



Report of the NCR Annual General Meeting Resolutions Committee

June 1st & 2nd, 2019

The following delegates to the NCR AGM were named to the Resolutions Committee:

- **Imre Bene**, Union of the Taxation Employees (UTE), Local 70010
- **Chantal Fortin**, Union of Safety and Justice Employees (USJE), Local 70165
- **Carole Garneau**, Directed Chartered Local (DCL), Local 76000
- **Jo-An Munday**, Union of National Defense Employees (UNDE), Local 70611
- **Alex Silas**, Directed Chartered Local (DCL), Local 71250
- **Shawn Walker**, Union of National Employees (UNE), Local 70130

The staff advisor was Elisabeth Woods. The secretary was Claudine Prophete.

The meeting started at 5:30 p.m.

The Committee met on May 16th, 2019 at the PSAC Ottawa Regional Office. The Committee dealt with Resolutions GEN #1 until GEN #10. The committee determined the following order of priority:

GEN #3 - Establishing NCR-DCL Committee

GEN # 7 - Respect and Collegiality Regulation

GEN # 8 - NCR Council meetings

GEN # 10 - Delegate entitlement for PSAC NCR Annual General Meeting (AGM)

GEN # 1 - Équité Outaouais

GEN # 6 - Voting Members at Regional Committees

GEN # 4 - Definition of Area Councils

GEN # 5 - Member at Large Regulation

GEN # 9 - PSAC NCRC Financial Principles

GEN # 2 - Human Rights Awards Ceremony Event Funding

Chantal Fortin was nominated as Chair by Shawn Walker – seconded by Alex Silas

Respectfully submitted on behalf of the Committee

GEN # 3

TITLE: Establishing NCR-DCL Committee

ORIGINATORS: Young Workers Committee

LANGUAGE OF ORIGIN: English

The Committee recommends **concurrence** in Resolution **GEN # 3** which reads as follows:

WHEREAS Directly-Chartered Locals (DCLs) are a part of this union's growth & new membership, and

WHEREAS engaging DCLs and their members to participate more actively in their union and in our common goals as PSAC members & labour activists,

and strengthening solidarity between our members remains a goal of this union, and

WHEREAS the National Capital Region holds among its locals a significant number of DCLs, and

WHEREAS a regular-meeting NCR-DCL Caucus has already been established with noted success in networking between DCLs in the region and promoting engagement of DCL members in our union, and

WHEREAS DCL members & local leaders seek to take on a more active role in our union and seek a representative voice on NCR Council and official committee-status:

BE IT RESOLVED THAT a new committee be created with the name “NCR-DCL Committee” having the same rights, responsibilities, and standing as other committees under the NCR Council

Rationale: The challenges & issues faced by DCLs can be unique to their own experiences, work description, workplaces, etc. and Directly Chartered Locals would benefit from collaboration between DCLs for the purpose of resource sharing, inter-local support & mobilization, local building & engagement, and overall strengthening of the union and in better support & service to our members.

GEN # 7

TITLE: Respect and Collegiality Regulation

ORIGINATOR: Bylaws Subcommittee (Executive Council)

LANGUAGE OF ORIGIN: English

The Committee recommends **concurrence** in Resolution **GEN # 7** which reads as follows:

WHEREAS mutual respect is the cornerstone of the PSAC

WHEREAS every member of the PSAC community has a vital role in sustaining a safe, caring and respectful environment by adopting the positive attitudes and behaviours

WHEREAS in the past, it was required to remind some members of this duty

BE IT RESOLVED THAT the following regulation be added to the By-Laws and that all other regulations be renumbered accordingly.

REGULATION 1

Statement on Respect and Collegiality

Our union is made strong by members, Sisters, Brothers and friends working together to improve our working lives and to preserve the rights that we have struggled to achieve.

Mutual respect is the cornerstone of this cooperation. Respect for the rights, dignity and integrity of others is essential for the well-being of our union.

Every member of the Public Service Alliance of Canada (PSAC) community has a vital role in sustaining a safe, caring and respectful environment by adopting the following attitudes and behaviours:

- Treat others with Kindness and Respect. Recognize that informed debate and disagreements are necessary to a vibrant and healthy union setting. Freedom of expression is the hallmark of a union environment.
- Choose Words Carefully. Always treat each other with consideration and respect, whether in person, on the phone, over email, or on social media.
- Keep an Open Mind. Put prejudgments aside when communicating with others. Be mindful of our own actions and statements and the effect these have on others.
- Think the best. We may not always agree, but try to assume we are all trying to do the right thing. Be patient and flexible with others.
- Act in a supportive way. Encourage each other. Acknowledge each other's contributions, and be willing to step-up and lend a hand when others need help. Be inclusive and welcoming.

Collegiality matters. It is the foundation necessary for shared governance and decision-making. By practicing these basic ideals, together we ensure that the PSAC is a welcoming and inclusive environment for all.

Actions by any person that do not reflect respect for others are damaging to each member of our union and hence damaging to our community.

As members of the PSAC we also have an obligation to follow the PSAC Constitution, its Regulations and to adhere to PSAC policies.

Each member of the PSAC community, which includes members, guests and PSAC staff, should be free from interference, intimidation or disparagement during all union activities, including meetings, trainings, rallies, social events and other interactions.

Rationale: This will assist to remind each other and all PSAC-NCR members of the importance to treating each other with respect and collegiality as they are the cornerstone of our work in solidarity.

GEN # 8

TITLE: NCR Council meetings

ORIGINATOR: Bylaws Subcommittee (Executive Council)

LANGUAGE OF ORIGIN: English

The Committee recommends **concurrence** in Resolution **GEN # 8** which reads as follows:

WHEREAS the PSAC-NCR Council is the only regional council or equivalent to meet multiple times per year;

WHEREAS the NCRC meeting is filled with updates and reports that could be handled with digital communication tools;

WHEREAS the PSAC-NCR Council Executive is responsible for the issues arising between Conventions of the region;

WHEREAS the money saved would allow the PSAC-NCR to organize other activities for members, such as multi-day training for members of regional committees.

BE IT RESOLVED THAT the PSAC-NCR Council Bylaws, section 7.1.2 be amended to read:

The PSAC NCRC shall meet once per year for a two-day Annual General Meeting (AGM) during the months of April, May or June. The REVP may also convene up to an additional two (2) meetings per year.

Rationale: Removing the obligation to meet 3 times a year will give the council more flexibility with its funds and allow it to organize other types of gatherings or training opportunities throughout the year.

GEN # 10

TITLE: Delegate entitlement for PSAC NCR Annual General Meeting (AGM)

ORGINATOR: Bylaws Subcommittee (Executive Council)

LANGUAGE OF ORIGIN: English

The Committee recommends **concurrence** in Resolution **GEN # 10** which reads as follows:

WHEREAS the PSAC 2018 National convention adopted a resolution to fully fund regional triennial conventions;

WHEREAS the changes adopted to Section 16 of the PSAC Constitution outline the delegate entitlement for the regional triennial conventions;

WHEREAS the third AGM of every cycle is the regional triennial convention;

BE IT RESOLVED that the PSAC NCR adopt the same delegate entitlement formula for all PSAC NCRC meetings;

BE IT FUTHER RESOLVED that the delegate entitlement formulas used in section 7.1 (a) of the PSAC NCR bylaws read as follows:

For the purpose of representation at a PSAC NCRC meetings, the following formula will be used:

- (a) *Each local (components and DCLs) shall be entitled to one (1) delegate for the first one (1) to two hundred and fifteen (215) members and one (1) additional delegate for each additional two hundred and fifteen (215) members or fraction thereof.*
- (b) *Up to twenty (20) members of the Regional Council shall be delegates;*
- (c) *Each active Area Council shall be entitled to elect one (1) delegate;*
- (d) *Each active Regional Women's Committee shall be entitled to elect one (1) delegate;*
- (e) *Each active Regional Human Rights and Equity Committee shall be entitled to elect one (1) delegate;*
- (f) *Two (2) elected regional National Aboriginal Peoples' Circle representatives shall be delegates;*
- (g) *Each Regional Young Workers Committee shall be entitled to elect (1) delegate;*
- (h) *Component national officers shall be delegates in the region in which they live or work.*
- (i) *Members of the NBoD and full time Component Vice-Presidents shall be entitled to delegate status in the caucus they have elected to participate in as per Section 19, Sub-Section 5 b)*

Rationale: Using the same delegate entitlement formula would allow consistency from one meeting to the other.

GEN # 1

TITLE: Équité Outaouais

ORIGINATOR: CRAPO

LANGUAGE OF ORIGIN: French

The Committee recommends **concurrence** in Resolution **GEN # 1** which reads as follows:

In support of equitable public funding for the health, education and social justice sectors between the Outaouais region and other comparable regions of Quebec

Considering that the health, education and social justice sectors are all underfunded in Quebec;

Considering that the Outaouais region suffers doubly from this chronic underfunding compared with other comparable regions in Quebec in that it does not receive its fair share of public funding on a per capita basis, and it therefore lacks health professionals, health workers, infrastructure and equipment, leading to among other things huge expenditure for healthcare obtained in Ontario;

Considering that the Outaouais region suffers from a lack of training programs at the college and university levels, which forces a large number of young people to leave our region to study and not to return;

Considering that funding levels for our community organizations have been frozen for many years, and that the social service needs of disadvantaged communities are consequently not being met through a lack of means;

Accordingly, it is proposed and resolved that **PSAC-NCR** supports the campaign of Équité Outaouais and requests that the Government of Quebec:

- Increase significantly public funding for healthcare in the Outaouais region to reach the funding levels of other comparable regions in Quebec.
- Increase significantly the training programs at the college and university levels to fill the gap in programs that forces our youth to leave the region.
- Increase significantly funding for our community groups to enable them to adequately fulfill their community care and social justice mandate.

Rationale: The committee supports the work of Équité Outaouais as it seeks to get better funding for health care in the Outaouais, where reside a great number of our members. Accessible healthcare should be afforded to all.

GEN # 6

TITLE: Voting Members at Regional Committees

ORIGINATOR: Bylaws Subcommittee (Executive Council)

LANGUAGE OF ORIGIN: English

The Committee recommends **concurrence** in Resolution **GEN # 6** which reads as follows:

WHEREAS the PSAC constitution was modified in 2018 to change the voting entitlement for regional equity and young workers committees to one voting member per Local

WHEREAS having consistency across all regional committees would be beneficial and reduce the possibility of confusion for members

BE IT RESOLVED THAT the PSAC-NCR By-Laws be modified as follows:

SECTION 9 – COMMITTEES AND AREA COUNCILS

a) The PSAC NCRC Executive shall have the authority and the responsibility for establishing operational/standing committees of Council.

b) The PSAC NCRC recognizes and supports the existence of the NCR Committees **and Area Councils** as defined in Section 5 of these Bylaws.

c) Only one member per Local or Branch may be a voting member of each Human Rights Committee and each Outreach and Member Engagement Committee as defined in Section 5 of these Bylaws. For any Committee that does not utilize voting, only one member per Local or Branch may engage in the process by which decisions of the Committee are made.

d) Area Councils shall accept voting delegates in accordance with the PSAC Constitution and the Area Council's By-Laws

e) **e)** The PSAC NCRC shall elect a Standing Finance Committee in accordance with the procedures in Section 15.2.

Rationale: As the “one local, one vote” rule is already in effect for Human Rights Committees and Young Workers Committees, applying this rule to Outreach and Member Engagement Committee will reduce the possibility of confusion for members. In particular, for new members of committees and members who are participate in multiple committees.

GEN # 4

TITLE: Definition of Area Councils

ORIGINATOR: Bylaws Subcommittee (Executive Council)

LANGUAGE OF ORIGIN: English

The Committee recommends **concurrence** in Resolution **GEN # 4** which reads as follows:

WHEREAS Area Councils are recognized as such by the PSAC Constitution

WHEREAS Area Councils are not simply “political action committees”

BE IT RESOLVED THAT the title “POLITICAL ACTION COMMITTEES” at Section 5 of the By-Laws be changed to “AREA COUNCILS (POLITICAL ACTION COMMITTEES)”

BE IT FURTHER RESOLVED THAT the following wording be added to Section 5 of the By-Laws below the title “AREA COUNCILS (POLITICAL ACTION COMMITTEES)”

The establishment, the organization and the operation of Area Councils is governed by the PSAC Constitution.

Rationale: This is a housekeeping resolution to ensure consistency with the terminology used in the PSAC Constitution.

GEN # 5

TITLE: Member at Large Regulation

ORIGINATOR: Bylaws Subcommittee (Executive Council)

LANGUAGE OF ORIGIN: English

The Committee recommends **concurrence** in Resolution **GEN # 5** which reads as follows:

WHEREAS a Member-at-Large is someone who is elected to sit on the NCRC Executive but doesn't have a specific role

WHEREAS Members-at-Large are expected to contribute to PSAC regional strategies and actions

WHEREAS in the past some Members-at-Large were elected and have not participated in activities to advance the work of the PSAC-NCR

BE IT RESOLVED THAT the following regulation be added to the By-Laws:

REGULATION 6

A Member-at-Large is someone who is elected to sit on the NCRC Executive but doesn't have a specific role. Unlike the chairpersons of equity or outreach committees, Members-at-Large are not elected to represent members belonging to a specific community of interest.

Members-at-Large are elected leaders of the NCR Council. As with all regional leaders, Members-at-Large are expected to contribute to regional strategies and actions in accordance with PSAC priorities.

As such, shortly after the election of each new Member-at-Large, the REVP will assign them a "portfolio" in consultation with each Member-at-Large individually.

Each Member-at-Large will be asked to choose to work in a portfolio that is meaningful to them, both in terms of experience as well as interest. For this reason, Members-at-Large should notify the REVP of their area of interest or expertise as soon as possible after being elected.

For portfolios suggestions, Members-at-Large can consult the Guide for Members of the PSAC-NCR Executive or ask the REVP for suggestions.

The REVP may also designate a Member-at-Large as an ex-officio member of an operational committee of the PSAC-NCR in accordance with By-Law 8.1.

If two or more Members-at-Large are interested in the same portfolio, the REVP may expand the scope of a project or may encourage the Members-at-Large to work on different portfolios. The REVP will make the final selection if required.

Members-at-Large will report on their activities at meetings of the NCRC Executive. They will also report to the NCR Council in the manner prescribed in the By-Laws

Should a Member-at-Large not participate in activities to advance the work of the PSAC-NCR, the REVP will follow-up with the Member-at-Large to reconfirm their interest in the role of a Member-at-Large.

Rationale: This will assist candidates for Members-at-Large positions to know what is expected of them ahead of time. It will also assist the Council in holding Members-at-Large accountable.

GEN # 9

TITLE: PSAC NCRC Financial Principles

ORIGINATOR: PSAC NCR Finance committee

LANGUAGE OF ORIGIN: English

The Committee recommends **concurrence** in Resolution **GEN # 9** which reads as follows:

WHEREAS it is important to give thought and consideration to the spending our members money

WHEREAS financial principals should be clear and easy to understand

BE IT RESOLVED THAT the following changes be made to Regulation 4 (PSAC NCRC FINANCIAL PRINCIPLES) of PSAC NCR bylaws.

REGULATION 4 – PSAC NCRC FINANCIAL PRINCIPLES

1) **PSAC NCR** Committees must provide to the office of the REVP ~~minutes~~ a Committee **approved** budget **or record of decisions** of all meetings in the previous year to access **budget** funding for the current year. The Executive Assistant to the REVP will monitor this with the assistance of the assigned regional representatives. Failure to submit ~~copies of minutes of meetings~~ **these** copies could result in denial of access to funding.

2) No committee of the NCRC will receive more than 25% of their ~~2006~~ **yearly** allocation until they have presented a written detailed financial forecast and action plan for the year.

3) With the development of a 3-year budget cycle of the NCRC, Committees will be ~~encouraged~~ **required** to develop a 3-year plan and allowed to carry over their unexpended funds during the 3-year cycle **by submitting a rationale to seek authorization from the office of the REVP to carryover any remaining monies from Year 1 to Year 2 and/or Year 2 to Year 3 of their respective 3 year allocated budget.**

. Each committee will start at zero following a 3-year cycle. The first 3-year cycle to be ~~2006/2007/2008~~ **2019/2020/2021.**

4) There are three (3) fundamental restrictions in association with the NCR Committee Budgets. Committees may:

a) approve travel outside the region to a **one** maximum of \$500.00 per member ~~per trip per year~~ **per 3 year cycle;**

b) approve individual donations to a maximum of ~~\$500.00~~ **\$250.00** per donation per organization per year; and

c) approve the expenses of a **one** guest speaker to a maximum of \$500.00 per event.

5) Committee Chairs may only spend up to \$250.00. Any amount higher must be approved by the Committee executive or the membership of the committee.

6) All completed expense reports, receipts and invoices must be submitted along with draft and approved record of decisions (meeting

minutes) and approved motions to the office of the REVP immediately following an event or reimbursement.

7) **Committee Chairs are required to submit a rationale to seek authorization from the office of the REVP to carryover any remaining monies from Year 1 to Year 2 and/or Year 2 to Year 3 of their respective 3 year allocated budget.**

Rationale: This will allow for sound financial management of the region finances.

GEN # 2

TITLE: Human Rights Awards Ceremony Event Funding

ORIGINATORS: ORWC and MDAC Committees

LANGUAGE OF ORIGIN: English

The Committee recommends **non-concurrence** in Resolution **GEN # 2** which reads as follows:

WHEREAS the Equity Committees* of the Public Service Alliance of Canada – National Capital Region Council (PSAC – NCRC) want to celebrate the Human Rights Day held December 10th worldwide to honour the advancement of Human Rights with an event in the National Capital Region (NCR) each year.

WHEREAS the Equity Committees want to ensure continuous funding for the Human Rights Awards Ceremony.

WHEREAS in 2017 and 2018 there was a lack of communication regarding the funding and where the money had been allocated from within the PSAC-NCRC Regional Budget.

WHEREAS this event is celebration for all members of the PSAC-NCRC

BE IT RESOLVED that the PSAC-NCR create and fund a line item in the annual budget to fund an annual event in recognition of International Human

Rights Day, recognized on December 10th. This funding should not be coming from the operational budgets of the Equity Committees of the PSAC-NCR nor the other committees of the PSAC-NCR

BE IT RESOLVED that a minimum of \$3,000.00 per year be allocated for this event from the Regional Budget of the PSAC-NCR.

*The equity committees are as follows: Racially Visible Action Committee (RVAC); Members with Disabilities Action Committee (MDAC); Ottawa Regional Women's Committee (ORWC); Indigenous Action Circle (IAC); Pride; Comité Régional des femmes Francophones (CRFO)

Rationale: Though the committee is in agreement with the spirit of the resolution and the importance of celebrating human rights day in the NCR. The committee believes that the amount needed to fund such an event should be determined yearly by the NCRC Executive.