

**NCRC General Meeting  
233 Gilmour, J.K. Wyllie  
September 17 & 18, 2005  
MINUTES**

**Saturday September 17, 2005**

The meeting was called to order at 9:00 a.m. by the Regional Executive Vice-President for the National Capital Region, Brother Ed Cashman

**OPENING REMARKS – Ed Cashman**

Delegates and observers who are new to the council meeting were welcomed. It was noted that several delegates from the UTE Component are at their Executive Council and Presidents Conference and have sent their regrets.

A word of caution was made about the new chairs in the meeting room. Be careful when standing up as they are on wheels and move easily.

**PSAC Statement on harassment**

Read by J Marengère and G Kelly. The harassment coordinator is: B Roy.

**Ratification of the Credentials Committee:**

**Motion:** Credentials committee to be composed of B Eamer and F Zarraga.

**M/S** C Collins / P Jones

Motion carried.

**Report of the Credentials Committee:**

There are 48 delegates, 10 observers and 1 late delegate for a total of 49 delegates and 10 observers.

**M/S** B Eamer / F Zarraga

Report ratified.

NAME	STATUS	ORGANIZATION
ALBERT, Andy	Delegate	RVP NAT TB NAT 70101
ANDERSEN, Judy	Delegate	NCRC Executive
ANDERSON, Muriel	Delegate	NCRC Executive
AYLWOOD, Chris	Delegate	UTE RVP
BALLANCE, Richard	Delegate	NAT – 70263 OR RVP NCR TB
BEAUCHAMP, Bob	Delegate	NAT 70390
BERTRAND, Diane	Observer	NHWU/SSBE 70008

BLAIS, Anne	Delegate	USGE 70093
BUCHANAN, Barbara	Delegate	NAT 70399
BUCKLEY, Zelma	Delegate	UNDE/UEDN - 70608
BURNS, Pamela	Delegate	NCRC Executive
CADIEUX, Suzanne	Delegate	NAT 70380
CAMUS, Denise	Delegate	CEIU/SEIC – 70704
CASHMAN, Ed	Delegate	REVP – NCR
CASTRO, Gloria	Delegate	NAT 70044
CHARBONNEAU, Suzanne	Delegate	RVP NHWU/SSBE NHWU/SSB - 70043
CHARRON, Daniel	Delegate	NCRC Member GSU/SSG - 70024
CHARTRAND, Roger	Delegate	GSU 70024
CHIASSON, Jean	Delegate	AGR - 70067
CLEMENT, Linda	Observer	NAT 70125
CLEMENT, Michael	Delegate	CEIU 70707
COLLINS, Christine	Delegate	RVP ON UCTE
CONSTANTINEAU, Muriel	Delegate	UEW/STE 70742
DALE, June	Observer (Delegate if Dumas unavailable)	NAT – 70059
DALY, Donna	Observer	NAT 70160
DUMAS, Francine	Delegate	NAT – 70059
EAGLE, Glenda	Delegate	AAC
EAMER, Barb	Delegate	AGR - 70075
FALLA, Robert	Observer	USGE 70093
FINDLAY, Wilma	Delegate	NCRC Executive MDAC
FITZPATRICK, Maria	Delegate	USGE/SESG 70041
FRIDRICH, James	Delegate	NCRC Executive
FRIEL, Helen	Delegate	USGE/SESG 70041
GAGNON, Claude	Delegate	NHWU/SSBE RVP 70008
GAGNON, Dan	Delegate	NCRC Executive NAT 70160
GIESE, Kim	Delegate	UTE 70010
GILES, Joyce	Delegate	NCRC Executive NHWU 70043
GOODWIN, Peter	Observer	UEW 70742
GUIBORD, Claudette	Delegate	UCTE/UCET – 70703
HAMMAD, Nouhad	Delegate	NAT 70372
HANSEN, Jane	Delegate	USGE/SESG – 70006
HAZARD, Ken	Observer	USGE RVP
HICKEY, Eileen	Delegate	NCRC Executive UTE/SEI - 70000

HYDUK, Peter	Delegate	UNDE 70605
JEDRASIK, John	Delegate	GSU/SSG - 70013
JONES, Peggy	Delegate	NAT Alt RVP Outside Can
KAVANAGH, Pat	Delegate	CEIU/SEIC - 00630
KELLY, Gloria	Delegate	NCRC Executive UNDE/UEDN 70602
KLUG, Karoline	Delegate	NAT 70401
LaBOND, Janson	Delegate	USGE 70125
LAGUERRE, Carl	Delegate	NAT 70408
LANOY, Monique	Delegate	NCRC Executive CRF - O ENV - 70712
MacDONALD, Dave	Observer	NAT 70160
MacINNIS, Nancy	Delegate	NAT 70181
MacLEAN, Michael	Observer	NHWU / SSBE 70043
MAICZAN, Les	Delegate	NHWU/SSBE 70043
MARENGERE, Jacques	Delegate	UTE/SEI 70030
MARSHALL, Douglas	Delegate	USGE/SESG - RVP
MASSICOTTE, Andrée	Delegate	NCRC Executive RVP Outside Canada
McALLISTER, Gordon	Delegate	Alt REVP
McDOUGAL, Pat	Observer	UTE/SEI 70030
McGRATH, Pat	Delegate	NCRC Executive
MURPHY, John	Observer	NHWU/SSBE 70043
MURRAY, Charlie	Delegate	NAT 70183
NICOLAS, Tony	Delegate	NCRC Executive
NOLET, Jerry	Delegate	NHWU 70008
PULSIFER, Karla	Delegate	USGE 70176
SÉGUIN, René	Delegate	NAT - 70080
SMITH, Vicki Lynn	Observer	UTE 70030
STEWART, Barb	Delegate	NCRC Executive
STRTAK, Tim	Delegate	NAT - 70367
STUART, Francine	Delegate	CEUDA - 70066
THOMAS, Michael	Dele gate	NAT 70312
TONDREAU, Michel	Delegate	GSU 70020
TORRICO, Cynthia	Observer	NAT 70044
TRENHOLM, Harold	Observer	NAT 70160
TROTTIER, Benoit	Delegate	70139
VANIER, Shane	Delegate	CEUDA 70066
WALLIN, Fred	Delegate	NAT 70263
ZARRAGA, François	Delegate	NAT - 71200

**Review of the proposed agenda.**

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08:30 Registration

09:00 Opening Remarks - REVP-NCR  
Adoption of proposed agenda  
PSAC Statement on Harassment  
Moment of Silence  
Oath of Office  
Report from the Credentials committee

Approval of April 29, 30 and May 1, 2005 Minutes

REVP Report

Update from the Regional Office (Blanche Roy)

NCRC Budget/Finance

- a) Unaudited Financial Statement - 1 January 2005 to 31 August 2005
- b) Membership Benefit Fund
- c) PSAC Benefit Fund

**Added** CBC Lock Out

Component Conventions  
Trends and Decisions

Activity Reports

- ◆ Communications Committee
- ◆ Members with Disabilities Action Committee
- ◆ Ottawa Regional Women's Committee
- ◆ Ottawa Area Council
- ◆ Conseil régional d'action politique de l'Outaouais
- ◆ Comité régional des femmes de l'Outaouais
- ◆ Education Committee
- ◆ Pride
- ◆ Racially Visible Action Committee
- ◆ Health & Safety Committee
- ◆ Aboriginal Action Circle
- ◆ Youth Committee
- ◆ Strike Support Committee
- ◆ Separate Employers Report
- ◆ Men's Action and Support Committee

12:00-13:15 Lunch

13:30 Presentation – Social Justice Fund

Resolutions

Presentations – Discussion Separate Employers  
– PSMA

Announcements

Adjournment

**Motion:** To approve the agenda as amended.

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**M/S** A Blais / G Castro  
Agenda carried as amended.

**MOMENT OF SILENCE**

A moment of hope and support was held for the family of Jennifer Teague whose mother is a member of PSAC.

A moment of silence in remembrance of PSAC members who have passed away including

Gary Doherty, NAT 70125 – past RVP, Outside Canada, National Component

Bob Labrosse, GSU 70023

Diana Gee UTE RVP Toronto

Raymond Séguin, NAT 70172

David Connol

Victims of Hurricane Katrina were also remembered.

There was no oath of office to be administered.

09:15 Approval of NCR Convention April 29, 30 and May 1, 2005 Minutes  
Amendment: French minutes: marrain/parrain to be changed to proposé(e) and appuyé(e)  
**Motion:** To approve the minutes of April 29, 30 and May 1, 2005 as amended  
**M/S** D Charron / A Massicotte  
Motion carried.

Chair of the meeting was turned over to G McAllister (A REVP NCR) to allow the REVP to present his report.

**REVP Report**

USA Today reports that September is the most stressful month of the year. Notwithstanding that this same newspaper reported last year that December was the most stressful month, let us examine the validity of that statement.

September marks the beginning of the school year, before Labour Day for students with the French language boards and after Labour Day for the English boards. For many of our members, it is back to work after hopefully some time off this past summer. In many workplaces and indeed for a lot of union activity, July and August are quieter than most. The long summer days provide an opportunity to spend some time with one's family, catch a few rays, and catch up on your summer reading.

The period post Labour Day marks to the return to full throttle for work and union activities. As Judith Timson wrote in the Globe and Mail recently, "September - the pace quickens, the resolve deepens, the pulse creeps up a notch".

I used to always dread September when my then boss returned to work full of new ideas, never with any good ideas, just new ideas.

The busy fall season will be evidenced in many of the projects planned by the regional committees:

- a) Ottawa Regional Women's Committee (ORWC):

This fall will be particularly busy with a Political Lobbying for Women course, the Women at Work in residence course, international solidarity work and the like. The members of this committee have also put in a great deal of effort into assuring the success of the Labour Day Parade and Picnic in Ottawa.

b) Conseil régional d'action politique de l'Outaouais (CRAPO) :

This new area council has ambitious plans for a media training course, an information session on the value of lobbying, an involvement in the upcoming municipal elections in Québec in addition to their Annual General Meeting on October 4, 2005. They also intend to elect their delegate to the 2006 PSAC Convention at this meeting. The Council also funded and showed leadership to fight the transfer of some 400 jobs at the Translation Bureau from Gatineau to New Brunswick.

c) Ottawa Area Council (OAC)

Following their hard work on a great float in the Labour Day Parade and their work behind the scenes at the Labour Day Picnic, the members of this area council are planning an important membership meeting in October (date to follow). They too will be electing their delegate to the 2006 PSAC Convention at their meeting. The OAC also funded a member to work on a fight back campaign against the McGuinty Government decision to cancel the tax credit for Labour Sponsored Investment Funds (LSIF).

d) Aboriginal Action Circle (AAC)

Working with the members of the RVAC committee under the auspices of the Unity banner, members of this committee are responsible for penning 9 of the 11 resolutions going forward to the PSAC Unity Conference in Halifax September 22-25, 2005. The NCR delegation from this community will include six delegates and one observer. The members of the Circle have also done some good work on updating their membership list and have other plans for outreach initiatives. A "Talking Union Basics" course specifically designed for aboriginal members is scheduled for later in the fall. Members of this committee have selected Glenda Eagle of USGE Local 70148 as their representative to the Regional Council Executive.

e) Racially Visible Action Circle (RVAC)

The members of this committee are to be commended for their leadership in preparing for the upcoming Unity Conference. A pre-conference caucus meeting was held on September 12, 2005 during which the delegates and observers from both the AAC and RVAC met to review and debate the resolutions and to plan strategies for moving their issues ahead at this conference. The NCR delegation for this community will include eight delegates and three observers. RVAC and CRAPO are to be commended for their leadership on the "No One is Illegal" march on June 24th. Discussions are underway on the possibility of panel discussions on the "Embracing Change" initiative and the evils of racial profiling.

f) Pride Committee

Despite some administrative glitches with their float, members of this committee ensured that the PSAC was well represented in the Ottawa Pride Parade in late August. Work is also underway to recruit delegates to the CLC Solidarity and Pride Conference in Québec City November 13 to 15, 2005. The next meeting of this committee will be on September 19<sup>th</sup> to plan their activities for the fall.

g) Health and Safety

Work is already underway for our PSAC Regional Health and Safety Conference, to be held in Gatineau in January 2006 (exact dates to follow) under the theme of “Mental Health at Work”. Volunteers and ideas are welcome at any time.

h) Education Committee

Members of this committee are hard at work on a full slate of activities for membership training initiatives for the fall including a fall union school November 17-20, 2005 under the theme of “Stronger Union, Safer Workplace, A Better Life.” A first ever meeting of the Stewards Network was held in June to explore electronic solutions to grievance handling. A follow up meeting is under consideration to provide information about the Grievance and Adjudication process.

i) Members with Disabilities Action Committee

Members of this community recently participated in a City of Ottawa Accessibility Day information fair and are planning for activities surrounding the International Day of the Disabled in December.

j) Communications Committee

Under the technical advice of Mark Pecek, a small core of volunteers are working to renew the membership of their committee and to plan a series of activities for the fall and beyond.

k) Youth Committee

A small core of volunteers continues to try to get this committee going. Volunteers and networking are essential.

l) Men’s Committee

Members of this committee have been tasked with revising their terms of reference and we await the results of their work.

m) Strike Support Committee:

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Members of this region have given generously of their time to support the locked out workers of the Canadian Media Guild at the CBC and at Radio Canada in Ottawa and to members of CEP at Investa in Maitland, Ontario.

n) Finance Committee

Karoline Klüg has been elected in June by the Executive of the Regional Council to serve as the Alternate Treasurer for the region. Her name has also been added as the third of three signing authorities. The Executive will have work to do at their meeting in October to review expenditures year to date and reallocate funding as necessary.

Local Development:

Formal work planned for several local development projects has been delayed – local leaders have been very busy this summer either attending or preparing for their component conventions. I am pleased to report that a Rand sign up contest in August was successful not only raising awareness amongst local executive members but a number of cards were signed and submitted.

The following members were winners of weekly draws held in August:

Week 1: Carol Thiessen (NAT 70395)

Prize: To be determined.

Week 2: Gilles Drouin (UNDE 70611)

Prize: Ottawa Senators Package (Pittsburgh Penguins)

Week 3: Joanne Demers (NHWU 70008)

Prize: Ottawa Senators Package (Toronto Maple Leafs)

Week 4: Joyce Skinner (GSU 70055)

Prize: Gift Certificate for Laura's.

An analysis of the Rand rate of locals in the NCR shows a range from zero to 60 % in one separate employer local. The regional average for Rands across all components is 14 %. High Rand rates limit membership involvement and leave us vulnerable to raiding. Assistance is available from the Regional Offices and from components to locals wanting to work on signing up their Rands.

Negotiations:

Members with the following groups have recently successfully renewed their collective agreements:

Canadian Institute of Health Research (CIHR)  
CSIS (during the mediation process at arbitration)  
NavCan  
Non Public Funds (Unit 1)

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Royal Canadian Mint  
Senate of Canada (at the table after the members turned down the first tentative agreement)  
Unitarian Service Committee (one year renewal only)

Members entering or continuing the negotiations process:

Amethyst House  
Canadian Museum of Science and Technology  
Communications Security Establishment (CSE)  
MDS Nordion  
National Gallery of Canada (classification issues only)  
Non Public Funds (Unit 2)  
Parliamentary Library (Unit 3)

Negotiations with respect to the Public Service Health Care Plan are nearing completion. An important announcement is expected mid to late October 2005.

Organizing:

In order to concentrate all of our attention on the organizing drive for the Commissionaires on the Ottawa side of the River, we have had to stand down, hopefully only temporarily, our campaign at the University of Ottawa. On the Commissionaires front, I would like to take this opportunity to thank the many members of our region that assisted during the sign up Commissionaires blitz in August. We have never been this close to achieving our goal, the unionization of nearly 1800 new members in this region. You can imagine that an organizing campaign of this magnitude is not a simple task. For those of you that have been helping, thank you and keep up the good work. For those of you that may have been away at the time of the callout, it is not too late to help out.

Conclusion:

With negotiations for several groups planned to start this fall, an important announcement on pay equity for our members past and present with Canada Post, a looming announcement regarding Service Canada, municipal elections in the Outaouais, the possibility of a late fall or early winter federal election and further changes resulting from the Public Service Modernization Act, the fall of 2005 promises to be just as challenging as the fall of 2004 but for very different reasons.

Chair is returned to E. Cashman.

Update from the Regional Office (Blanche Roy)  
J Sullivan sends his regrets that he can not be present. P Parker's return is anticipated for Monday September 17, 2005.  
Renée Paule Loriston has been hired as regional representative and she will start in July.  
Pierre Lebel has been hired to replace M Bachand during her deferred leave.  
Louise Grégoire is replacing Doris Inycky for 6 weeks.  
Kelly Greig is replacing Nancy Larose for 12 weeks.

**Local Development** continues.

A federal election will follow the release of the Gomery Report, probably in early spring. Preparations for the election are already beginning.

The municipal election in Gatineau continues.

Please encourage your members to sign up for the education courses.

Staff in the Gatineau Regional Office ratified their tentative agreement.

**NCRC Budget/Finance**

a) Unaudited Financial Statement

Due to a discrepancy between the English and French statements; the finance committee will report back later in the day

b) Membership Benefit Fund

Review of the unaudited financial statement.

**Motion** To accept the Membership Benefit Fund financial statement as presented.

**M/S** K Klüg / F Stuart

Motion carried.

c) PSAC Benefit Fund

Review of the unaudited financial statement.

**Motion** To approve the PSAC Benefit fund financial statement as presented.

**M/S** K Klüg / S Charbonneau

Motion carried.

**Component Conventions**

Delegates were asked to share highlights from their Component Conventions:

*Environment*. New name – Union of Environment Workers and a new logo approved.

William Pynn was reelected President, Guy Borne is Vice-President and Terry Fanning was elected as RVP for the NCR

*CEIU*: Jeannette Meunier-McKay was acclaimed President and Janet Letwinka was reelected as Vice-President.

**CBC Lock Out** Bob Carty

CBC continues their lock out of staff. Main contentious issue is the issue of contract, part time and casual staff. 30 % of the staff are not indeterminate. This percentage is higher than any other media company including private companies. For information on the lock out you can verify the following two sites: [www.ottawaguild.ca](http://www.ottawaguild.ca) or [www.cbcontheline.ca](http://www.cbcontheline.ca)

Please support the workers by contacting your MP in their Parliamentary office and constituency office. AGR 70075 donated \$4,000 to the hardship fund, CRAPO \$200.00, Strike support committee has also pledged funds. Members at the meeting raised \$539.25 for the locked out workers.

**Component Conventions** cont'd

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*UTE* : Convention approved a structure change allowing a full time paid Vice President position. Betty Bannon reelected as National President, Bob Campbell 1<sup>st</sup> National Vice-President and Chris Aylward as Regional Vice-President NCR.

*Agriculture*: Convention approved a structure change allowing for a paid National Vice-President position. Yves Ducharme was reelected as National President, Bob Kingston was elected 1<sup>st</sup> National Vice-President, Barry Payne was elected as RVP Eastern ON and NCR and Céline Préfontaine is National Director, Public Service Commission and Canada School of Public Service.

*USGE*: A new National President was elected following the retirement of Lynn Ray – John Edmunds. National Vice-President is Jackie Schmidt. Doug Marshall was elected RVP for Ottawa.

*NHWU*: Ray Strike was reelected National President, NHWU. Suzanne Charbonneau and Claude Gagnon were reelected RVPs.

*GSU*: Mark Brunell was reelected as National President, GSU. National Vice-Presidents are Randy Ford, Alex Sauvé and Daniel Charron. Equity Officer is Wilma Findlay. RVPs for NCR are: Ray Zwicker, Nadine Lethbridge, Rick Laalo and Bob Boileau. A 25 year service award was presented to John Jedrasik and a 30 year service award to Allan Deering.

*UNDE*: John MacLennan was reelection National President of UNDE. Mary Chamberlain is National Vice-President. The RVP for NCR is Bob Champoux.

Point of Privilege: D Gagnon recognizes Brother Trenholm for his years of service. He is retiring after 31 years.

RECESS for lunch

Notice of Motion: Emergency resolution to fund observers to the Unity Convention.  
(T Nicolas)

### **Panel Discussion – International Solidarity**

Guests: Louise Casselman: PSAC, Social Justice Fund

Ed Smith, International Children's Awareness

Sheila Savage, Volunteer Services Over Seas

Guests discussed their role in assisting regions outside of Canada and how individuals can help.

Point of privilege: There will be a motion to amend the agenda to include the emergency resolution as the first resolution to be dealt with. T Nicolas/K Giese

Point of privilege: Old wheelchairs could also be used by International Children's Awareness if anyone has any.

### **Oath of Office**

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The oath of office was administered to Glenda Eagle, AAC representative to the NCR Council Executive on her arrival.

### **Credentials Committee**

There are 51 delegates and 10 observers.

**M/S** F Zarraga / B Eamer  
Motion carried.

### **Component Conventions cont'd**

*National:* Heather Brooker was re-elected as National President and Daniel Kinsella was re-elected National Vice-President. RVP NCR Separate Employer's is: Richard Ransom; Carl Laguerre and Karoline Klüg are Assistants. RVP NCR Treasury Board is: André Albert; Gino Isabelle and Richard Ballance are Assistants.

### **Finance**

Due to a discrepancy between the French and English documents – the French was not updated; a review of the unaudited statement can not be discussed.

**Motion** To have the French document updated and sent to all locals, postponing approval of the unaudited statement.

**M/S** K Klüg / J Dale  
Debate

**Motion** to call the question.

**M/S** F Zarraga / T Nicolas  
Motion carried.

**Motion** To have the French document updated and sent to all locals, postponing approval of the unaudited statement.

**M/S** K Klüg / J Dale  
Motion carried.

### **Credentials Committee**

Questions have been raised re the status of several delegates. Every delegate questioned is eligible.

Point of privilege due to the length of discussions, would like to suggest continuing on to Sunday. To be discussed later.

Notice of motion to include an emergency resolution on the agenda. The resolution is unilingual English. The nature of the emergency is the Unity Convention is next week and two observers have just been notified that they can go but they need financing.

**Motion** to amend the agenda and include the English only resolution.

**M/S** T Nicolas / K Giese  
Motion Carried.

### **Resolutions**

Point of privilege Union School information and registration is now available please apply and encourage others to do so.

### **Committee Reports**

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OAC has funded a one day LWOP to help fight the recent decision by the Ontario government to disallow First Ontario Fund as a RRSP deduction.  
OAC prepared a float for the Labour Day parade. T-shirts were also given to volunteers.  
OAC is working on making their presence known in the community.  
OAC is sponsoring with the ODLC a presentation of Hanna's Suitcase.  
The AGM for OAC will be October 18, 2005. On the agenda are resolutions to PSAC Convention and choosing of the delegate/observer.  
OAC is also working on creating stronger ties with the ODLC.  
O-RWC has finalized their mandate and vision which is now available in both official languages.

Members of the Resolutions Committee were asked to come forward: Maria Fitzpatrick, John Jedrasik, Tony Nicolas, Geri McCormick, June Dale, Claude Gagnon, Daniel Charron and Charlie Murray.

Members of the NCRC Resolutions Committee met on September 15 to discuss the decision by the National Executive President, Nycole Turmel re resolutions and the new resolutions. Review of the document provided by the Resolutions Committee.

Debate

**Motion** to accept the report of the resolutions committee.

**M/S** M Fitzpatrick / C Gagnon

Debate

Motion carried.

### **Emergency Resolution 1**

**BE IT RESOLVED THAT** the NCRC assist both brothers with their funding requests, up to an including reimbursement of expenses related to the 2005 Unity Conference;

**BE IT FURTHER RESOLVED THAT** any funding granted by this Council be taken from the NCRC Budget line item, "Contingency Fund", or another line item related to unexpected funding requests; and

**BE IT FURTHER RESOLVED THAT** both Brothers Zekry and Maiczan, if this Council acquiesces to their funding requests; be asked to submit a coauthored short report to the NCR Unity Committee on their experiences at the 2005 Unity Conference that may be included in the next issue of the NCR "THIS/CA" newsletter.

**Motion:** to accept the resolutions committee decision of non concurrence.

**M/S** M Fitzpatrick / J Dale

Recorded against: C Gagnon

Debate

Motion of non concurrence is lost.

**Motion** to move to concurrence.

**M/S** G McAllister / C Gagnon

Motion is carried to provide up to a maximum of \$700.00 to S Zekry and L Maiczan to allow them to attend the Unity Convention as observers. Funds to be taken from the 2004 unexpended.

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**Motion** to extend the session to 6:30 p.m. to finish the business of the Council.  
**M/S** M Fitzpatrick / J Hansen  
Debate.  
Motion is lost.

**Motion** to continue the session at 9:30 a.m. Sunday September 18, 2005.  
**M/S** J Jedrasik / S Vanier  
Debate  
Motion is carried.

Point of privilege: how many are required to meet quorum and will there be enough.  
36 members are required to meet quorum.

## **Sunday September 18, 2005**

Agenda  
PSMA  
Credentials  
Resolutions 40 and 09-01 to 09-07  
13 Committee Reports

Point of Privilege  
It was announced that Workers for Wal-Mart in the Saguenay have won their fight against the store closure. They will be awarded damages.

**PSMA** some of the negative highlights are:  
1) national areas of selection within 40 kms or within a certain postal code are no more  
2) appeals are only allowed in situations of abuse of authority or language of choice not respected  
3) applicants are combined into a large pool and it is chance if your name is chosen  
4) there are no targets re equity groups

Everyone is encouraged to take the courses being offered through the PSAC.

**Credentials**  
There are 37 delegates and 5 Observers.  
**Motion** to accept the report as presented.  
**M/S** B Eamer / F Zarraga  
Motion is carried.

Point of privilege when dealing with resolution 09-03 the chair will be turned over.

**Resolutions**  
Resolution 40  
**BE IT RESOLVED** that the NCRC pays for the simultaneous interpretation when required.

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**Motion:** to accept the committee's recommendation of non-concurrence.

**M/S** J Dale / C Murray

Debate

**Motion** to call the question.

**M/S** J Nolet / P Jones

Motion carried.

**Motion** to accept the committee's recommendation of non-concurrence in resolution 40.

Motion carried.

NAT local 70160 confirmed that the resolutions came from a general meeting of the membership.

Resolution 09-01 **SPEAKING TIMES FOR ELECTION OF REVP**

Resolution 09-01 could not be accepted as it is intended for the PSAC Convention. The committee urges the submitting body to consider other means to get it to the PSAC Convention.

Resolution 09-02 **SPEAKING TIMES FOR ELECTION OF NATIONAL PRESIDENT**

Resolution 09-02 could not be accepted as it is intended for the PSAC Convention. The committee urges the submitting body to consider other means to get it to the PSAC Convention.

Resolution 09-03 **EXPENDITURE REPORTS FOR NCRC**

**BE IT RESOLVED THAT** every Local in the NCR be provided with a detailed expenditure report including copies of all invoices, bills, and expenses incurred for the purpose of the NCRC Triennial Convention (held April 2005) and which were approved by the Office of the REVP and/or any other bodies given authority to do so;

**BE IT FURTHER RESOLVED THAT** this information be provided to the NCR Locals no later than November 1<sup>st</sup>, 2005.

Chair is turned over to G McAllister.

**Motion** to accept the committee's recommendation of non-concurrence.

**M/S** J Dale / D Camus

Debate

Recommendation of non-concurrence is carried.

Chair is returned to E Cashman.

Resolution 09-04 **ESTABLISHMENT OF LOCAL PRESIDENTS MEETINGS**

**BE IT RESOLVED THAT** for the purpose of (but not limited to) discussing, sharing of information, and for the establishment of common strategies on issues directly affecting the membership-at-large and their Locals; that one-day meetings of NCR Local Presidents be held twice a year;

**BE IT FURTHER RESOLVED THAT** funding for these meetings be provided via the NCRC budget;

**BE IT FURTHER RESOLVED THAT** for the remainder of this fiscal year, that one meeting be held prior to the PSAC Convention of April 2006, and that the funding for this meeting be provided via the budget for the Office of the REVP;

**BE IT FURTHER RESOLVED THAT** NCR Local Presidents meetings shall be hosted and chaired by a Local President.

**Motion:** to accept the committee's recommendation of non-concurrence.

**M/S** J Dale / D Camus

Debate

Recommendation of non-concurrence is carried.

BREAK

Consensus was reached to continue the session until 12:30 p.m. to finish the business at hand.

Resolution 09-05 **ABOLISHMENT OF NCRC STRIKE COMMITTEE**

**BE IT RESOLVED THAT** the Strike Support Committee be abolished;

**BE IT FURTHER RESOLVED THAT** the funding usually allocated to the Strike Support Committee be allocated equally between the OAC and CRAPO;

**BE IT FURTHER RESOLVED THAT** the OAC and CRAPO shall add to their mandate, the strike support, solidarity role formally held by the Strike Support Committee.

**Motion:** to accept the committee's recommendation of non-concurrence.

**M/S** J Dale / D Camus

Debate

**Motion** to call the question.

**M/S** S Charbonneau / J Giles

Motion carried.

**Motion** to accept the committee's recommendation of non-concurrence in resolution 09-05.

Recommendation of non-concurrence is carried.

Resolution 09-06 **STRIKE PREPARATION COMMITTEE**

**BE IT RESOLVED THAT** the Strike Preparation Committee be created for the purpose of collecting, sharing, and preparing information, materials and any other tools beneficial to future strike action in the NCR;

**BE IT FURTHER RESOLVED THAT** the Strike Preparation Committee explore the idea of doubling as the NCR permanent disciplinary committee for strike related offences;

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**BE IT FURTHER RESOLVED THAT** the membership of the Committee be made up of the Strike Captains from the latest PSAC strike to have taken place (i.e.: October 2004);

**BE IT FURTHER RESOLVED THAT** the Chair of the Strike Preparation Committee shall be chosen among the Strike Captains from the latest PSAC Strike;

**BE IT FURTHER RESOLVED THAT** funding for this Committee be provided via the NCRC budget.

**Motion:** to accept the committee's recommendation of non-concurrence.

**M/S** J Dale / C Murray

Recorded against: D Camus

Debate

**Motion** to divide into 5 separate issues.

**M/S** J Jedrasik / C Murray

Motion to divide is lost.

Debate

Chair is turned over to G McAllister.

Debate

**Motion** to call the question.

**M/S** M Mulvihill / S Charbonneau

Motion is carried.

Tile the doors.

**Motion** to accept the committee's recommendation of non-concurrence.

Recommendation on non-concurrence is carried.

Recorded against: D Camus, D Gagnon, S Vanier

Untile the doors.

Chair is returned to E Cashman.

#### Resolution 09-07 **ACCESS TO INFORMATION TRAINING**

**BE IT RESOLVED THAT** the PSAC NCRC, via their Education Committee or other bodies (consultant, employer training etc.), provide to at least one member of every Local's Executive in the NCR, proper training to carry on successful Access to Information and Privacy requests;

**BE IT FURTHER RESOLVED THAT** the funding for this training be provided via the PSAC NCRC budget;

**BE IT FURTHER RESOLVED THAT** for the remainder of this fiscal year, \$1000.00 shall be taken from the budget of the Office of the REVP and/or the Education Committee and allocated to explore all options related for this training to begin during the 2006-2007 fiscal year.

**Motion:** to accept the committee's recommendation of non-concurrence.

**M/S** J Dale / T Nicolas

Debate

Recommendation of non-concurrence is carried.

## **COMMITTEE REPORTS**

a) **MDAC** Peter Hyduck

New banner is now being used. A booth was presented at the City of Ottawa Accessibility trade fair.

b) **CRAPOS** Charbonneau

CRAPO lobbied against the transfer of the Translation Bureau from the Outaouais to New Brunswick. Active on Labour Day. Supported the employees of SAQ when they were on strike.

c) **CRF – O M** Lanoy

New logo. Assisting with the Women at Work course. Sponsoring J Giles to travel to Colombia to attend a convention.

d) **Education** J Giles

Work continues on the Women at Work course which is being offered in English only at this time. 108 people have taken courses so far this year. The fall education schedule is out; registration is being accepted for union school. PSMA is being offered on October 21/22. 22 new Alliance Facilitators have been trained.

e) **RVAC** G Castro

RVAC's objective is to continue supporting all minorities who are having difficulties related to discrimination harassment and racism in their departments. The committee also promotes a Canadian society free of discrimination and challenges harassment/racism discrimination at all levels of society.

RVAC continues to educate its members of their rights in the work place, and also acts as a source of encouragement to our members who require a safe environment to express their feelings and thoughts. There is also continued support to individuals who are brave enough to stand up for equality and justice not only in the workplace but also in the community.

Periodically the committee members will meet to review how well we are doing in terms of meeting the committee's objective.

As part of the initiative to inform and educate members, RVAC will conduct a one-half hour forum during monthly meetings to educate and inform members of how to respond to certain issues affecting them in the workplace. This will take the form of role-plays, discussions or questions and answers.

In May the Racially Visible Action Committee held a public forum and press release, farm workers from Quebec were invited to tell their story about the Racism/discrimination they faced by their employer.

Union education is a paramount part of our mandate. From June – August 2005, the members of RVAC sponsored a course facilitated by the Wordsmith toastmaster's team. The course assisted members to be more vocal and eloquent in their speech, 4 members of the committee graduated from this course.

Recruiting and community outreach is significant for membership growth; therefore RVAC's members will continue to participate in a series of recruiting activities for the remainder of the year. RVAC will participate on different communities radio programs as part of our membership recruiting strategy. Member from the RVAC is finalizing plans to attend the Unity Conference in Halifax September 22 – 25, 2005.

The Unity committee is now functional, this committee comprises of members from the Aboriginal Circle committee and the Racially Visible Action Committee.

This committee will launch a Newsletter in the fall; also some events are being organized on Embracing Change and Racial Profiling. Finally, on December 10, 2005 RVAC will celebrate "Human Rights Day".

f) **Health and Safety**

Our committee has met a couple of times in May and June to start organizing the Regional Health and Safety Conference and to discuss Health and Safety courses that we would like to have the Education Committee offer in the fall and winter.

Mark Scott, Dominic Lavoie and I met with the Education committee to discuss courses to be offered. This has resulted in several courses being offered at Union School in November.

Our plans are underway for the regional conference. It will be held January 28 and 29, 2006 (Saturday and Sunday) at the Ramada Plaza Hotel Manoir du Casino, 75 Edmonton Street, Gatineau (Hull). More details will be issued by the end of September.

We are looking for new members for our committee, so please feel free to contact Dominic Lavoie at the Gatineau Regional Office.

g. **AAC (S. Charbonneau)** (replacing T. Nicolas for the French report)

Brothers and sisters of PSAC, please note, that the Aboriginal Action Circle (AAC) of the PSAC-NCRC consists of 49 members, including two observers, from CAPE/ACFO members of First Nations, Métis and Inuit communities in the National Capital Region.

Except for July and August, members of the Circle meet on the last Wednesday of each month to keep abreast of the issues of interest to their members. One of the achievements this past year included the purchase of promotional material bearing the AAC logo, which went on sale at activities such as the first NCRC Convention. Sales were so successful that all materials were sold out.

In the fall of 2005, a second major sale was planned at the PSAC Unity Conference in Halifax. On that occasion, several members of the Circle were designated by PSAC, with the assistance of the Components, to represent our region at this major meeting that brought together under the same roof the representatives of members of racially visible and Aboriginal groups of our Union.

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With its numerous members and activists, the Circle grew in stature throughout the year at numerous activities held by PSAC and its Components. It is also expected that the Circle will continue to grow in 2005-2006.

h) **MASC J Jedrasik**

Will be meeting in the next couple of weeks to discuss the NCRC Executive's recommendations.

Adjournment

**Motion** to adjourn.

**M/S** S Charbonneau / J Jedrasik

Motion carried.

Next meeting of the NCRC Council will be January 21 & 22, 2006, next meeting of the NCRC Executive will be October 12, 2005.