

NS Area Council 1
January 15, 2026, 6:02pm
In-Person/Zoom
Minutes

Present:

Rob Silver (President – UCTE)
Leslie Campbell (2nd VP - AGRU)
Tracy Kempton (Secretary - UTE)
Wanda Wharton (UNDE)
Zack Branscombe (UHEW)
Susan Enta (UVAE)
Liam Beaton (UHEW)
Lori Walton (PSAC)
Chris Di Liberatore (PSAC REVP)

Regrets:

Derek Forbes (1st VP - UNDE)
Gisele Weingartshofer (Treasurer – GSU)

Rob Silver conducted land acknowledgement.

Tracy Kempton presented the PSAC harassment statement.

Rob Silver welcomed the group of attendees to the in-person/zoom call. A round table of introductions were completed.

Adoption of the Agenda:

Motioned by Rob Silver
Seconded by Leslie Campbell
Motion carried

Review of previous minutes:

<https://psacatlantic.ca/wp-content/uploads/2025/12/Area-Council-December-4-2025-meeting-minutes.pdf>

Motioned by Rob Silver
 Seconded by Leslie Campbell
 Motion carried

President's Report:

Nothing new to report since last meeting (Holidays)

Treasurer report presented by Rob Silver:

MY COMMUNITY CHEQUING LEVEL 1 #69072101 Accountholder(s): PSAC NS AREA COUNCIL1

Date	Description	Withdrawals	Deposit	Balance
Dec 01 25	Balance Forward			247.18

Balance today \$247.18 (one outstanding cheque)

Motioned by Rob Silver
 Seconded by Leslie Campbell
 Motion carried

Zack Branscombe (UHEW) gave Rob Silver a cheque for \$100 affiliation dues. Rob also has an additional \$200 to deposit as well to the bank account. (\$300 in total)

By-Law Changes (Notice of Motion By-Laws):

Presented by Leslie Campbell

https://psacatlantic.ca/wp-content/uploads/2025/12/AC1_Note_of_Motion_byLaws2025.docx

BY-LAW II – OBJECTIVES

Section 1

Current

Section 1 This area council is established in accordance with Section 14 of the Constitution of the Public Service Alliance of Canada and

shall maintain liaison with the Alliance through the office of the designated Regional Executive Vice President.

Proposed Amendment;

Section 1 This area council is established in accordance with Section 14 of the Constitution of the Public Service Alliance of Canada and shall maintain liaison for the Locals or Branches of Components, Directed Chartered Locals (DCLs), and constitutionally-recognized regional committees within the Alliance through the office of the designated Regional Executive Vice President.

Rational: To clearly specify the bodies which make up the composition of the Area Council.

Motioned by Leslie Campbell

Seconded by Rob Silver

Discussion – spelling error corrected

Motion carried

Section 4

Current

Section 4 This Area Council shall concern itself with problems which are of consequence to PSAC members and shall endeavor to promote a better understanding and image of PSAC members in the mind of the general public.

Proposed Amendment;

Section 4 This Area Council shall concern itself with matters/issues which are of consequence to PSAC members and shall endeavor to promote a better understanding of PSAC values in the mind of the general public.

Rational: Language more in line with the current direction of the Area Council.

Motioned by Leslie Campbell
 Seconded by Rob Silver
 Discussion – none
 Motion carried

BY-LAW III – MEMBERSHIP

Current:

Section 1 Area council meetings shall be open to all members of the affiliated Locals or Branches of Components and Directly Chartered Locals within the area of jurisdiction who shall have full voice on all discussions at Area Council meetings. Each affiliated Local shall be entitled to two delegates for the first 500 members and one additional delegate for each 500 members or part thereof. Voting rights at Area Council meetings shall be vested in the elected delegates from the affiliated Locals and the elected officers of the Area Council.

Proposed Amendment;

Section 1 Area council meetings shall be open to all members of the Locals or Branches of Components and Directly Chartered Locals (DCLSs), and constitutionally-recognized regional committees within the area of jurisdiction, all of which must be in good standing, who shall have full voice on all discussions at Area Council meetings. Each Local or Branch of a Component and DCL shall be entitled to two (2) delegates for the first 500 members and one (1) additional delegate for each 500 members or part thereof. Voting rights at Area Council meetings shall be vested in the elected/selected delegates from the Locals or Branches of Components, DCLs, and constitutionally-recognized regional committees and the elected officers of the Area Council.

Rational: To open the meetings to all locals affiliated or otherwise and to ensure members from all constitutionally-recognized regional committees are included and welcomed.

Motioned by Leslie Campbell
 Seconded by Rob Silver
 Discussion – spelling error corrected
 Motion carried

BY-LAW IV – OFFICERS

Current:

The officers of this council shall consist of a President, two Vice Presidents, a Secretary, a Treasurer, a Direct Charter Locals Representative, a Political Action Representative, and a Regional Women’s Committee Representative, all of whom shall be elected from accredited voting delegates and officers in attendance at the Annual General Meeting. These officers shall comprise the Executive of Council.

Proposed Amendment;

Section 1 The officers of this council shall consist of President, 1st Vice President, 2nd Vice President, Secretary, Treasurer, Direct Charter Locals Representative, Political Action Representative, Representatives from constitutionally-recognized and active Regional Committees such as Women’s Committees, Young Workers Committees, Human Rights Committees and any other constitutionally recognized committee within the Councils geographical area. These officers shall comprise the Area Council Executive Council.

Motioned by Leslie Campbell
 Seconded by Rob Silver
 Discussion – spelling error corrected
 Motion carried

Section 2 - All officers with the exception of the Regional Committee Representatives shall be elected from accredited voting delegates and officers in attendance at the Annual General Meeting. The Regional Committee Representatives shall be

selected from the Committee delegates. If there are more than one regional committee for the same group then those committees shall meet and select their representative. For example Halifax Regional Women's Committee and Annapolis Valley regional Women's Committee.

Rational: To give all constitutionally recognized committees within the jurisdiction a voice on the executive and to clarify how those representative are selected.

Motioned by Leslie Campbell

Seconded by Rob Silver

Discussion – spelling error corrected

Motion carried

BY-LAW V – ELECTION OF OFFICERS

Section 1

Current;

Section 1 The election of officers shall be by secret ballot.

Proposed Amendment;

Section 1 The election of officers shall be by secret ballot of delegates at the AGM.

Rational; To clarify that you must be in attendance at the AGM to participate in the voting process.

Motioned by Leslie Campbell

Seconded by Rob Silver

Discussion – secret ballot

Motion carried

Section 8

Current

Section 8 There shall be a separate election for each of the officers as listed in BY-LAW IV with the exception of the Regional Women's Committee Representative which is appointed by the RWC.

Proposed Amendment;

Section 8 There shall be a separate election for each of the officers as listed in BY-LAW IV with the exception of the Regional Committee Representatives. They shall be selected from their respective Committee delegates.

Rational; To include language to cover all regional committees.

Motioned by Leslie Campbell

Seconded by Rob Silver

Discussion – none

Motion carried

Section 13

Current;

Section 13 The term of all officers shall be 2 years

Proposed Amendment;

Section 13 The term of all officers shall be 2 years with the President, one vice president and Secretary being elected on even years. The second vice President and Treasurer being elected on odd years. This system will ensure proper knowledge transfer from each executive. All other officer positions will be elected on a two year term.

Rational; To ensure continuity of Area Council activities by having experience stay with the executive.

Motioned by Leslie Campbell
 Seconded by Rob Silver
 Discussion – none
 Motion carried

Proposed Additional Sections

Section 14 The PSAC National Triennial Convention delegate and alternates shall be elected at the general membership meeting held within a period of not less than six (6) months prior to the commencement of the PSAC National Triennial Convention. In order to be eligible to stand for election, candidates must be a member in good standing having represented a Local, Branch, DCL, or regional committee to this Area Council, and having attended at least 50% (fifty percent) of Area Council meetings in the twelve (12) months prior to that meeting.

Rational; To clearly layout a process for selection delegates to National Triennial Convention.

Motioned by Leslie Campbell
 Seconded by Rob Silver
 Discussion – spelling error corrected
 Motion carried

Section 15 The PSAC Atlantic Regional Convention delegate and alternates shall be elected at a general membership meeting held within a period of not less than six (6) months prior to the registration deadline for that Convention. In order to be eligible to stand for election, candidates must be a member in good standing having represented a Local, Branch, DCL, or regional committee to this Area Council, and having attended at least 50% (fifty per cent) of Area Council meetings in the twelve (12) months prior to that meeting.

Rational; To clearly layout a process for selection delegates to Regional Triennial Convention.

Motioned by Leslie Campbell
Seconded by Rob Silver
Discussion – language
Motion carried

BY-LAW VI – DUTIES OF OFFICERS

Section 6

Current;

Section 6 – Regional Women’s Committee Representative
(1)The Regional Women’s Committee Representative shall
serve as a liaison between the RWC and the Area Council.

Proposed Amendment;

Section 6 – Regional Committee Representative
(1)The Regional Committees Representatives shall serve as a
liaisons between any active and constitutionally-recognized
Regional Committees and the Area Council.

Rational; Changing language to include all regional committees.

Motioned by Leslie Campbell
Seconded by Rob Silver
Discussion – active wording
Motion carried

BY-LAW IX – FINANCES

Section 1

Current;

Section 1 - The authority to expend funds shall be vested in the Area Council
Proposed Amendment;

Section 1 - The Area Council will be allotted a yearly budget from PSAC if the criteria is met. The authority to expend funds shall be vested in the Area Council

Rational; To state where are funds come from.

Proposed Additional Sections;

Motioned by Leslie Campbell
Seconded by Rob Silver
Discussion – affiliation fees
Motion carried

Section 8 An audit of the accounts shall be made annually and presented to the Executive and Area Council membership at the AGM.

Motioned by Leslie Campbell
Seconded by Rob Silver
Discussion – none
Motion carried

Section 9 A committee of two (2) delegates shall be elected by the Area Council at a regular Area Council meeting two (2) months prior to the Annual General Meeting to perform the audit.

Motioned by Leslie Campbell
Seconded by Rob Silver
Discussion – none
Motion carried

Section 10 The report of the auditors shall be made annually and presented to the Executive and the Area Council membership at the AGM.

Rational; To layout a process to audit the finances of the Area Council on a annual basis.

2. alternates are expected to represent members and be accountable for their role within PSAC governance; and
3. current delegate allocation processes do not consistently guarantee elected alternates the ability to attend the next PSAC Triennial Convention;

BE IT RESOLVED THAT

1. the Public Service Alliance of Canada shall amend its convention delegate allocation rules to ensure that any member elected as a Regional Council alternate is automatically granted delegate status at the next PSAC Triennial Convention; and
2. that this status allows elected alternates to participate fully in Convention proceedings.

This was supported to submit

Resolution 2:

<https://psacatlantic.ca/wp-content/uploads/2025/12/Resolution-2-Sunflower-Program.docx>

Adoption of the Hidden Disabilities Sunflower Program to Support Members with Invisible Disabilities

WHEREAS

1. the Public Service Alliance of Canada recognizes disability as a human rights issue and is committed to barrier-free participation for members with disabilities; and
2. many members live with invisible or episodic disabilities that may require understanding, accommodation, or flexibility; and
3. the Hidden Disabilities Sunflower Program is a widely recognized tool that supports awareness, dignity, and voluntary self-identification of invisible disabilities; and

4. practical accessibility tools complement PSAC's duty-to-accommodate obligations and strengthen inclusive practices within union spaces;

BE IT RESOLVED THAT

1. the Public Service Alliance of Canada shall adopt the Hidden Disabilities Sunflower Program as an accessibility support option for use at PSAC offices, events, meetings, and activities; and
2. that PSAC provide education and guidance to elected representatives, staff, and members on the respectful and appropriate use of the program in accordance with existing accessibility and accommodation policies.

This was supported to submit

Amended version:

TITLE: Adoption of the Hidden Disabilities Sunflower Program

ORIGINATOR: Nova Scotia Area Council 1

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS

the Public Service Alliance of Canada recognizes disability as a human rights issue and is committed to barrier-free participation; and

many members live with invisible or episodic disabilities that may require understanding or accommodation; and

the Hidden Disabilities Sunflower Program is a recognized tool that promotes awareness, dignity, and voluntary self-identification of invisible disabilities; and

accessibility tools strengthen PSAC's duty-to-accommodate obligations and inclusive union practices;

BE IT RESOLVED THAT

the PSAC Atlantic shall adopt the Hidden Disabilities Sunflower Program for use at PSAC Atlantic offices, events, meetings, and activities; and

that PSAC Atlantic provide education and guidance on the respectful and appropriate use of the program in accordance with existing accessibility policies.

Resolution 3:

<https://psacatlantic.ca/wp-content/uploads/2025/12/Resolution-3-Turtle-Island.docx>

Expanding Access to Unionism on Turtle Island Training

WHEREAS

1. the Public Service Alliance of Canada has committed to reconciliation and to strengthening relationships with Indigenous members and communities; and
2. Unionism on Turtle Island is a key educational program that supports understanding of Indigenous rights, history, and union solidarity; and
3. the current practice of offering this training to a limited number of participants once per convention cycle restricts access for members seeking this education;

BE IT RESOLVED THAT

1. the Public Service Alliance of Canada shall expand access to Unionism on Turtle Island training by offering it annually or by significantly increasing participant capacity each convention cycle; and
2. that PSAC ensure this training is made more broadly accessible to members across all regions.

This was withdrawn as it is a National Initiative so would have to be passed at National and would be ruled out of order at our convention

Resolution 4:

<https://psacatlantic.ca/wp-content/uploads/2025/12/Resolution-4-MMH-Summit.docx>

National Men's Mental Health Summit

WHEREAS

1. men continue to face stigma related to mental health that creates barriers to seeking help and support; and
2. mental health conditions are legitimate health conditions that impact workers' well-being and safety; and
3. men account for a disproportionate percentage of suicide deaths in Canada; and
4. the Public Service Alliance of Canada has demonstrated a commitment to supporting members' mental health and wellness;

BE IT RESOLVED THAT

1. the Public Service Alliance of Canada shall convene a National Men's Mental Health Summit to address stigma, promote mental wellness, and support help-seeking behaviours among members; and
2. that this summit be held within the next triennial cycle and structured in a manner that maximizes accessibility for members across all regions.

This was supported to submit

Amended version:

TITLE: National Men's Mental Health Summit

ORIGINATOR: Nova Scotia Area Council 1

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS

men continue to face stigma related to mental health that creates barriers to seeking help and support; and

mental health conditions are legitimate health conditions that impact workers' well-being and safety; and

men account for a disproportionate percentage of suicide deaths in Canada; and

the Public Service Alliance of Canada has demonstrated a commitment to supporting members' mental health and wellness;

BE IT RESOLVED THAT

the PSAC Atlantic shall convene a Regional Men's Mental Health Summit to address stigma, promote mental wellness, and support help-seeking behaviours among members; and

that this summit be held within the next triennial cycle and structured in a manner that maximizes accessibility for members across all regions.

Round Table:**Chris Di Liberatore (PSAC REVP)**

- Working towards some plans for Phoenix Anniversary next month. Info to follow. News for Stats Canada this week and the announced cuts there. 800 jobs cut over the next few years with 100 being cut this week. Suspect might be the term population but just speculation on Chris' part. Going to be a tough week for PSAC. Training being offered for the upcoming convention. Take a look at the training offered for these conventions. CLC training happening – no funding from PSAC – but if interested reach out to the CLC.

Liam Beaton (UHEW)

- New to his position and has the energy and passion to take the new position. Some issues his officers are having are trying to get in the 25 and out retirement. They were left off the list and trying to get on that list. Looking for an increase of pay through bargaining. A lot of his members getting overpayment letters, a few weeks before the holiday season, before the end of the year, which seem to be a complete nightmare for all involved. Some are the incorrect amounts. Some aren't dated properly. Seems to be sent out to members without being reviewed properly. Working with the PSAC Phoenix team and DFO pay support.

Wanda Wharton (UNDE)

- Needs some clarification with someone from PSAC education as they have some questions. Sent an email a day or two ago. Lori Walton

has asked Wanda to forward the email and she will take a look at the email. Might be able to offer guidance on the content to assist.

Susan Enta (UVAE)

- New to her position. Very happy to attend the meeting to see what NS Area Council 1 is all about.

Leslie Campbell (2nd VP - AGRU)

- Her local is anxious to hear when cuts are announced. Also received overpayment letters. Happy to see new faces at the NS Area Council meeting.

Tracy Kempton (Secretary - UTE)

- UTE executives took WFA training at PSAC December 13, 2025. Great session by Nancy. Keeping our members informed about WFA and alternation. Happy to see new faces at the NS Area Council 1.

Zack Branscombe (UHEW)

- No WFAs have been announced yet for UHEW. None of his members have contacted him about overpayment letters with exception to a few that received them outside of the statute of limitation periods. Looking to get them kyboshed.

Rob Silver (President – UCTE)

- Nothing

Lori Walton (PSAC)

- Upcoming education for this semester (link provided below) is focused mostly on convention training as the PSAC Regional Convention is happening as well as all Component Conventions. Treasury Board WFA information sessions happening (link provided

below). For Treasury Board executive, one day WFA course being offered on 2026-02-18 and 2026-03-07. Lori will be working with Agriculture 2026-02-11 and doing one day executive training for CFIA (their WFA as per their collective agreement). Loria also wanted to raise awareness for a group of Stats Canada members – the old SSO group. These are the ones who do the surveys and work parttime. What has happened is they work parttime hours and are now less one or two shifts, meaning some will be short 7 and others 14 days over the next two months and scrambling to pay their bills. Will have to apply for EI benefits, if approved. Just a reminder that some of our members are really being impacted and if NS Area Council 1 can support them with education and/or mobilization. Bargaining – as well as WFA they are really starting to get members to mobilize for bargaining. Strike summits coming up. They will not be doing massive general strike lines so will be back at your workplace. Important for each local, when the callout comes out for the education, to ensure they send representatives to PSAC at attend. Date TBA but prior to summer.

<https://psacatlantic.ca/wp-content/uploads/2026/01/Nova-Scotia-Winter-Education-Pamphlet-2026.pdf>

<https://psacunion.ca/workforce-adjustment-tb>

Upcoming Meeting Dates (virtual and/or in-person):

- Thursday March 12, 2026 @ 6-8pm PSAC Office
- Thursday May 14, 2026 @ 6-8pm PSAC Office
- Thursday September 10, 2026 @ 6-8pm PSAC Office
- Thursday November 12, 2026 @ 6-8pm PSAC Office

Meeting Adjourned:

Motioned by Rob Silver
 Seconded by Tracy Kempton
 Motion carried
 7:37pm