. Angela will be working with the REVP office and the indigenous staff rep in the region to circulate a call out for the first meeting of the RIPC which will be held at the Regional Office in Dartmouth and will be comprised of 5 indigenous members who will decide how this circle will move forward as a committee.

By-Laws

The Atlantic regional by-laws have been amended in English as per the resolutions passed at convention, however we are waiting for the French translation before they are posted to the regional website and circulated to members.



Non-gendered director's titles

One resolution that was passed ensures that we use non-gendered language in our by-laws, which includes council director titles. In English this isn't a problem, however they are not gender neutral in French.

We are working with the executive office in Ottawa to make the necessary changes. This could mean a change of title for directors and REVP.

Chris mentioned that until the language is finalized, we will not place an order for council business cards.

Resolution Gen 102A & Gen 102B

Delegates to convention adopted resolutions G102 A & G102 B "French and English naming, as well as translation of all PSAC-Atlantic documents to its' members."

As both resolutions were passed at the Convention, procedures in the region must change to reflect what our membership wants.

Any document attached in an email coming from PSAC must be provided in both English and French. The naming of the documents must be titled in English and French, not simply the English title with "FR" in it.

The body text of an email may be in either only French or only English depending on the audience of the email.

Please also note PSAC will not translate documents from an outside organization. We recommend that if the referenced documents are housed on a website, a link to the website be created and referenced to, in the body of the email.

If you are part of a committee and the committee would like to distribute a poster, please make sure that it is done in time for our offices to send to translation. Our translation department requires us to send them word documents, so if you know the text for the poster it would be best to put it in a word document, have the staff rep



send to translation, and then create your poster using both the English and French text.

MEETING TO PASS RESOLUTIONS THAT DIDN'T MAKE IT TO THE FLOOR

A virtual meeting of the council will be held in the late fall to discuss the regional resolutions that did not make it to the floor of our convention, that are *Atlantic specific* only.

REGIONAL CONFERENCES

In conjunction with the Regional Offices Branch, the Atlantic Conferences schedule was drafted for the upcoming cycle. The dates will be nailed down as soon as possible, pending venue availabilities.

Once the reps assigned to each conference have venues confirmed for the events, they will ensure that they are posted on the PSAC Calendar of events. And we will let you know as soon as that happens.

The conference dates are:

DCL Conference - PEI - Spring 2024

Young Workers Conference - NL - Spring 2024

Health, Safety and Environment Conference - NS - June 2025

Racially Visible Conference - NB - Fall 2025

Women's Conference - Moncton - March 8-9, 2025

Atlantic School - NS - Jan/Feb 2026

Atlantic Triennial Convention - Venue TBD- Late spring 2026

This cycle I want to ensure that our Regional Council has input into the planning of the conferences, therefore we have decided to use our council to form the steering committees of these conferences.



These committees will meet virtually with myself and the reps leading up to the conferences.

The DCL Conference steering committee will be led by our DCL director, Jonathan, and we will choose active DCL members from each province to join him.

The Young Workers Conference steering committee will be led by our YW Director, Ryan, and we will choose active Young Workers from each province to join him.

The Health, Safety and Environment Conference steering committee will comprise of the H&S committee of council and the environment committee of council.

The Racially Visible Conference steering committee will be led by our Racially Visible Director, Farid, and we will choose active racially visible members from each province to join him.

The Women's Conference steering committee will comprise of our women's committee of council.

The Atlantic School steering committee will comprise of our education committee of council.

VII. Regional Coordinator Update

Holmann Richard provided an update on education and staffing in the Atlantic Region as follows:

On the education front, planning for the Union Leadership Development Program (ULDP) is underway and will begin in January 2024 and conclude late November 2024. The staff assigned are as follows: Lori Walton, Nancy MacLean, Raphaëlle Valay-Nadeau and once an REO is hired, they will also be assigned to ULDP. Lori is the staff lead for the 2024 program.



On an education front, planning for Unionism on Turtle Island is underway and set to be held April 15-19, 2024, in Membertou, NS. The two reps assigned are Genevieve Babineau and Sean Glavine. There will be a third rep from another region.

Selection for ULDP will be happening in the coming weeks. The reps will review all applications and then provide a report to REVP at which time a final selection will take place. The ULDP is a regional event, not national, therefore no input from components on the selection process. The program will begin January 2024.

With respect to the course being offered in French & English, each region has 20 seats maximum for the program. Any francophone applicants from the Atlantic region will join Quebec. Anglophones from Quebec will join our region. If we have 10 English and 10 French. The French counts towards our number of 20 and likewise with Quebec. There is not a separate francophone course for the Atlantic.

Office update/staffing

In the St. John's, NL regional office, we have been dealing with a bankrupt landlord, which has adversely affected the way in which our office space is handled. There have been issues with temperature and elevator closures so sometimes they must close access to the office on a moment's notice due to health & safety factors.

In the Charlottetown regional office, we had been closed for a few days as they had received new furniture to match the other 3 regional offices.

Both the Moncton and Halifax regional offices have had some acoustics testing to fix the echo that is heard in the boardrooms. We are currently waiting for those reports and will make the necessary changes.

Staffing underway:

- Moncton - Regional rep is indeterminate (competition ongoing)
- Charlottetown - Administrative Assistant, indeterminate posting
- Halifax - Indeterminate secretary



- Halifax - Regional Education Officer was recently reposted.
- St. John's - 1 year term administrative assistant. The current admin was selected into PSAC's career enhancement program for 1 year.

All interviews for the mentioned positions will be held in November 2023.

VIII. Atlantic Regional Council Roles & Responsibilities

TOOLKITS

Hard copies of the regional council director toolkits have been printed for you to reference and use during the cycle. At the back of the book, are expense report templates for ease of tracking your director budgets and plan activities.

If you have any questions around your role as a director, you can always reach out to our office to ask.

IX. COUNCIL COMMITTEE MEETINGS

The committees of the regional council had the opportunity to briefly meet and elect the chairs of each committee, as well as the vice-chair and minute taker.

COMMITTEE	Chair / Co-chairs	Minute Taker
Education Committee	Jonathan Cox, co-chair Ellen Cross, co-chair	Caroline Morias-Gregan
Human Rights Committee	Angela Decker, co-chair Sarah Bolger, co-chair	Farid Tourkmani
Women's Committee	Gail Budgell, co-chair Jackie Ellis, co-chair	Denise Reynolds
Health & Safety Committee	Brian Oldford, chair Ryan Smith, vice chair	Caroline Morias-Gregan
Environment Committee	Sarah Bolger, co-chair Ryan Smith, co-chair	Heather Ford
Political Action Committee	Darren Smith, co-chair Gerry Finnigan, co-chair	Mark Power



Finance Committee	Darlene Bembridge	TBD
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Following the last meeting of the committees, Chris thanked all for their respectful meeting and adjourned for the day and reminded everyone that the Advocacy Training would begin in the same meeting room over the next 2 days, which would be facilitated by Malaika Joseph and Martin Rioux.

Two directors who could not attend the indigenous session and half day council meeting, due to component meetings in Ottawa (Darlene Bembridge & Brian Oldford) will attend the advocacy training.

5:00 pm council adjournment.

