

# **Report of the PSAC Ontario 2<sup>nd</sup> Triennial Convention**

**May 3-5, 2002**

**Sheraton Four Points Hotel, Hawthorn Hall  
Mississauga, Ontario**



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# **Report of the PSAC Ontario 2<sup>nd</sup> Triennial Convention**

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## **Friday, May 3, 2002 - Afternoon Session**

The Convention was called to order at 1:15 p.m. by the Regional Executive Vice-President (REVP), Ontario, Gerry Halabecki and Chair for the duration of this Convention.

Brother Halabecki welcomed delegates, observers and guests. Brother Halabecki introduced Anna Gill (alternate to REVP, Ontario) and Dave Doyle (PSAC Representative, North Bay Regional Office) as the Harassment Co-ordinators during Convention. Sister Gill read the PSAC Harassment Policy. Brother Halabecki thanked Sister Gill and Brother Doyle for undertaking this task.

Brother Halabecki introduced the PSAC Raging Grannies to the podium to lead us in “Solidarity Forever” as well as their own songs. They made their official debut a few weeks ago at the Regional Women’s Conference and he is delighted to have them here with us today. Granny Cheryl advised the role of the Raging Grannies, and announced their first song “Put in on the Ground”. Second song, “Hear me for Liberty”, third song, “Maureen’s Song” and finally “Solidarity Forever”. Brother Halabecki thanked the PSAC Raging Grannies.

Brother Halabecki introduced the PSAC Ontario Regional Council:

Ann Gill, Alternate to the REVP  
Kathleen Moore, Region 1 (Northwestern)  
Debbie St. Germain, Region 2 (Northeastern)  
Dan Ladouceur, Region 2 (Northeastern)  
Dennis Miluck, Region 3 (Southeastern)  
David Lake, Region 3 (Southeastern)  
Bill Dennis, Region 4 (Southwestern)  
Helen O’Keefe, Region 4 (Southwestern)  
Joyce Hendy, Region 5 (GTA- Greater Toronto Area)  
Ken Boone, Region 5 (GTA – Greater Toronto Area)  
April Preston, Region 6 (Hamilton/Niagara)  
Val Fargey, Regional Women’s Committees

Joyce Maracle-McIntee, Aboriginal Members  
Aileen Duncan, Members with Disabilities  
Josephine Mayanja, Visible Minority Members  
Frank Butler, Gay and Lesbian Members  
Debbie Willett, Area Councils  
Mark Gorski, Political Action Committees

Brother Halabecki introduced the PSAC Staff who are here to assist:

Judith Monteith-Farrell, Regional Representative, Thunder Bay RO  
David Doyle, Regional Representative, North Bay RO  
Lorraine Lepage, Office Administrative Assistant, North Bay RO  
Linda Cross, Regional Representative, Kingston RO  
Todd Woytiuk, Regional Representative, London RO  
Jim Chorostecki, Regional Co-ordinator, Toronto RO  
Tom Hamilton, Regional Representative, Toronto RO  
Doug Kosakowski, Regional Representative, Toronto RO  
Denise Morrison, Secretary, Toronto RO  
Chris Wilson, Organizer, Toronto RO  
Shirley Riva, Regional Education Officer, Toronto RO  
Claudine Salama, Health & Safety Officer, Toronto RO  
Penny Bertrand, Director - Regional Offices Branch, Ottawa  
Steve Jelly, EA to AEC, Ottawa  
Mandy Rocks, EA to NEVP & REVP's, Ottawa  
Byron Brathwaite, IT Co-ordinator, Ottawa  
and finally Rita Cantalini, Executive Assistant to the REVP, Ontario

Brother Halabecki also introduced and welcomed special guests:

Nycole Turmel, PSAC National President  
Wayne Samuelson, Ontario Federation of Labour President  
John MacLennan, UNDE National President as Observer  
Ray Strike, NHWU National President as Observer  
Cres Pascucci, CEIU National President as Delegate  
Betty Bannon, UTE National President as Delegate

Brother Halabecki reviewed some administrative details with the Convention floor. Washrooms are located just around the corner to your left between the Convention Hall and Registration office. You are reminded in your kits to turn your cell phone ringer off so as not to disrupt Convention business. This is a scent free environment, so please refrain from using any scents. When you go to the microphones, please state your name and who you represent clearly into the mike for our record purposes.

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## **Adoption of Agenda**

*That the Agenda be adopted as published and presented.*

m/s/c Ken Boone/Jeanne Hannigan

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## **Rules of Order**

*That the Rules of Order as provided in tab 1 of the Convention binder be adopted.*

m/s/c Mark Leonard/Preben Hansen

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## **Credentials Committee Report**

Brother Halabecki introduced the Credentials Committee, Mary Chamberlain and Kent MacDonald.

99 Delegates  
8 Observers  
7 Guests

For a total of 114 participants.

*That the Credentials Committee Report be adopted as stated.*

m/s/c Mary Chamberlain/Kent MacDonald

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## **Address of REVP, Ontario - Gerry Halabecki**

Brother Halabecki presented his address to the PSAC Ontario 2<sup>nd</sup> Triennial Convention.

It is truly an honour and a privilege for me to be addressing the 2<sup>nd</sup> Triennial Ontario Convention. It has been 3 years since this delegation last met – where we debated and developed a structure and the guidelines for Regionalization in Ontario. Much has changed over that time – not the least of which – for me anyway - my election as your Regional Executive Vice-President for Ontario at the PSAC Triennial Convention 2 years ago. So we are assembled here this weekend to see where we have been – and more importantly to chart a course for our Region for our members on where we want to go tomorrow and beyond.

I would like to share with you, some of my thoughts on the changes I mentioned. When Regionalization became a reality at our 1997 PSAC Triennial Convention here in Toronto, very little funding was allocated to the Regions. There were whispers that Regionalization couldn't

survive without the dollars to make that happen. At our Founding Convention in 1999 a budget was put forward that provided for the Ontario Council to meet and have a budget to help them do their work, but frankly very little else. Subsequently, at the PSAC Convention in 2000, the Delegates, after much debate, decided to increase the line item for the Regions and last year this Council was tasked with setting a budget with that increased allocation. We decided to set more time aside for the Ontario Council Committees to do the work necessary to help protect our members rights and to provide a better service to our members. We decided to assist our Area Councils and to encourage the formation of new ones and broader participation of existing ones, so that we could tie into that network as a Regional Council and reach out to the grassroots of our membership. We decided to not only offer assistance but our participation as well, with some of our Social Coalition Partners, so that we could help to improve the society in which our members live.

All of these changes I believe were positive and proactive and helped our members see the values in a Regionalized structure. But I think we can go further – and we have! The budget for this year which you will review this weekend starts to set aside a surplus which will be “seed” money to help subsidize the costs of delegates to our next Regional Convention. The proposed budget for the next three years, which I hope you will approve, provides for further financial assistance for our locals and branches to allow them to attend our convention and make it a more inclusive and a better representative reflection of our membership in Ontario. One of the first tasks of the newly elected Ontario Council will be to strike a sub-Committee to explore a fair means by which to allocate that assistance.

Another change which I’ve noticed since the Founding Convention is in the way this membership views Regionalization and the change to our structure that was implemented. If you recall, there was much anxiety and suspicion by many of the delegates at our 1999 Convention that Regionalization would eventually lead to the demise of the Component structure as we know it. This was not unique to our convention, but actually existed throughout our Union. That is why at a National Board of Director’s Strategy Session in January of this year, we undertook an open and honest assessment of what we have accomplished, what challenges face us, where we want to go and how we are to get there. We issued a message which stated that we viewed our structure as a strength because it provided our diverse membership with a myriad of opportunities to participate in their Union. We said that there was a place for Components, for Regions and for the National PSAC structure, we made a commitment to build and maintain strong and vibrant locals and branches and to work together as one Union so that the interests of our members could best be served.

I spoke to our diverse membership and allowing our members to more fully participate in their Union. That is why we will talk about our Regional structure this weekend and the make-up of the Regional Council. This present Council will put forward a proposal that I feel makes a more inclusive body, one that recognizes the unique nature and distinctness of a segment of our membership and a fresh perspective of another. That is why they are going to suggest to you that you consider the addition of a seat for Regionally Based Separate Employer and one for Youth. To enable this to happen, we will be considering an emergency resolution later this afternoon. It will be an interesting and a necessary debate.

The National Board of Directors mandated the PSAC to develop and disseminate a series of papers for discussion at our conferences and conventions. The goal is to politicize our Union and to involve our membership in a dialogue on a wide range of issues that not only affect our working lives but our private lives as well. The papers developed are Globalization; Privatization; Security in Government; Human Rights; Collective Bargaining and Local Development. We will be holding Workshops tomorrow morning involving four of these discussion papers and I look forward as I hope you do to the opportunity to talk about these issues that concern each and every one of us.

I am truly looking forward to the discussion and debate we shall have this weekend. This is a very dynamic time for our Union and we have a collective responsibility as Leaders in Ontario to ensure our Region is involved, informed and in tune with the wishes and the needs of the members we represent.

I've touched on a few of the key issues that I feel are important to our members, our Region and our Union. I have provided a more detailed report in your binders on my Regional and National responsibilities as well as the activities that I participated in with the members for the past two years. I hope you read it. I thank you for allowing me to speak to you today and I look forward to working with you in helping to make this Region the best it can be. Have a great Convention!

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### **Guest Speaker - Wayne Samuelson, President, Ontario Federation of Labour**

Brother Halabecki introduced the guest speaker, Wayne Samuelson, President of the OFL.

Brother Samuelson brought greetings from the Labour movement, he spoke about the OPSEU strike and the anger in the eyes of those picketers. He also gave an update on the OFL People's Charter and how it was about rekindling the issues affecting the working people.

He ended by saying "The government has the leaders of power, they have incredible amounts of money, they have abilities to pass laws, but coming back to those tens of thousands of OPSEU strikers and what I see in their eyes, I got to tell you they can have all the money they want, they can buy all the ads they want but at the end of the day, there will always be a lot more of us than there is of them."

Brother Halabecki thanked Brother Samuelson and gave him a small token of appreciation.

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*Serve notice of Emergency Resolution E1*  
moved by Bill Dennis

**WHEREAS** a May 2<sup>nd</sup> interpretation of the PSAC Constitution prevents the Ontario Regional Council from submitting resolutions to the Ontario Convention; and,

**WHEREAS** it is normal practice for Executive bodies to submit resolutions to their Conventions:

**BE IT RESOLVED THAT** Section 7, Sub-Section (3) (b) of the PSAC Ontario By-Laws be amended by adding the words “Regional Council” prior to “Locals/Branches”...

Section 7, Sub-Section (3) (b) of the PSAC Ontario By-Laws will be amended to read as follows:

*Refer to the appropriate Convention Committees and deal with all resolutions and matters submitted to it through the Ontario Regional Executive Vice-President by the **Regional Council**, Local/Branches, Regional Women’s Committees, Area Councils, and recognized PSAC equity seeking groups in good standing.*

**BE IT FURTHER RESOLVED THAT** this emergency resolution be dealt with as the first order of business by the By-Laws Committee when it reports to Convention.

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## **Convention Business Reports**

### **Report of the By-Laws Committee**

*Move that Emergency Resolution E1 be accepted as an emergency.*

m/s/c Bill Dennis and Debbie Willett

Brother Halabecki called on the By-Laws Committee to report.

Chair: Joyce Hendy  
Members: Bill Dennis  
Debbie Willett  
Debbie St. Germain

The Chair of the By-laws Committee, Joyce Hendy will move each resolution and Bill Dennis as a member of the committee will second them, with the exception of those he voted against.

**Emergency Resolution E1** as stated above.

*Motion of concurrence on the Emergency Resolution E-1.*

m/s/c Joyce Hendy/Bill Dennis

The Chair of the By-Laws Committee advised that the reporting of the By-Laws Resolution will be reviewed, and presented on by each Section.

## **Resolution: By-Law - B1**

### **Section 3 - Membership**

#### **Section 3 (2) (v)**

*Motion of Concurrence to Section 3(2)(v) to delete Political Action Committees.*

m/s/c Joyce Hendy/Bill Dennis

*Motion to Divide each change and to be voted on separately.*

m/s/c Nick Stein/Preben Hansen

### **Section 4 - Structure of the Ontario Council**

#### **Section 4 (1) (a) B.**

*Motion of Concurrence to Section 4 (1) (a) B. to make Regional Women's Committees plural.*

m/s/c Joyce Hendy/Bill Dennis

*Motion of Concurrence to Section 4 (1) (a) B. change language to read Racially Visible Members to reflect current language used by PSAC.*

m/s/c Joyce Hendy/Bill Dennis

*Motion of Concurrence to Section 4 (1) (a) B. change language to read Gay, Lesbian, Bi-Sexual and Transgendered Members to reflect current language used by PSAC.*

m/s/c Joyce Hendy/Bill Dennis

#### **Section 4 (1) (a) C.**

*Motion of Concurrence to Section 4 (1) (a) C. add new seat for "Regionally Based Separate Employer Locals".*

*Motion to Refer back to Committee to Divide the two issues.*

m/s/c Cheryl Lucier/Anna Gill

#### **Section 4(1) (a) C.**

*Motion of Concurrence to Section 4 (1) (a) C. deletion of "Political Action Committee" seat.*

m/s/c Joyce Hendy/Bill Dennis

Challenge the Chair - Mary Chamberlain

Vote conducted. Chair was Sustained.

**Section 4(1) (a) C.**

*Motion of Concurrence to Section 4 (1) (a) C. to add “Youth” seat.*

m/s/c Joyce Hendy/Bill Dennis

**Section 5 - Election of Officers at the PSAC Ontario Triennial Convention**

**Section 5A(1) (a)**

*Motion of Concurrence to Section 4(1) (a) C. to clarify language by adding “at least”.*

m/s/c Joyce Hendy/Bill Dennis

**Section 5(1) (b)**

*Motion of Concurrence to Section 5(1) (b) to include language to add a second alternate to sub-region positions.*

m/s/c Joyce Hendy/Bill Dennis

**Section 5(1) (c)**

*Motion of Concurrence to Section 5(1) (c) to make “Regional Women’s Committees” plural.*

m/s/c Joyce Hendy/Bill Dennis

**Section 5(1) (g)**

*Motion of Concurrence to Section 5(1) (g) to add “representative of Regionally Based Separate Employer”*

m/s/c Joyce Hendy/Bill Dennis

**Section 5(1) (h)**

*Motion of Concurrence to Section 5(1) (h) to add “representative of Youth”.*

m/s/c Joyce Hendy/Bill Dennis

## **Section 5(2)**

*Motion of Concurrence to Section 5(2) delete “because there are no eligible candidates to hold office, then”.*

m/s/c Joyce Hendy/Bill Dennis

## **Section 6 - Ontario Council Members Role and Responsibilities**

### **Section 6 (2)**

*Motion of Concurrence to Section 6 (2) add (b), “attend meetings of the Ontario Council”.*

m/s/c Joyce Hendy/Bill Dennis

### **Section 6(2)**

*Motion of Concurrence to Section 6(2) add (c), “submit to each meeting of the Ontario Council a written, narrative and descriptive report of their activities and report to convention”.*

m/s/c Joyce Hendy/Bill Dennis

### **Section 6(2)**

*Motion of Concurrence to Section 6(2) add (d), “uphold and promote the mandate and objectives of the PSAC Ontario Council”.*

m/s/c Joyce Hendy/Bill Dennis

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## **Guest Speaker - Nycole Turmel, PSAC National President**

Brother Halabecki introduced guest speaker, Nycole Turmel, PSAC National President.

I am absolutely delighted to be here today at the Ontario Region Convention.

At the outset, I want to take this opportunity to congratulate your REVP, Brother Gerry Halabecki, and your Regional Council for incorporating workshops and a structured debate on a number of political issues into your convention agenda.

I'll talk about the steps that we are taking to address these issues, politicize our convention cycle. We want to make our Convention more relevant and engaging for the delegates who attend and for our entire membership. But first, I would like to update you on some of the

things that have taken place since the last PSAC Convention.

We took the action that was necessary to get our finances under control, and it's working very well. The financial crisis that the PSAC faced at the beginning of this Convention cycle is over. For the first time in a long time, we ended the year with a surplus, and have been able to rebuild membership equity. That's really good news.

While we will continue to keep a close watch on our finances over the next year, we are in a position to spend some money to address membership issues—and we are doing so.

For example, expenditure restraint within our union over the last few years has virtually eliminated the in-depth leadership training that we used to provide. Well, two months ago, the Alliance Executive Committee agreed to fund a three-week Union Development Course in each of our seven regions and two in the NCR over the next three years. This will cost \$1.1 million that is not accounted for in the 2001-2003 budget – however we can afford it, and our union needs it.

There are other benefits to our improved financial situation like our decision to dedicate a new Research Officer position to regional negotiations. And I promise that there will be more to come.

I also want to talk a bit about the steps we are taking to build a strong united union that represents its members in the workplace, in our communities and in our society.

Building a strong united union starts with collective bargaining, and I have to say that the level of mobilization, the level of membership involvement, and the determination of our members is as good as it has been at any time in our history. In Ontario, we had very strong support during the recent CCRA mobilization as well as the Treasury Board and Canada Post mobilization and strikes.

Our membership should be congratulated for taking a stand and getting involved. Our local and regional leadership should be congratulated for igniting a fury in the hearts and minds of our members. And above all, our negotiating team members should be congratulated for sticking to a process that often defies logic. Despite a process that builds frustration upon frustration, our negotiating teams secured improvements in every case that will benefit members for years to come.

It goes without saying that bargaining is critically important. Members want their union to take the job seriously, to understand their aspirations, and to deliver collective agreements that provide decent wages, working conditions and benefits. They want their collective agreements to protect their job security and workplace rights. They also want their union to be focused on bargaining at every level. They want our Regions, our Components, our Negotiating Teams, our National Board of Directors and our Alliance Executive Committee to work together to achieve the best possible settlements, and to ensure that members are mobilized around that goal.

We have moved a long way over the past eighteen months towards achieving that goal, but more needs to be done, and I can assure you that we are committed to doing just that. And doing it now!

But unions are about more than bargaining, and ours is no different. Earlier this year, the National Board of Directors adopted a simple vision statement for the PSAC, which reads as follows: “Through collective action, further the interests of all PSAC members and working people in general”. What this vision means is that we all need to work together, as one united union, to improve the working conditions of all our members. And it goes further, and recognizes that as a union, we have a collective responsibility to fight to improve the society in which our members live and work.

I am proud to say that our members are front and centre in many of our broader social and political struggles – from pay equity to globalization; to human rights; to privatization; the PSAC and PSAC members are making a difference.

In the last three weeks alone, we have mobilized members to tell their pay equity story to the Federal Pay Equity Task Force in communities from coast to coast to coast. We have conducted town-hall meetings between the joint PSAC/Treasury Board Committee on term employment. We joined and pledged active support to the Coalition in Support of Marc Hall, and we have made plans to have a PSAC contingent at the G-8 Summit in Kananaskis in June. PSAC members will be at the counter conference as we were in Quebec City a year ago. We will be at the Kananaskis Solidarity Village, and our voice will be heard.

And we are making things happen in Ontario where you live and work as well.

Your Council and many PSAC members in Ontario have been active supporters of the Ontario Coalition for Social Justice and have participated in many of its activities. You worked tirelessly during the days of action, and have been on the OPSEU picket line on many occasions over the past eight weeks.

The PSAC believes that all workers have a right to join a union and has been proactive in organizing in Ontario and elsewhere. But governments are making it harder for workers to join a union, and for unions to organize new members. Nowhere is the assault on the right of workers to organize more intense than in Ontario. I want to take this opportunity to congratulate the Ontario Federation of Labour Executive, its President, Wayne Samuelson, and your representative, Gerry Halabecki, for the hard work that they have done to mobilize workers in Ontario around labour law reform.

It’s important to the PSAC and our members in Ontario for two reasons. First, legislation that makes it harder for workers to organize and join unions is an affront to freedom of association, and second, the PSAC has more and more workers covered under Ontario labour law, so we need to be involved, and we are.

As you are aware, the PSAC Convention is just over a year away, and for the first time PSAC Regional Councils have an opportunity to directly influence the debate at Convention.

And I can tell you that it's going to be a different Convention in many ways. 2003 will mark the first time that Regions have an opportunity to send resolutions directly to Convention. That's a good thing, so is the fact that we are planning to debate a collective bargaining vision for the PSAC.

And for the first time in many years, the PSAC is going to debate some of the broader issues that confront our members, our union and our communities. In order to focus debate in advance of the Convention, we have prepared a series of discussion papers on Privatization, Globalization, Security in Government, Human Rights, Collective Bargaining and Local Development. Four of these issues are formally on your agenda this weekend, and I hope that your workshops and plenary debate on Privatization, Collective Bargaining, Human Rights and Local Development are productive.

I said at the outset that we were too internally focused, but I do want to take a minute or two to talk about our union structure.

It's important because structure is about how we get organized to fight for our rights. To be most effective in our struggles for our members in their workplace, their regions, their families and their communities, we need a structure that provides opportunities for involvement at the national, regional and local levels. We need a structure that can address membership issues that are employer and workplace specific, as well as those that cross employer lines—whether those employers are government departments and agencies or not. That's why our union has a Component structure.

Within the PSAC, there is a place for all: for Components, for Regions, for Locals and Branches, and for a strong national union. We have a diverse membership, and we believe that our structure is our strength. Even if it seems complicated, it provides many opportunities for many members to participate in their union.

Our immediate challenge is to decide which part of our union is best placed to deliver what services to the PSAC membership. That's a question that the Board will be debating between now and the next PSAC Convention, and a question that you, the membership, will ultimately decide.

What we already know, and what PSAC members have been firm on, is that regionalization is here to stay. It's a solid political choice that our members have made. Members want to be able to interact with their union, regardless of where they live and work. And as you've shown over the past years, and will show again throughout this Convention, regionalization makes good sense.

Before concluding, let me take a minute or two to reflect on what we have been doing on the political front. Sisters and Brothers, when we left Convention a year and a half ago, one of the first things that we did was affirm that our union is a political union

I would like to acknowledge that we have made great strides in our political work because our members are increasingly being captivated by the issues and our involvement in them.

When it comes to privatization, we had the largest contingent of any Union at the Canadian Labour Congress mid-term conference last spring, and a caucus that was truly amazing in terms of the issues put on the table.

Our commitment has continued with strong campaigns against privatization, including the current high profile PSAC/UNDE campaign to stop the privatization of the supply chain. Privatization is on your agenda this weekend, and rightly so. In addition to the privatization taking place at the federal level, you live and work in the Harris and Eves era and have a government that is at the front of the right-wing privatization agenda in Canada today. The Harris/Eves decision to deregulate electricity prices and privatize the Hydro transmission network is a bad decision. Doesn't anyone in the Ontario government remember California?

On May 13<sup>th</sup>, some of our members in this region will have an opportunity to show the Chrétien government what we think of its policies and actions since 1993. PSAC members helped elect Joe Comartin in Windsor-St. Clair in the last federal election, and are working hard to elect Brian Masse in Windsor West in a by-election. Brian is a good choice, he's got municipal government experience, and is well connected to the disability, multicultural and labour communities.

The current by-elections are in Windsor and elsewhere, and are also an opportunity to take stock of where we are at when it comes to electoral politics.

Some of you may know that I have been an active member of the New Democratic Party for many years. I'm proud of my involvement, but I think it's time that we take a look at how to make the political process work better for both our members and the NDP.

Here's what I think we should be doing on the political front.

The NDP needs to change in two substantive ways. It needs to work harder with unions and progressive group members between elections. It also needs to be connected to the various social groups and coalitions that have become the definition of political action for many people over the last two decades. We are talking about a political party that has an electoral role and a mobilization role.

For our part, we need to make sure that our issues are addressed within the membership on a continuous basis so that they are front and centre with all political parties during election campaigns. And finally, we need to continue to help progressive candidates like Brian Masse get elected, so that they can champion our issues in the House of Commons, Provincial and Territorial Legislatures, as well as municipal governments.

As many of you in this room know better than I, it's a daunting task, but a union socially connected with an engaged membership needs a political voice, and that voice needs to understand our issues, be committed to them, and stand by them when in government.

That's one of the reasons why we are so committed to getting involved and taking a stand on

the important issues of the day: from collective bargaining to collective rights; from human security to human rights; from community development to globalization issues that are not only important, but issues that can be used to develop Locals and make the PSAC a truly great union. A union that is united by a common vision and a common cause.

Thank you, and have a great Convention!

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## **Announcements**

Brother Halabecki introduced the Organizing Committee:

Aileen Duncan (Chair)  
Debbie Willett  
Joyce Maracle-McIntee  
Kathleen Moore  
Dennis Miluck  
David Lake  
Rita Cantalini

## **Recess @ 5:00 p.m.**

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## **Saturday, May 4, 2002 - Morning Session**

Delegates reported @ 9:00a.m. to their selected Workshops - PSAC Discussion Papers.

Local Development	-	Hawthorn Hall
Privatization	-	Beech Room
Human Rights	-	Birch Room
Collective Bargaining	-	Aspen Room

In plenary, Jim Chorostecki advised the delegates that they will be receiving a copy of all the reports of the workshops at a later date. Each Workshop reported and gave a brief highlight/summary. These discussion papers will serve as a model for the next National PSAC Convention.

Brother Halabecki thanked everyone for engaging in discussions on the PSAC Discussion Papers. This is an important project that the NBoD have asked the membership to participate in and Brother Halabecki is happy that we were able to set aside some time to undertake the workshops.

## **Announcements**

## **Recess for Lunch**

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**Saturday, May 4, 2002 - Afternoon Session**

### **Credentials Committee Report**

122 Delegates  
12 Observers  
6 Guests

For a total of 140 participants.

*That the Credentials Committee Report be adopted as stated.*

m/s/c Kent MacDonald/Mary Chamberlain

Gerry Halabecki, Regional Executive Vice-President, Ontario in the chair. Brother Halabecki called the By-Laws Committee to continue with the Resolutions.

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### **Report of the By-Law Committee**

#### **Resolution: By-Law - B1**

##### **Section 4 (1) (a) C.**

*Motion to refer back to Finance Committee for costing of the Regionally Based Separate Employer seat.*

m/s/c Mary Chamberlain/Marg Tebutt

*Motion to divide intent to go through each section by section was the initial intent, however in order to expedite the process willing to go by section rather than each and every change per line.*

m/s/c Nick Stein/Preben Hansen

##### **Section 6 (2)**

*Motion of Referral to Committee of an amendment to 6(2)(e) to include “and/or Regional Executive Vice-President”.*

m/s/c Betty Bannon/Wendy Pizzardi

*Motion of Concurrence to Section 6(2) add (e) including the amendment, “perform other duties and responsibilities as determined by the PSAC Ontario Council **and/or Regional Executive Vice-President**”.*

m/s/c Joyce Hendy/Bill Dennis

### **Section 6 (5)**

*Motion of Concurrence to Section 5(a) to include “promote and establishment of and”.*

m/s/c Joyce Hendy/Bill Dennis

### **Section 6 (8)**

*Motion of Concurrence to Section 6 (8) to include “Regionally Based Separate Employer Local duties”.*

m/s/c Joyce Hendy/Bill Dennis

### **Section 6 (9)**

*Motion of Concurrence to Section 6 (9) to include “Youth duties”.*

m/s/c Joyce Hendy/Bill Dennis

## **Section 7 - PSAC Ontario Conventions**

### **Section 7 (3)(b)**

*Motion of Concurrence to Section 7 (3)(b) to add “Regional Council”.*

m/s/c Joyce Hendy/Bill Dennis

## **Section 8 - Representation and Voting at PSAC Ontario Conventions**

### **Section 8 (2)(b)**

*Motion of Concurrence to Section 8 (2)(b) to capitalize the following: “Component, President, Component...”.*

m/s/c Joyce Hendy/Bill Dennis

### **Section 8 (5)**

*Motion of Concurrence to Section 8 (5) to include the word “accredited”.*

m/s/c Joyce Hendy/Bill Dennis

### **Section 8 (6)**

*Motion of Concurrence to Section 8(6) to delete “Political Action Committees”.*

m/s/c Joyce Hendy/Bill Dennis

## **Section 10 - Finances and Collection of Affiliation Fees**

### **Section 10(2)**

*Motion of Concurrence to Section 10(2) to delete the word “licensed”.*

m/s/c Joyce Hendy/Bill Dennis

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## **Report of the Finance Committee**

Brother Halabecki called on the Finance Committee to report.

Chair: Ken Boone  
Members: Joyce Maracle-McIntee  
Mark Gorski  
Gerry Halabecki

Chair of the Finance Committee, Ken Boone shared the operating budget for the PSAC Ontario Council for 1999, 2000, 2001.

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*Motion to hold Directly Chartered Local and Youth Ontario Council Position elections tonight.*

m/s/c Alec Brown/Ellen Howard

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## **Report of the By-Law Committee**

### **Resolution: By-Law - B1**

## **Section 4 - Structure of the Ontario Council**

Motion to refer to Finance Committee Section 4(1)(a)C. for costing. Costing of \$3,000/year for the inclusion of the Regionally Based Separate Employer Local seat.

### **Section 4 (1) (a) C.**

*Motion of Concurrence to Section 4 (1) (a) C. add new seat for “Regionally Based Separate Employer Locals”.*

m/s/c Joyce Hendy/Bill Dennis

## **Section 6 - Ontario Council Members Role and Responsibilities**

### **Section 6(8)**

*Motion of Concurrence to Section 6 (8), add responsibilities of Regionally Based Separate Employer Locals.*

m/s/c Joyce Hendy/Bill Dennis

## **Section 5 - Election of Officers at the PSAC Ontario Triennial Convention**

### **Section 5 (1)(g)**

*Motion of Concurrence to Section 5 (1)(g) election of Regionally Based Separate Employer Locals.*

m/s/c Joyce Hendy/Bill Dennis

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## **Report of the Finance Committee**

Chair of the Finance Committee, Ken Boone presented the 3 year PSAC Ontario Council Budget for 2003, 2004, 2005. (See Appendix A)

*Motion of Concurrence for the Budgets for 2003, 2004, 2005 as amended.*

m/s/c Ken Boone/Joyce Maracle-McIntee

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## **Report of the By-Law Committee**

### **Resolution: By-Law - B5 (See Appendix B)**

*Question Called.*

m/s/c            Preben Hansen/Mary Chamberlain

*Motion of Concurrence to Resolution: By-Law - B5 as noted in Appendix B.*

m/s/c            Joyce Hendy/Bill Dennis  
Standing Vote:    54 in Favour 44 Against  
Recorded Against:    Debbie St. Germain, Anna Gill, Kathleen Moore

## **Announcements**

**Recess @ 5:00 p.m.**

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**Sunday, May 5, 2002**

Gerry Halabecki, Regional Executive Vice-President, Ontario in the chair, called Convention to order @ 9:20 a.m.

## **Credentials Committee Report**

122 Delegates  
12 Observers  
6 Guests

For a total of 140 participants.

*That the Credentials Committee Report be adopted as stated.*

m/s/c Mary Chamberlain/Kent MacDonald

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Brother Chorostecki distributed the guidelines for the electoral process to all voting delegates as well as the rooms for each Ontario Council Member position. The PSAC Staff will be assisting all the caucuses today to ensure that all the guidelines are adhered to. Please note that there will not be any time limits set for voting therefore any health needs should be addressed appropriately.

## **Election Results:**

Region 1 Rep:            N.W.            Kevin Lundstrom

Alt:	N.W.	Judy Rewuski
Region 2 Rep:	N.E.	Barb Wardlaw
Rep:	N.E.	Debbie St. Germain
Alt (1):	N.E.	Bob King
Alt (2):	N.E.	Dan Ladouceur
Region 3 Rep:	S.E.	Dennis Miluck
Rep:	S.E.	Hélène Brochu
Alt (1):	S.E.	Robert Curry
Alt (2):	S.E.	Tom Rogers
Region 4 Rep:	S.W.	Bill Dennis
Region 4 Rep:	S.W.	Cheryl Lucier
Alt (1):	S.W.	Elizabeth Cannon
Alt (2):	S.W.	Helen O'Keefe
Region 5 Rep:	GTA	Joyce Hendy
Rep:	GTA	Ken Boone
Alt (1):	GTA	Janina Lebon
Alt (2):	GTA	Don Mahuda
Region 6 Rep:	Hamilton/Niagara	Penny Kraemer
Alt:	Hamilton/Niagara	Andria Meskauskas
Youth:		Shawn Whitehead
Alt:		Barbara Levy
Directly Chartered Local:		Jane Topolovec
Alt:		Vacant
Area Council:		Debbie Willett
Alt:		Diana Gee
Regionally Based Employer Local:		Mark Gorski
Alt:		Larry Ellenson
Racially Visible Members:		Nicole Ma
Alt:		Josephine Mayanja
Aboriginal Members:		Joyce Maracle-McIntee
Alt:		Dan Ladouceur
Members with Disabilities:		Aileen Duncan
Alt:		Brenda Walsh

Gay, Lesbian, Bi-sexual and Transgendered Members: John Ross  
Alt: Frank Butler

Regional Women's Committees: Val Fargey  
Alt: Kamla Ishmael

Brother Chorostecki called all the PSAC Ontario Council Representatives and Alternates to the front of the hall to take the oath of office.

Brother Halabecki administered the oath of office to the newly elected PSAC Ontario Council Representatives and Alternates.

Brother Halabecki thanked the PSAC Staff for conducting the elections.

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## **Report of the General Resolutions Committee**

Brother Halabecki called on the General Resolutions Committee to report.

Chair: Anna Gill  
Members: April Preston  
Helen O'Keefe  
Dan Ladouceur  
Val Fargey  
Frank Butler

*Motion to deal with Resolution: General - G1 first rather than last as the General Resolutions Committee put it in order of their priority.*

m/s/c Ellen Howard/Janina Lebon

**Resolution: General – G1 (see Appendix C)**

*Motion of Concurrence to Resolution: General - G1 as noted in Appendix C.*

m/s/defeated April Preston/Val Fargey

**Resolution: General - G8 (see Appendix D)**

*Motion of Concurrence to Resolution: General - G8 as noted in Appendix D.*

m/s/c April Preston/Val Fargey

Brother Halabecki read into record the XO from Nycole Turmel dated June 1, 2001, regarding an error made at a previous meeting in 1997. This memo however does not deal with the issue of those members who are on Sick Leave without Pay.

**Resolution - General - G10 (see Appendix E)**

*Motion of concurrence to Resolution: General - G10 as noted in Appendix E.*

m/s/c                      unanimously                      April Preston/Val Fargey

**Resolution: General - G2 (see Appendix F)**

*Motion of concurrence within a budget limit of \$10,000. to Resolution: General - G2 as noted in Appendix F.*

m/s/defeated                      April Preston/Val Fargey

**Resolution: General - G11 (see Appendix G)**

*Motion of Concurrence to Resolution: General - G11 as noted in Appendix G.*

m/s/                      no quorum - unable to vote                      April Preston/Val Fargey

*Motion to refer all outstanding items to the newly elected Ontario Council, to deal with any/all unfinished business.*

m/s/c                      Nick Stein/Preben Hansen

Brother Halabecki wanted to close by stating that this was a successful PSAC 2<sup>nd</sup> Triennial Ontario Convention. It was a pleasure and honour to chair this Convention. Brother Halabecki thanked the delegates, observers, guests, the outgoing Ontario Council, Jim Chorostecki and his staff for their assistance prior to and during this convention, the PSAC staff from Ottawa, the Organizing Committee, the Finance Committee, the General Resolutions Committee, the By-Laws Committee, the hotel staff and to his Executive Assistant, Rita Cantalini for all her efforts and hard work. Brother Halabecki apologized if he has forgotten anyone.

Motion to adjourn.

m/s/c                      Kent Macdonald/Preben Hansen

Adjournment @ 3:00 p.m.

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## Appendix “A”

### PSAC Ontario Council Budgets for 2003, 2004, and 2005

	2003	2004	2005
Allocation (Note 1)	104120.00	104120.00	104120.00
Carry over	65520.00	41640.00	22760.00
<b>S/Total Revenues</b>	<b>169640.00</b>	<b>148760.00</b>	<b>132880.00</b>
<b>Expenses</b>	<b>Budgeted</b>	<b>Budgeted</b>	<b>Budgeted</b>
Council & Committee Meetings (Note 2)	57000.00	57000.00	57000.00
Council Portfolio Budget (Note 3)	16000.00	16000.00	16000.00
Convention Provisions (Note 4)	20000.00	20000.00	20000.00
Convention Delegate Assistance (Note 5)	15000.00	10000.00	10000.00
Area Council and Special Initiatives	12000.00	12000.00	12000.00
Operating Expenses and Affiliation Costs	8000.00	8000.00	8000.00
<b>Total Expenses</b>	<b>128000.00</b>	<b>123000.00</b>	<b>123000.00</b>
<b>Revenue over expenses (Carry over)</b>	<b>41640.00</b>	<b>22760.00</b>	<b>3880.00</b>

Note 1 - For the purposes of this forecast we have used the current allocated funds as determined at the 2000 PSAC Convention. We realize the amounts will probably change after the 2003 PSAC Convention. These numbers are used for the purpose of developing a budget to identify anticipated cost centers and are not proposed to limit the incoming council member's ability to manage their financial affairs.

Note 2 - We combined the anticipated Council Meeting Expenses and the various Committee Expenses to allow the incoming council to allocate the amounts to specific cost centers.

Note 3 - We increased the Portfolio Budget by 20%, despite the fact that some members of council did not fully expend their portfolio allocations during the past term. We note that some members of Council had access to expense money from other cost centers and early in their mandate decided to use that money to partially fund PSAC Ontario Council activities. The newly elected council members may not have the option to access other budgets.

Note 4 - We increased the Convention Expense allocation in anticipation of rising costs.

Note 5 - We have budgeted for 10000.00 per year to help to underwrite delegate expenses to the 2005 PSAC Ontario Convention. Note also the inclusion of \$5000.00 (\$4920.00 rounded up to \$5000.00) from the anticipated 'surplus' from 2002 into the 2003 amount. The incoming council should decide how that money would be allocated.

## **Appendix “B”**

### **Resolution: By-Law - B5 - Concurrence**

**WHEREAS** the Regional Convention has more local representation;

**AND WHEREAS** the leadership must be accountable to the members and the locals.

**BE IT RESOLVED THAT** the PSAC Constitution be changed in order that the REVP be elected at the PSAC Regional Convention instead of the Triennial National Convention.

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## **Appendix “C”**

### **Resolution: General – G1 - Defeated**

**WHEREAS** Area Council are a vehicle for progressive change, communication and mobilization of all segments of the membership; and

**WHEREAS** the Union is made stronger by the diversity within the membership; and

**WHEREAS** the Constitution of the Alliance only sets minimum standards for Area Council representation and composition and does not limit recognition and representation of any elements of the membership; and

**WHEREAS** the Alliance has taken a position of inclusion of all members and has made efforts to promote the involvement of all equity seeking groups;

**BE IT RESOLVED** that the Alliance recognize the need for more inclusion in the make up of Area Council representation by allowing Area Councils to include one representative from each equity seeking group upon their council;

**BE IT FURTHER RESOLVED** that Area Councils may appoint a representative from each equity group within their geographical area as they are able to comply;

That where equity groups and committees exist within an Area Council’s geographical area, that each equity group will be allowed to appoint the member in good standing that they choose to elect to the specific Area Council.

## **Appendix “D”**

### **Resolution: General - G8 - Concurrence**

**WHEREAS** many of our members have been on Sun Life Long Term Disability benefits/sick leave without pay, due to illness; and

**WHEREAS** many of these members are participating in a gradual or part-time return to work; and

**WHEREAS** these same members are on a significantly reduced income; and

**WHEREAS** PSAC currently doubles the rate of dues deductions for one full year when the member returns to work, which places extreme hardship on our members;

**BE IT RESOLVED THAT** PSAC cease collecting one year’s retroactive dues from members who have been absent from their workplace due to illness.

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## **Appendix “E”**

### **Resolution - General - G10 - Concurrence**

**WHEREAS** the PSAC no longer maintains direct mail contact with the membership after a contract is ratified; and

**WHEREAS** all members do not have access to the Internet;

**BE IT RESOLVED THAT** the Ontario Region petition the PSAC at National level to reinstate the mailing of PSAC news magazine to the membership.

## **Appendix “F”**

### **Resolution: General - G2 - Defeated**

**WHEREAS** contracting out, privatization and loss of bargaining unit work makes the jobs of our members vulnerable; and

**WHEREAS** we need to focus our actions to stop this deterioration of public services.

**BE IT RESOLVED THAT** PSAC Ontario hold within the next six months, a Regional Conference on these issues to focus, plan and organize a campaign to educate our members, to stop contracting out, and to inform the public.

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## **Appendix “G”**

### **Resolution: General - G11 - no quorum was reached therefore unable to vote**

**WHEREAS** the PSAC new member cards are not reaching Component Offices due to the manual process involved in recording new members and the return mail address on the cards;

**BE IT RESOLVED THAT** the Ontario Region support development of technological change to automate and improve the delivery of new member records to the Component offices and subsequently, the PSAC membership cards back to the members.

Brother Halabecki advised that a Committee has been struck to deal with this very issue. New cards will be issued for 2003, and plan to issue every two years. A better method for address changes, a Component person also on this Committee.