

MEETING	➤ PRAIRIE/NORTHWEST TERRITORIES REGIONAL EXECUTIVE (“PRE”) MEETING		
HELD AT	➤ Regina DoubleTree Inn	START TIME ➤ 8:40 AM	END TIME ➤ 5:00 PM
		DATE ➤ October 25-2014	

PERSONS PRESENT

Bonnie Pratt, Regional Director
 Nancy McCune, Regional Vice-Chair and Small Branch Representative
 Gary Farnsworth, Secretary-Treasurer
 Lars Christensen, Calgary Branch Representative
 Keith Laing, Small Branch Representative
 Sharon Losinski, Edmonton Branch Representative
 Pam Kubicz, Winnipeg and Southern Manitoba Branch Representative
 Bonny Manz, Regina Branch Representative
 Robert Trudeau, Saskatoon Branch Representative

CALL TO ORDER

Bonnie called the meeting to order at 8:40 AM

1. APPROVAL OF AGENDA

Motion to adopt amended agenda. Rob/Pam carried

2. MINUTES of PREVIOUS MEETING

2.1 Minutes of the July 20, 2014 executive meeting approved. Pam/Sharon carried

2.2 Business arising from minutes

- i) Steward Council Debriefing – Some suggestions came forward to improve future councils.
 - Standing microphones or cordless microphones placed strategically so stewards can be heard as they ask their questions; it was very annoying for the rest if the presenter did not repeat the question.
 - If we don't serve Breakfast, it would be nice to have a sheet with alternatives and addresses; Banquet: reconsider a huge roast of beef;
 - Don't serve lunch in the same room as the meeting; the clattering was disruptive
 - It is good to have a hospitality suite; especially on the arrival night. There were stewards at loose ends on Thursday night, looking for others to socialize with.
 - Make arrangements for breakout rooms.
 - Consider multiple learning sessions such as the NCR Steward Council

- i) Plans for Hosting the 2014 AGM – Regional menu suggestions and music playlist has been sent. Reminders will be sent out for people to wear their regional denim shirt for the Thursday night reception and their PIPSC Pitches In t-shirts to the assembly on Friday.

Motion to source some inexpensive white cowboy hats Gary/Keith carried

3. BOARD REPORT

**Director's Report to the Prairie/NWT Regional Executive
 Double Tree Inn – Regina October 25, 2014**

**Since my last report there were two meetings of the Board of Directors –
 August 15, 16 and October 3,4**

PSLRB Decision - Dung Tran and PIPSC: The decision was discussed for its educational value.

Date: 20140708 **File:** 561-34-595 and 627 **Citation:** 2014 PSLRB 71 – 'Duty to Provide Fair

Representation' case. At issue was whether the bargaining agent was obliged to take the results of a staffing process to judicial review and, further, to pay for the complainant's travel from Montreal to Ottawa to attend such a PSLRB hearing. The complaints were dismissed but the analysis and rationale for the decision constitute interesting and educational reading for all stewards.

Bill C-525 dubiously referred to as the Employees' Voting Rights Act: (a private member's bill) is back before Parliament in its original form. The Bill eliminates automatic 'card check' certification, making the union certification process much more difficult. It replaces card check with a two-stage process adding a voting process in addition to card signing. The Bill also changes decertification of a union. Under the Bill, the current majority process would be changed to one where a minority (only 40%) could initiate a decertification vote. Submissions made to the Parliamentary Committee are available on the web.

Record of Grievances:

Human Resources officers do not provide copies of grievance to PIPSC. It is the responsibility of stewards; please remind your stewards. Keep EROs informed.

Trusteeship:

A new by-law is proposed and will be brought to the AGM. This has been referred to but not discussed at length at the Board. It allows the Board of Director to take charge of a subordinate constituent body under certain conditions. It appears this will also apply to regions.

PIPSC-Board roles and responsibilities – the subject is back for yet another review.

The review is being conducted, this time, by the Intersol Group. For this go round in governance, it is a requirement that we take into account the provisions of the new Canada Not-For-Profit Corporations Act to ensure PIPSC is compliant with the Act. The Board is mindful that the number of VPs has been a matter of discussion among members. The role of Regional Director is also under review. It is understood that the Board members represent client/members; owners/dues paying members; and workers (not just staff but steward/volunteers who provide a lot of service to members). Conventional governance models for boards of directors are not a very good 'fit'. Tension and conflict within leadership and with members will not be eliminated but tools to deal with those issues must be identified and better training provided. Some of this conflict arises surrounding the roles of Executive Committee and Directors. The disconnect between accountability and authority needs to be dealt with as does a continuing irritant – the distribution of responsibilities between staff and elected officials.

Dispute and Conflict Resolution Cases:

Current dispute and harassment cases are being handled under the 'old system. The new discipline and dispute resolutions policy which provides for the member conduct roster has yet to be tested.

Bargaining Update by VP Bittman:

This was provided in closed session; however, Joanne Bouchard provided a report approved by the SH Group Bargaining Chair.

Bill C-4 received royal assent in 2013 and now covers all treasury Board groups in bargaining. Bill C-4 contained a number of sweeping and far-reaching reforms to federal public service labour laws, aimed at weakening the position of federal public sector unions and stacking the deck in the Government's favour.

These reforms include, among others, changes to essential services provisions, the process for resolution of disputes in negotiating collective agreements, grievance and grievance adjudication, and the handling of human rights complaints arising in the federal public service. Bill C-4 changes have a profound impact upon the ability of unions to bargain effectively with the Government and to protect and promote the rights of the employees they represent. <http://www.sgmlaw.com/media/PDFs/BillC4Analysis.PDF>

The primary consequence is that the employer has the unilateral right to designate positions that are essential service and can drill down to the lower levels of staff. Strike Conciliation is the only choice bargaining agents

have.

A complaint of bad faith bargaining has been made to the PSLRB in relation to sick leave. Bargaining groups are enjoying an unprecedented level of collaboration at the top levels.

GCWCC Campaign:

We are aware that one small union with one worksite has established their own charity number and are making contributions to that charity. I have no other details. In terms of charitable endeavours that our region wishes to promote, future 'matching contributions' is off the table. We are, however, free to use the PIPSC website to promote our goals or to issue challenges. See also the legacy foundation contest below.

Legacy Foundation contest:

A separate handout was provided to you concerning this contest.

Value for Money Review update:

There was considerable discussion concerning the business cases to be taken to the AGM and a number of cases were modified. Board votes were taken on final case proposals to go forward as 'Board sponsored' cases. The revised versions will be posted to the website. The major business cases will be the subject of a WebEx at our meeting so no further details have been provided in this report.

Threat and Risk Assessment:

VP Friesen has taken a course held in the USA on risk assessment. There will be security at our AGM and possibly even at the banquet. Specific details will not be disclosed.

Single Transferable Vote/Fair Vote Canada:

The Single Transferable Vote is seen as a more progressive form of voting.

There is a posting on the website with links to further information. It is seen as a more progressive form of voting. The news feed was down so I was unable to provide a link with specific information.

Value of Union Participation:

The Board passed a motion that we will send a request to Treasury Board, the Privy Council Office, and Department deputy heads or Agency heads requesting letters be issued by Departments and Agencies. The letters should state the employer recognizes the benefit of the union in the workplace. This is to counteract the growing impression that union involvement is disadvantageous to a career as a public servant.

CLC Strategic Engagement Plan:

The Board decided to prepare a strategic engagement plan for CLC. It will form part of the 2015 Board Strategic Planning meeting in January, 2015. We hope to better utilize the advantages of CLC membership in terms of a strategic vision in concern with other unions and training.

AGM Planning:

VP Steve Hindle is the member of the Executive Committee with oversight of the AGM arrangements. For the past few months, the Secretary/Treasurer and I have been asking for input from the executive for Prairie/NWT specific food and music for Thursday night's hospitality and multiple emails have been forwarded with suggestions. We felt it prudent not to leave the arrangements entirely in others' hands.

Women's Caucus:

The Executive Committee expressed annoyance at the misunderstanding surrounding the caucus as they felt it had been discussed sufficiently at the Board. VP Friesen presented a briefing note explaining that PIPSC is the only union of note that does not have a Women's Caucus or committee. Subsequent to this board meeting invitations were issued to women not previously invited and more detail was provided. The Caucus and Social Media are closely linked and more information and encouragement will be provided to use social media.

Strike Policy:

The policy is being revised that better reflects a more common approach to bargaining. This revised policy will be posted to the website. We hope it will be some months before this option has to be sincerely considered.

Democracy School:

PSAC in the NCR wants to organize a democracy school in collaboration with PIPSC and CAPE in order to be better prepared for the anticipated 2015 Federal Election. Funding has been approved for PIPSC activists in the NCR to participate in a future school. This will represent part of the NCR 'Better Together' campaign.

Next Board Meeting:

November 3, Wednesday. Thursday's meeting will be cancelled so that the Board can attend delegate meetings, make arrangements for the AGM and otherwise be useful.

4. PRAIRIE/NWT REGIONAL FINANCIAL REPORT

Gary presented a financial report showing expenditures so far this year and what was expected for balance of year which may be a small surplus at this point. Gary talked about the concept of virtual banking for the region and the pros and cons of such a move.

- Motion to go to Virtual Banking as of January 1, 2015 Gary/Keith carried
- Motion to go pay the bills (lunch and SC costs) Gary/Bonny carried
- Motion to buy branch banners for Denwood & Suffield Gary/Bonny carried
- Motion to have November 29th Dinner at 529 Wellington Pam/Nancy carried

Bonnie initiated discussion around ways to encourage and increase election voting in the region.

Motion for the region to provide 2 prizes costing less than \$1,000 for members who vote. Prizes will be awarded by random draw providing informatics can capture voting information without violating confidentiality. Bonnie/Keith carried

Bonnie also talked about her recent trip to Yellowknife and how the branch has been decimated by federal jobs moving to Territorial positions and the lack of visibility resources in the branch.

- Motion to buy two flags for Yellowknife Branch Bonnie/ Keith carried

Gary brought up the fact that one of our small branch delegates, Dr. Cartledge from Red Deer, would not be able to attend the AGM due to work requirements so we needed to appoint another delegate.

- Motion to appoint a representative from the Denwood Branch as first alternate delegate Gary/ Nancy carried
- Motion to elevate a regional observer as second alternate delegate Bonny/ Pam carried

- Motion to accept financial report. Gary/Nancy carried

5. ROUND TABLE

Branch representatives provided verbal recaps of recent events and planned activities.

6. UPCOMING EVENTS

- 1) **Basic Steward Training** – November 27-29, 2014, Inn at the Forks, Winnipeg – 8 confirmed registration

so far.	
<ul style="list-style-type: none"> 2) 2015 Prairie/NWT Regional Council - Regina DoubleTree Hilton - May 22-23, 2015 - Gary will see if Larry Kowalchuk is available to speak at council. We are also looking at MPs for Friday afternoon. 3) 2015 Labour School - Prashila and Karen to get quotes. 4) 2015 Steward Council - September 11-12, 2015, Edmonton - Down to 2 options, Sharon and Prashila to evaluate and make recommendation. 5) 2015 Basic Steward Training - as needed 6) 2016 Prairie/NWT Regional Council - Winnipeg - Karen to get quotes. 	
7. COMMITTEE UPDATES	
Deferred to next meeting	
8. WFA UPDATE	
There was no new data available from any recent announcements.	
9. OTHER BUSINESS	
<ul style="list-style-type: none"> 1) PIPSC AGM Resolutions & Regional Breakfast Caucus - Breakfast will be available at 7:00, caucus to start at 7:15. Caucus will deal with lining up support for resolution from Edmonton Branch first and then discussion about key resolutions. 2) CFO Presentation - Denis Bourguinon joined us via Webex for a discussion and Q & A on the Value for Money review and resulting AGM resolutions. 3) 2015 PRE Meeting Dates - initial discussion, will finalize at next meeting. March 7th meeting will be in Calgary, May 22nd will be in Regina. 4) 2015 Regional Budget - Gary asked for people to think outside the box for budget suggestions for 2015 budget as allocation could be impacted by AGM resolution. 5) Staff Recognition - Motion to recognize regionalization PIPSC staff upon retirement Keith/ Lars carried 6) Shelter in Place - Sharon brought up the issue of Shelter-in-Place situations where the washroom facilities are not in the secured work space. Consensus was it was not really a topic the regional executive could deal with but it was a good point for people to take back to their branches for awareness. 	
10. NEXT MEETING	
November 29, 2014, Winnipeg Delta.	
11. ADJOURNMENT	
The meeting was adjourned at 5:00	Pam