

PSAC North Regional Council meeting minutes  
September 17, 2019, 9:00am EDT



**In attendance:**

**Regional Council members**

Jack Bourassa, Regional Executive Vice President, PSAC North  
Elwood Chan, Alternate REVP, PSAC North  
Steve Geick, President, Yukon Employees Union (YEU)  
Gayla Thunstrom, 1<sup>st</sup> Vice-President, Union of Northern Workers (UNW)  
Bill Fennell, President, Nunavut Employees Union (NEU)  
Geoff Ryan, Nunavut Territorial Director  
Lisa Kirk, President, Nunavut Area Council  
Samantha Cosentino, President, Northwest Territories Area Council  
Linda Moen, President, Yukon Area Council  
Carrie Lynn Robinson, Chair, Yukon Indigenous Peoples' Committee  
Gerard Tremblay, Chair, Yukon Access Committee  
Bruce Gudeit, Chair, Northwest Territories Access Committee  
Lili Weemen, Chair, Nunavut Access Committee  
Roberta Wurtak, Chair, Yukon Pride Committee  
Teresa Acheson, Chair, Whitehorse Women's Committee  
Geraldine Penney, Chair, Northwest Territories Women's Committee  
Derek Yap, Chair, Yukon Racially Visible Committee  
Hoa Do, Chair, Northwest Territories Racially Visible Committee  
Stephanie Coulthard, Yukon Young Workers Committee  
Dianne Williams, Chair, Yukon Health and Safety Committee  
Derek Allerton, Chair, Nunavut Health and Safety Committee

**Regrets:**

Holly Ferris, Chair, Northwest Territories Indigenous Peoples' Committee  
Jay Butler, Chair, Northwest Territories Health and Safety Committee

**Staff:**

Theresa Baird, Assistant to the REVP North  
Yusur Al-Bahrani, Political Communications Officer  
Daniel Kinsella, Regional Coordinator North

1. **Call to order** at 9:50am, following the lighting of the Quilliq by Elder Enoapik Sagiatook.
2. **Roll Call**
3. **Adoption of agenda** – approved as presented.
4. **Adoption of previous meeting minutes**
  - May 14, 2019 – approved as presented.
5. **Activity Reports and Finance Report**  
*\*Elwood Chan assumed Chair for the REVP North Report\**



***Report of the REVP North***

Moved by Jack Bourassa.  
Seconded by Derek Yap.  
Carried.

*\*Jack Bourassa resumed Chair for the duration of the meeting\**

***Report of the YEU President***

Moved by Steve Geick.  
Seconded by Teresa Acheson.  
Carried.

***Report of the UNW President***

Moved by Gayla Thunstrom.  
Seconded by Geraldine Penney.

- Update from Gayla
  - We now have a new 2<sup>nd</sup> Vice-President, Sean Dalton, for North Great Slave.

Carried.

***Report of the NWT Area Council President***

Moved by Samantha Cosentino.  
Seconded by Roberta Wurtak.  
Carried.

***Report of the NU Area Council President***

Moved by Lisa Kirk.  
Seconded by Lili Weemen.  
Carried.

***Report of the Yukon Health & Safety Committee Chair***

Moved by Dianne Williams.  
Seconded by Stephanie Coulthard.

- Update from Dianne
  - May is 'Protect Your Hearing Month', we are looking at doing something for that. Costs for a hearing testing trailer would be covered by the workplace health and safety committee but we don't know who they are. How do we get in touch with people on these committees when everything is confidential?
  - Day of Mourning - we looked at having something called Workers Remembrance for representatives on workplace health and safety committees.
  - Be Part of the Change - in partnership with Pride and Access and anyone else who is interested we will hold café conversations on changes and trends for gender neutral equality, including: how we write, address people, and how people feel safe.

Carried.

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*Report of the Nunavut Health & Safety Committee Chair*

Moved by Derek Allerton.

Seconded by Lili Weemen.

- Update from Derek Allerton
  - We do have a bank account now; the committee has not been active in the past but our AGM is now scheduled for October 3<sup>rd</sup>.
- Question from Dianne – Is any work being done with Indigenous People regarding Health and Safety in the workplace?
  - Derek Allerton - Evert Ryland (H&S Regional Rep) has been doing a lot of work connecting people with conferences etc., we might have more uptake on that next year, it was last minute this year.
  - Bill – Within the Government of Nunavut, but also with our bargaining units there is bullying and pushing Indigenous people out of the workplace, some non-Indigenous people feel threatened that Inuit people could take their jobs, so the NEU will start a campaign around bullying in the workplace, this has become a Health and Safety issue in the workplace, Inuit tend to just quit if they are being bullied.
  - Carrie Lynn – We are working in Health and Safety and we want to talk more about lateral violence in the workplace and how it affects all of our members.

Carried.

*Report of the Whitehorse Women's Committee Chair*

Moved by Teresa Acheson.

Seconded by Geraldine Penney.

- Update from Teresa
  - I am excited for the women's summit in Whitehorse in November, the union has really stepped up to support this, its an incredible opportunity for women in the north, they have a really great lineup of speakers and panel, it should provide a lot of inspiration for women in leadership, we have some great topics, I want to thank the union and our component for their support. Yukon area council, PSAC North, and the social justice fund has all supported this and this will show the community and territory that women are being supported. If you have women that want to come to Whitehorse for the summit, please let them know this will lift them up and then how to lift others up. I emailed you some of the information, with pictures and panelists, if you want more information, I'm happy to share what I know. Our committee is in contact with the planning for this.
- Question from Gayla – The summit sounds awesome when is it?
  - Teresa – November 19-21, 2019 at the Kwanlin Dün Cultural Centre. SheZe Summit. [www.Yukonleadershipsummit.com](http://www.Yukonleadershipsummit.com)
- Question from Dianne – It sounds like you've been very busy; the Area Council put in some money as did the women's committee, are there seats available for PSAC members and how would they be selected?
  - Teresa – There are other options for sponsorship, because of the PSAC and YEU funding we are at a funder level, so I believe there has been two tickets to the women's committee provided and we will decide who to send at the women's committee AGM, scheduled for October 16.
  - Steve – \$8,000.00 was raised so we are no longer a sponsor but a funder, so there is a discount on registration if you mention you are a PSAC member. Women in the

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Yukon who are YEU members can submit a request for funding to YEU to cover the cost of the summit.

- Teresa – Applying for sponsorship through the website summit is also a way to do it, because travel from communities is so expensive.

Carried.

***Report of the Yukon Pride Committee Chair***

Moved by Roberta Wurtak.

Seconded by Samantha Cosentino.

Carried.

***Report of the NWT Access Committee Chair***

Moved by Bruce Gudeit.

Seconded by Bill Fennell.

- Update from Bruce
  - Just one thing on here, it says ‘will make appearances in Ft Smith’ but due to illnesses in the family I was not able to do that.
  - I’m finding more and more overlap of Access and Health and Safety as we are becoming more known I’m being approached by non-union members for help, it’s hard to turn them away.
  - One of our members has expressed signs of burnout dealing with that. We had a promotional kit done up, including a banner, but there is a need for more promotional items, i.e. YK Labour Day had a table but could have used a kit there as well.
- Question from Teresa – That poster you showed, is it online somewhere and can we print it?
  - Bruce – Yes, I got everything online and went to a shop in Ft Smith and they charged me \$8 to blow it up and laminate it.
- Question from Teresa – You mentioned non-union members, are you connected with your Federation of Labour?
  - Bruce – Yes, I am connected, and I was shop steward for a number of years, but when you know the people personally and they fall through the cracks, it’s hard.
- Question from Samantha – How do we get the package from you?
  - Bruce – The banner and laminated pages was about \$350.00; we had them made at Mercury Signs in Ft Smith, it is a non-union shop, but the owner’s wife is union member.
  - Dianne – Our committee was looking at doing a display table, when Yusur does a presentation, maybe she can speak to having materials available such as posters.
  - Jack – Yusur will be addressing the group about this during her presentation tomorrow.

Carried.

***Report of the NU Access Committee Chair***

Moved by Lili Weemen.

Seconded by Bill Fennell.

- Update from Lili

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- We had a table at the Frobisher Inn, in Iqaluit, they let us set it up and this gave the opportunity for exposure and whatever Evert has organized, it's good for us to share the cost together by ordering things together.
- In the future we have some dates to recognize, if we have a regular list of events to do and all we need to do is show up and setup a table this is what we will do and its free.

Carried.

***Report of the NU Racially Visible Committee Chair***

Report submitted by Victor Guzman for information only as Victor has resigned the committee.

***Report of the Yukon Young Workers Committee Chair***

Moved by Stephanie Coulthard.

Seconded by Samantha Cosentino.

Carried.

***Report of the Yukon Indigenous Peoples' Committee Chair***

Moved by Carrie Lynn Robinson.

Seconded by Derek Allerton.

- Update from Carrie Lynn
  - We are a very busy committee, each of our members are very involved in our community, we have lots of dancers and singers, and they attend a lot of meetings at other meetings or similar events, but the actual Indigenous Peoples' Committee doesn't get together. We had a formal meeting last week and we will now attach our meetings to our workshops to make it easier to meet.
  - Beaded Orange Shirt workshop will take place at the end of September for anyone and everyone, not just Indigenous members, this is our first one, then we'll work on beaded poppies, red dresses and lanyards for convention.
  - Attending things on teleconference is terrible I don't find them very useful, so I look forward to the face-to-face meetings.
  - I met with my MLA asking for support for our campaigns and issues across Canada. I talked to him about the red dress campaign which he didn't know about.

Carried.

***Report of the Yukon Access Committee Chair***

Moved by Gerard Tremblay.

Seconded by Roberta Wurtak.

- Update from Gerard
  - We were going to be talking about Ageism in October.
  - We have a permanent interpreter now, there was confusion along the way, but now I can work better with my group, so I appreciate everyone's interest in supporting that.
  - We have 3 members now and one interested woman, getting people into the committee is difficult.
- Comment from Linda – The Area Council had funding for American Sign Language (ASL) 2 years ago to get training, I'd like to get access to that funding again to have ability to communicate better with Gerard and would like to see funding provided to all the regions

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committees. It is so difficult for Gerard, even for traveling, like the TVs on the planes don't have closed captioning (CC), so even raising awareness about the difficulty. I'd like to support the ASL funding and to be respectful to Gerard, even for each one of us to have basic ASL.

- Comment from Gerard – Barb Fayant, had sent out a survey about how we could best deal with things at the convention, C81 for sign language to be added, but it was not accepted at the last convention. I feel like for the bill C81 that ASL and LSQ more information be sent out so that there will be more support, the federal government needs to support this.
  - Jack – For the upcoming convention in June, I have been in consultations with Michael Aubry to provide for CC on the screens in addition to interpretation.
- Comment from Dianne – I'm glad to hear the ASL program is up again, the Health and Safety committee will have a 'protect your hearing' campaign, maybe we can work with your committee to do something, with the ASL being so important.
- Comment from Roberta – I'm glad you were at the BBQ Gerard, you did an awesome job.
- Comment from Bruce – I'd like to see PSAC come out with a sheet with common sense things for access, such as basic ASL or don't move someone's wheel chair, sometimes people try to be helpful but infringe on other people's rights.

Carried.

*Report of the Standing Finance Committee Chair*

Moved by Elwood Chan.

Seconded by Hoa Do.

Carried.

**6. Topics Update – Team Lead**

**I. Economic Insecurity – Teresa**

- Survey Responses
  - We did a survey and received 98 responses, we had good representation from each territory and received a lot of feedback with clear directions on certain items that were more important to members. We found our actions already align with the Living Wage in the North Campaign, the priority is the awareness and advocacy.
  - Living wage, Pensions, Human Rights and Dignity, and Income Insecurity – were the top items. Our highest priority is raising awareness of these issues and identify basic human rights of food, shelter, water, and this helps us know the direction we should head, and we'd like to meet as a committee this week.

Discussion

- Jack – In keeping with economic insecurity, the resolutions are almost complete from our last convention, the minimum wage resolution was changed to a Living Wage this included the postcards, petitions etc. We now have enough signatures to present to the legislatures, to be discussed in their houses in their next sittings. Kudos to Samantha for pushing the NWT side of things
- Teresa – We collected three more pages of signatures at the Labour Day BBQ to add to the Living Wage campaign. In Iqaluit we can see the issues as we are here, so thank you for the opportunity for us to come here.

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- Dianne – When presenting petitions and bringing things up in the legislatures, for the Yukon the next minimum wage will be April 1, so February will be a good time to bring that forward. I’m on the committee for the review so I see the Fair Wage review for contractors doing government jobs.
  - Jack – We’d like to get that brought forward sooner, the three territories are working on reviewing the minimum wage.

**II. Building Capacity – Jack**

- Orientation Kit and Brochures
  - The Orientation Kit for new members will be available on our PSAC North website in PDF format for ease of downloads and members can save to their computers or print off.
  - A smaller brochure you can hand out at events will also be available online for ease of download and printing. This is just a proactive summary document for new members. Yusur has also worked on a similar a brochure for all our committees to get some consistency but also include unique information for each committee, this will include contact information for the various Regional Offices.

Discussion

- Derek Yap – I appreciate the work you have done on this, I try to meet with new hires and be able to give them this makes my life a lot easier.
  - Jack – If you need some brochures Yusur can have a bunch printed and sent out to the Regional Offices.
  - Samantha – I would recommend you send them to the Components where they could be added to the ‘new member handouts’ that new employees receive when they start work, federally as well.
- Jack – If the Components would like a stack in their offices as well, we could cost share this as well, would that be of interest?
  - Bill – I think it would be good to have these in the component offices, I’d have to check with my executive first though.
  - Gayla – We’d have to look at a funding agreement, but as for Samantha’s idea I can bring this back to the executive, in the north the three components are the union reps basically, and the members do not relate with the PSAC; this would be a way to build that partnership with us.
  - Steve – I think it’s a good idea to include this, we have a new members package which includes free life insurance from AGR, union benefits etc.
  - Jack – I know you would have to go back to your executives to discuss if you would like this, please let our office know if you would like to move forward with this.
- Bill – Within the Nunavut Government most people are bilingual with English being the second language, is there a plan to translate to Inuktitut and French or any official languages across the north?
  - Jack – I agree, and this would be translated by my office for sure, we need to make sure that all official languages are made available.
- Dianne – This is great and compact but on page 3 it doesn’t mention anything about the committees, and on the back page I don’t see a general email. There is also no information about the committees on the orientation brochure.

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- Yusur – There is an email and we can add it, the address would also change according to the region, we would also have this available online.
- Jack – Giving too much information to new members could be a bit much, we don't want to scare people off, the other committee brochure could be handed out separately; but if the council would like them married, we could.
- Dianne – I think this is our opportunity to mention the committees in the new member brochure.
- Derek Allerton – Maybe add a section about how to get involved.
- Stephanie – I agree with Derek Allerton, this would be helpful to new members.
- Gayla – For Translation, we have several languages and dialects, we are seeing some literacy issues as well in certain areas in the NWT, we have had to rewrite some documents because members don't speak or read English.
  - Carrie Lynn – There are 14 languages in the NWT.
  - Linda – There are 5 in the Yukon.
  - Geoff – There are 4 official languages in Nunavut, with 3 or 4 dialects just in the Baffin region.
  - Bill – There is movement to have a standard dialect, some things are the same in each dialect, but every community has its own nuances.
  - Jack – For now we can get the French, English and Inuktitut done, and have a discussion about other languages later.
- Teresa – Would you be able to add the self-identification option? If there is anything being handed in, usually this option is available.
  - Jack – We don't want to give them too much information in this first handout as it can be overwhelming, we are also working on a data program to get specific emails for members, we are trying to flesh this out.
- Bruce – PSAC and UNW member #'s don't match up, they are different numbers, are they supposed to be?
  - Gayla – We are working with Ottawa to get the numbers the same, I'll check with our Director of Finance and get back to you on that.
  - Jack – Ottawa works with a system called Unionware and UNW works with Labourware and hopefully in the future those two will merge well.
- Samantha – We could translate the manuals to verbal links that would read the pamphlet to members in their language, on the website.
  - Gayla – That would be a great alternative, I just had a meeting in the Tlicho region and there were members out there that avoided us because they didn't fill out some paperwork because they didn't know how.
  - Carrie Lynn – If we are making a verbal alternative it would be helpful to have CC on as well.
- Carrie Lynn – I suggest we add things that would benefit members, like 'getting involved in your union will benefit you by...' Learning leadership skills, meeting people, learning about the union, communications, mentorship, what do we do and how do we act, explain that we're getting stuff done, it's a place you can come for information; we need to sell the excitement. Also – Please have a proofreader to go over the document, spend the money to make it professional, you're going to spend money producing this so get it proofed.



- Jack – So we have some revisions to do and get a final approval from the council before it gets pushed out.

### III. Healthy Workplaces – Derek Yap

- Workplace Survey
  - I'm thinking about changing the topic name to unhealthy workplaces, the senior management in some workplaces create a toxic environment for workers, the bullies are allowed to stay and continue their behaviors while the victim is asked to leave, the culture of bullying is what is supported.

#### Discussion

- Dianne – While working on our survey and while it's on hold, maybe this committee may not be the chosen one going forward.
- Geoff – Bullying is a big issue; the Canadian Mental Health Association has developed a standard for dealing with bullying. Union members should be speaking with managers for how to implement in workplace 'guarding minds at work' it is very useful document and lays out what is important for the workplace. There is a survey online and if you pass the survey there is an action plan, you can pick the pieces you want to work on and pick the pieces you want to work on in your workplace. Treasury Board with the previous government had an agreement in place to bring this in but the current government is waffling about bringing it in. I would encourage everyone to start talking about this, put it as a standing item in meetings like Occupational Health and Safety (OHS) at work, I think it's a big issue for a lot of our members. If they balk at it, you can show them the government link to it.
  - Guarding Minds at Work. <https://www.guardingmindsatwork.ca/>
  - Government Link: <https://www.canada.ca/en/centre-occupational-health-safety/news/2018/01/tools-to-assess-and-address-psychological-health-and-safety-in-canadian.html>
  - Samantha – The NWT Health and Safety Committee had a presentation regarding this by Dawn Skinner, it was fairly well attended, Evert has the information and it could be sent out to people.
  - Gayla – Due to Vince Ready's report the Government of the Northwest Territories (GNWT) has to go up to minimum mental health standards and this was something the Northwest Territories Power Corporation (NTPC) added as well, I think this should be added to all upcoming agreements.
  - Derek Yap – I appreciate Gayla's comments on bargaining, I think it is a great way to implement this.
  - Gayla – We were surprised that Vince passed that, but I think it's important that all upcoming Collective Agreements (CA's) reflect that.
  - Steve – We negotiated this two rounds ago, but it is an ongoing project.
  - Bill – This is something we need to work on.
- Teresa – Is the survey online?
  - Derek Yap – Yes, it is online, and I can send the link, we can send the link out to members also.

**\*Break for Lunch 12-1:30pm\***

**\*Meeting resumed 1:30pm\***

**IV. Job Security and Stability – Bruce**

- Update
  - We saw other topics as more important than ours and more as something that members should be discussing with each other. Trying to do our topic over email was a challenge, I'd like to give the opportunity to Gerard to speak to it.
    - Gerard – We did drop the idea of a certain number of jobs that could be set aside for people with disabilities – i.e. jobs for deaf people that would be set aside, I thought it would be fairer for people who have that to have access to those jobs, this may be something that the government would accept or not, that was a suggestion that I had put forth.

**V. Childcare – Samantha**

- Update
  - We started to do some planning on creating our own northern version of the National Childcare Campaign Postcards, but when we looked at the costs associated with it, it didn't make sense to put money to that, since the National cards are already in place. Instead we are pushing the petition for Universal Childcare in Canada that is already in place going forward.

**VI. Bargaining**

- **UNW** - Gayla – We achieved good things for GNWT from Vince Ready's report and we got an acceptable agreement for NTPC. I also talked about the wins in mental health for our CA's earlier.
- **NEU** - Bill – The Government of Nunavut has declared an impasse and we will be in mediation. The City of Iqaluit is going into negotiations and they are no longer in debt, so members are expecting to get back some things they gave up last time. Quilliq Energy Corporation (QEC) they did well when they met. The Government hired a lawyer for the Housing Corporation whose company banner is 'lawyers for employers', his promise was all kinds of concessions, and he hasn't been very successful, so other than that we are plugging along. Arctic Bay is still in abeyance, PSAC is going in to do Education so we'll get some direction from the members.
- **YEU** - Steve – We kept our severance, we also got commitment from the Government of the Yukon to put in a version of the joint learning program so we will be doing that. We have a meeting coming up to Yukonize those courses, the first action will be a train the trainer, 9 union members will be trained to facilitate. For Many Rivers many reports have come out including an auditor's report, the government is saying that the board for Many Rivers is \$500,000.00 in debt; from things like increasing the CEO's own paycheque, the CEO taking courses in Paris. The Government is holding the new board responsible for what the old board did, so the new board all resigned, YEU gave all 3 parties all the information they needed last November and none did anything with that, we had that information for a year. The RCMP will not comment on it, but after discussions with executive PSAC we are going to get the Auditor General involved in this to hold the Government of the Yukon accountable for this.
  - Jack – SAO Ramsay and executive members of the old board are responsible for this.

VII. Food Insecurity – Carrie

- Update
  - I don't have a lot to update, I don't know who's on the committee with me. People have been taking pictures in the grocery stores and sharing those pictures on social media. Having Geoff speak to this today was interesting because it is still a huge issue.
  - If you would like to volunteer, I'd be interested in doing a comparison of the breadbaskets in the different communities. I was outraged at the price of diapers, laundry soap, and women's hygiene products.
  - Northerners are not asking for asparagus from Peru - which is on the shelves here in Iqaluit - but as Bill was saying a lot of the foods are not traditional for the people here, so how do we support the people with access to the traditional foods?
  - Looking at health, diabetes, access to food, breakfast programs in schools, at this point if there's someone who wants to talk about it, we could get working on a project and bring it back. Breadbasket through Statistics Canada. Or access like if you don't have a vehicle to do your shopping. Or amazon prime orders for the post office.

Discussion

- Jack – Linda and Gerard were the members of your topic group.
- Lisa – I would also like to be a part of that group.
- Linda – As a Federal Government worker one of the provisions put forward to attract workers to the North is the Isolated Post Allowance (IPA) which has been reduced.
- Samantha – NWT Area Council partnered with Alternatives North, and we have the information for the NWT, food insecurity is something we would like to get our hands on as well at Area Council, such as petitions and letters.
- Jack – The consumer price index is available for the capitals but not really for the outlying communities.
- Gerard – Some time ago we asked the community what they wanted to see on the grocery store shelves because things are going to waste, and that increases the price for the products being consumed, we need to know what is actually wanted on the shelves so we can reduce the price and waste.
- Gayla – On behalf of the UNW we would like to donate \$500.00 to the Iqaluit Food Bank and we challenge the other two components to match that amount. If someone could please forward the cheque information.
- Jack – Would the Regional Council like to donate to Iqaluit's Niqinik Nuatsivik Nunavut Food Bank as well in the form of a matching donation of \$500.00?
  - Regional Council voted unanimously to make a donation to the Niqinik Nuatsivik Nunavut Food Bank.
  - The REVP office will send out information on how to donate via email and will post in the minutes:
  - **Niqinik Nuatsivik Nunavut Food Bank**  
PO BOX 2085  
IQALUIT, NU  
X0A 0H0

VIII. **Reducing Services** – Geoff and Linda

- Staffing
  - Linda – What is the status on the Regional Coordinator allocating staff to assist with the Reducing Services project that was approved by Regional Council. This was the first time the Regional Council approved an initiative in the last eight years, and I'd like to see some movement on that.
    - Daniel – I am aware of the request, but it is unclear as to what that all means for staffing this project, I need to talk to Geoff and Linda directly to determine the intent for it.

7. **New Business** - None

8. **Old Business**

a) Federal Election Survey Feedback

- Jack – We are subject to the new Elections Act and PSAC must tally our third-party spending allowance so for us no money must be spent on the election. But there are some things we can do including the election survey 'Northern Priorities'. We as PSAC North are non-partisan so our goal is to encourage voter turnout and discover the election priorities for people living and working in the North. Childcare, Pharmacare, housing, etc. After all the survey was completed, we came up with a Top 10 list of Northern Priorities, this is now posted on our PSAC North website and includes questions members can ask candidates and consider their responses. Closer to the date, as parties present their priorities and platforms online, Yusur will run a checklist with their answers to our priorities, we won't endorse a party.
  - Bruce – Can we share with everyone?
  - Jack – Yes everyone, it's posted online: <http://psacnorth.com/federal-election-we%E2%80%99ve-northern-priorities>
  - Teresa – Whatever social networks are you share that link from the PSAC North website.

b) Political Action Committee

- Jack – We've had some difficulty trying to fill the vacancies on this standing committee, Roberta had volunteered to be chair but no one else has stepped up.
  - Bruce – I'll volunteer to be on the committee.
  - Lili – I'll volunteer until you find someone else.
  - Jack – Political Action doesn't have to be just for this election, it can be helpful for the Area Councils for any type of Political Action that is needed. The premise is that if there is an issue that ideas can be generated and then brought back to this committee for decision.

c) PSAC North Convention June 5-7, 2020 in Whitehorse, YT

- Jack – There was a change to our constitution at the National Convention that affects you directly as Regional Council members to our PSAC North Convention. When we are a full Regional Council, we are 36 people and with the limitation of 20 Regional Council delegates to Convention this could be a problem. We have some ideas we will discuss, to present the bylaw resolution at our Convention in June. This council will set the tone for conventions going forward, we will deal with this at the sessions this afternoon.

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- Stephanie – I have a problem with us discussing it after the meeting as there will not be an official written decision.
- Jack – It will be made official at the meeting in November and recorded at that meeting. This will be a facilitated discussion this afternoon and the results of that will be formalized in the November meeting.

9. **Regional Update – Daniel Kinsella**

- Regional Negotiator - Holmann Richard has returned to Ottawa as a Negotiator and I am the new Regional Coordinator for the North. The last three years I've been a Negotiator in the Yellowknife Regional Office.
- Staffing - Staffing has been a big issue, and quite the process, but we are now at full staff compliment. I've started the discussion with staff on how we can better support the committees and have good effective committees. It's important to clarify our roles as staff to facilitate and support leaders on the Regional Council to be the ones really pushing the agenda of the committees and the Council.
  - The new Regional Rep in the Iqaluit Regional Office is Mary Anne Walker.
  - The new Regional Rep for Health and Safety, Evert Ryland, is now in place. He has expertise on Mental Health in the workplace.
  - We haven't had two Regional Negotiators for a while, but we do now, they are Martin Rioux and Isaac Armstrong.
- Education - I'd like to develop a more robust Education Program, with proper planning between convention cycles. We are already scheduling in communities and you'll see a lot more opportunity for members starting in the fall. I'm quite hopeful we can get a lot done with that.
  - I'd really like to coordinate with the components better than we have in the past. One of the ways we have done this already is we changed some of our training to align with NEU training that was in place. NEU has a program to develop community locals and get people whatever education we can get; there are budget limitations, but we'd like to do what we can.
- Feedback - If you have questions or concerns, please feel free to bring to my attention. I definitely want to hear from people, I understand the bureaucracy well and don't have a lot of patience for it, so as direct as the communication can be that would be great, I'm interested in making sure that everyone in the union gets a part to be in it.

**Discussion**

- Dianne – Please give us an overview of the staffing level in the Whitehorse Regional Office. Back-filling for when staff are away used to happen, is that still happening? Because recently many of the staff have been on leave and their positions have not been back-filled, I suggest they should be, so that staff are still available to us and so those on leave don't feel overwhelmed when they come back.
  - Daniel – The staffing level is two Regional Reps and an Administrative Assistant. Issues haven't arisen in regard to back-filling so far.
- Jack – I'm this close to getting an Education Coordinator, there is a salary envelope to this so it's not confirmed but it's close. With the help of Barb Fayant we submitted a three-page description for why we need the position.

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- Daniel – There was a job listing recently for an Education Officer in Quebec, it's a tough job that I don't think is really manageable off the side of a Reps desk, also our courses should reflect the Northern component and should be a focused priority, not something that someone gets to once they have a chance.
- Bill – I was very excited to hear Daniel was successful as Regional Coordinator, it's the first time in the North we've had a former Component President who knows what it's like to deal with the giants. Mary-Anne has also gotten right on board with our project, so kudos to her. It is refreshing that Daniel and Mary-Anne are onboard.
- Teresa – I have seen some education offered for some of the communities for the fall courses and a number of them were offered alongside long-weekends; it's not appealing to members and may have an impact in the success of the programs.
  - Daniel – It's an oversight and we will review the dates.

10. Open Discussion

- a) North Regional Health and Safety Conference - December 2, 2019
  - Gayla - The Regional Health and Safety Conference that is attached to the National Health and Safety Conference, this was historically attached to the Regional Convention, when was the decision made to attach it to the National Conference and when was the component informed? We are now cutting some members out by not including people, we could have worked together to make something happen in the North.
    - Jack - This was discussed at a Regional Council meeting and it was decided that the Regional Health and Safety Conference would follow the National Health and Safety Conference. We were not trying to cut out some people but instead to provide more equity to Women who did not have their conference at the last Regional Convention because of decisions made in Ottawa.
- b) Radon Awareness
  - Dianne – What could we do for National Radon Awareness Day? if you could give me and Derek some ideas that would be great, more ideas make for a better campaign.

11. Upcoming Meeting Dates

- Jack – There will be a special meeting in November to discuss Convention and Brochures.
  - November 12, 2019 @ 4:30pm PST, 5:30pm MST, 7:30pm EST Teleconference
  - January 21, 2020 @ 4:30pm PST, 5:30pm MST, 7:30pm EST Teleconference
  - May 5, 2020 @ 4:30pm PDT, 5:30pm MDT, 7:30pm EDT Teleconference
  - June 5-7, 2020 in Whitehorse, YT – PSAC North Regional Triennial Convention

12. Adjournment– Motion – Samantha Cosentino, Seconded – Geraldine Penney, Adjourned at 2:36pm.