

Report to the PSAC Atlantic Regional Convention Director - Racially Visible Members

I would like to take this opportunity to thank you all for the support you have shown me over the last three years, and I hope I have been some support to you. The highlight of my term was the Human Rights Forum held in Halifax. In this forum, all four equity groups presented papers on issues that affected them in their employment and within their communities. Her honor, Mayann Francis, Lieutenant Governor of Nova Scotia gave her presentation of findings from the Human Rights Commission in regards to all four equity groups.

In the future, I would like this position to have a more inclusive role in the decision making regarding conferences, and matters involving the Racially Visible Members. I also hope that more funding be allowed for this position, for the work that is required, without having 'out of pocket' expenses.

A list of my activities and events that I have attended for this term can be found on the PSAC Atlantic web site under Atlantic Council Directors.

Thank you again for allowing me the opportunity to represent you.

"Equality is what we are all looking for, in our jobs and in our union."

In solidarity,

Carol Ann MacMullin
Director for Racially Visible Members
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Provincial Director – Nova Scotia

It has been one busy year for me. Travel became part of my life. I am pleased to report the USGE National Executive RVPs for the RCMP/JUSTICE/CAFC became full time RVPs as of October 2007 and the CSC RVPs signed on for another year of full time work. This full time status provides us the freedom and opportunity to work from home. While working from home will be a challenge in itself, especially for someone like me, it will provide the time to represent the Atlantic USGE locals under my portfolio and it will allow me time for the Nova Scotia locals under my portfolio as Director – Nova Scotia.

Defending quality public services is one of the PSAC's main issues and education of our locals is important. The USGE training Coordinator sent us the modules for lunchtime sessions to help our members better understand why it is important to defend the public service we provide to Canadians. We received from the Component, a lunchtime presentation we can provide to our locals to educate them and to help them understand the value of the service we provide.

(EOC) Equal Opportunities Committee:

As the USGE Component representative, I strive to bring the equity issues to the meetings. We met from coast to coast to coast with such a diversity of people. It was most interesting to meet and learn of our brothers and sisters in the north and the types of hardships they face. I did learn that peoples with disabilities in the north had great difficulty getting around. Very few, if any, buildings, roads and other venues are accessible for the disabled, shame.

The PSAC Scent Free Policy was passed and hopefully people will understand the affects smells cause others.

Social Justice - Witness for Peace

The PSAC Atlantic supported another PSAC member to go on the Witness for Peace tour in Colombia. Brother Mike Moeller, from Canada Post in Antigonish went on behalf of the PSAC and he is busy education and continuing the fight for the trade union members and the communities affected by the Cerrejon Mine and the fight for human rights and why it is also our fight. Thank you brother for your courageous and dedicated work and thank you to the PSAC for continuing to support these Colombian unions and displaced communities members.

Women's Services Closed

No thanks to our Federal government, we now have closures of our Status of Women's offices closed. Instead, the federal government has opened its doors and corporate Canada can apply for funds and grants. Women can no longer reach out to non-profit agencies to help them. They have to apply directly to Ottawa. What a barrier that has been put up. We demonstrated outside on the last day of the Halifax office closure and what a sad day it was. Not only the loss of sisters and brothers who worked in those offices, but for the programs that they provided through various non-government organizations (NGO's). I joined

the demonstration lines outside the office in Halifax to show my support and stand with my sisters and brothers.

National Health Care Conference in Regina.

The costing was split between Ottawa and the Regions. Five PSAC members attended and had our picture taken with Shirley Douglas, daughter of Tommy Douglas, the Father of Medicare. It was an exciting time. Many panel members spoke on public Medicare and how to bring the second phase of Tommy's vision to fruition. I am so grateful to the PSAC Atlantic and the National PSAC for their support in sending five PSAC members. It shows their commitment to the members and to universal, one-tier health care for all.

Council Women's Committee and Halifax RWC

I sit on the Atlantic Women's Committee, which is chaired by Sister Linda Oldford. We meet twice a year and sometimes by teleconference. This committee is very busy and committed to Women's issues.

As a member of the Halifax RWC, we are involved in many community projects. We participate in the Christmas shoebox campaign, which we fill every year to send to children in poorer nations. We sponsor a family name for Christmas donations and food. The REVP, Sister Jeannie Baldwin purchased four Colombian hand woven mochilas (bags) to use as prizes for the two women's conferences. The Halifax RWC purchased one mochila. The Newfoundland Director, Margie Hancock purchased two for her province.

Unfortunately, for me, I was unable to attend the Maritimes Women's Conference, as I was on my first vacation in 25 years.

Council Political Action Committee and Halifax Area Council

I sit on the PSAC Atlantic Political Action Committee. This committee provides the funding for Area Councils in the Atlantic.

Area Councils are the political arm of our union. Each province has PSAC Area Councils. Each local can and should affiliate to the Council near them. To find out where and how to affiliate to an Area Council, contact your local PSAC office for details. Locals can bring issues forward to the Council meetings that are common to all Components. Many voices bring strength to resolve problems. To get politically involved, means standing up for our Rights and the Rights of those less fortunate.

I distribute and discuss the political problems for our sisters and brothers in Colombia and write letters in their support and support of the displaced Afro-Colombians who were forcibly removed from their homes and communities.

Atlantic Council Meetings and Committees met to prepare for next year's convention and Committee reports to Convention. Council Committees met in October and followed by the Atlantic Council Meetings. Teleconferences are also held to discuss finances, political matters and get updates from the REVP.

Leadership Training Phase II was scheduled following the above Council meetings. This training was designed to fine-tune the leadership skills of the elected officers. It was another successful training session.

Mobilization Meetings

The PSAC has begun mobilization meetings and I sit on the Halifax one. Our Negotiation Team looks for our support for their efforts. This is the time to begin preparation for what could be job action. Preparing the locals will be key to our strength.

Human Rights Committee

I am not always available to attend these meetings, but I share the information to NS locals and to my USGE locals as well.

Thank you to the many people I worked with over the years, especially the PSAC Admin Staff. I wish you all the best.

In solidarity,

Debbie Kelly, SSStJ
Provincial Director – Nova Scotia
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Director - Human Rights Committee Members with Disabilities

This report covers my two-year term as alternate Director of Members with Disabilities, PSAC Atlantic Region, from June 2006 to June 2008. There are three (3) Regional Human Rights Committees, which are located in Halifax NS, Sydney NS and Charlottetown PEI, each with a representative for members with disabilities. As well, there is a Members with Disabilities Action Committee (MDAC) in St. John's NL.

Access Conference

The PSAC National Access Conference took place in Ottawa September 7 to 9, 2007.

The Conference was Co Chaired by Jeannie Baldwin and Kay Sinclair. Members with Disabilities who were delegates at the 2007 PSAC National Access Conference elected two national representatives, Keith Gillard was elected as male representative and Joanne Castonguay was elected as female representative. The representatives will serve a term on the PSAC Equal Opportunities Committee until the next PSAC National Access Conference. The PSAC Equal Opportunities Committee is a standing committee of the PSAC National Board of Directors and its mandate includes the promotion of equity issues.

It may be noted that the Atlantic Region had a total on nineteen (19) delegates attend the Conference.

Atlantic School

The Atlantic School was held in St. Francis Xavier University in Antigonish NS. on June 13 – 17, 2007

The Human Rights course that was presented at the Atlantic School was composed of a series of modules that contributed to the members knowledge and learning of Human Rights. It went beyond accessibility, accommodation and discrimination to looking deeper inside the individual, awaking how we truly feel about equality and equity.

Another aspect of the course took a close look at various cultures and how people of different backgrounds can be brought together to live in harmony. The video 'Peach Tree' was shown at the course to bring out the reality that different cultures can accept each other's traditions and enjoy their celebrations.

Guest speakers spoke on various Human Rights topics such as the situation in Guatemala. Course information also included the Canadian Human Rights Acts, Filing a Complaint and other related information that was presented to the participants.

A Duty to Accommodate Course was also offered at the Atlantic School. It is important to note that this course covered all prohibited grounds.

In addition, two audio conferences on Duty to Accommodate were held in both St. John's NL and Halifax NS. A total of 20 members participated, thus indicating we are expanding the way we do business.

Atlantic Council Meetings

I attended the Atlantic Council Meetings on October 13, 2007 and January 26 – 27, 2008 as Director of Members with Disabilities and member of the Health, Safety and Environment Committee.

The minutes and reports of these meetings are posted on the PSAC website for members' information.

Regional Education Plan

The regional education plan for 2007-2009 includes several courses related to Human Rights and Members with Disabilities.

PSAC will continue to promote participation in the workplace training workshops on the following topics: Anti-Harassment, Respecting Differences – Anti-Discrimination, Duty to Accommodate and Human Rights courses.

Advanced courses will be offered in Employment Equity, Human Rights/ Anti-Oppression and Leadership Development.

Conclusion

While much progress has been made during the past two years, with regard to Human Rights and Members with Disabilities Committees, there is still much work to be done.

Members with Disabilities Committees such as MDAC appear to be struggling to exist and membership attendance is declining. Consideration could be given toward moving these committees under the umbrella of the local Human Rights Committee. This would give them larger membership to work with and give them more exposure to the other equity groups within PSAC.

Educational material used by PSAC, such as videos should be bilingual as well as closed-captioned (cc) for the hearing impaired, for accommodation, equity and inclusive purposes.

There appears to be a disconnect at the present and most members do not know these committees exist. Therefore, there is a need for more awareness of Human Rights Committees and Members with Disabilities Committees within PSAC.

There is also a need to promote and showcase the committees. Stronger communication and education of our membership regarding the existence and mandate of the Members with Disabilities committees will have to occur. Information must be distributed in various forms to get the word out. We must take advantage at various PSAC meetings to let members know Members with Disabilities Committees and Human Rights Committees exist and have a mandate.

The PSAC website is a good source of communication to post minutes and reports to keep members informed.

In solidarity,

Kevin Bruff
Director of Members with Disabilities
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Provincial Director – Nova Scotia

I have continued to be an active member of the metro Regional Women's Committee. I have taken part in Lobby Training that will be utilized when approaching MPs to have concerns heard. At Christmas, the Regional Women Committee supported a single (male) family who was in great need. This was a very successful project.

I am an Area 1 Area Council member being as active as the committee is at this point. At Christmas, we assisted the Regional Women's Committee by adding \$150.00 to the purse given to the single father and family. I attend Budget Watch events sponsored by the Canadian Labor Congress when our government presents a new Budget to Parliament.

I trained as a Joint Learning Facilitator for the Joint Learning Program. I plan to be active in this role shortly.

I continue to be interested in Atlantica (now called the Atlantic Gateway). I attended a presentation by Maude Barlow at Dalhousie University. She outlined the many pitfalls that our social community will have to face if this change ever comes to pass. I have been involved in other Political activities such as supporting Health Care, Defending Public Services and the latest Think Public.

I attend Labour Day activities every year. I had an opportunity to speak with a NSGEU member last fall. I found his ideas very interesting from a provincial view.

I am very supportive of Employment Equity. Recently I attended the Premier Presentation of the film The Little Black School House by Sylvia Hamilton. This film was a historic view of education of African Canadian children (Ontario and Nova Scotia) in the school system. Social Justice starts at home and many of our members have experienced the lack of justice of our society.

Pension Reform – I have continually been chatting up this activity with present and retired members. I have even been reaching beyond our PSAC to other unionists affected by the Canada Pension Act. I have kept a close check on the RCMP and the Canadian Armed Forces activity, as we will require changes similar to the ones they are requesting. I have had two talks with MP Peter Stoffer about the subject as well. Pension Reform is the balancing of our Federal Pension Plan with the Canada Pension Plan we receive at age sixty-five. For women it can mean a decrease in quality of life of a low income former member. For all former members it means a greater financial gain than Pay Equity. Resolutions on this subject will be presented at the Atlantic Convention in Moncton in June 2008.

I am active in the Atlantic Council as a Nova Scotia Director. I am Acting Chairperson of the Atlantic Political Action Committee, as well a member of the Atlantic Region Women's Committee. I am active in both these committees.

In solidarity,

Margaret Fawson
Provincial Director – Nova Scotia
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Director - Non-Treasury Board Members, Maritime Region

It is my pleasure to submit my report to the PSAC Atlantic Convention 2008.

PEI Hog Plant

The PEI Hog Plant closed in late May resulting in seven (7) PSAC Members being affected. National Unions were informed of this employment transition situation. Management anticipates being able to guarantee all affected indeterminate employees with alternate employment, hopefully within the PEI Region. I, along with two others represent these employees on the Employment Transition Policy Committee. There will be an impact on these and other employees in the PEI Region of CFIA.

Easter Beef Show and Sale

Continuing a yearly tradition, Agriculture Union Local 4 donated dressed beef to food banks across Prince Edward Island in time to benefit less fortunate families this Easter Holiday. The local successfully bid on a prize beef at the February 29th Easter Beef Show and Sale in Charlottetown as it did at last year's sale. Local 4, the Agriculture Union National Office and the Public Service Alliance of Canada donated funds for the purchase of the beef. Notwithstanding the fact PSAC/CFIA are without a Collective Agreement since December 2007, we wanted to demonstrate the Union's commitment to social justice and a message of good will gesture towards the beef industry in these troubled times and this underscores the important role played by CFIA, along with its Agriculture Unions/PSAC Members in securing good research and laboratory support, strong market access and a safe food supply system. We wanted to show the beef industry that we were not seeking to provoke a labor dispute that will interrupt our services for the beef industry. We garnered lots of press on radio, television and the local media.

PSAC Atlantic Regional Council

Along with my seat on the Atlantic Regional Council of PSAC, I work with two committees, Finance and Education. I wish to say that with the excellent leadership of Sister Darlene Bembridge and the assistance of Sister Lise Levesque the accountability of the funds of the membership and "state of the art" accounting system. Many of you know that we have a budget of \$73,247 to cover the expenses of 18 council members and the council meeting costs are at least \$35,000 per meeting and rising. I note that we have picked up nine (9) new direct-chartered locals with approximately 1938 new members. Some council members think its best to cut representation, i.e. 6 – 7 council seats rather than ask the PSAC National for more operating dollars. We must consider more services and representation to our members, especially new members, rather than less. Surely, our National body of PSAC can come up with the funds to ensure we meet twice yearly that cutting council seats as means to have two meetings yearly. More details respecting the work of the Finance Committee and

the RVEP Atlantic Regional Executive Assistant and the five members of the Atlantic Council and the staff education officer for the region can be found in committee reports elsewhere in the document.

Bill C-39

In the unlikely case the Harper government hadn't heard of the Agriculture Union/PSAC we can be sure he has now. The campaign against Bill C-39 has made its mark in PEI with PSAC and Agriculture Union members and staff meeting with MP Wayne Easter, the issue based lobbying kit distributed to all Locals in mid-January. From grass roots all the way up to Ottawa where an Ottawa lobbying firm was hired to open political doors to generate attention over the fight against Bill C-39 where no less than 100 of our members would stand to lose their jobs. The Agriculture Union and PSAC has emerged a major player in this campaign. The PSAC Think Public Contest open to PEI PSAC members continues to be a big hit. The members who obtain the most ballots for various political action activities will win with 5 good prizes up for offer.

At this convention, you will be asked to support reductions of Atlantic Council seats and elimination of the two Non-Treasury Board seats. This proposal was brought forward at the last Council Meeting where I felt blind-sided. Please consider the following PSAC Members Atlantic (approximate numbers):

NS -----	Treasury Board 4,000
	Non-Treasury Board 2,000
NB -----	Treasury Board 3,875
	Non-Treasury Board 1,000
NL/St.John's ----	Treasury Board 902
	Non-Treasury Board 902
Gander -----	Treasury Board 785
	Non-Treasury Board 500
PEI -----	Treasury Board 1342
	Non-Treasury Board 1309

Approximate total membership is 16,616 together with 1938 new Direct Chartered Members for a total of 18,554 members of which more than one-third are Non-Treasury Board. Our PSAC is made up of approximately two-thirds, i.e., Treasury Board approximately 100,000 members with 5 bargaining units or tables, one-third of the membership and growing makes up over one-third of the membership or 50,000 members plus, with over 230 bargaining units and growing. I can't help but wonder if the two Treasury seats are eliminated which Council seats will pay close attention to the Non-Treasury Board issues. An Atlantic PSAC Director's budget is $\$471 \times 17 \text{ members} = \$8,007$. If Council seats are reduced by 6, the budget would be $\$728$ per Council Director. Not a good enough reason for a reduction in seats. Will a Director be able to give better service to the membership with another $\$257$ for a budget.

Agriculture Union -Atlantic Regional Seminar

When the PSAC council is proposing to reduce the number of seats at this Council from 17 down to 11 (this includes eliminating the 2 representative positions for Non-Treasury Board members), this motion will be put on the floor for a vote at the upcoming PSAC regional convention. The PSAC moved to regionalization to better represent the members in the region. It now appears that they are looking to reduce the numbers of regional representatives and that may not be in the best interest of the members of the region.

Gary Keough made a motion that the delegates present at this Agriculture Union Regional Seminar of 2008 support the resolution of Local 9004 that states, "to keep the status quo of Non-Treasury Board Directors on the PSAC Atlantic Regional Council." Tom St. Croix seconded the motion. Motion carried unanimously.

Area Council and Other Activities

Attended various area council committee meetings, planning strategies for questions and answers for upcoming candidates' forum. Attended the PSAC sponsored candidates' debate held on January 4, 2006, with nearly 100 union reps from a number of trade unions. I questioned the candidates on the growing differences in the employee benefits and in terms and conditions of employment between Treasury Board and Non-Treasury Board employees, potential loss of food inspections programs and contracting out of program delivery.

Visit to Crops and Livestock Research Centre, Charlottetown, PEI by Dr. Mac Fortin, ADM Research February 3, 2006.

A one-hour meeting was held between union representatives and Dr. Fortin, ADM, to discuss various topics such as the future of Human Resource Depts., generic job descriptions, research centre activities, Treasury Board/Non-Treasury staffing issues such as portability of benefits; different pay levels within same groups; misuse of term casual and indeterminate employment categories. Policy, regarding the conversion of term casual to indeterminate employment and succession planning.

Joint Career Transition Committee

Participated in regular meetings of the Prince Edward Island Joint Career Transition Committee. During the last meeting, January 17, 2006, plans were discussed for our upcoming wrap-up session with facilitator, D'arcy Martin, to be held on March 3, 2006. In addition, a management union forum will be held in Halifax, NS, in the near future involving PEI's Management co-chair and the union co-chair of PEI's JCTC. Topics included the future of the JCTC, active members of JCTC on PEI supportive of a mandate renewal of the JCTC. I also attended briefings of the Government of Canada's Service Canada Initiative.

Disciplinary Committee Participation

Continue to work with our PSAC Strike Disciplinary Committee as a result of a strike breaking-sabbing allegation during our legal striking activities October 12, 13, 14, 2004. Ongoing investigation activities pursuant to Regulation 19 of the Constitution and Regulations of the Public Service Alliance of Canada. The hearings will convene shortly.

Employee Representation and Union Networking

Carried out 19 different types of employee representation sessions at four work stations. Approximately 80% were resolved in the employee's favor; remaining ones are outstanding.

My Goal of the Future

To produce a paper documenting the various employee benefits issues, salary issues, etc. presently existing between Treasury Board/Non-Treasury Boards by Department of the Federal Government.

While we are aware the PSAC has and continues to fight for the recognition and respect of our members; fought for decent pay and benefits; fought for safe working conditions and flexibility for work and family needs, we always count on PSAC to be on our side and at our side. I don't think we should sit by and allow the growing inconsistency in the terms and conditions of employment existing between Treasury Board and the Non-Treasury Board employees. It is changing every day and it has got to **STOP**. We are all employees of the people of Canada and deserve the same and equal treatment, and that all benefits to be portable as federal workers between departments and agencies. The proposal is that we carry out a campaign to document these differences by Federal employer and provide a wide distribution to all.

Political Action

A number of meetings with MP's and MLA's were held and a demonstration was held for a day at the PEI Delta Prince Edward in Charlottetown where the Federal Cabinet was holding meetings. The theme for the demonstration was "Defending Quality Public Services."

These are some of the highlights, along with the day-to-day activities of a Local President and a PSAC Director has meant for a busy time in the life of this trade unionist.

In solidarity,

Gary L. Paynter
Non-Treasury Board Members- Maritime Region
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Provincial Director - New Brunswick

It is hard to believe that 3 years have passed already. I must say, being a director on council is not at all what I had expected. When I was elected, I had a preconceived notion that I could make big changes and make a difference. I would like to think I have accomplished this in my own little way. I would not say I made any great strides; I would call my accomplishments baby steps for the betterment of the membership.

There were two key issues that I felt were crucial and had to change: finances and communication. In my opinion, Finances needed help, the statements were not presented in good form (no Balance Sheet), which lead some to question the validity and the credibility of how financial issues were handled. Communication and the sharing of information to all were lacking. The website was dated, and it was not exactly user friendly.

Let me start with Finances. As most of you are aware, my Federal government job is with Canada Revenue Agency as an auditor, so I have a different appreciation for the numbers and how they should be interpreted. I took all the records back to the beginning of the Atlantic Council and created Balance Sheets for all years. It was a long and tedious task but it was imperative, as Balance Sheets are the "checks and balances" for the Revenue and Expenses. I established the concrete records required to be able to move forward.

Subsequently I was elected as Chair of the Finance Committee and worked with the Assistant to the REVP, to ensure quality records. The recommendation from the last convention, to implement an accounting package was completed, but not without learning curves. As Chair, I worked with the Finance Committee to initiate corrective measures to the bank accounts thus reducing costs and increasing interest revenue that was only one of the initiatives undertaken.

Communication within the region was always a concern. I have always believed if you kept people informed, then in a small way you kept them active. There were two key issues that had to be addressed: 1) Communications to the Locals and the membership at large, and 2) The website.

The first thing I set up as Provincial Director was an email listing of all the Local's, RVP's & NVP's from New Brunswick. This enabled me to share the information I received immediately to the entire region.

Eventually through the influences of the Communication Committee, the information was being sent out by the Regional Offices (RO's), as well as a zealous networking system, that resulted in the information being issued three to four times. This is being worked on, but communication was finally working. Locals were receiving the information directly from the RO's. Sister Tania Haché

(Francophone representative) and I developed the concept of Equity Networks and brought it to the communication committee. Now Atlantic Council shares their information with the Equity Groups directly. Recommendations to install contact numbers, email addresses, and a Coming Events site has made the Website both more user friendly and more informative. Feedback on these improvements has been positive. I also brought an idea to the communications committee to provide a networking opportunity for all Atlantic members when they are at National conferences. I suggested the Atlantic Council fund a meeting room for all Atlantic delegates at National Conferences to facilitate the sharing of best practices, debate, discussions and Regional Caucus solidarity. This idea was embraced by the communications committee and then approved by council. It is being proposed as budget line item in the upcoming budget.

I have tried to figure out my other roles and responsibilities. Not an easy task. Locals interact with their component when they have issues that directly affect them. The Local's and members deal directly with the RO's. The direct-chartered Locals go to the RO's as well. The scope of my role seemed very limited. Sometimes I thought my role is to direct traffic by sending members to the person that would be able to help them. I have determined my job was to be informed on all issues, whether Treasury Board or non-Treasury Board. I am also your active liaison to the Member of Parliament and will bring an issue forward whenever called upon.

During my term of office, I had a wonderful experience. On November 3, 2006 my son was born. He definitely impacted on the amount of time I was able to devote to the position, but on the positive side, I was still able to continue in my role as Provincial Director and deal with any issues from home while on maternity leave. I am back to work, and am successfully balancing work, Union and Family. I plan to offer for another term. I have more to do, more to offer, and challenges to address. I will be asking for your support.

In solidarity,

Darlene Bembridge
Provincial Director –New Brunswick
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Director - Maritime Women's Committee

This period has been a busy one for Maritime Women. As part of the Women's Program, our goal was to increase political engagement of women inside and outside the labour movement.

National Campaigns include Childcare, Pay Equity, Protective Reassignment of Pregnant and Nursing Mothers, Poverty, and violence against women.

In the face of these Campaigns, we have had to deal with cuts to the Status of Women programs, and a government who believes that equality has been achieved for women!

Our "fights" are ongoing, and constant barriers are erected daily. Despite, it only strengthens our desire to join with coalitions of other unions and committees to deal with our issues.

Our Regional Women's Committees have taken on a new role as Lobbyists; backed by training and a desire to make a difference. We also set up an agenda to have four conference calls a year in the Atlantic to help networking with the various RWC's.

Changes in the legislation that controls bargaining have led to changes in the way we do business around bargaining. Essential Service Agreements (ESA) is a new designation process for all and future rounds of bargaining. This process is for life, with amendments happening only with agreements from both sides. The code system of 1-2-3 will still apply. PSAC cannot challenge a chosen level of service, but challenge the number of people needed to provide that service.

We have seen more women put their names forward for bargaining conferences, Lobby initiatives, and wishing to partake in one or more of the current National Campaigns. This is a positive sign that despite many barriers erected, women want to make changes and take a more active role in their Union. We need to encourage these women, support them and in many cases mentor them. This is one of the cornerstones of sisterhood.

In October 2006, we had our first Atlantic "Plan of Action Seminar" in Halifax, attended by members from RWC's, Area Councils, and Human Rights Committees. Members took on areas of mobilization, bargaining demands, effective lobbying, and recruitment of new members. We have since seen a lot of activity around the action plans born of this seminar.

Our Regional and National Conferences were well attended and attracted a lot of "First Timers" at the regional level. The power of networking became evident early on and the themes of these two conferences were relevant to our struggles.

I thank the women of the Maritimes for allowing me the privilege of representing, leading, and walking hand in hand with them during my term as Maritime Women's Director.

In solidarity,

Donna J. Gourley
Maritime Women's Director
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Director for Women – Newfoundland & Labrador

I will attempt by way of this report to give an overview of the work I have done during the past three years, which has been my third term in the position of Director for Women, Newfoundland and Labrador.

Conferences attended are as follows:

RWC Conference – St. John's, NL, June 2007. I was on the Organizing Committee, facilitated a Workshop and was Chairperson of the Resolutions Committee. **National Conference** – National Women's – Toronto, November 2007. I was on the Steering Committee for this Conference as well as co-facilitator of our Atlantic Caucus. **CEIU Women's Conference** – I attended the CEIU Women's Conference in Moncton, NB, November 2007.

I attended all Council Meetings and participated in conference calls. I was appointed to the Women's Committee and the Human Rights Committee and they have been awesome committees to be a part of! I was nominated as Chairperson of the Women's Committee. I also took part in the Human Rights Forum, which took place in Halifax. I attended International Women's Day and 6 December events. I was the MC for the 6 December event in Gander in 2005 and 2006 and took an active part in event in St. John's in 2007. I am a member of the Gander Area Council, which was formed in July 05. I was also part of the Atlantic Lobbying of MPs in October 2005. I was a member of the JCTC (Joint Career Transition Committee) until it was disbanded and during this time, I also took part in February 2006 in a very successful Labour/Management Forum in St. John's. I was also a participant in the first ever-Strategic Planning Seminar in November 2006 in Halifax. I also attended an All Candidate's Nights in Gander in January 2006 as well as an event organized by the Community Action Community to Save Gander Airport in March 2007 – the local media at this event interviewed me.

I serve on the Federation of Labour Women's Committee and this is my third term and am now Chairperson. Once again, we were a very busy committee sponsoring the Women's Network Evenings, a Think Tank, Lobby Training and the NLFL Women's Conference in February 2008. At this conference, I also took part in CLC's Teach In on Women's Equality, which was the first one in the country.

I helped organize and facilitate a number of Retreats/Workshops for the RWCs. I do an education piece at each of these events as well as involve the Sisters in learning about political action and, where possible, to take some action. These were held in Rocky Harbour in April 2006 (we walked the picket line with the Brothers at Deer Lake Airport as well); Goose Bay in May 2006; Corner Brook in November 2006; St. John's in December 2006; Tray town in April 2007 (also attended a National Day of Mourning); and May 2007, Kildevil. These events

are very successful and, where possible, the Sisters from other Committees try and often do get to attend. I have also done a lot of work around the topic "Negative Impact of Media on Women and Girls" having presented this to each of the RWCs. In line with this, I spearheaded a meeting with the Gander Town Council regarding an ad they had placed in the Down-home magazine. I asked for, got help from the RWCs in this province to do some letter writing on this topic, and received support from Sisters and Brothers in the Atlantic. These actions, along with the action of many others, resulted in the ad being pulled and a letter of apology being printed from the editor – a great example of political action at its best! Thanks to all who got involved.

Education has always been very important to me and I try to the best of my ability to help educate the RWCs. I have given workshops around the PSAC structure, Globalization, Leadership, Negative Impact of Media on Women and Girls, Racism, Resolution Writing to name a few. I was part of the movement to reintroduce the Women at Work Course – a new and improved version - and am proud to say that one course is being offered in the Atlantic in May 2008. I would have liked to have seen one in each province but this is a beginning and hopefully one in each province will eventually be a reality.

I work closely with the staff at the Regional Offices in Gander and St. John's. In addition to this, I meet whenever possible with Sisters Jeannie Baldwin and Cathy Murphy. Everyone is supportive of the work I strive to do. I also provide a written report of events I am involved in.

The Director's budget is very small and this makes the work very challenging - it takes a lot of energy, strategizing and planning to be able to get things done. I also try to piggyback whenever I am in an area where there is an RWC so that we can meet on those occasions. In spite of the challenges, it has been rewarding and I am totally committed to the work I do. The RWCs know I am available and accessible to help them whenever I can. The Sisters of the RWCs continue to grow in their unionism and commitment and it is great to watch them soar and to realize that I might have had a small role to play in their growth! Thanks for the support you have given me and it has indeed been my pleasure to work with all of you.

At the writing of this report I am still planning a couple of activities before my term is over. I have been invited by the Sisters to go to Rocky Harbour and Goose Bay to facilitate events. I am hoping to make these events a reality.

In solidarity,

Linda Oldford
Director for Women, Newfoundland and Labrador
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Provincial Director - Newfoundland and Labrador

I would like to thank you for the opportunity and the pleasure of serving as your Provincial Director for the past three years. It has been an exciting three years as we continue with our mandate to promote and integrate regionalization into the work we do within our region.

Once again, we are at the bargaining table for the majority of members within our union and have been successful in negotiating a collective agreement for UTE members with CRA. This was a great achievement due to the fact that the agreement was negotiated and settled prior to the current collective agreement expiring. Congratulations to the negotiating teams as well as the members who supported them through out this successful process.

Over the past, three years I have worked on your behalf through involvement and participation at various meetings, courses, conferences (planning and participating) and other forums. I have attended and forwarded Directors' reports for all Council meetings during this term.

I am delighted that we were successful, through a resolution put forward by PSAC delegates to the Newfoundland and Labrador Federation of Labour (NLFL) Convention of 2006, to have put in place a committee within the NLFL to deal with the federal job presence in Newfoundland and Labrador. This committee is made up of PSAC members, NLFL president and staff, and other affiliated unions. To date, as a member of this committee, we have had three committee meetings, met with the federal Minister Lloyla Hearn and have set up a liaison within his office and recently met with the NL Provincial MHA Tom Hedderson who has the file for this issue. The province is concerned very much with this issue and has agreed to work with us on this.

As chair of the Atlantic Council Education Committee, I have had the wonderful experience of working with the committee on issues of importance to PSAC members in this region as we move forward with our mandate of accessible education for all members. As a result, we have made some changes to enhance the delivery of education within region and provide improved services to our members who partake in our education programs. This is further clarified in the Education Committee Report to Convention.

This term also provided me with the opportunity to be a member of the Atlantic Political Action Committee. Through this, I was able to partake in discussion and activities around political action and an opportunity to participate in some election activities that have taken place in various regions. Political action allows us all as union members to broaden our thoughts and take part in coalition building around social justice issues and we need to work together to ensure that this work is continued.

It is also exciting to see more members come forward and be part of the labour movement through our Federations of Labour as executive council members, committee members and taking part in consultations and the various forums.

Copies of my written reports and itineraries have been submitted at each Council meeting and are available as part of the Atlantic Council Minutes.

I would like to take this opportunity to thank the staff of PSAC and members of the Atlantic Council for their support over the past three years. However, it is the support, encouragement and feedback from the members within NL and the region that has been invaluable to me and I look forward to working with you in the future.

In solidarity,

Margie Hancock
Provincial Director - Newfoundland and Labrador
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Director - GLBT Members

It is with great pleasure that I have the opportunity to submit my final report to the PSAC Atlantic Convention on behalf of our Gay, Lesbian, Bisexual, Transgendered (GLBT) members. It has been my honor representing all GLBT members this past three (3) years on the PSAC Atlantic Council.

Since becoming Director of the GLBT group, I had the opportunity in participating in the Pride activities in Moncton in 2005 and in Charlottetown in 2007. I am also aware that the PSAC was represented in other Pride activities throughout Atlantic Canada. The PSAC is becoming more visible at Pride activities within the Atlantic region.

These past few years I have worked on building a communication network for our Atlantic PSAC GLBT community. With the assistance of the communications committee on council, our network has grown considerably, which was shown when we had over 25 members from the Atlantic Region at the PSAC National PRIDE Conference held March 28 to April 3, 2007.

I represented the Atlantic PSAC GLBT members at a number of conferences and conventions:

- CLC Solidarity and Pride Convention held in Quebec City from November 12 – 15, 2005;
- PSAC National Convention held in Toronto from May 1st to the 5th;
- The International Workers out Conference held in Montreal from July 27th to the 30th ;
and
- PSAC National PRIDE Conference held in Vancouver from March 28 to April 3, 2007.

I participated on a number of conference calls with the National PSAC Equal Opportunity Committee GLBT representatives, and a direct result was the distribution of the Pride flags for each PSAC Regional Office.

During my term of office, I have been working on communication with the Human Rights Committees and the MDAC in the Atlantic Region. I participated in a homophobia training held in Sydney, NS Dec 8, 2007. As well, I have been working with other council members in the Moncton area in setting up a PSAC Human Rights Committee for Moncton and surrounding areas. This committee will be formed in the near future.

I would like to take this opportunity to thank the GLBT members within the Atlantic Region for there continued support this past 3 years. We have come a long way, and have an opportunity to continue to grow in the years to come.

In solidarity,

Scott Gallant
Director of GLBT
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Provincial Director - Prince Edward Island

I was elected as first alternate PEI Director and moved to the position of Director with the resignation of Sister Kim Coles and my term of office was approximately 1.5 years. My two portfolios are Council Women's Committee and Council Human Rights Committee and I am a member of both of these committees on PEI.

During my tenure in the position of PEI Director, I held the positions of Vice-President of the PEI Area Council and am now serving a one-year term as President of the Area Council.

I have participated in the following activities/events representing the PEI PSAC members:

- All Atlantic council meetings held during my term of office
- PEI Regional Women's Committee meetings
- PEI Human Rights Committee meetings
- Defending Quality Public Services Campaign (Gold Cup and Saucer Parade, Meeting with MP's).
- PEI Pride Activities
- Habitat for Humanity
- CIBC Run for the Cure
- PSAC Alliance Facilitator Training
- PSAC Maritimes Women's Conference (Organizing Committee, Conference Co-chairperson and facilitator)
- PSAC Atlantic School
- PSAC Maritimes Health and Safety Conference
- PSAC Leadership Course, Level 2
- PSAC Family Day Picnic
- PSAC Educational Courses
- PEI Federation of Labour
- PEI National Day of Mourning Ceremony
- March 8th Celebration Honouring PSAC's Mary MacNeill as a union leader
- PEI Federation of Labour Leaders Debate

I have tried to raise awareness of the role of the Provincial Director to our locals on PEI and importance of having PEI represented at the Atlantic Council meetings, and I feel we have made some progress. Thank you to everyone who has supported me in this role and if you have questions or comments about this report, please let me know.

In solidarity,

Dawn Hardy
Provincial Director - PEI
PSAC Atlantic Region

Report to the PSAC Atlantic Regional Convention Director - Aboriginal Members

It has been three years since the last Triennial Convention. It has been a very busy and interesting time. My workplace Employment Equity Committee as well as the Regional Women's Committee and the PSAC Human Rights Committee have kept me extremely busy. The PSAC Atlantic continues to forge ahead leading the way in Human Rights.

The past three years have given me an opportunity to meet people from whom I have learned many, many lessons. I have made a myriad of friends along the way and I will forever treasure those moments where respect and laughter were the forefront of any conversation.

I have decided it is time to step down from the position of Director, Aboriginal Members - Atlantic Region. Any one of the many Aboriginal members is capable of representing their colleagues at Council. I want to thank you all for trusting me in representing your interests for the past two terms.

To the presently serving Council Members, I say thank you for your friendship. To the Staff at Regional Office, I say thank you for your expertise and for helping make my job easier. To REVP, I say Meegwetch; you are truly an awesome leader.

In solidarity,

Geri LeBlanc
Director for Aboriginal Members
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Provincial Director – New Brunswick

Political Activities

I actively worked with the NBFL on the development, organization and search for funding for the October 2006 Provincial Summit on Poverty, which was a resounding success. It is now forcing the government to review its legislation, and the Common Front for Social Justice I belong to is compelling the government to take an approach similar to the one taken by Newfoundland and Labrador.

Over the years, I have participated in various lobbying campaigns organized by the CLC and those spearheaded by PSAC. I am continuing this work with the NBFL and its affiliates.

I held the PSAC seat on the NBFL for two years and was elected the second vice-president of the NBFL at the provincial convention. In that capacity, I am responsible for the NBFL mid-mandate conference and sit on the Common Front for Social Justice. I took part in the 24-hour rally on Atlantica and made presentations at provincial forums on PPPs, the manufacturing crisis and Atlantica.

I also sit on the NBFL Bargaining Committee.

My position with the NBFL enables me to bring forward the concerns of PSAC members and rally affiliates to our campaign. The Environment Component presented its campaign to the NBFL Executive, and its material was distributed at public consultation forums.

I chaired the Social Resolutions Committee at the NBFL Convention.

I also attended a portion of the Federation of Nursing National Convention.

PSAC Atlantic Women's Conference

I co-chaired the Resolutions Committee and worked with some Regional Women's Committees to help them prepare and submit resolutions.

National Pride Conference

I acted as the facilitator at the National Pride Conference in Vancouver.

Atlantic Council Committees

I sit on the Council Finance Committee and contributed to, among other things, the preparation of the Atlantic Convention budget.

I am also sitting on the Education Committee and have had input into decisions on the Atlantic School.

I held meetings with the REVP, Sister Baldwin, Sister Tania Haché and Sister Debbie Graham to review the Constitution and Regulations of the Atlantic Region, which will be submitted to the Council.

I also took part in Atlantic Council meetings.

NBFL Summer Camp

I facilitated a session on harassment with the group of 25 young people who participated in the summer camp the first week of August 2007.

Collective Bargaining

I am sitting on the New Brunswick Region Strategic Committee for this round of negotiations.

Human Rights

I am working with Brother Gallant and the Moncton Regional Office to implement a Human Rights Committee for the Moncton Region.

In solidarity,

Lise Lévesque
Provincial Director, NB
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Provincial Director – Newfoundland & Labrador

This will constitute the report of my role and activities in this last term of office on the Atlantic Regional Council. Firstly, some context as to my brief period on Council. At the last Convention (June 2005), I stood for election to the position of *Alternate Director – Newfoundland & Labrador*. A position that would be activated if there were to be a vacancy in one of the two NL Provincial Directors positions. In February 2007, such a vacancy emerged and I joined Council at that time. Also, during the end of this term (Jan – April 2008), I accepted a back-fill position/assignment with the PSAC Regional Office and was, therefore, unable to be active in the membership in my council role for that period, as well.

During this term, I fielded some calls from members to give advice, etc. Whenever I was near any groups of members in my province, I took the opportunity to fulfill my Council role.

Near the beginning of my term, I worked with some members of the St. John's Regional Office H & S Committee. This committee still shaping it's role but are determined to further their objective as presented in the resolution that was passed at the last National H & S Conference.

In learning that there was an ad hoc group coming together to create an Area Council in the Happy Valley-Goose Bay area, I approached some of them to provide advice and guidance. I estimated a trip there to carry out my council role and to help and assist with this endeavour, but the estimated cost was of course far more than my budget and we weren't yet at a point in the cycle where unused budgets could be drawn from. On that note, I would like to express here in my report that I am uncertain how Directors can fulfill their roles with the limited resources that are a result of the size of the structure in our region. I know these points will be coming out in debate at the Convention, but felt the need to express it here as well.

As it relates to our Region and the political action that occurs here, I have also been active in the UEW Our Fish campaign. I invite you to visit the booth we have set up at this Convention to learn more about the campaign and to help us further it.

Also during my term, I was amongst a small group of activists who had a meeting with Liberal Senator George Furey where we lobbied on a variety of issues such as current negotiations, workplace daycares, pension fight-back, the proposed transfers of federal laboratories and the Our Fish campaign.

The current climate of negotiations with the remaining major bargaining units that have not yet renewed collective agreements, will bring all activists and officers closer to the membership once again and where Council members can play

important roles in planning and mobilizing. I look forward to that period in advance of convention and most likely following convention. The collective agreement is the cornerstone of unionism and we can use those mobilizing events to nurture interest and activism.

Thank-you for the opportunity to serve in this role.

In solidarity,

Mark Power
Provincial Director, Newfoundland & Labrador
PSAC, Atlantic Region

Report to the PSAC Atlantic Regional Convention Director - Francophone Members

I am very proud to submit as Director my report to the PSAC Atlantic Regional Convention.

It is hard to believe that it's been three years since our last convention. I would like to start by saying that it's been an honour for me to serve as Director of Francophone Members. This was a wonderful experience for me and I hope that I met your expectations. When I was elected, I was committed to representing you, brothers and sisters, on the Board, and I believe that I honoured my commitment.

My priority has always been to ensure that the rights of francophones are respected and that they have access to the same benefits as our fellow anglophone members. During my term, I did everything I could to make sure that we offer as much union training in French as possible. I am pleased to see a great improvement in this area over the last three years. As your Director of Francophone Members, I cannot solely take credit for this improvement. Above all, it goes to the members who attended the training. I strongly encourage you to continue participating in these courses in order to avoid their cancellation due to a lack of participation.

I was very active during my tenure. I chaired the Communications Committee as well as the Health, Safety and Environment Committee. I also sat on the Constitution Sub-Committee during my last year. I took my duties as a Director very seriously and I worked hard to oversee the Board.

At each Board meeting, I duly submitted my Director's report. The reports contain details of all my union activities during my tenure. You can find them on the PSAC Atlantic Web site.

In conclusion, I want to thank you for your continued support and for the trust you've put in me over the years. I wish you all a successful 2008 convention!

In solidarity,

Tania Haché
Director, Francophone Members
PSAC, Atlantic Region