

<b>MEETING</b>	<b>PRAIRIE/NORTHWEST TERRITORIES REGIONAL EXECUTIVE (“PRE”) MEETING</b>		
<b>HELD AT</b>	<b>Delta Hotel, Winnipeg</b>	<b>START TIME 9:00 AM</b>	<b>END TIME 4:30 PM</b> <b>DATE October 15, 2016</b>

**PERSONS PRESENT**

Nancy McCune, Regional Director  
 Sharon Losinski, Regional Vice-Chair and Edmonton Branch Representative  
 Stuart Kidd, Secretary-Treasurer  
 Bonnie Pratt, Calgary Branch representative  
 Bobby Eiswirth, Regina Branch Representative  
 Brent Maine, Winnipeg and Southern Manitoba Branch Representative  
 Nancy Shalay, Small Branch Representative  
 Robert Trudeau, Saskatoon Branch Representative

Kieth Laing was absent.

**CALL TO ORDER**

Nancy McCune called the meeting to order at 9:00 AM.

**1. APPROVAL OF AGENDA**

Motion to adopt amended agenda.                      Moved by Sharon, seconded by Bonnie, carried

**2. MINUTES of PREVIOUS MEETING**

2.1 Minutes of the July 9, 2016 executive meeting discussed.

Motion to approve amended Minutes of July 9, 2016.                      Moved by Stuart, seconded by Bobby, carried

2.2 Business arising from minutes – none raised.

**3. BOARD REPORT FOR JUNE, JULY & AUGUST 2016 - SUBMITTED BY NANCY MCCUNE**



**Director’s Report to the Regional Executive for June, July and August 2016.**

**BOD Meeting on June 9 and 10**

**Committee for the advancement of French**

A budget was approved for the committee to go ahead with scheduled meetings for the rest of 2016.

**Engineering Sector Council**

The board approved an engineering sector council for one year. The members on this sector council should be members of the advisory council. The sector council meetings would be held in conjunction with advisory council meetings to cut down on the costs.

**Policy on loans to members**

The BOD gave the President the authority to approve loans to members facing financial difficulties as a result of Phoenix. The process to obtain loans will be highlighted on the website.

**Media Training**

Media training was approved for the BOD. The date is yet to be determined.

### **PIPSC 100<sup>th</sup> Anniversary**

The BOD moved that the Institute begin its 100<sup>th</sup> anniversary celebration at the 2019 AGM and finish at the 2020 AGM.

### **PIPSC Book**

The BOD approved a budget for to conduct a historical review and analysis of PIPSC from 1967 to 2020. Whether or not this information will be put into a book is still up for debate. Given that our 100<sup>th</sup> anniversary is coming up, it is important to document the history of the organization.

### **Pay Transformation (Phoenix)**

Tools will be provided on the website to let members know what they should do if they are impacted by Phoenix. The President is reaching out government officials to make them aware of the situations members are faced with and come up with some solutions.

### **National Public Service Week**

Will be celebrated during the week of June 12 to 18. This is an opportunity to engage members and support bargaining teams. The "Ready Campaign" will be launched at a rally on June 10 in Ottawa. Some BOD members thought we should be more involved in the development of campaigns and did not see the connection between "Ready" and public service week. Moving forward, the President made a commitment to the BOD to provide information on public service week and various campaigns ahead of time.

### **Travel Policy Clarification**

Part G, Article 1.4. On the day of return, members would ordinarily be entitled to breakfast if they arrive home after 8:00 am, to lunch if they arrive after noon, and to dinner if they arrive after 6:00 pm, **based on the time zone where the travel originated.**

### **Policy on Balancing Union Activities and Family Life**

Under 3 (a) and (b) of the policy, the reference to, "and this leave must be taken as leave without pay for union activities", was removed.

### **By Law Amendments**

By-law amendments were approved by the BOD for late resolutions to the AGM and the AC Director Election. These amendments will be presented at the AGM as BOD sponsored resolutions.

### **2016 AGM Resolution Sub-Committee Composition**

Sean O'Reilly, Chair of the BLPC  
Peter Gilkinson, Chair of the Finance Committee  
Glenn Maxwell, AC Director  
Marilyn Best, BLPC member  
Dan Jones, BLPC member  
Dave Sutherland, BLPC member  
Penny Ruddy, Finance Committee member

### **Change to BLPC**

Richard East, Quebec Region, was appointed as a member of the BLPC.

### **Dues Increase Discussion**

A detailed plan, with a proposed number for a dues increase, will be prepared and presented at the August meeting for the BOD's consideration.

### **Request for 2015 Trial Balance**

The BOD approved a motion to provide the finance committee with the PIPSC trial balance and grouping schedules when requested. This information is necessary in order for the committee to make informed recommendations to the BOD.

### **Fredericton Office**

Discussions are still on going. The NB groups are not looking for an ERO and there is agreement that the position will be filled by a steward.

### **Review of the PIPSC E-Store**

There was some discussion about the e-store and whether or not the contract should be renewed. The COO will look into options and bring back the recommendations to the BOD.

The BOD participated in a READY rally on June 10 @ noon in downtown Ottawa.

## **BOD Meeting August 12 -13**

### **2017 Budget**

There was discussion about the consultation budget. Should it be presented as is or with an efficiency factor as the employer sometimes pays for the consultation costs? There was an extensive budgeting process for consultation teams so that they did not have problems obtaining TANs for their travel. The BOD made the decision to approve the 2017 budget as is.

Regions should also be involved in the budgeting process. Some regions did provide budget numbers and others were not given the same opportunity. Moving forward, regions will be able to provide budget numbers.

### **Estimated Valuation of the Pension Plan**

Sylvan Belley, actuary from Welton, made a presentation on the PIPSC pension plan. The last valuation was done in January of 2014. The next report will need to be done no later than January of 2017. The BOD needs to determine if a valuation should be done as at December 2015 or December 2016. Various scenarios were presented and the BOD decided to do a valuation report for the end of December 2016.

### **Dues Increase**

Several dues increase scenarios were presented and explained by the chair of the finance committee. The BOD decided to sponsor a dues increase of \$10 per member per month. This amount would fill the reserves and keep the institute going. Even if the increase is passed by the AGM, financial discipline would still be needed.

### **Steward Appeal Process**

As per the 2015 AGM resolution L-1 a steward appeal process needs to be implemented.

By-law 12.4 will be amended as follows:

*The following methods shall be used to recommend appointments of stewards to the president.*

By-law 12.4.2.1 will be amended as follows:

*The authority to appoint a steward rests exclusively with the president.*

By-law 12.5 will be amended as follows:

*The authority to renew a steward's term rests exclusively with the president.*

The BLPC will bring back wording for an appeal process to be put into the Policy on Stewards.

### **Pay Transformation**

A number of policy grievances have been filed by the Institute in order to recover the dues owed. The Institute will also be filing an unfair labour practice complaint on the issue of remittance of dues as the government is interfering with institute's ability to administrate members' dues.

### **Labour Day**

\$4,000 we will be allocated to each region for labour day activities. Requests are to be submitted by the regional directors to finance for payment.

### **Alleviating Conflict at the BOD**

Christopher Albertyn, mediator, presented his report based on the interviews he had with each BOD member. Based on his report and the discussion that followed, the next steps were agreed to and the following BOD members will be the leads (task force), Nancy McCune, Greg Scriver and Glenn Maxwell. The task force will coordinate the work with the input and help of others as necessary. The task force will report back to the BOD so the next steps can be endorsed and/or provide further input to change or amend the course of action.

### **Member Survey**

The draft member survey was presented to BOD for their review and input. The majority of the questions are the same as the last survey to provide a baseline.

### **Official Languages Committee**

A motion was put forward to have the BOD sponsor a by-law amendment to have this committee be a standing committee of the BOD. This motion was defeated but the mandate and budget of the committee were approved for 2017.

### **FTQ Triennial Convention**

The BOD approved a motion to allow 10 members of the Quebec region to participate in the FTQ triennial convention. The cost is approximately \$27,000. Further, members of the Quebec region will not be allocated delegate seats at the upcoming CLC convention, other than the Quebec regional director.

### **2016 Canadian Science Policy Conference**

The BOD approved a motion to allow a seven member delegation (members of SAC) to attend the 2016 Canadian Science Policy conference. Approximate cost is \$21,700.

### **PIPSC E-store**

The contract with the current supplier has been extended until the end of 2017. BOD members are to submit their input on the E-store to Andrew Gize. This matter will also be discussed at the next regional director's meeting.

### **Policy on Regions**

The BOD approved a policy amendment that would allow the regions to allocate the current \$5,000 speaker budget between regional council and/or steward council at the regions discretion.

### **Policy on Committees of the BOD**

The amendments to the Policy on Committees of the BOD were presented. The amendments were made to align with current practice and to incorporate previous AGM decisions. The BLPC will be reviewing these amendments. Some were of the view that BOD should focus its discussion on the value and purpose of standing committees of the BOD as a starting point and not on the selection process.

## **Special BOD meeting on August 23 (via teleconference)**

The BOD endorsed resolutions to be brought to the 2016 AGM around Tax Fairness, Scientific Integrity and Outsourcing. The BOD will also sponsor a resolution on Workplace Daycares.

## **October 15 discussion by Prairie & NWT Executive on October 1 meeting of Board**

Questions for the Director included: e-store concerns, the phoenix pay system and the release of 2015 audited financial statements. Director mentioned that an effort to sell dues increase to members is needed. The French language committee was discussed. The region representative is Luc Rainville. Director mentioned that the PIPSC AGM Chair needs to be bilingual. The steward appeal process was also discussed.

## **4. REGIONAL FINANCIAL STATEMENT**

Stuart Kidd presented the Prairie & NWT region financial statements for the period January 1, 2016 to October 15, 2016. The report detailed revenues of \$26,441 and expenses of \$6,975. The beginning bank balance of January 1, 2016 was \$18,961 with a bank balance of \$39,717 at October 15, 2016. Stuart will send an expense claim for a recovery of six regional executives who attended the Winnipeg Staff appreciation dinner on October 14, 2016.

Motion to accept financial report by Stuart, seconded by Robert, carried.

**5. REVIEW OF 2016 PRAIRIE & NWT STEWARD COUNCIL**

The 2016 Prairie & NWT Steward Council in Winnipeg on September 24 was discussed. Visibility items for stewards were also discussed. An order for 145 chargers with Better Together wipe cloths were available to distribute to 100 registered stewards. 20 chargers were taken by Edmonton branch for \$209.58. The issue of whether 20 wipe cloths were sent to Edmonton will be cleared. The total amount contains HST @ 13% plus freight and set up charges. The region should pay GST @ 5%. Nancy will check the inventory and report back to executive. The remaining inventory should be 25 chargers and some 25 - 45 wipe cloths.

Human Rights museum tour was discussed. The fact no dinner was held on Friday night was also raised. A hospitality suite was set up for Saturday night and members seemed to prefer that to a dinner. A budget of \$5,000 for speakers exists for both PRC and SC. The equipment set up at the hotel was very expensive and not utilized as the equipment was inadequate for our purposes.

**6. PRAIRIE & NWT REGIONAL COUNCIL (PRC) IN SASKATOON JUNE 2 & 3, 2017**

Nancy McCune discussed the hotel for the 2017 PRC in Saskatoon, Saskatchewan. The Radisson Hotel will be booked by PIPSC office for June 2 & 3, 2017. Some ideas for the Friday night are casino event, brewery tour, horse racing, or zoo. Horse racing track would provide a private area for delegates. The issues of transportation and food were discussed. The start and end time was discussed. The suggestion of a guest speaker, Brett Francis, was mentioned by Robert Trudeau. A hospitality suite will be arranged. The question of a gift for delegates was also raised.

**7. EXECUTIVE TRAINING IN CONJUNCTION WITH 2017 PRAIRIE & NWT REGIONAL COUNCIL**

Executive training will be part of PRC in Saskatoon. Every branch gets two spots (i.e. - president & treasurer). The dates would be June 1, 2017 all day and half day on June 2, 2017 for 26 representatives from 13 branches. Nancy assumed that up to 7 executives would not be PRC delegates and asked if region would pick extra costs. The extra costs could be up to \$3,500 for seven members who are not delegates. The 26 representatives would need to attend training plus PRC. The region could extend observer status for 7 branch members or make attendance at PRC optional for these 7 branch executives.

**8. PIPSC ANNUAL GENERAL MEETING – NOVEMBER 18 & 19, 2016**

Nancy McCune discussed an orientation session for first time attendees as well as resolution from PRC regarding changing the name and duties of the Human Rights in the Workplace Committee. A Prairie & NWT breakfast will be held on November 18, 2016 at the AGM. Bonnie agreed to prepare an orientation package and send to 29 group and branch delegates. The region will send 19 delegates and four observers to the 2016 AGM. All spots are filled with 23 region members registered with PIPSC AGM Committee.

Nancy mentioned some of the resolutions that will be presented at the PIPSC AGM. A \$10 a month dues increase plus a change in year from December 31 to June 30 effective in 2017 are two of the resolutions. Robert mentioned that the resolutions must be posted on the PIPSC website by October 21, 2016 or be ruled out of order.

**9. 2017 PRAIRIE & NWT STEWARD COUNCIL IN EDMONTON**

Nancy McCune discussed the venue and dates for the 2017 Steward Council in Edmonton. Possible dates are: September 15 & 16 or September 22 & 23. Prashila will contact hotels for availability and quotes.

**10. 2018 PRAIRIE & NWT REGIONAL COUNCIL (PRC) IN EDMONTON**

Nancy McCune discussed the venue and dates for 2018 PRC in Edmonton. Nancy mentioned the possible weekends of June 1 & 2 or June 8 & 9, 2018. Nancy asked if the 2019 PRC could be held in Winnipeg. Calgary is normally scheduled for 2019 PRC. University of Winnipeg is holding an event to remember the Winnipeg General Strike for June 2019. The strike started June 21, 1919.

**11. TUIF SHIRTS**

TUIF shirts – The issue of Thank Goodness It's Friday to region stewards reduced inventory from 195 after 2015 Steward Council to now 65. The sizes are 12 small, 17 medium, 17 large, 16 X large and 3 XX large. Motion made by Bobby that the region purchases up to 20 of each size except xx large and xxx large. Discussion resulted in amended motion for Robert to purchase up to 55 of various sizes. Motion seconded by Stuart. The estimated cost is \$1,100.

## **12. MEETING DATES FOR 2017**

The following dates were chosen for calendar 2017 PRE meetings. No hotels were selected.

February 4, 2017 in Regina

April 8, 2017 in Calgary

June 17, 2017 in Yellowknife is tentative, otherwise July 8, 2017 in city to be determined

October 21, 2017 in Winnipeg

December 9, 2017 in Edmonton

The training committee will meet on the afternoons of February 3 in Regina, April 7 in Calgary and December 8 in Edmonton.

One additional meeting will be held in 2017 but no date or location was chosen. The meeting discussed Saskatoon from May 31 to morning of June 2, 2017, but no final decision for additional meeting was made.

## **13. NEXT MEETING DATE**

Nancy McCune discussed next Training Committee meeting date at Edmonton office on December 2 at 1:00 PM. The next PRE meeting will be held on December 3, 2016. The venue will be the Marriott Hotel. The meal for Edmonton PIPSC staff will be on December 2, 2016. The Hardware Grill was suggested.

## **14. OTHER ITEMS**

Nancy McCune discussed a 2017 vice chair for Prairie & NWT executive. Selection of vice chair – Motion by Nancy, seconded by Robert. Sharon nominated by Robert, seconded by Bonnie. Motion carried.

The removal of National Finance Committee chair by Board of Directors in October 2016 meeting was discussed in closed session.

The Anishinabeg invoice is to be paid.

Motion to purchase 5 PIPSC banners@ \$70 each plus tax was made by Robert, seconded by Bobby, carried.

Motion made to purchase 5 Human Rights banners by Bonnie, seconded by Nancy S, carried.

Should region purchase a banner for French Committee? There was a discussion with decision for a write up of business case.

Canadian Labour Congress (CLC) events will be held in Ottawa, Ontario. Kieth Laing, Jay Krishnan and Samah Henein will attend the Rise Up - CLC Human Rights Conference from October 20 to 23, 2016. Shirley Tso, Bobby Eiswirth and Kieth Girard will attend the Young Workers Summit from October 23 to 25, 2016. A discussion of the benefits of being part of CLC and the CLC cost to PIPSC took place.

## **15. ROUND TABLE**

Brent raised issue Winnipeg & Southern Manitoba branch funding the Manitoba Labour Council. Brent also raised issue of region funding for branches. Brent mentioned the region funding for Northern Manitoba for year-end hospitality events. The issue of reports from the region representatives on national committee was raised. The regional executive agreed to include the three items on the agenda for our December 3, 2016 meeting in Edmonton.

## **16. ADJOURNMENT**

A motion to adjourn at 5:00 PM was carried.