



## Education Committee

Monday January 13<sup>th</sup> 2020

Minutes Prepared by Alex Silas (PSAC-NCR A-REVP)

### **Present:**

Chantal Fortin, Chair (CEIU)  
Behiye Cinkilic (UNE)  
Irene Georgieva (GSU)  
Lee Pallotta (UTE)  
Carla Ross (UNE)  
Sergey Sheshnev (UNE)  
Alex Silas (DCL)

### **Staff:**

Pierre Lebel (PSAC-NCR Education Officer)

### **Observers:**

Anna-Marie Melanson (Retired Member)

### **Regrets:**

Diane Girouard (UHEW)

Welcome by Chair. Meeting start 1730.

### **1. Adoption of Agenda & Previous Meeting's Minutes**

Agenda moved by Carla. Seconded by Lee.

Approval of Prev. Meeting's Minutes (December) postponed until document becomes available.

### **2. Debate & Discussion on Proposed Resolutions for Submission to PSAC-NCR Convention**

The Education Committee received 14 resolutions from committee members for consideration & submission to upcoming PSAC-NCR Convention.

*Refer to Appendix for full text of resolutions*

*(Electronic version of appendix provided to committee members as a separate document.)*

#### **Resolution #1**

Title: Climate Change: PSAC Partnering with Tree Canada

Submitted by: Anna-Marie Melanson

(Submitted while Anna-Marie was a member in good standing)

Proposed amendment to include specification that this resolution would not result in any dues increase.

Amendment to Resolution #1 moved by: Lee, seconded by: Carla. Amendment adopted unanimously.

Moved by: Sergey. Seconded by Lee.

Vote on resolution: Adopted unanimously.

## **Resolution #2**

Title: Climate Change: Carbon Footprint Offset

Submitted by: Anna-Marie Melanson

(Submitted while Anna-Marie was a member in good standing)

Proposed amendment to move “cost of \$6.00 per tree” from 2<sup>nd</sup> *Be It Resolved* into *Rationale*.  
Amendment to Resolution # 2 moved by: Chantal, seconded by: Carla. Amendment adopted unanimously.

Moved by: Carla. Seconded by: Sergey.

Vote on resolution: Adopted unanimously.

## **Resolution #3**

Title: Climate Change: Carbon Footprint Offset

Submitted by: Anna-Marie Melanson

(Submitted while Anna-Marie was a member in good standing)

Proposed amendment to move “cost of \$6.00 per tree” from 2<sup>nd</sup> *Be It Resolved* into *Rationale*.  
Amendment to Resolution # 3 moved by: Chantal, seconded by: Carla.  
Amendment adopted unanimously.

Moved by: Carla. Seconded by: Sergey.

Vote on resolution: Adopted unanimously.

## **Resolution #4**

Title: Stop Privatization of Federal Government Payment Administration and Pay Processing Services

Submitted by: Irene Georgieva

Moved by: Carla. Seconded by: Sergey

Vote on resolution: Adopted unanimously.

## **Resolution #5**

Title: Interim REVP

Submitted by: Chantal Fortin

Moved by: Sergey. Seconded by: Lee.

Vote on resolution: Adopted.

Note: Alex Silas (PSAC-NCR A-REVP) wished to be recorded as abstained from voting. He wished it be noted that he abstained to avoid any appearance of conflict of interest.

**Resolution #6**

Title: NCR Council Meetings  
Submitted by: Chantal Fortin

Moved by: Carla. Seconded by: Alex.  
Vote on resolution: Adopted unanimously.

**Resolution #7**

Title: Special Meetings of the PSAC-NCR Council  
Submitted by: Chantal Fortin

Moved by: Carla. Seconded by: Alex.  
Vote on resolution: Adopted unanimously.

**Resolution #8**

Title: Training for NCRC Committee/Council Members  
Submitted by: Chantal Fortin

Moved by: Alex. Seconded by: Behiye.  
Vote on resolution: Adopted unanimously.

**Resolution #9**

Title: Resolution for Member Facilitator Centric Education Delivery  
Submitted by: Ken Zarichansky

This resolution was not accepted by the Education Committee as members felt there was insufficient information to be able to vote on resolution and the member who submitted resolution was unfortunately not present to answer questions.

**Motion to accept late resolutions:**

Resolutions 10, 11, 12, 13, 14 submitted after deadline.  
Motion to accept resolutions for consideration after deadline submitted on January 13, 2020.

Moved by: Chantal. Seconded by: Alex.  
Vote on resolution: Carried.

**Resolution #10**

Title: Homelessness Donation  
Submitted by: Carla Ross

Moved by: Chantal. Seconded by: Sergey.

Vote on resolution: Adopted.  
Recorded against: Lee Pallotta.

**Resolution #11**

Title: Foodbanks  
Submitted by: Carla Ross

Withdrawn by submitter as Resolution #10 accomplishes the same intent/goal.

**Resolution #12**

Title: Create an Ottawa Universal Childcare Coalition  
Submitted by: Carla Ross

Moved by: Alex. Seconded by: Sergey.  
Vote on resolution: Adopted.  
Recorded against: Lee Pallotta.

**Resolution #13**

Title: Promote Every Canadian Counts Efforts to Establish a National Disabilities Program.  
Submitted by: Carla Ross

Moved by: Alex. Seconded by: Chantal.  
Vote on resolution: Adopted unanimously.

**Resolution #14**

Title: Promote Every Canadian Counts Efforts to Establish a National Disabilities Program.  
Submitted by: Carla Ross

Moved by: Chantal. Seconded by: Alex.  
Vote on resolution: Adopted unanimously.

All resolutions adopted by the Education Committee will be submitted for consideration by the PSAC-NCR Convention Floor. Copies of all submitted resolutions in both official languages can be made available upon request.

### **3. Education Program Update**

Pierre Lebel (PSAC-NCR Education Officer) went over current registrations for upcoming courses being offered.

20h00 Meeting adjourned.

**Education Committee Resolutions**  
**Adopted at its January 13, 2020, meeting**

**RESOLUTION # 1**

**TITLE:** CLIMATE CHANGE: PSAC PARTNERING WITH TREE CANADA

**WHEREAS** PSAC would commit to play a pivotal role in fighting climate change by partnering with the charitable organization called **Tree Canada** ([www.treecanada.ca](http://www.treecanada.ca)).

**WHEREAS** PSAC would become a strong advocate for protecting the environment.

**WHEREAS** PSAC would position the alliance as a strong environment leader in this great country.

**BE IT RESOLVED THAT** PSAC will contribute 10 cents per member per month from members' dues that have already have been collected.

**BE IT RESOLVED THAT** this **will not result in an** increase of the members monthly dues.

**BE IT FURTHER RESOLVED** that this amount would go directly towards Tree Canada's reforestation programs to fight climate change.

**AND BE IT FURTHER RESOLVED** PSAC would publish Tree Canada's annual report on its web site showcasing PSAC members contribution towards the positive impact on the environment across the nation.

**Rationale:** According to the United Nations, climate change is the defining issue of our time and we are at a defining moment. From shifting weather patterns that threaten food production to rising sea levels that increase the risk of catastrophic flooding, forest fires, the impacts of climate change are global in scope and unprecedented in scale. Without drastic action today, adapting to these impacts in the future will be more difficult and costly.

Reforestaration efforts are a critical element in the fight against climate change to reduce air pollution, manage stormwater and provide shelter for wildlife.

Tree Canada is the only national tree planting charity in Canada. As a not-for-profit, registered charity, they are dedicated to improving the lives of Canadians by planting and nurturing trees in urban and rural environments while teaching about their value. By contributing towards *Operation ReLeaf* and *National Greening* programs, we can not only help communities across the nation recover from natural disasters, but also experience all the benefits that trees have to offer beyond capturing carbon and cleaning the air – trees in cities reduce noise pollution, cool our streets, and quiet our minds. The cost is approximately \$6.00 per tree.

**Submitted by:** Anna-Marie Melanson, UNE Local 70044

Moved by Lee Pallotta

Seconded by Carla Ross

Adopted

## RESOLUTION # 2

### TITLE: CLIMATE CHANGE: CARBON FOOTPRINT OFFSET

WHEREAS there is an astronomical negative impact of greenhouse gas emission released into the atmosphere from polluting factors such as car, train and air travel;

WHEREAS it can be challenging for PSAC NCR to offer alternative and greener travel arrangements for members attending various PSAC events outside their regions;

WHEREAS it can be difficult to arrange chartered public transportation or carpooling as an option to emit lesser greenhouse gas emissions;

BE IT RESOLVED THAT PSAC NCR commits to play a pivotal role in fighting climate change by actively promoting the carbon footprint offset, and;

BE IT FURTHER RESOLVED THAT PSAC NCR would adopt a standardized email notification to encourage travelling members to individually and willingly purchase trees to offset their carbon footprint emission through a non-profit organization called [TreeCanada.ca](http://TreeCanada.ca) and using their [carbon calculator](#).

**Rationale:** According to the United Nations, climate change is the defining issue of our time and we are at a defining moment. From shifting weather patterns that threaten food production to rising sea levels that increase the risk of catastrophic flooding, the impacts of climate change are global in scope and unprecedented in scale. Without drastic action today, adapting to these impacts in the future will be more difficult and costly. (Cost of \$6.00 per tree)

“If every person on Earth planted one tree a year for six years, enough carbon would be taken out of the atmosphere to halt the catastrophic warming trend associated with climate change.” – source [Diana Beresford-Kroeger](#), world-recognized author and Canadian scientist.

Given that climate change is a global issue, the PSAC can play a positive and pivotal role in promoting the *carbon footprint offset* by encouraging all members who travel to the various PSAC events, to compensate for their carbon pollution by purchasing trees via the [carbon calculator at TreeCanada.ca](#).



**Submitted by:** Anna-Marie Melanson, UNE Local 70044

Moved by Carla Ross

Seconded by Sergey Sheshnev

Adopted

## **RESOLUTION # 3**

### **TITLE: CLIMATE CHANGE: CARBON FOOTPRINT OFFSET**

WHEREAS there is an astronomical negative impact of greenhouse gas emission released into the atmosphere from polluting factors such as car, train and air travel;

WHEREAS it can be challenging for PSAC to offer alternative and greener travel arrangements for members attending various PSAC events outside their regions;

WHEREAS it can be difficult to arrange chartered public transportation or carpooling as an option to emit lesser greenhouse gas emissions;

BE IT RESOLVED THAT PSAC commits to play a pivotal role in fighting climate change by actively promoting the carbon footprint offset, and;

BE IT FURTHER RESOLVED THAT PSAC would adopt a national standardized email notification to encourage travelling members to individually and willingly purchase trees to offset their carbon footprint emission through a non-profit organization called TreeCanada.ca and using their carbon calculator (cost of \$6.00 per tree).

#### **Rationale**

According to the United Nations, climate change is the defining issue of our time and we are at a defining moment. From shifting weather patterns that threaten food production to rising sea levels that increase the risk of catastrophic flooding, the impacts of climate change are global in scope and unprecedented in scale. Without drastic action today, adapting to these impacts in the future will be more difficult and costly.

“If every person on Earth planted one tree a year for six years, enough carbon would be taken out of the atmosphere to halt the catastrophic warming trend associated with climate change.” – source Diana Beresford-Kroeger, world-recognized author and Canadian scientist.

Given that climate change is a global issue, the PSAC can play a positive and pivotal role in promoting the carbon footprint offset by encouraging all members who travel to the various PSAC events, to compensate for their carbon pollution by purchasing trees via the carbon calculator at TreeCanada.ca.

**Submitted by:** Anna-Marie Melanson, UNE Local 70044

Moved by Carla Ross

Seconded by Sergey Sheshnev

Adopted

## **RESOLUTION # 4**

**TITLE:** Stop Privatization of Federal Government Payment Administration and Pay Processing Services

WHEREAS: Since 2016 the Federal Government has increasingly filled numerous jobs traditionally occupied by PSAC members by consultants/contractors from various private companies.

WHEREAS: The federal government is increasingly using contractors and consultants to perform the work of qualified PSAC members.

BE IT RESOLVED: PSAC will lobby the Federal Government to employ PSAC members instead of contractors/consultants.

**Submitted by:** Irene Georgieva, GSU Local 70013

Moved by Carla Ross

Seconded by Sergey Sheshnev

Adopted

## **RESOLUTION # 5**

**TITLE:** Interim REVP

WHEREAS there are no provisions in the PSAC Constitution to replace a Regional Executive Vice-President (REVP) while on paid leave;

WHEREAS the REVP for the National Capital Region (NCR) has been on leave and unable to fulfill their duties for more than eight (8) months – since May 2019;

WHEREAS this occurred during a crucial period of time, which included the 2019 Federal Election period and bargaining, where the REVP was not available to mobilize the members.

BE IT RESOLVED that Section 23 (10) of the PSAC Constitution be amended by adding:

In the event that the REVP is on leave and is unable to fulfill the duties of the office of the REVP for a period of over two (2) months, these duties shall be fulfilled by the Alternate REVP from the same region once the REVP's absence has exceeded two (2) months.

BE IT FURTHER RESOLVED that in the event that the Alternate REVP is called upon to replace the REVP while the REVP is on leave, that the Alternate REVP shall receive the same pay and benefits as an REVP as per Regulation 17 of the PSAC Constitution.

**Submitted by:** Chantal Fortin

Moved by Sergey Sheshnev

Seconded by Lee Pallotta

Adopted

Alex Silas requested to be recorded as abstained

## RESOLUTION # 6

**TITLE:** NCR Council meetings

WHEREAS the PSAC-NCR Council (NCRC) meetings is filled with updates and reports that could be handled with other communication tools such as video conferencing;

WHEREAS the NCRC Executive is responsible for the issues arising between Conventions of the region;

WHEREAS this would represent a savings of approximately \$6,000/year. This does not include the cost of interpretation and technical services.

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 **twice per year**, prior to meetings of the National Board of Directors (NBoD). A two-day Annual General Meeting (AGM) shall be included as one of these **two** meetings **during the months of April, May or June**.

**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.

**Submitted by:** Chantal Fortin

Moved by Carla Ross

Seconded by Alex Silas

Adopted

## **RESOLUTION # 7**

**TITLE:** Special Meetings of the PSAC-NCR Council

WHEREAS the By-Laws as currently written could make it challenging to convene special meetings of the PSAC-NCR Council

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

Special meetings of the PSAC NCRC shall be convened if 10% of Council members so signify their wish by petition to the **NCRC Executive**. **The NCRC Executive may also convene up to two (2) special meetings per year.**

**Rationale:** This will allow more flexibility in convening special meetings of the PSAC NCR Council if deemed necessary.

**Submitted by:** Chantal Fortin

Moved by Carla Ross

Seconded by Alex Silas

Adopted

## **RESOLUTION # 8**

**TITLE:** Training for NCRC Committee/Council Members

WHEREAS current training opportunities for PSAC-NCR Council (NCRC) committees / councils is scattered throughout the PSAC-NCR Education Schedule

WHEREAS members of NCRC committees/councils would benefit from a focused training that is geared specifically towards their needs

WHEREAS this would also provide an opportunity for members of NCRC committees/councils to network, exchange ideas on best practices and work together on campaigns or projects

BE IT RESOLVED THAT the PSAC-NCR offer a training of a duration of up to two days that is offered jointly to all NCRC committees and councils.

BE IT RESOLVED THAT this training is offered at least once every two years

BE IT RESOLVED THAT committees and councils be consulted in the choice of topics to be covered in this training in order to adequately meet their needs.

BE IT FURHTER RESOLVED THAT topics such as strategic campaigning, leadership skills and facilitation skills be considered for this training

**Submitted by:** Chantal Fortin

Moved by Alex Silas

Seconded by Behive Cinkilic

Adopted



## **RESOLUTION # 9**

### **TITLE: RESOLUTION FOR MEMBER FACILITATOR CENTRIC EDUCATION DELIVERY**

WHEREAS: Leadership Development of the membership, is an educational objective.

WHEREAS: Learn to do by doing, is an education principle.

WHEREAS: Members get good at what they practice, is a union principle.

WHEREAS: Members become good in a subject, when they prepare to teach that subject.

WHEREAS: Member facilitators are currently underutilized in the delivery of union education.

WHEREAS: Member facilitators are not adequately rewarded for education facilitation.

WHEREAS: On average, PSAC staff delivering education are paid higher hourly wages, than the wages paid to member facilitators.

WHEREAS: PSAC staff delivering education are paid overtime and weekend premiums for the delivery of education.

WHEREAS: The current education delivery model does NOT make the best use of members' union dues.

**BE IT RESOLVED THAT:** Over the next 3 years, member education delivery be transitioned to a MEMBER FACILITATOR CENTRIC EDUCATION DELIVERY.

**BE IT FURTHER RESOLVED THAT:** Payment to member facilitators delivering education be increased through additional LWOP and though meaningful and increased honorariums.

**Submitted by:** Ken Zarichansky

**Decision:** Committee members felt that there were too many unanswered questions to vote on this resolution. There was insufficient information and the person submitting the resolution was not present.

## **Motion to accept late resolutions**

The Committee will accept four resolutions submitted by Carla Ross after the January 13 deadline.

Moved by Chantal Fortin

Seconded by Alex Silas

Adopted

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## **Resolution 10**

### **TITLE: HOMELESSNESS DONATION**

WHEREAS: Many Canadians are now facing to choose how to spend their limited income on Shelter, Food, and/or Medications. Homeless Shelters in Canada are now in demand more than ever before. This is becoming a responsibility of all, and a burden to struggling communities.

BE IT RESOLVED THAT: The PSAC NRC makes a donation of \$5,000 to be divided between four (4) organizations that provide support to the homeless.

BE IT FURTHER RESOLVED THAT: the NCRC Executive chooses the four organizations to receive donations that would be two in Gatineau and two in Ottawa.

**Submitted by:** Carla Ross, UNE Local 70059

Moved by Chantal Fortin

Seconded by Sergey Sheshnev

Adopted

Against: Lee Pallotta

## **Resolution 11**

### **TITLE: FOODBANKS**

WHEREAS: Many Canadians are now facing to choose how to spend their limited income on Shelter, Food, and/or Medications. Foodbanks in Canada are now in demand more than ever before. This is becoming a responsibility of all, and a burden to struggling communities.

WHEREAS: The Government of Canada (Federal, Provincial and Municipal) should be ensuring that the people have basic necessities of life. There must be more funds for: such as education on how to eat healthy and to grow your own food

BE IT RESOLVED THAT: PSAC provide support and financial assistance to the organizations to force the government to act accordingly and to implement a program that supports those in need.

BE IT FURTHER RESOLVED THAT: THE PSAC-NCR FORWARD THIS TO THE PSAC 2021 TRIENNIAL CONVENTION

**Submitted by:** Carla Ross, UNE Local 70059

**Withdrawn by the submitter**

## **Resolution 12**

**TITLE:** Create an Ottawa Universal Childcare Coalition.

**WHEREAS:** According to the 2008 UNICEF report, the Canadian child care system ranked 25th among the OEDC countries. Other regions have an Universal Childcare Coalition. Ottawa as the Capital of Canada, should lead by example.

**WHEREAS:** Quality child care is lacking in Canada to the point where only 1 in 4 children has access to regulated child care. Creating this coalition will assist in this Region to obtain better Childcare. Also, help force the government to take action, and move forward on creating an Universal Childcare for all Canadians.

**WHEREAS:** For every year a woman provides child care to her child at home, she loses 5% of her earning capacity which she will never be able to regain in her life time. As a Union we should be promoting to achieve a gender balance. This not only contributes to children growing up to be happy, healthy and productive citizens but reduces the numbers living in poverty.

**BE IT RESOLVED THAT:** The PSAC NCR will assist with the creation of an Ottawa Universal Childcare Coalition.

**BE IT FURTHER RESOLVED THAT:** That PSAC NCR promote awareness of said Coalition Childcare with PSAC-NCR members and encourage members to participate in the implementation of the coalition.

**Submitted by:** Carla Ross, UNE Local 70059

Moved by Alex Silas

Seconded by Sergey Sheshnev

Adopted

Against: Lee Pallotta

## **Resolution 13**

**TITLE:** Promote Every Canadian Counts efforts to establish a National Disabilities Program.

**WHEREAS:** Persons with long-term, chronic disabilities have to reapply for support services as they transition from one stage of life to another, such as childhood to adulthood; leading to periods of no coverage.

**WHEREAS:** Fragmented and ineffective provincial and territorial systems leave persons with long-term, chronic disabilities, vulnerable and without coverage when they move from one province or territory to another.

**BE IT RESOLVED THAT:** The PSAC will promote Every Canadian Counts (ECC) efforts to establish a national program that would ensure equitable access, eliminate service gaps, and guarantee a minimum standard of disability supports, by such means as providing ECC information at PSAC events.

**BE IT RESOLVED THAT: The PSAC-NCR forward this resolution to the PSAC 2021 Triennial Convention**

**Submitted by** Carla Ross, UNE Local 70059

Moved by Alex Silas

Seconded by Chantal Fortin

Adopted

## **Resolution 14**

**TITLE:** Promote Every Canadian Counts efforts to establish a National Disabilities Program.

**WHEREAS:** Persons with long-term, chronic disabilities have to reapply for support services as they transition from one stage of life to another, such as childhood to adulthood; leading to periods of no coverage.

**WHEREAS:** Fragmented and ineffective provincial and territorial systems leave persons with long-term, chronic disabilities, vulnerable and without coverage when they move from one province or territory to another.

**BE IT RESOLVED THAT:** The PSAC-NCR will promote Every Canadian Counts (ECC) efforts to establish a national program that would ensure equitable access, eliminate service gaps, and guarantee a minimum standard of disability supports, by such means as providing ECC information at PSAC-NCR events.

**Submitted by:** Carla Ross, UNE Local 70059

Moved by Chantal Fortin

Seconded by Alex Silas

Adopted