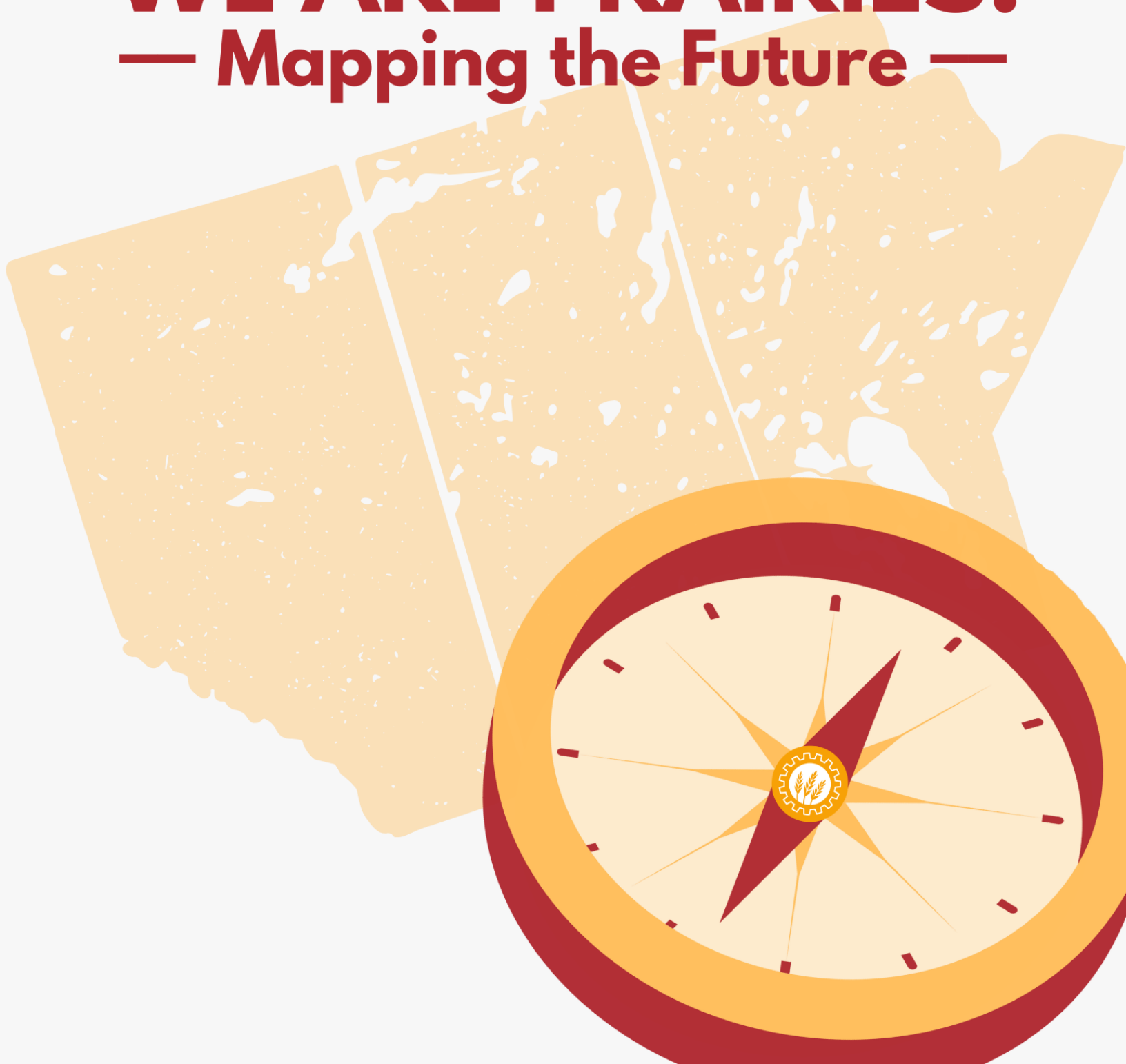


2026 Prairie Region Triennial Convention

WE ARE PRAIRIES: **— Mapping the Future —**





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AGENDA

THURSDAY, JUNE 04

5:00 – 8:30 p.m. Registration - *Sunflower Room – Lobby Level - Sheraton Suites Calgary Eau Claire*

FRIDAY, JUNE 05

8:00 - 8:30 a.m. Registration - *BMO Centre – 3rd level*

7:45 - 8:45 a.m. New Delegate Convention Orientation – *Percheron F, 3rd Level*

9:00 - 10:30 a.m. Opening Ceremony – Elder – *Percheron A-E, 3rd Level*
Convention Call to Order

Minute of Silence

PSAC Policies

Introduction of Prairie Region Council

10:30 a.m. Coffee Break

11:00 a.m. Ratification of Credentials Committee

First Report of Credentials Committee

Adoption of the Rules of Order

Adoption of the Agenda

Ratification of Appointments to Convention Committees

Referral of Business to Convention Committees

11:25 a.m. Announcements & Recess

11:25 am – 1:30pm Political Action Activity with bagged lunch distribution

1:35 p.m. Call to Order

Report of Credentials Committee

1:40 p.m. Address by the REVP and Call for Questions on REVP Report

Adoption of the REVP Report

Adoption of PRC Reports

2:00 - 3:00 p.m. General Session: Committee Reports

3:00 - 3:30 p.m. Coffee Break

3:30 - 4:55 p.m. General Session: Committee Reports

4:55 p.m. Announcements & Recess

5:00 – 6:00 p.m. ELECTION: Young Workers Rep – Percheron F, 3rd Level

6:00 – 7:30 p.m. OPTIONAL: REVP and/or Alternate REVP Candidates Forum

Wildrose Center & South Ballroom, Sheraton Suites Calgary Eau Claire



SATURDAY, JUNE 06

- 8:00 - 9:00 a.m. ELECTION: Directly Chartered Locals Rep – Percheron H, 3rd Level
ELECTION: Separate Employer Locals Rep – Percheron F, 3rd Level
- 9:00 - 10:30 a.m. Report of the Credentials Committee - Percheron A-E, 3rd Level
Address of National President with Q and A
- 10:30 a.m. **Coffee Break**
- 11:00 - 11:55 a.m. Committee Reports: General Session
- 11:55 a.m. Announcements and recess
- 12:00 - 1:30 p.m. **LUNCH**
- 12:30 - 1:30 p.m. ELECTION: Indigenous Peoples Rep – Percheron F, 3rd Level
- 1:30 - 2:30 p.m. ELECTION: Geographical Area Reps
Northern Alberta – Percheron F, 3rd Level
Southern Alberta – Percheron G, 3rd Level
Northern Saskatchewan – Percheron H, 3rd Level
Southern Saskatchewan – Percheron I, 3rd Level
South-East Manitoba – Percheron A-E, 3rd Level
North West Manitoba – Room 234
- 2:15 p.m. Coffee will be available
- 2:30 - 3:30 p.m. ELECTION: Regional Women’s Committees Rep - Percheron H, 3rd Level
- 3:30 - 4:30 p.m. ELECTION: Persons with Disabilities Rep - Percheron F, 3rd Level
- 4:30 – 5:30 p.m. ELECTION: Racially Visible Rep - Percheron H, 3rd Level
- 6:00 – 11:00 p.m. Prairies Social
Wildrose South Ballroom, Sheraton Suites Calgary Eau Claire

SUNDAY, JUNE 07

- 8:00 – 9:00 a.m. ELECTION: 2SLGBTQIA+ Rep – Room 234, 2nd Level
- 9:00 a.m. Distribution of Electronic Voting Devices – Outside Percheron A-E, 3rd Level
- 9:30 a.m. Call to Order
Report of Credentials Committee
- 9:30 – 10:30 a.m. ELECTION: REVP - Percheron A-E, 3rd Level
ELECTION: Alternate REVP
ELECTION: Second Alternate REVP
- 10:30 a.m. **Coffee Break**
- 11:00 a.m. General Session
Indigenous Closing
- 12:30 p.m. Adjournment



WELCOME

Welcome to the 10th Prairie Region Triennial Convention!

I am thrilled to welcome you to the Prairie Region convention in Alberta, a location we have long hoped to return to as a host. And thanks to the power of organizing, we are now able to hold our convention in unionized facilities.

It is exciting to once again come together to decide the future of our region and the path ahead as we continue to face uncertain and challenging times. This year's theme, 'We Are Prairies: Mapping the Future,' reflects the strength, energy, and spirit of the Prairies, one that does not settle or passively accept the current situation, but instead moves into action. Through thoughtful and deliberate action, we can move beyond fear, make bold choices and come together in unity as a union family.

There will be many discussions and meaningful debates on a wide range of resolutions and issues, all contributing to mapping our future course. I want to thank locals, committees, area councils, and the broader membership for submitting thoughtful resolutions, resolutions that will help guide our work in the years ahead.

For first-time delegates, an orientation will be held in Percheron F, 3rd Level at 7:45 a.m. on Friday, June 5, 2026, prior to the start of convention. We encourage you to attend to ensure you are equipped with the resources needed for a successful convention experience. For seasoned delegates, I encourage you to support and mentor newer delegates throughout the event.

Please take this opportunity to connect with members from across the Prairies, network, share best practices, and build relationships. As part of the convention, we will also be hosting a social evening on June 6, 2026, at the Convention hotel, Sheridan Suites Eau Claire in the Wildrose Room. We encourage you to join us in celebrating our union family at the Prairie Voice Awards, and, of course, enjoy a great Prairie social.

I look forward to the days ahead and, from the bottom of my heart, thank you for taking time out of your busy lives to contribute to the continued strength and success of our union.

In Solidarity,

Marianne Hladun



STATEMENT ON HARASSMENT



Our union is made strong by members working together to improve our working lives and to preserve the rights that we have struggled to achieve. Mutual respect is the cornerstone of this cooperation. The PSAC Constitution confirms that every member, staff person and non-staff support people (e.g. technicians, interpreters, etc.) are entitled to be free from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, disability, sexual orientation, gender identity or expression, language, social and economic class, or political belief. Members, staff, and non-staff support people are also entitled to be free from psychological harassment.

All communication should be respectful at union events, including content displayed or posted or discussions on event platforms. Harassment includes bullying, intimidating, threatening, abusive, defamatory, obscene, indecent or objectionable comments or actions. To be clear, content or discussion of a racist, sexist, ableist, homophobic, transphobic, or otherwise discriminatory nature will not be tolerated or accepted, consistent with relevant human rights legislation. Content and discussion must not be offensive or graphic in tone or in nature.

If you experience harassment, and it is appropriate to do so in the circumstances, you may choose to address the behaviour directly by asking the member to stop. Early and informal resolution is encouraged where possible, and the Anti-Harassment Coordinator is available to support you, including by facilitating a discussion between you and the other member.

If you are not comfortable raising the issue directly, or if the behaviour continues, you should contact the Anti-Harassment Coordinator to discuss next steps. They can guide you through the available options and processes under the PSAC Code of Conduct, the PSAC Constitution and Regulations, applicable policies, and, where relevant, collective agreements.

Harassment in all its forms detracts from our common purpose and weakens our union. May each one of us treat each other with kindness, compassion, dignity, and respect.

For assistance, please contact an Anti-Harassment Resource Person:

Lindsey Sparks or Karoline Klug

Antiharassmentofficer@psac-afpc.com

Phone #: 1-343-462-1099 or 1-613-282-9850





STATEMENT ON ENVIRONMENTAL SENSITIVITIES

The Public Service Alliance of Canada is committed to ensuring that all members can effectively participate in order to contribute to the organization's mandate.

In this regard, the PSAC recognizes that accessibility is an essential requirement for the participation of members with environmental disabilities.

With the goal of eliminating environmental barriers restricting the participation of some members, the PSAC requests that all participants attending any union function refrain from using scented products. These include scented perfumes, colognes, lotions, hairsprays, deodorants and other products. In support of this policy, all members are requested to minimize the introduction of well-known allergens or other potential environmental triggers.

Any issues can be brought to the attention of the event organizers who may investigate and work to find a reasonable accommodation.

By working together, we can create healthier and barrier-free environments for ALL.

For assistance, please contact an Anti-Harassment Resource Person:

Lindsey Sparks or Karoline Klug

Antiharassmentofficer@psac-afpc.com

Phone #: 1-343-462-1099 or 1-613-282-9850





1. The President, or in the absence of the President or on the delegation of the President, a Vice-President shall take the Chair at the time specified and shall preside at all sessions.
2. Hours of sittings of meetings of the Public Service Alliance of Canada shall be determined by the appropriate by-laws or constitution. In the absence of such rule, hours of sittings shall be determined by the meeting itself on recommendation of the Chair.
3. Members wishing to speak shall raise their hand or proceed to one of the microphones provided for that purpose. When recognized by the Chair, they shall give their name and the body represented, state the purpose for which they rise, and confine remarks to the question at issue.
4. Speeches shall be limited to three minutes.
5. A member shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A member shall not interrupt another, except on a point of order or a question of privilege.
7. At the request of the Chair, a member called to order shall take a seat until the point of order has been decided.
8. Should a member persist in unparliamentary conduct, the Chair shall name the member and submit the conduct to the judgment of the meeting. In such case, the member whose conduct is in question should explain and then withdraw, and the meeting will determine what course to pursue in the matter.
9. (a) When the "previous question" is moved and seconded, no further discussion is permitted on a main motion or amendment to the main motion. The Chair must immediately ask: "shall the question be now put?", and if a two-thirds majority vote "that the question be now put", the motion or amendment shall be put without debate. If the motion to put the question is not adopted by a two-thirds majority vote, discussion will continue on the motion or amendment.

(b) If the previous question has not been adopted, it cannot be put a second time unless at least three (3) members wishing to speak have had the opportunity to do so.

(c) The previous question cannot be proposed by a delegate who has spoken on the motion or the amendment.



RULES OF ORDER

10. (a) Any motion or amendment to a motion may be amended, provided the amendment is relevant to the question and does not have the effect of simply negating the question. If a second amendment has been moved and seconded, the Chair will not entertain any further amendments until the second amendment has been decided.

(b) Amendments are always voted on in reverse order to their introduction. That is, the second amendment must be decided before the first amendment, and the first amendment must be voted on before the main motion. Whether or not the amendments have been adopted, the main motion must always be voted on.
11. Any member may challenge a decision of the Chair and the challenge shall require a seconder. Immediately and without debate, except that the appellant and the Chair may give their reasons for the challenge and the decision respectively, the Chair shall put the question: "Shall the decision of the Chair be sustained?" The Chair shall not have to accept a challenge if it is on a point of fact or law.
12. In the event of a tie vote on any matter other than the election of officers, the Chair may cast a deciding vote. The Chair shall not take part in a debate unless he/she leaves the Chair. Having left the Chair, he/she shall not return to it until the matter in question has been decided.
13. (a) Committees may combine resolutions or prepare a composite resolution or policy paper to cover the question at issue.

(b) Recommendations from committees are not subject to amendment by the meeting but a motion to refer back to committees for review with instructions, consideration and direction shall be in order.

(c) Committees can only meet during a plenary session of the meeting with the approval of a majority of members.

(d) In cases where committees make recommendations on resolutions, members vote on the committee's recommendation of Concurrence or Non- Concurrence and not on the original resolutions. On presenting the committee's recommendation to the meeting, the Chair of the Committee shall present a motion in the following form: "I move, seconded by (name of Vice-chairperson of the Committee) concurrence (or non-concurrence) in Resolution No..."
14. A motion to refer must be seconded and is not debatable except the mover may give reasons. A motion to refer must include instructions to the committee or officer to which the motion is referred.



15. The report of a committee, when adopted, becomes the decision of the meeting which adopted it.
16. The following motions shall be in order at any time and in the order stated:
 - (a) To adjourn (not debatable);
 - (b) To recess (not debatable);
 - (c) Question of privilege (the Chair must rule immediately before going on to further business);
 - (d) Point of order (the Chair must rule immediately before going on to further business);
 - (e) To table (not debatable, except the mover may give reasons);
 - (f) To put the previous question (not debatable);
 - (g) To postpone to a future time (not debatable, except the mover may give reasons).
Motions to adjourn, recess, table or postpone to a future time shall not be moved a second time until there has been an intermediate proceeding of business dealt with by the meeting.
17. A motion may be reconsidered providing the mover and seconder of the motion to reconsider voted with the prevailing side, and notice of motion has been given for reconsideration at the previous sitting. A motion to reconsider shall require a two-thirds majority to be adopted.
18.
 - (a) The Chair shall order a standing vote if a voice/show of hands vote is unclear or inconclusive.
 - (b) A member can request a standing vote if he/she questions the results of a voice vote or a vote taken by a show of hands as announced by the Chair. The Chair shall then order a standing vote.
 - (c) A vote by secret ballot shall be taken only on a substantive motion at the request of one third of the members present.
 - (d) A vote by secret ballot shall not be permitted on a procedural or dilatory motion with one exception: if the initial question was resolved by a secret ballot, a secret ballot will be permitted on a motion of reconsideration.



RULES OF ORDER

18. (e) Once the Chair has called the question, it shall not be in order to request a secret ballot.
 - (f) When a standing vote or a vote by secret ballot has been ordered, no adjournment or recess shall take place until the results have been announced. For the record, the Chair shall announce the number of members voting in the affirmative and the negative recorded.
19. When a standing vote or a vote by secret ballot has been called by the Chair, no one, except with permission of the Chair, shall be permitted to enter or leave the floor until the results of the vote have been announced.
20. None but accredited members of the Public Service Alliance of Canada and authorized members of the staff and guest speakers shall be permitted on the meeting floor during sessions.
21. One-third (1/3) of members at the meeting may request, and have ordered, a recorded vote. Upon receiving such request, the Chair shall have the roll called and record the names of those members voting in the affirmative and in the negative.
22. (a) Proposals and other matters of business submitted after the closing date of the agenda will be referred to the meeting as late resolutions. The meeting may refer them to the appropriate officer or committee.
 - (b) Late proposals that are, in the opinion of the Chair, of an emergency nature shall be debatable at any time. Late proposals not deemed to be of an emergency nature shall be considered after all business listed on the agenda has been dealt with.
23. All motions calling for the expenditure of money shall be placed in writing and together with all proposals and amendments referring to same, shall be costed by the appropriate committee or officer responsible for finances, before any vote is taken on the issue.
24. A motion to limit the debate shall be in order once the Chair has stated the motion. It must be moved and seconded and is not debatable. A motion to limit debate may limit the number of speakers or the time allotted and the motion must so state. Such a motion shall require a two-thirds majority to be adopted.
25. Election of officers shall be conducted in accordance with the provisions of the PSAC Constitution.



26. In calling for further nominations from the floor, the Chair of the Nominations Committee will declare nominations closed after calling "Are there any further nominations?" three times, without response.
27. The Chair of the elections will announce after each vote by ballot:
 - (a) the number of ballots cast;
 - (b) the number of spoiled ballots, if any;
 - (c) the number of ballots required to elect a candidate (number of ballots cast less the number of spoiled ballots, multiplied by 50% and rounded to the next highest whole number);
 - (d) the number of ballots cast for each candidate
28. Each candidate for an office may nominate a scrutineer who shall be entitled to observe all phases of the election and the counting of ballots for that particular office.
29. In the event of a close decision, it will be in order for a member to request a recount. If the Chair of the elections rules against a recount, the ruling may be appealed in the same manner as a challenge to the Chair.
30. Quorums shall be determined by the appropriate bylaws or constitution governing the body in session.
31. Bourinot's Rules of Order shall govern in all matters not regulated by the rules set out above or as provided by the PSAC Constitution.



CONVENTION COMMITTEE GUIDELINES

1. A Convention Committee is a sub-body of the Convention. Its primary purpose is to expedite Convention business by making a recommendation on business referred to it, namely resolutions (subject to paragraph 3 below) and policy papers.
2. A recommendation is one of concurrence or non-concurrence, and may include an amendment, composite resolution or policy paper subject to paragraph 4 below.
3. An amendment cannot negate or change the proposed objective of a resolution. A Committee amendment may only clarify or strengthen the resolution's intent.
4. A Convention Committee may determine that a resolution encompasses the intent or objective of one or more resolutions that are similar or address the same subject matter.
5. A Convention Committee should propose a composite resolution or policy paper when combining two or more resolutions dealing with the same subject. A composite resolution may clarify or amplify the intent of the original resolutions. A composite resolution or policy paper is not required to address every issue identified in the original resolutions; nor does a composite resolution have to include a WHEREAS portion.
6. If the Convention adopts the Committee's composite resolution, policy paper, or a resolution determined to cover other similar resolutions, then all resolutions encompassed by the adopted resolution shall be considered dealt with, and the Convention records will so indicate.
7. Whenever a resolution under consideration is already embodied in a resolution or policy paper adopted by a previous Convention, the Committee will refer the resolution back to the submitting body with rationale.
8. A Committee can refer a resolution or policy paper to another Convention Committee that it believes is in a better position to deal with the issue under consideration.
9. The Report of a Convention Committee must include a recommendation of concurrence or non-concurrence on each of the resolutions before the Committee, along with the rationale for the Committee's recommendation. For each resolution with a cost and a recommendation of concurrence, the Report of the Convention Committee shall include a costing, as confirmed by the Convention Finance Committee.
10. For the sake of clarity, and to expedite Convention proceedings, a Committee's written report should include the entire text of the resolutions, composite resolutions, policy papers and amended resolutions.

CONVENTION COMMITTEE GUIDELINES



11. Normally, the Committee Chairperson and Co-Chairperson shall present the Committee Report to Convention and act as the mover and seconder for each resolution presented to Convention. Members of the Committee shall support the decision taken by their Committee, unless they have recorded against the Committee's decision as noted in the Committee's Report.
12. The Convention Chairperson remains in the Chair during Committee Reports. Accordingly, debate, questions, and procedural motions by delegates will be directed to the Convention Chairperson, not the Committee Chairperson. A Committee Chairperson or Committee Member cannot speak until recognized or called upon by the Convention Chairperson.
13. In accordance with Section 17, Sub-Section (6) (b) of the PSAC Constitution, any resolution dealing with collective bargaining demands or the priority of a bargaining demand should not normally be dealt with by the Convention. In other words, only collective bargaining resolutions that address a policy matter will normally be placed before the Convention delegates. All collective bargaining demand resolutions should have been referred back to the submitting body with the above explanation. Resolutions relating to National Joint Council(NJC) directives (including the Public Service Health Care Plan) and policies will be referred to the PSAC National President.
14. Resolutions sometimes have the effect of negating or modifying existing resolutions of record or policy papers. If the Committee recommends concurrence in such a resolution, then the appropriate changes to the resolution of record or policy paper should be noted in the Committee's Report and actioned by immediately moving the adoption of a motion to rescind or amend the resolution of record or policy paper accordingly.
15. Under the PSAC Rules of Order for Conventions, Convention cannot amend a resolution or policy paper from the floor. Delegates have the ability to refer a resolution or policy paper back to the Committee for further consideration with instructions, or in the case of a non-concurrence Committee recommendation, defeat the recommendation. Should this happen, the resolution becomes the property of the floor; a delegate can move concurrence and the resolution can be subsequently amended by referral back with instructions to the Committee.
16. Since it is likely that the Convention will not be able to deal with all resolutions submitted to it, the Committee shall establish its first ten priority resolutions or policy papers for Convention debate.



TILING GUIDELINES & VOTING ON RESOLUTIONS

PSAC TILING GUIDELINES

1. Credentials must be clearly displayed to enter the Convention Hall. Delegates and observers are to utilize the appropriate doors to access their designated area of the Convention Hall.
2. Authorized staff may enter any door of the Convention Hall.
3. Delegates must be on Convention Floor to be eligible to vote.
4. Upon call for a secret ballot, the Chairperson shall call out "tile the doors". The doors will be immediately closed, remaining tiled until the voting process is complete. In the event of a tie vote, doors will remain tiled until the result is conclusive, and the results have been announced.
5. The Chairperson shall announce when the doors can be untiled.
6. To remove barriers to participation, delegates requiring an accommodation must request to be placed on the Accommodation List at the time of registration. Such accommodation will include those delegates who are unable to remain in the Convention Hall for the full duration it may take to complete the stages of a secret voting procedure.
7. The door tilers will maintain the Accommodation List. When leaving or entering the Convention Hall, the door tiler will record the exit and entry by the delegate number of the accommodated member.
8. Delegates whose delegate number appears on the Accommodation List, may exercise this option during a prolonged election process or secret balloting process after they have voted.
9. A delegate on the Accommodation List may re-enter the Convention Hall before the vote is announced but ONLY AFTER all the delegates have finished voting.
10. During secret balloting, if a delegate who does NOT appear on the Accommodation List, leaves the Convention Hall for any reason, they will not be allowed to re-enter the hall until final balloting results have been announced and the doors have been untiled by direction of the Chairperson.

Committee recommendation:	Decision of the delegate regarding the resolution:	The delegate should vote:
Concurrence	Agrees with the resolution	In favour of the recommendation
	Does not agree with the resolution	Against the recommendation
Non-Concurrence	Agrees with the resolution	Against the recommendation
	Does not agree with the resolution	In favour of the recommendation

VOTING ON RESOLUTIONS

When Convention resolutions are presented for deliberations, they form part of different Convention Committee reports. The members of each Convention Committee presented their recommendations of either **"Concurrence"** (in favour of) or **"Non-Concurrence"** (against) each resolution.

The delegates vote on the Convention Committee recommendation – not the resolution itself.

The following chart attempts to simplify this procedure by demonstrating how each delegate should vote in the four possible instances:



Elder Gerald Sitting Eagle, Piitaopi

Gerald Sitting Eagle is a member of the Siksika Nation, a Blackfoot Tribe within the Treaty 7 group of nations. The Siksika Nation is located 95 km east of Calgary. Gerald's Blackfoot name is Piitaopi, which translates to Sitting Eagle. Gerald has been married to his wife Laura for 55 years while their partnership spans 58 years. Together they have five children, 30 grandchildren and 20 great-grandchildren as of 2025. Gerald is an Indian Residential School survivor, he came home.

Gerald's work experience is expansive including being a Court Worker for Native Counselling Services, he also worked as a Parole and Probation Supervisor, and as a Federal and Provincial Jail Program Director. He worked as the Culture Education Director for Old Sun Community College, and the Tourism Coordinator for Siksika's Economic Development Department. Gerald was employed with the Siksika Justice Department, as well as Curator for Blackfoot Crossing Historical Park and had the great honor of serving 6 terms as an elected Counselor for Siksika Chief and Council.

Gerald is a current a member of the Omahkitopiiks Advisory Committee with Siksika Prevention and Early Intervention Services. He has served as the Alberta Representative for the Cultural Education Program and was the Western National President for the Cultural Education Program.

Gerald has been involved with the Calgary Stampede since 1977 as one of the 26 tipi owners at the Elbow River Camp, formerly known as the Indian Village. The Camp represents the 5 tribes of Treaty 7 who have a strong presence on the Stampede's show stage nightly. Recently Gerald has passed his Camp role onto his son while he remains active within his family tipi activities.

Gerald has always enjoyed his Blackfoot cultural ways within the powwow circuit as a dancer in the dance categories of fancy, traditional, grass and now as a golden age dancer. He very active within Indian country as a powwow announcer and master of ceremonies at conferences and other gatherings.



SPEAKERS



Marianne Hladun
Regional Executive Vice-President, Prairies
Public Service Alliance of Canada

Marianne Hladun has served as the Prairies Regional Executive Vice-President (REVP) for the past 14 years. For over 20 years, Hladun's comprehensive union experience has spanned various positions, including president of Agriculture Union Local 40022.

She was elected North Saskatchewan Geographical Representative on the Prairie Region Council in 1999 and Alternate REVP in 2008 and 2011. She was National Human Rights Director for Agriculture Union for nine years, and Regional Vice-President for North Saskatchewan for one year.

Previously elected three times to the CFIA bargaining team, Hladun is now responsible for 31 regional bargaining units, and several national units including Treasury Board's Program and Administrative Services (PA) and the Royal Canadian Mint. She also serves on the Education, Local Development and Membership portfolios for the Alliance Executive Committee (AEC).

Hladun is an alliance facilitator, a graduate of PSAC's Union Development Program and CLC's Labour College of Canada and holds a diploma in labour studies from the University of Saskatchewan. She was Vice-President for the Saskatchewan Federation of Labour (SFL) for 10 years and sat on the education and collective bargaining/labour legislation committees. She also chaired the political strategy committee for four years.

With a strong commitment to community and social justice, Hladun has volunteered with the United Way of Saskatoon as labour representative on the board of directors, as well as with the Saskatchewan Asbestos Disease Awareness Organization. She is also involved with NASHI, a charity to divert youth from human trafficking and has participated in eight humanitarian missions to Ukraine with the charity.

Facebook: @mshladun
Instagram: @hладunm
PSAC Prairies: @psacprairies





Sharon DeSousa
National President
Public Service Alliance of Canada

Sharon DeSousa was elected as the national president of the Public Service Alliance of Canada at PSAC's 20th National Triennial Convention in May 2024. She previously served as PSAC's National Executive Vice-President, a position she held since 2020.

Sharon DeSousa has broken barriers at every stage of her activism – becoming the first racialized woman in PSAC's history to serve as both National President and National Executive Vice-President. Previously, she became the first racialized woman to serve on PSAC's Alliance Executive Committee when she was elected Regional Executive Vice-President for Ontario in 2011.

Sharon's ongoing leadership and relentless pursuit of justice, underscores her commitment to fostering an equitable, inclusive labour movement and bettering conditions for all workers.

Born in Karachi, Pakistan, Sharon came to Canada at the age of five. After earning a bachelor of fine arts from the Ontario College of Art & Design University, Sharon worked as a benefits officer with Service Canada, and served as Vice-President of equity for her local, Canada Employment and Immigration Union Local 00648.

Facebook: @sharon.desousa.56

Instagram: @desousa_psac

PSAC National: @psacafpc



ACRONYMS

A	AC	Area Council
	AEC	Alliance Executive Committee
	AFL	Alberta Federation of Labour
	AGM	Annual General Meeting
	AGR	Agriculture Union (<i>PSAC Component</i>)
	ALRB	Alberta Labour Relations Board
	APSAR	Association of Public Service Alliance Retirees
	A/REVP	Alternate Regional Executive Vice-President
B	BIR	Be It Resolved
	BIPOC	Black, Indigenous, and people of color
	BLM	Black Lives Matter
C	CA	Collective Agreement
	CAHRD	Centre for Aboriginal Human Resource Development (<i>PSAC DCL</i>)
	CERB	Canada Emergency Response Benefit
	CCPA	Canadian Centre for Policy Alternatives
	CEIU	Canada Employment & Immigration Union (<i>PSAC Component</i>)
	CFB	Canadian Forces Base
	CFIA	Canadian Food Inspection Agency
	CIU	Customs & Immigration Union (<i>PSAC Component</i>)
	CLC	Canadian Labour Congress
	COVID-19	Coronavirus Disease 2019 (<i>also the 2019 novel coronavirus</i>)
	CPC	Case Processing Centre
	CPP	Canada Pension Plan
	CRA	Canada Revenue Agency
D	DCL	Directly Chartered Local
	DI	Disability Insurance
	DND	Department of National Defence (<i>federal government department</i>)
E	EI	Employment Insurance
	EB	Education and Library Science (<i>Treasury Board bargaining unit</i>)
F	FFMC	Freshwater Fish Marketing Corporation
	FB	Canada Border Services Agency (<i>Treasury Board bargaining unit</i>)

ACRONYMS



G	G&A	Grievance and Adjudication
	GCWCC	Government of Canada Workplace Charitable Campaign
	GSU	Government Services Union (<i>PSAC Component</i>)
H	HRC	Human Rights Committee
	H&S	Health and Safety
I	ILO	International Labour Organization
	IRCC	Immigration, Refugees and Citizenship Canada (<i>federal government department</i>)
	IWD	International Women's Day (<i>March 8</i>)
J	JLP	Joint Learning Program
L	LGBTQ2+	Lesbian, Gay, Bisexual, Transgender, Queer, Two-Spirit, and a number of other identities
M	MFL	Manitoba Federation of Labour
	MLA	Member of the Legislative Assembly
	MLB	Manitoba Labour Board
	MOU	Memorandum of Understanding
	MP	Member of Parliament
N	NAPC	National Aboriginal Peoples' Circle (<i>renamed NIPC</i>)
	NASHI	Official charity name in Saskatchewan (<i>a Ukrainian word meaning "Our"</i>)
	NBoD	National Board of Directors
	NCR	National Capital Region
	NDP	New Democratic Party
	NEC	National Equity Conferences
	NEU	Nunavut Employees Union (<i>PSAC Component</i>)
	NEVP	National Executive Vice-President
	NHRC	National Human Rights Committee
	NIPC	National Indigenous Peoples' Circle (<i>formerly NAPC</i>)
	NJC	National Joint Council
	NSCC	National Strategy/Strike Coordinating Committee
	NVP	National Vice-President



ACRONYMS

P	PA	Program and Administrative Services (<i>Treasury Board bargaining unit</i>)
	PC	Progressive Conservative Party (<i>provincial political party in Manitoba</i>)
	PRC	Prairie Region Council
	PSAC	Public Service Alliance of Canada
	PSPP	Public Service Pension Plan (<i>managed by PSP Investments</i>)
	PWD	Persons With Disabilities
R	RAPC	Regional Aboriginal Peoples' Circle (<i>renamed RIPC</i>)
	REVP	Regional Executive Vice-President
	RIPC	Regional Indigenous Peoples' Circle (<i>formerly RAPC</i>)
	RO	Regional Office
	RSCC	Regional Strategy/Strike Coordinating Committee
	RVP	Regional Vice-President
	RWC	Regional Women's Committee
S	SADAO	Saskatchewan Asbestos Disease Awareness Organization
	SEL	Separate Employer Local
	SFL	Saskatchewan Federation of Labour
	SJF	Social Justice Fund
	SLRB	Saskatchewan Labour Relations Board
	SV	Operational Services (<i>Treasury Board bargaining unit</i>)
T	TC	Technical Services (<i>Treasury Board bargaining unit</i>)
U	UCP	United Conservative Party (<i>provincial political party in Alberta</i>)
	UCTE	Union of Canadian Transportation Employees (<i>PSAC Component</i>)
	UDP	Union Development Program
	UHEW	Union of Health and Environment Workers
	UN	United Nations
	UNDE	Union of National Defence Employees (<i>PSAC Component</i>)
	UNE	Union of National Employees (<i>PSAC Component</i>)
	UNW	Union of Northern Workers (<i>PSAC Component</i>)
	U of S	University of Saskatchewan (<i>located in Saskatoon</i>)
	U of W	University of Winnipeg

ACRONYMS



	UPCE	Union of Postal Communications Employees (<i>PSAC Component</i>)
	USJE	Union of Safety & Justice Employees
	UTE	Union of Taxation Employees
	UVAE	Union of Veterans' Affairs Employees
W	WCB	Workers' Compensation Board
Y	YEU	Yukon Employees Union



SOLIDARITY FOREVER

When the Union's inspiration through the workers' blood shall run,
there can be no power greater anywhere beneath the sun.
Yet what force on earth is weaker than the feeble strength of one?
For the Union makes us strong.

Solidarity Forever. Solidarity Forever.
Solidarity Forever. For the Union makes us strong.

Young workers of the Union, they are showing us the way.
It is they who hold the vision, which will save the world one day.
They're fighting for the planet, they demand to have a say.
Youth makes the Union Strong.

Solidarity Forever. Solidarity Forever.
Solidarity Forever. For the Union makes us strong.

We're the women of the Union at the forefront of the fight.
We know 'bout women's issues and we know 'bout women's rights.
We're prepared to fight for freedom and we've always stood our ground.
Women make the Union strong.

Solidarity Forever. Solidarity Forever.
Solidarity Forever. For the Union makes us strong.

They have taken untold millions that they never toiled to earn.
But without our brain and muscle, not a single wheel can turn.
We can break their haughty power, gain our freedom when we learn,
That the Union makes us strong.

Solidarity Forever. Solidarity Forever.
Solidarity Forever. For the Union makes us strong.

In our hands is placed a power greater than their hoarded gold.
Greater than the might of armies magnified a thousandfold.
We can bring to birth a new world from the ashes of the old.
For the Union makes us strong.

Solidarity Forever. Solidarity Forever.
Solidarity Forever. For the Union makes us strong.



ELECTION RESULTS



Position	Current (2023-2026)	Newly Elected (2026-2029)
Regional Executive Vice- President (REVP)	Marianne Hladun	
Alternate REVP	Krysty Thomas	
2nd Alternate REVP	Michelle Lang	
Regional Women's Committees (RWC) Rep	Sherry Hunt	
Indigenous Peoples Rep	Janette Husak	
Persons with Disabilities (PWD) Rep	Tim Hubick	
Racially Visible Persons Rep	Madeline Lee	
2SLGBTQIA+ Persons Rep	Craig Kremer	
Directly Chartered Locals (DCL) Rep	Michelle Lang	
Young Workers Rep	Tania Fikus	
Separate Employers Locals Rep	Amanda Wakeford	
Geographical Area Reps		
Northern Alberta Geo Rep	Stasi L'Hirondelle	
Southern Alberta Geo Rep	Alex Creamer	
Northern Saskatchewan Geo Rep	Dawn Montgrant	
Southern Saskatchewan Geo Rep	Amy Stoik	
South-East Manitoba Geo Rep	Kristin Bowler	
North-West Manitoba Geo Rep	Alicia Zurba	



ELECTION RESULTS

Position	Alternate	2nd Alternate
Regional Executive Vice- President (REVP)		
Alternate REVP		
2nd Alternate REVP		
Regional Women's Committees (RWC) Rep		
Indigenous Peoples Rep		
Persons with Disabilities (PWD) Rep		
Racially Visible Persons Rep		
2SLGBTQIA+ Persons Rep		
Directly Chartered Locals (DCL) Rep		
Young Workers Rep		
Separate Employers Rep		
Geographical Area Reps		
Northern Alberta Geo Rep		
Southern Alberta Geo Rep		
Northern Saskatchewan Geo Rep		
Southern Saskatchewan Geo Rep		
South-East Manitoba Geo Rep		
North-West Manitoba Geo Rep		



It has been an honour and privilege to serve as your Regional Executive Vice-President for the past 14 years. In that time, I have witnessed many challenges and milestones, including a global pandemic. While the last three years was pandemic free, it has been marked by political upheaval that has impacted our workspaces, families and communities. We have endured regressive and destructive provincial policies, and more recently, cuts that the federal government is intent on implementing. However, through the ups and downs in government, the real strength of our region has always been the Prairie members.

Our members are the collective force that will ensure the federal and provincial governments understand that these challenges will not go unanswered. Through our solidarity and mobilization, we will continue to send a clear message: **Prairie members are not to be underestimated.**

The work of our region is second to none. There have been many highlights over the last three years, including events, conferences, and summits that brought members together across a wide range of issues and perspectives. These gatherings are essential to our work, as they create space for members from our geographically diverse regions to connect, share ideas, and build strategies. Through these conversations, the seeds of future activism are planted and nurtured at every level of our union.

While we can take pride in our accomplishments, we must also acknowledge the work that still lies ahead. We must continue to grow our union by engaging and inspiring the next generation. As I reflect on my time in this role, I am reminded of the energy, passion, and dedication I have brought to this work and witnessed from members across the region. Yet, there is still

more to be done particularly in strengthening engagement and mobilization across our membership.

We continue to face challenges in achieving meaningful engagement with new members, both in formal and informal union spaces. Over the years, we have consistently heard from locals, committees, and area councils that more must be done to address this growing gap. While I am only one person, I believe that meaningful change begins with leadership at every level, national, regional, and local. We must be willing to do more, to be accountable, and to lead by example.

We recognize that the demands of life are increasing and that the global economy remains uncertain. While we cannot control these external pressures, we can control how we respond. We can strengthen our union, support one another, and continue to build a culture of solidarity and resilience. That is the power of our union family.

As leaders within this convention and across our union, I ask each of you to reflect: What does your title truly mean? Is it simply a label, or is it a responsibility to lead, to serve, and to strengthen our collective future?

The union is not a corporate board or a large business conglomerate. It is a social movement. It is protection. It is its members. It is a family.

Like any strong family, we may not always agree on the path forward. That is why conventions and reports such as this are so important. They allow us to reflect on where we are and to chart a path toward a stronger future. Through our shared commitment and collective strength, we will continue to demand better from employers and secure stronger collective agreements.





REVP REPORT

As I prepare to leave this role, I do so with confidence in the strength and tenacity of our membership, especially Prairie members. The work of building relationships and strengthening our union is already underway and will continue long after my tenure ends.

When workers come together to demand fairness, respect, and equity, progress follows.

As you reflect on the past three years, take a moment to recognize the contributions of members and staff who sustain the heart of this union. But at the same time, let us remain clear-eyed about the work that still lies ahead.

We have accomplished a great deal over the past three years, but we are also mapping the future, a future considerate of equity, solidarity, and growth.

In solidarity,

Marianne Hladun





REGIONAL STRIKE DEBRIEF AND REPORT

As REVP Hladun committed at the last convention, she undertook a comprehensive listening process to capture the full range of experiences from the 2023 strike; the successes, challenges, and lessons learned. To ensure a broad and representative perspective, both members and staff were consulted.

On June 23, 2023, the REVP met with Prairie Region staff to conduct an open debrief. This virtual session created space for honest reflection on what worked well, what did not, and what could be improved in the event of future strike action. The two-hour discussion provided detailed operational insights, which helped inform the planning and delivery of subsequent member debriefs across the region.

In October 2023, a series of virtual debrief sessions were held with Treasury Board picket captains, strike captains, and local executive members across all regional offices. An additional session for UTE members also took

place in December. These sessions were designed to gather feedback from members in leadership roles, focusing on key learnings, challenges, and potential improvements for future strike action.

Discussions were structured around several core areas, including pre-strike preparation, strike materials, picket line coordination, check-in and check-out processes, use of digital tools such as the code reader app, strike protocols (including health and safety), blended lines, essential services, accommodations, and strike pay. Time was also provided for participants to raise additional issues and share broader reflections.

The feedback gathered was thoughtful and constructive, offering valuable insight to inform future planning. All feedback was compiled into a comprehensive strike debrief. The public-facing report does not include privileged or strategic information; rather, it reflects the lived experiences of members and presents key themes and insights to guide future work.





REVP REPORT

One on One Meetings with Prairie Region Council Members

At the outset of the term to strengthen engagement with elected representatives, at the Prairie Region Council (PRC) table, the REVP met with all elected representatives. These discussions focused on understanding members' motivations for stepping into leadership roles, their priorities for the term, and their vision for their positions and work at the PRC table. This process also helped identify areas where additional resources or support from the REVP office may be required.

Prairie Region Council Video Series: WE ARE PRAIRIES

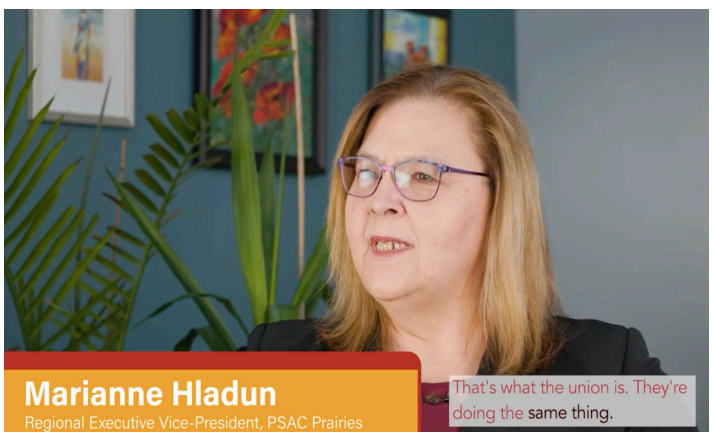
During the reporting period, under the direction of the Prairie Region Council, the region launched a video series highlighting members from across the Prairies.

The series featured members who serve in a range of roles and capacities, offering insight into the structure of PSAC, the value of union membership, the role of political engagement, and what it means to take on leadership within the union. It also emphasizes the importance of collective action and working together to strengthen both our union and our communities.

The videos have been shared across regional social media platforms and the website. They were intended to increase visibility and create another avenue for member engagement and understanding. Overall, the videos were well received and continue to be useful on social media, our website and in events.



Don't give up because we are the people who are connected to this when no one else is going to be for us. It's all of us. It's just not one



Marianne Hladun
Regional Executive Vice-President, PSAC Prairies

That's what the union is. They're doing the same thing.



PSAC Prairies Meet and Greet - Outreach Tour

Over the reporting period, the REVP office planned and organized a series of outreach events focused on strengthening engagement and building meaningful relationships with members across the region.

The events were open to members, Prairie Region Council members and staff, creating space for direct dialogue, information sharing, and relationship-building with members in their respective areas. They were designed to be accessible, welcoming, and interactive, encouraging participation from both new and existing members.

Beyond connection, these sessions aimed to strengthen organizing capacity by identifying and supporting emerging activists. A key focus was on building and maintaining activist lists, while also fostering renewed energy and interest in the work of PSAC Prairies and the broader union.

Through this outreach, the region worked to deepen member engagement, strengthen networks, and create more opportunities for members to get involved and stay connected.



COMMUNICATIONS REPORT

Website

Work on the PSAC Prairies website over this reporting period has continued to focus on improving how members interact with and move through the site. Rather than adding new layers, the priority has been on simplifying the experience and making key information easier to locate.

Several core sections, including education, topics, and regional offices, have been reworked to improve layout and readability. These changes aim to reduce the time it takes for members to find what they need and to make the site more practical as an everyday resource.

Behind the scenes, earlier issues with registration forms and tagging have been addressed, resulting in a more stable and dependable process. This has helped reduce user frustration and improved overall functionality.

The website continues to play a supporting role in how information is shared across the region. Members use it to access details on events, training, meetings, and updates, making it a useful reference point alongside other communication channels.

Going forward, the emphasis will remain on keeping the site clear, functional, and responsive to member needs, rather than expanding it unnecessarily. We encourage all members to visit the website prairies.psic.com.



E-Newsletter

The regional e-newsletter remains a steady point of connection between the Prairie Region and its membership, offering a consistent way to share updates, highlight activity, and reinforce transparency in the work of the union.

Rather than mirroring national communications, the e-newsletter is used to provide region-specific content and insight, ensuring members receive information that is both relevant and timely. It creates space to highlight priorities unique to the Prairie Region while keeping members informed of broader developments.

Content is intentionally varied, combining leadership messaging with practical updates and member-focused events. Regular features include notes from the REVP, alongside coverage of bargaining developments, solidarity efforts, and events taking place across the region. This balance helps ensure the e-newsletter is both informative and reflects the membership needs.

Recent e-newsletters have also introduced more focused editions, allowing for deeper attention to key topics such as education opportunities, upcoming events, and coordinated actions. This shift supports clearer communication and allows members to engage more directly with the information most relevant to them.

Engagement levels remain strong, with open rates showing continued improvement over time. This suggests that the newsletter is not only reaching members but is also being actively read and utilized as a source of information.

1.4 million messages delivered

60% + Open Rate

48,000 subscribers



Hi Friend,

I hope this message finds you well and settling into the new year.

I wanted to inform you of the 'Remote Works' campaign that was recently launched and is picking up traction even as I type. If you have not seen it already check out our campaign website here <https://www.remoteworks.ca/>. You can learn about "Remote Works" and how it can help you and your family. You can also find out more about the "Remote Works" campaign on our website.

For the Friends specific meet & greet



Union Education Opportunities

In So!

... Spring has sprung! And so has the Spring Education Schedule which is NOW AVAILABLE! So, kick back, get comfy and dig into the latest and greatest educational offerings and sign up today!

Once again, we are excited to offer a wide range of learning opportunities to meet you where you are on your union education journey. Whether you are a new or returning union education learner we have something for you!

We encourage you to check out all the options available in your region to suit your learning style and scheduling needs.

If you have any questions please reach out to your



Social Media

Over this reporting period, social media has remained a consistent and reliable tool for connecting with Prairie Region members. Our presence spans Facebook, and Instagram, with a renewed focus on YouTube and video content.

While overall engagement levels remain relatively stable, there has been noticeable growth in audience reach, particularly on Instagram. Facebook continues to see incremental increases, demonstrating sustained interest in union-related content across multiple channels.

Feedback from members continues to affirm the importance of maintaining an active and responsive online presence. Content shared across platforms supports members in staying informed, while also highlighting the work and achievements taking place throughout the region.

Accessibility continues to be integrated into our communications practices. This includes the ongoing use of tools such as alternative text and ensuring that information shared online is available to as many members as possible.

Survey findings confirm that members continue to engage most frequently with these established platforms. With the recent addition to resource capacity within the region, there are active discussions regarding expanding our reach while also maintaining and strengthening our established channels but consideration of expanding into new ones.

It is important to note we no longer utilize X, formerly known as Twitter, as a social media channel due to a variety of reasons but most

notably our members are not engaging on that platform. To be more strategic in our approach, we are renewing our focus with the meta platform.

Social media supports a range of communication needs, from providing updates related to bargaining and union activities, to promoting events and recognizing member involvement. It also serves as an important space for visibility and connection across a geographically spread membership.

As we move forward, the focus will remain on maintaining a steady and reliable presence, while continuing to adapt content to meet member needs and expectations. Social media will remain an important complement to broader communications efforts, supporting both information-sharing and ongoing member engagement opportunities.

content interactions up 360 %



Public Service Region
3.4K followers · 22 following
The Public Service Alliance of
Labor Union

psacprairies

psacprairies

1,292 posts 1,447 followers 386 following

Nonprofit organization

See more ti
nore

visits up over 600%



WEBINARS

WEBINARS/VIRTUAL TOWNHALLS

Throughout this term, webinars and virtual townhalls have been used as a practical way to connect with members across the region. These sessions have created opportunities to share information, support learning, and provide an open space for discussion on important issues impacting members.

They have also allowed for more direct engagement, giving members the chance to ask questions, hear updates in real time, and stay connected to the work of the union regardless of location. As a result, these formats continue to play an important role in strengthening communication and supporting ongoing member involvement.

Gender and Occupational Health & Safety: In Conversation with Dr. Karen Messing Prairies Webinar

The region held a webinar entitled, 'Gender and Occupational Safety: In Conversation with Dr. Karen Messing.' The webinar was intended to shed light on gendered problems in Occupational Safety & Health (OSH), exploring the relationship between equality and health in the workplace and how we navigate successfully incorporating both in the union and workplaces. The event was well attended and is available to view on the Prairies YouTube channel.

Panel Discussion: Saskatchewan Election Issues that Matter to You

In October 2024, the REVP hosted an expert panel in advance of the Saskatchewan provincial election. The panel featured, Lori Johb, SFL President, Simon Enoch, Executive Director, Canadian Centre for Policy Alternatives

– SK, Krystal Lewis, Provincial Director, Saskatchewan Health Coalition and Samantha Becotte, President, Saskatchewan Teachers' Federation. The webinar was open to members and the public and was educationally focused providing voters with information on the issues that matter to them: Education, Health Care, the Economy, and Workers' Rights. It was well attended and continues to be seen via YouTube.

University of Winnipeg English Language Program (ELP) Instructor Townhall

In January 2025, REVP Hladun, along with staff, held a virtual townhall for the recently impacted ELP Instructors to discuss the University of Winnipeg's decision to cut the program. The townhall laid out what steps PSAC Prairies was taking to push back against the changes, including trying to secure a Memorandum of Understanding and reach out to relevant stakeholders to try and get more information surrounding the elimination of the program.

Workforce Adjustment Townhalls

In recent months, several Workforce Adjustment (WFA) townhalls were held for CRA, Treasury Board, CFIA, and Parks members. These sessions provided education on WFA processes and an opportunity for members to ask general questions.

WEBINAR
SASKATCHEWAN ELECTION: ISSUES THAT MATTER TO YOU!

OCTOBER 9

MARIANNE HLADUN, REVP - PUBLIC SERVICE ALLIANCE CANADA PRAIRIES
 SAMANTHA BECOTTE, PRESIDENT - SASKATCHEWAN TEACHERS' FEDERATION
 SIMON ENOCH, EXECUTIVE DIRECTOR - CANADIAN CENTRE FOR POLICY ALTERNATIVES - SK
 LORI JOHB, PRESIDENT - SASKATCHEWAN FEDERATION OF LABOUR
 KRISTAL LEWIS, PROVINCIAL DIRECTOR - SASKATCHEWAN HEALTH COALITION

WEBINARS



Prairies Treasury Board Bargaining Virtual Updates

EB – March 13, 2026

PA – March 16, 2026

TC – March 18, 2026

SV – March 19, 2026

PSAC Prairies held table specific virtual bargaining update sessions to provide a comprehensive bargaining update, discussion of possible next steps in the process and taking questions from attendees. REVP Hladun, bargaining team members and regional staff led the sessions for each of the groups. The sessions were well received among attendees who identified table specific sessions allowed for more focused discussion.

Office Safety: Whether You're Back or Never Left – Webinar

On Tuesday, April 14, 2026, an informative discussion addressing the impacts of return-to-office policies on the health and safety of our members was held. Members were provided with knowledge and resources that protect and enhance their health and safety in the workplace. The information was useful for all members, and covered topics such as occupancy requirements, safe entry and exit from buildings, health and safety standards, and the employer's duty to accommodate.

National Webinars

Over the course of the term, PSAC National hosted a series of informative and engaging webinar/townhalls for members. There was a diversity of options for members including but not limited to, 'Public Service Cuts and Remote Work', 'Workforce Adjustment', 'Telework' and

a variety of bargaining townhalls. Webinars and townhalls provided an opportunity for members to learn more about a particular issue or topic that directly impacts them as a member. We highly encourage members to continue to register and attend virtual events being hosted by PSAC National.

**Treasury Board
Bargaining Webinars**
EB MARCH 13
PA MARCH 16
TC MARCH 18
SV MARCH 19
6:00 pm^{AB SK} 7:00 pm^{MB}
REGISTER TODAY

OFFICE SAFETY | **WHETHER YOU'RE
BACK OR NEVER
LEFT**

PSAC AFPC
Public Service Alliance of Canada
Alliance de la Fonction publique du Canada



EDUCATION

EDUCATION REPORT

Education is a key pillar of unionism and the growth of union activists. It expands our understanding, strengthens our conversations, and equips us with the knowledge needed to respond when employers challenge our rights.

Over the reporting period, a range of new and engaging courses, programs, and training opportunities were delivered to support member learning and development.

Community Changemakers Rising Course

From September 16 – 20, 2024 the first, 'Community Changemakers Rising Course' was held in Moose Jaw, Saskatchewan. The course welcomed approximately 60 politically active members from across the region to learn, network and act as it relates to political action. The course had many guest speakers, including Barb Byers. Additionally, course content focused on teaching participants how to organize and mobilize in the community and within the union with a focus on how to effect political change. Participants walked the UFCW 1400 picket line at the Heritage Inn and participated in a solidarity BBQ for UNDE Local 40800 as part of the training, providing real time skills that they will use in the future.



Prairies Taking Action with Communications Training (T.A.C.T)

From October 28 – November 1, 2024, the newly developed course, Prairies Taking Action with Communications Training was held in Regina, SK. Approximately 40 participants from across the region attended the intensive and highly participatory training. The course featured a number of guest speakers and presenters, including a surprise visit and a high energy welcome from labour leaders, Barb Byers, Lori Johb and others as they headed out to help on Saskatchewan election day. The course taught participants how to use communication as a tool to energize, mobilize and inform PSAC members, understand the mechanics of communication and social media tools, understand the value of consistent and effective communication, build a communications plan for local engagement, and understand and speak to conflicting messaging about workers and unions, among other skills. Participants noted how useful the training was and have been energetically utilizing the skills acquired.



Mentorship Programme

This term saw the launch of the PSAC Prairies Mentorship Programme for both mentors and mentees. The mentorship programme was designed to bring seasoned and new activists together to work and learn from each other. It was a great programme that brought people together for the betterment and health of the union.

Union Leadership Development Programme

Over the term, the Union Leadership Development Programme (ULDP) was held in the region. ULDP highlighted the importance of members stepping up as leaders and training them with the skills and knowledge that will serve them in their bright futures. There were 19 participants completing the program. To mark the end of their successful completion, graduates received a special graduation dinner and ceremony where both REVP Hladun and PSAC National President Sharon DeSousa gave inspirational and encouraging remarks. Participants have remarked on the positive learning experience of the program and how they will be utilizing the skills learned in their future work with the union.





MOBILIZATION

MOBILIZATION

Summer Parks Tours

Over the 2025 summer, the Saskatchewan Regional Offices conducted a tour of Parks locals across the province. REVP Hladun joined Parks bargaining team member Shilla Furaha Johnson and PSAC staff for three Parks worksite visits in South Saskatchewan. Their tour continued to three parks in Northern Saskatchewan. This initiative provided an important opportunity for PSAC representatives to connect with Parks members, listen to their concerns, and strengthen relationships. The visits were well received by those in attendance and highlighted the value of continued outreach to our locals.

UCTE Worksite Visits

- USJE Local 30250 Worksite Visit**
- UCTE Local 30301 Calgary Airport Site Visit**
- UCTE Local 30302 Protec Site Visit**

In February 2025, I visited three separate worksites to gain first-hand knowledge of what the jobs within these locals encompass. The visits were a fantastic opportunity to connect with members learn from them and ensure they met and spoke with elected leadership of PSAC Prairies. It was the first time, I was able to tour both Protec and Calgary Airport. It was enlightening and exciting to see first-hand the behind-the-scenes work done by our members and the role they play in keeping people safe.

Prairies Mobilization Summits

- Edmonton - May 20, 2026**
- Winnipeg - May 20, 2026**
- Calgary - May 21, 2026**
- Brandon - May 26, 2026**
- Saskatoon - May 27, 2026**
- Regina - May 28, 2026**

At the time of writing, PSAC Prairies will be hosting in person mobilization summits across the prairies in May 2026. The summits will provide attendees with up-to-date bargaining updates, what comes next and skills building to ensure a united membership, with a specific focus on internally organizing locals, knowing where members are, getting contact info and having conversations in order to prep for the future ahead in the push for a fair contract.





ORGANIZING

Alberta Academic Sector Organizing

Academic workers continue to operate under service agreements. During the term, meetings were held with academic units operating under these service agreements. These discussions provided an opportunity to identify challenges and explore potential paths forward in light of the restrictions imposed by Bill 17.

While service agreements remain in place, initial conversations have begun regarding how these arrangements may need to evolve. In the meantime, support for signed academic partners continues.

Boyle Street Community Service Organizing

The Prairies Organizer is actively organizing Boyle Street Community Service organization. The organization is a non-profit primarily dealing with supporting individuals and families experiencing homelessness and poverty. A website and social media account was developed and launched to assist with on the ground organizing efforts.





CAMPAIGNS

Phoenix and Anniversary Actions

Over the term, the Phoenix Working Group met in advance of Phoenix Anniversaries to coordinate regional actions and develop a strategic approach to marking key Phoenix milestones. The group brought together active Area Councils from across the Prairies to ensure a coordinated regional plan that both reflected member experiences and supported ongoing advocacy.

In the lead-up to the 8th Phoenix anniversary, the region organized a webinar titled 'Billion Dollar Blunder: Phoenix.' The session focused on the history and ongoing impacts of the Phoenix pay system, current challenges, and the need for continued action. It featured REVP Marianne Hladun as host, along with National President Chris Aylward, National Executive Director Ricardo Filippone, and Alternate REVP Krysty Thomas. The webinar concluded with a digital call to action inviting members to share how funds lost to Phoenix could be better invested in public services.

The anniversary itself was marked by a Day of Action on February 28, including an in-person event at the Harry Hays Building in Calgary. The action featured a banner display, member engagement activities, and participation in coordinated digital actions. The event was well attended and livestreamed to allow members across the region to participate. Additional local engagement included viewing events and gatherings organized by members in other communities, ensuring broader regional participation.

Alongside these actions, advocacy efforts were undertaken through direct outreach to Members

of Parliament. Letters were sent to MPs across Alberta, Saskatchewan, and Manitoba outlining key concerns and requesting meetings. While the federal election limited some engagement, meetings were held with several MPs, including representatives from both the Conservative Party and the New Democratic Party. Discussions with NDP MPs resulted in commitments to action, while engagement with Conservative MPs highlighted ongoing challenges in advancing solutions to the systemic issues associated with Phoenix.

To mark the 9th anniversary of the Phoenix pay system, additional outreach was undertaken through targeted letters to Prairie MPs, resulting in a series of lobby meetings focused on resolving outstanding pay issues. These efforts reinforced the continued pressure on government to address the impacts of Phoenix on members.

The 10th anniversary of the Phoenix pay system was marked with a direct outreach educational event at Harry Hays, where some Prairie Region Council members alongside Calgary Area Council members distributed information and Phoenix themed cookies. Additional materials were distributed across the region for locals to participate in the anniversary. Across the region, cakes, cupcakes and other baked goods were purchased and hosted in lunchrooms to educate members on Phoenix and encourage members to sign a postcard that was mailed to their MPs.

Across all activities, the region has focused on maintaining visibility, strengthening member engagement, and ensuring that the impacts of Phoenix remain a central political and organizing issue within the Prairies and nationally.

CAMPAIGNS





CAMPAIGNS

Canada Life Fiasco

On July 1, 2023, the Government of Canada transitioned health benefits for more than 1.7 million current and former federal public service workers and their dependents to Canada Life. In the months that followed, members experienced significant issues, including unprocessed reimbursements, denied eligible claims, and prolonged delays in accessing support.

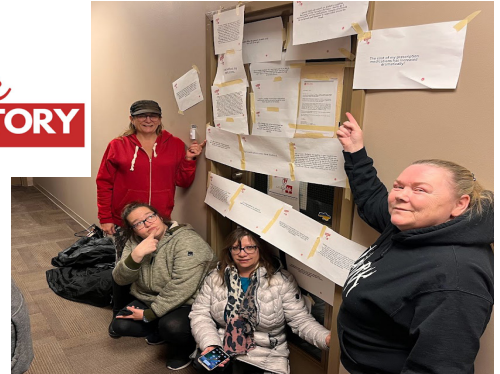
In response, the region took action to hold the government accountable. A digital tool was launched to collect member experiences with Canada Life, allowing individuals to share the impacts directly. These stories were compiled and delivered to Members of Parliament, while also being shared through regional social media channels to raise awareness and increase visibility of the challenges faced by members.

On December 5, 2023, the region organized coordinated in-person actions at the constituency offices of Liberal MPs Randy Boissonnault in Edmonton and Dan Vandal in Winnipeg. Posters featuring real member stories, developed through the digital call for submissions, were printed and delivered to the offices. Materials were also adapted into shareable formats to ensure members outside of these locations could participate.

The actions generated immediate engagement, including follow-up from MP Boissonnault's office to arrange a meeting with members. Overall, this work amplified member voices, increased public awareness, and reinforced the need for government accountability in addressing the ongoing issues with Canada Life.

Impacted by the
Canada Life
transition?

SHARE
your
STORY



This is just
Phoenix
all
over
again.





Remote Works

On September 9, 2024, the region held multiple Remote Work Day of Action events across the Prairies, including in Calgary, Edmonton, Lethbridge, Prince Albert, and Regina. Despite late timelines that limited the ability to produce items such as t-shirts and other materials, the region ensured that printed placards were distributed to support local activities.

Events included rallies, food, and opportunities for members to access information on filing grievances, as well as to provide input into the upcoming round of bargaining. These actions created space for members to engage, share concerns, and build momentum around remote work issues.

This work was supported by the Remote Works Political Action Group, which met regularly. Initially focused on planning themed actions, the group adapted its approach following the pension announcement, expanding its mandate to support broader political action across the region.

As part of this shift, the group contributed to the development of actions and resources to be used in the lead-up to and throughout the federal election period. This work aimed to support Area Councils in implementing coordinated activities and to ensure a unified regional approach that aligns with the national campaign, while reflecting the priorities of Prairie members.





SOLIDARITY

SOLIDARITY

CIU-PSAC Port Closure Campaign, 'Protect Rural Routes'

During this term, PSAC Prairies worked with CIU in response to announced and anticipated CBSA port closures and reductions in operating hours. Meetings were held to assess impacts and develop a coordinated, community-based campaign to keep ports open.

As part of this work, a regional campaign, 'Protect Rural Routes', was launched. Communications tools were developed to support outreach, including a microsite with digital resources such as a 'share your story' feature and a campaign mailing list. Additional efforts included the creation of a Facebook page and the distribution of communications to community stakeholders to raise awareness and encourage engagement.

The campaign has been supported through collaboration with other regions, including PSAC Atlantic. Engagement with affected communities also took place, including in-person discussions with Saskatchewan officials to better understand local impacts.

This work remains ongoing, with continued efforts focused on building awareness, strengthening community connections, and advancing advocacy to prevent closures and service reductions.



Protect Rural Routes

On November 18, 2024, the [Canada Border Services Agency](#) and [US Customs and Border Protection](#) announced they were aligning hours of operation at 35 land ports of entry across the country effectively reducing hours of service at more than a quarter of all land border ports in Canada. This decision will have devastating effects on border communities.

It is clear that the Agency never had any intention of engaging in meaningful consultations with border communities and local stakeholders, despite the significant impact of this reduction in hours of service on families and businesses.

CBSA claims that this reduction in service will "enhance overall security for both countries," but closing ports more often does not make the border more secure anymore than it improves access for local communities. By restricting personal and commercial cross-border traffic, the Agency risks impacting families, local businesses, industries and community organizations, forcing them to travel further — early in the morning or late in the evening — to access goods and services.

Canadian communities cannot afford a reduction in service at the border.

We are calling on anyone who is impacted by a reduction of hours of service at ports of entry to join us in the fight to [#ProtectRuralRoutes](#).

Hours of service will not change until January 6, 2025.

It's not too late to act!

Tell your MP and [Minister of Public Safety Dominic LeBlanc](#) that CBSA and the federal government need to reconsider their decision and maintain existing hours of service at affected ports. If aligning American and Canadian ports is a priority, then any change should maximize hours of service, not reduce them.

Submit a [service complaint](#) directly with CBSA through their online form.

- [Sign the Petition](#)
- [Share your Story](#)
- [Sign up for the Newsletter](#)



THE ONLY TIME TO ACT IS NOW
Share your Story !





Keep the RCMP Joint Campaign with USJE

Throughout the reporting period, the region worked closely with USJE leadership and staff to strengthen engagement and coordinate efforts to oppose the rollout of a provincial police force in Alberta. Multiple meetings were held to identify next steps, align strategic priorities, and ensure sustained momentum for the campaign. Additionally, assistance with the campaign in the form of campaign materials design and communication tools were provided.

Equal Voice Event with USJE

On July 6, REVP Hladun and Alternate REVP Thomas joined USJE President David Neufeld, RVP Valda Behrens, and RVP Zef Ordman at the Calgary Stampede Equal Voice event. Equal Voice is a national organization committed to increasing women's representation in government at all levels.

The event provided an opportunity to engage directly with elected officials and reinforce the importance of maintaining the RCMP in Alberta. It resulted in productive conversations with Premier Danielle Smith, cabinet ministers, and members of the Official Opposition, and led to follow-up invitations for USJE leadership to meet with elected officials to further discuss the realities facing operational personnel in Alberta.

RCMP Site Visits

As part of the campaign, the REVP, alongside the National President of USJE and RVP Valda Behrens, participated in a week-long tour of RCMP worksites. The tour included meetings with local politicians and members to highlight the importance of protecting RCMP jobs and services.

Throughout the visits, the leadership team promoted the Albertans for RCMP and Serving Together campaigns. Member engagement was strong. For many it was their first time hosting National leaders in their workplaces, and the visits created valuable opportunities to hear directly from those impacted.

USJE Prairies Conference, Day of Action Rally and other Rallies

The region remained actively engaged with USJE leadership and members to advance the Keep the RCMP campaign. This included participation in the USJE Prairies Conference and Day of Action rally, as well as additional rallies aimed at protecting jobs and opposing workforce adjustments (WFA).

These efforts supported ongoing awareness, strengthened member engagement, and reinforced a unified approach to protecting public safety services in the Prairies.





SOLIDARITY

Search the Landfill Camp Mercedes Firewood Gathering; Rally Search the Landfill with CEIU

In Manitoba, the incidences of MMIWG continued to be high and the lack of action from political officials was on full display over the fall and winter of 2023 with the refusal of the then-Premier Stefanson to search the landfills for Morgan Harris and Mercedes Myran. To apply pressure on the government to search the landfills, the REVP actively supported and joined the CEIU organized efforts via a planned rally, including shutting down the street in front of Premier Stefanson’s office, and helped gather firewood for Camp Mercedes. With the changeover of government, it was a stated promise from Premier Kinew to finally search the landfill to locate the bodies of the missing women and bring closure to their grieving, loved ones, friends and community. Premier Wab Kinew did fulfill their election promise. Both Morgan Harris and Mercedes Myran were found and returned to their family.

NPF (Non-Public Funds) Day of Action

During the term, the region held solidarity events for striking NPF members. Included in the actions were pictures submitted from members that were posted on the regional social media channels, and various communication to members calling for them to take action through sending a letter to their local MP.

Canadian Health Care Coalition with Provincial Coalitions – Public Health Care Rally

Over the term, we attended several rallies and public demonstrations hosted by the Canadian Health Coalition and provincial affiliates, in support of Public Health Care. For example, we attended, Stop Privatization, Hands Off our Public Health Care and Support Public Health Care. All rallies were well attended and featured a number of speakers. The purpose of the rally was to call on the Ministers of Health, to stop privatizing our public health care system and instead invest in our public system through funding our existing model as opposed to contracting out and opening the door to privatisation and two-tiered health care system.

Manitoba Federation of Labour Women’s Committee Luncheon

Over the term, we attended the Manitoba Federation of Labour Women’s Committee annual December 6 luncheon. The luncheons have featured a number of incredible women leaders for example, the Honourable Nahanni Fontaine. The event continues to sell out and allows PSAC Prairies members to mark a horrific anniversary in the spirit of community building and healing. The event continues to be well attended by the provincial government, including, Premier Kinew, cabinet ministers and other MLA’s. Members of the Winnipeg Regional Women’s Committee and PSAC members sponsored by their local also attended.





Saskatchewan Teachers Federation – Day of Job Action

On January 16, 2024, the Saskatchewan Teachers Federation held a day of strike action to get the Saskatchewan government back at the table to negotiate on several pivotal issues. PSAC members attended picket lines in Regina, Saskatoon, and Prince Albert. Teachers in Saskatchewan have endured an exceptionally challenging time with the Saskatchewan government’s anti-2SLGBTQIA+ legislation and inadequate funding for public education.

National Day of Mourning

Over the term, members throughout the region attend locally held, National Day of Mourning events, hosted by Federations of Labour or District Labour Councils. The events have been held in person and virtually over the years. PSAC Prairies joined labour leaders, members and allies for the organized Day of Mourning events throughout the prairies. It is notable that in Manitoba, the Premier of Manitoba, Minister of Labour, and Workers Compensation Board representatives attended and spoke at the event. The event honoured those who we lost during the year and ensured there was a renewed call to action to push for more robust protections for workers.

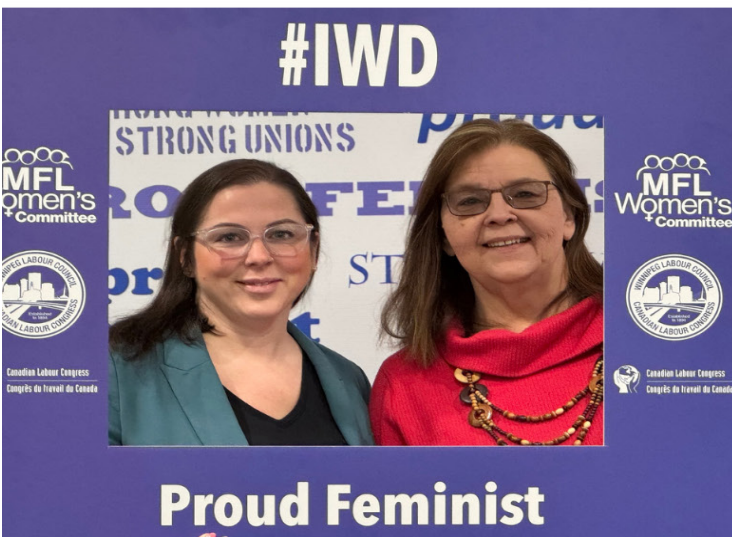
Canadian Union of Postal Workers Strike

It is important to note that PSAC Prairies members, including REVP Hladun, came out in strong numbers across the region to support striking sisters, brothers, and friends from CUPW. Our members donated a variety of items, including but not limited to meals, coffee, hot chocolates and more. They also walked the line despite frigid temperatures across the region.





SOLIDARITY





May Day Rally and March

On May 1, 2025, REVP Hladun, National Executive-Vice President Alex Silas, PRC members, Prairie's members and staff attended the May Day rally and march in Calgary, AB. The rally featured several speakers including REVP Hladun, all highlighting the importance of workers' rights and the need to hold elected politicians accountable and step up to make positive changes in our communities and abroad to support a strong workers agenda. Following the rally, the march continued throughout the streets of downtown Calgary and ended with final remarks from organizers at a local park.

International Women's Day Breakfast – Manitoba Federation of Labour

On March 7, 2025, REVP Hladun, REVP Josee-Anne Spirito, PRC Members, Prairie's members, including the Regional Women's Conference participants, and staff attended the Manitoba Federation of Labour International Women's Day Breakfast. The drop in style breakfast was well attended and marked the successes and continued challenges for women in Canada. The event featured a silent auction, and several notable MLAs attended the event.

Alberta Federation of Labour (AFL) Convention

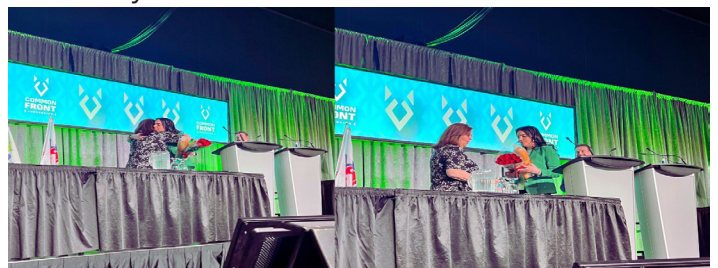
The AFL hosted their convention from April 24-27, 2025 entitled, Common Front Convention: The Worker Agenda. The convention was held in Edmonton, AB and several PSAC Prairies members including REVP Hladun attended. The convention was filled with lively debate, solidarity building and elections.

Alberta Common Front

Over the term, several meetings were held to organize labour efforts opposing the Alberta government's use of the notwithstanding clause to end the teachers' strike and undermine trans rights. The Common Front brings together unions from across the province, with the Alberta Federation of Labour leading the organizing efforts. Although there were discussions about a general strike, an approach not supported by PSAC or PSAC Prairies, these proposals were ultimately set aside in favour of recall campaigns and organized direct actions.

Lethbridge Chapter Women's Health Brunch with Friends of Medicare

On June 7, 2025, the Lethbridge Regional Women's Committee co-hosted with Friends of Medicare a brunch to highlight the importance of women's health and advocacy in Alberta and Canada. The event featured Dr. Rebecca Graff-McRae who gave a great presentation on the barriers to accessing health services being faced by women and other marginalized people in Alberta, and what we can do together to make public health care more equitable for all. Additionally, REVP Hladun and Regional Women's Committee Rep Sherry Hunt facilitated a workshop on how to take action. The event was well attended and supported the important advocacy work of Friends of Medicare.





GOVERNMENT RELATIONS

Over the term, numerous meetings were held with Members of Parliament to raise and discuss issues impacting our membership. Key topics included Phoenix, pensions, and the contracting out of public services, among others. These meetings provided an opportunity to share firsthand experiences and ensure that decision-makers have a clear understanding of the challenges facing workers across the Prairies.

Engagement with elected officials remained constructive, with discussions focused on accountability, solutions, and the importance of protecting public services and the workers who deliver them. These conversations helped reinforce the need for continued government action and responsiveness on issues affecting members, such as Phoenix.

It is important to recognize that this work extends beyond formal meetings. Lobbying efforts take place regularly across the Prairies, led by members and supported by the region. This ongoing engagement plays a critical role in ensuring that our priorities remain visible and are actively considered at the federal level.

Through these efforts, we continue to strengthen relationships with elected officials, amplify member voices, and ensure that key issues are brought forward and addressed within the House of Commons.

Meeting with NDP MP Leah Gazan

Meeting with Liberal MP Kevin Lameroux
Winnipeg North

Meeting with NDP MP Heather McPherson
Edmonton Strathcona

Meeting with Conservative MP Jeremy
Patzer Cypress Hills—Grasslands

Meeting with NDP MP Leila Dance
Elmwood—Transcona

Meeting with NDP MP Niki Ashton
Churchill—Keewatinook Aski

Meeting with Conservative MP Ziad Aboultaif
Edmonton Manning

Meeting with Conservative MP Colin Reynolds
Elmwood—Transcona

Meeting with Conservative MP Fraser Tolmie
Moose Jaw-Lake Centre-Lanigan





FEDERAL AND PROVINCIAL UPDATES

FEDERAL

On April 28, 2025 another Federal election was held. In the lead up to the election the region actively participated in the national federal election campaign, For You, Canada. As a region, we took a strong non-partisan approach to encourage informed engagement among members. Efforts included sharing national content, developing a regional election landing page, and distributing several election-themed e-newsletters directing members to relevant resources and information.

To foster engagement and dialogue, the REVP office organized the first WhatsApp Debate Viewing Party in the lead-up to the Leaders' Debate, providing a virtual space for members across the region to come together, share perspectives, and engage with the content regardless of location. To ensure respectful and inclusive participation, preparatory meetings were held with Regional Office staff to reinforce the anti-harassment policy, and members were organized into two moderated chat groups based on registration: Alberta, and Manitoba/Saskatchewan.

In addition to the digital initiatives, the Edmonton Area Council hosted an in-person viewing party, which was well attended and offered members an opportunity for meaningful conversation in a welcoming environment, complete with food and engagement activities. These combined virtual and in-person approaches helped strengthen connection and participation across the region.

The region also released a non-partisan video highlighting the importance of voting, featuring REVP Hladun, reinforcing the message that public services and Canada are not for sale. The video was well received both within the Prairies and in other regions. Further engagement was supported through a digital photo campaign, 'I am voting for...', which provided members with election frames and prompts to share the issues that matter most to them.

Overall, these coordinated efforts were well received and successfully engaged members across the Prairies, strengthening awareness, participation, and connection throughout the election period.





ALBERTA

The Alberta provincial government, under the leadership of Danielle Smith, has advanced a governing approach marked by limited public consultation on a number of significant policy decisions impacting the livelihoods and fundamental rights of workers across the province. These actions have raised ongoing concerns for members and the broader labour movement.

The government has entertained a separation referendum, introducing further uncertainty and division. While PSAC Prairies has no official position on this matter, it is important for members to understand that any move toward separation would be complex, uncertain, and carry significant economic, legal, and social implications. At present, more questions than answers remain regarding what such a process would mean for workers and public services in Alberta.

At the same time, the government continues to pursue policies that risk undermining the public health care system, including movement toward a two-tier model similar to that of the United States. While the government maintains that the public system is ineffective, ongoing underfunding contributes to system strain, creating conditions that reinforce this narrative. Health care is a fundamental right, and any shift toward increased privatization raises serious concerns about equity and access, with the potential for more individuals to rely on out-of-pocket solutions to meet basic health needs.

In response, PSAC Prairies remains committed to supporting advocacy efforts alongside

organizations such as Friends of Medicare and the Canadian Health Coalition to protect and strengthen public health care in Alberta.

Additionally, the government's use of the notwithstanding clause to override the bargaining rights of teachers represents a significant escalation in legislative overreach. This action, used to impose an agreement, sets a concerning precedent for the erosion of workers' rights more broadly. While we recognize the pressures faced by families and communities, including our members, the use of this extraordinary measure undermines fundamental labour rights and signals the potential for similar interventions in the future.

These developments have contributed to increased political mobilization within the province, including organized efforts to recall elected officials. As PSAC Prairies looks ahead to the next provincial election in 2027, the region will continue to prioritize member engagement, ensuring workers are informed, prepared, and equipped to make their voices heard at the ballot box.





SASKATCHEWAN

Area Councils, the REVP office, and staff worked collaboratively to prepare for the Saskatchewan provincial election held in October 2024. Early discussions focused on supporting member engagement through organizing events and distributing materials that reflected the issues most important to Saskatchewan workers, while encouraging public participation in the democratic process.

To support coordination and ongoing engagement, the Saskatchewan Provincial Election Working Group met regularly to guide strategy, align regional efforts, and ensure readiness ahead of key election milestones, including the writ period. This collaborative approach contributed to a cohesive and responsive campaign across the province

To ensure efforts were member-driven, a survey was conducted to identify key priority issues. Results confirmed that health care, education, the economy, and workers' rights were of greatest importance to Saskatchewan members. These priorities informed the development of a coordinated suite of campaign materials, including stickers, a member-specific pamphlet, a public-facing leaflet, social media frames, and door knockers featuring questions members could raise with candidates. Area Councils also organized local initiatives, including envelope-stuffing events, to support the distribution of materials across the province.

In parallel, the region developed a Saskatchewan election webpage to centralize resources, highlight allies, promote events, and share digital assets such as virtual backgrounds, strengthening both visibility and accessibility of campaign efforts.

As part of broader engagement activities, an expert panel webinar was hosted on October 9, 2024, featuring Lori Johb (SFL President), Simon Enoch (Executive Director, Canadian Centre for Policy Alternatives - Saskatchewan), Krystal Lewis (Provincial Director, Saskatchewan Health Coalition), and Samantha Becotte (President, Saskatchewan Teachers' Federation). The webinar was open to both members and the public and focused on providing voters with accessible, non-partisan information on key issues identified through the member survey. It was well attended and continues to be accessed online.

Following the election, results did not indicate a change in government; however, the NDP increased its seat count to 27, compared to the governing party's 34 seats. Despite this outcome, the campaign successfully elevated key issues and strengthened member participation across the region.

Throughout this period, the Saskatchewan government also undertook actions impacting workers and communities, including measures affecting striking teachers and the use of the notwithstanding clause in relation to the rights of trans children. The region remained firm in its support of 2SLGBTQIA+ communities and continues to advocate for the protection of rights in both workplaces and the broader community.





MANITOBA

During the reporting period, the Manitoba provincial election took place on October 3, 2023, following a period of active member engagement across the region. In the lead-up to the election, the region launched and promoted a dedicated webpage through email and social media, providing members with accessible resources and information on key issues, including childcare, health care, and disability rights, as well as highlighting relevant community events.

The election resulted in a change in government, with the New Democratic Party (NDP) forming a majority. This outcome marked a historic moment, as Premier Wab Kinew became the first Indigenous Premier in Canada. The NDP secured 34 seats, while the Progressive Conservatives won 22 seats and the Liberal Party retained one seat. The shift to a progressive government presents important opportunities to advance policies that support workers and strengthen public services across the province. The region looks forward to engaging with the new government to advocate for members' priorities.

Following the election, the government moved forward with a series of labour-focused legislative initiatives long advocated for by the labour movement, including card check certification and anti-scab legislation. On March 18, labour leaders from across Manitoba gathered at the Legislature to support the introduction of this worker-friendly anti-scab legislation, marking a significant milestone after years of sustained advocacy. Despite opposition efforts to delay progress, the legislation was successfully tabled on May 7.

In addition to these advancements, the region participated in committee proceedings in support of Bill 4, The Constitutional Questions Amendment Act. This legislation proposes that when the notwithstanding clause is invoked, the matter must be referred to the Court of Appeal to determine whether Charter rights have been violated and, if so, whether those violations are reasonable and demonstrably justified. It also establishes clearer timelines for judicial review. While Bill 4 does not eliminate the use of the notwithstanding clause, it introduces an important accountability mechanism.

Overall, this period in Manitoba reflects both meaningful political change and significant legislative progress, with continued opportunities to advance workers' rights and democratic accountability in the province.





LOBBY DAY CHECK LIST

One of the hallmarks of a healthy democracy is the ability of citizens to freely lobby their elected representatives. PSAC members are encouraged to actively exercise their democratic rights.

As you prepare to lobby your elected representative, review this lobby day checklist to ensure that you are representing your union and your fellow members in the best possible way.

Before the meeting:

- Read the script and backgrounders
- Make sure you know who will take the lead and who will write the lobby report
- Establish when other members will comment or answer questions

At the meeting:

- Introduce yourself and make a position statement
- Discussion, clarification, response to questions
- Commitments to follow up, if necessary

Pointers for the discussion:

- Talk from your own experience as a worker
- Always offer to follow up if you're asked a question you can't answer
- Try to keep control of the meeting and don't get sidetracked
- Know what you're going to say and what you want
- Practice the script, or put in your own words

- Try to get a commitment from the politician at the end of the meeting
- Ask them if they will support your requests

After the meeting:

- Talk about what was said during the meeting and decide what, if any, follow up action is required
- Fill out your lobby report and send it to the REVP

Follow up:

- Send a thank you note or email to the politician, including any additional information you promised and repeat your requests
- Set up another meeting, if necessary





REGIONAL CONFERENCES & SUMMITS

REGIONAL CONFERENCES AND SUMMITS

Regional conferences and summits provide valuable opportunities for members to learn, get involved, and connect with one another. They offer supports and resources to members as they deepen their engagement, while also focusing on topics relevant to specific groups, such as equity-seeking members and young workers.

While attendees gained valuable skills and learning, these events also provided an opportunity for REVP Hladun, who attended all conferences and summits throughout the region, to hear directly from Prairie members on their priorities and the actions needed to ensure the work of the Prairie Region continues to meet their needs.

Regional Health and Safety Conference

The 7th Prairie Region Health and Safety Conference was held on December 1 – December 3, 2023, at the Hilton Garden Inn in Calgary, Alberta. There was a total of 56 participants from throughout the prairies in attendance. Over three days, attendees participated in a variety of discussions involving key issues identified in the Prairie region, with the input and participation of the Prairie Regional Health and Safety Committee representatives. To compliment the lively discussions there were several knowledgeable and experienced PSAC staff on hand to facilitate at the conference, enriching the experience for all.



Regional Women's Conference Planning

Regional Women's Conference was held March 5 – 9, 2025 in Winnipeg, MB. The conference's theme was entitled, 'Caring for Change: Women Shaping the Future.' Approximately 60 participants came from throughout the prairies. There were several insightful and powerful speakers, including, REVP Marianne Hladun, National President Sharon DeSousa, REVP North Josée-Anne Spirito and National UCTE President Teresa Eschuk. In addition to the resolution business of the conference, participants learned ways to advocate for better community care systems, equitable recognition of care work, and building stronger regional ties.

Prairies Racialized Members Conference

From October 3–5, 2025, the region hosted the Prairie Region Racialized Members Conference in Saskatoon, SK. The conference theme, 'Village: Rooted in Strength, Rising Together,' guided discussions and presentations throughout the weekend. The conference featured several special guests, including National President Sharon DeSousa. Members expressed positive feedback and appreciated the opportunity to reconnect in person to network, share experiences, and learn from one another.



REGIONAL CONFERENCES & SUMMITS



Directly Chartered Locals & Separate Employer Conference

The Prairie Region Separate Employer & DCL Conference was held November 7-9, 2025, in Regina, SK. Attendees gathered from across the Prairies to discuss the unique situations and realities faced by Separate Employer and DCL's including but not limited to how to raise the issues that matter to them. The conference featured several speakers, networking opportunities and a cold but loud demo in front of Casino Regina to support our bargaining team.

Prairies Young Workers Conference

At the time of writing, the Young Worker's Conference will be held April 18 and 19 in Winnipeg, MB. The theme of the conference is, 'Prairie Power: Growing the Future of Work'. The conference is anticipated to be well attended and feature a number of engaging and insightful speakers. Attendees will have networking opportunities and learn how to take action in the union.





REGIONAL CONFERENCES & SUMMITS



SUMMITS

Women's Voices for Health Choices

In October 2024, the Women's Summit entitled, Women's Voices for Health Choices was held in the region. The summit brought together active Prairie women members to deepen their understanding of the importance of activism in advancing women's health issues. Participants explored how to engage in political and community activism, as well as ways to move healthcare issues forward in the workplace and beyond. The summit was a great success, leaving participants feeling empowered and ready to take meaningful action in their communities.

Access Summit

The first and hopefully not last Access Summit was held April 11-13, 2025 in Calgary, AB. Approximately 25 members with disabilities gathered to learn, and strategize regional actions by way of advocacy. The summit had several engaging and insightful speakers including Max Brault who spoke to federal legislation and the importance of taking a lead to construct accessible accommodations for all homeowners – rather than retrofitting. Participants learned of pertinent legislation and ways they can be advocates in the union and community. The summit also featured opening remarks from REVP Hladun and Tim Hubick Persons with Disabilities Prairie Region Council Representative.



Prairies Indigenous Peoples Gathering

On June 20 – 22, 2025, the first Indigenous Peoples Gathering was hosted by the Prairies Region. The Indigenous Gathering was held at Métis Crossing, AB. Indigenous participants from across the Prairies gathered to discuss, network, and plan for the future of the union and its role in advancing reconciliation. The gathering featured several impactful sessions which saw the power of bringing together different generations of Indigenous union activists. Participants expressed how amazing the gathering was and how important it was to have a space for them to meet, share and work together.

PRIDE Summit

The PRIDE Summit was held in February 2026 in Winnipeg, MB. The summit brought together members of the Pride community to discuss the issues that matter to them in the union, workplaces, and community. The summit had several guest speakers and participatory activities that inspired members to take action and become more involved in the union and the broader community.





REGIONAL CONFERENCES & SUMMITS



All-Committees Summit Planning

The Prairie Region Council (PRC) directed and the REVP implemented an All-Committees Summit, held May 2 – 4, 2025 in Calgary, Alberta. The summit brought together elected representatives from across the region to strengthen their effectiveness in committee work and to collaboratively plan for the remainder of the term.

The event created space for knowledge sharing, networking, and strategic alignment. Sessions included financial training, policy and procedural overviews, SWOT analysis, and focused strategic planning to support committee priorities moving forward.

National leadership participated in the summit, with National Executive Vice-President Alex Silas attending in person and providing opening remarks, and National President Sharon DeSousa joining virtually to address participants. Their contributions helped reinforce the importance of coordinated leadership and strategic direction across the union.

The summit resulted in the development of action plans for all regional committees, providing a clear framework to guide work for the upcoming year. Overall, the summit was a productive and well-received opportunity to strengthen leadership capacity and support a more cohesive and strategic approach across the Prairie Region.



NATIONAL CONFERENCES

National Leadership Conference

From December 15-17, 2023, the National Leadership Conference was held in Ottawa, Ontario. The conference provided several informative and engaging discussions and sessions. However, the highlight was the Prairie Region caucus. The Prairie Region had over 40 members in attendance to learn and network. The Prairie Caucus was a productive time to ascertain what were priorities for those in attendance and the region at large. It was clear the members are continuing to look for more education and engagement opportunities.

PSAC National Triennial Convention

From May 26-31, 2024, the PSAC National Triennial Convention took place in Ottawa, ON. The Prairie Caucus was well attended during convention and provided an opportunity to discuss what was taking place in the region, discuss the resolutions that matter to Prairie members, meet the candidates running for PSAC National Executive and take a group

picture. Past REVP Robin Benson was in attendance as a special guest and met with members. Although, convention was filled with spirited and impassioned debate with a lot of positive and much needed resolutions passing, it was disappointing that Prairie's resolutions attempting to get dedicated funding for a Phoenix campaign was voted down.

National Health and Safety Conference

On September 26-28, 2025, REVP Hladun along with other PSAC Prairies members attended the National Health and Safety Conference in Toronto, ON. The conference theme, 'Health and Safety: For You, Your Work, and Our Planet,' highlighted how evolving workplaces and environmental conditions are creating new hazards that must be urgently addressed. Delegates passed key resolutions that will guide union priorities in advancing workplace health and safety for all workers. The regional session was an opportunity for over 50 Prairies activists to discuss resources needed in the region and to continue to build our network.





NATIONAL CONFERENCES

National Women's Conference

REVP Hladun along with other PSAC Prairies members had the privilege of attending the National Women's Conference held November 21-23 in Toronto, ON. Prairie women-identifying members came together to discuss, debate, and network on issues impacting women in our union and workplaces. It was energizing to be surrounded by many inspired and committed activists. The conference provided an important space to share ideas and renew the unwavering spirit of PSAC women.

PSAC Women's Leadership Forum

On March 1 and 2, 2025, REVP Hladun along with other Prairie's members attended the first PSAC Women's Leadership Forum in Ottawa, ON. The Forum brought together 40 women from across the country to build their leadership skills, mobilize around common goals and strategize about the ways PSAC can build and implement a Women's Leadership Program. The forum has several incredible keynote speakers, workshops, and informative panel discussions. And sessions included, addressing systemic barriers facing women and advocating effectively for workplace rights, equity initiatives, and policy changes.





COMMITTEES/AREA COUNCILS

MANITOBA

There were numerous events and meetings held throughout Manitoba over the reporting period, reflecting strong engagement across committees and Area Councils.

The Winnipeg Human Rights Committee was active in participating in the Winnipeg Pride Parade, proudly walking alongside members in support of the 2SLGBTQIA+ community and in the spirit of solidarity. The committee also held several planning meetings, including their Annual General Meeting, and participated in Labour Day events hosted by the Winnipeg & District Labour Council.

In addition, the Winnipeg Young Workers Committee hosted a successful event that introduced new members and helped re-engage participation. They also welcomed Prairie Region Women's Committee Representative Sherry Hunt to present on the pink tax and its impacts on young workers.

The Winnipeg Area Council remained moderately active throughout the term, participating in Labour Day events and the 2024 Santa Claus Parade. They held several meetings, including their mandated Annual General Meeting, and supported member recruitment efforts, including encouraging participation in Pride events.

The Winnipeg Women's Committee had an active term. They participated in Socktober, raising awareness and collecting over 300 pairs of socks for individuals experiencing homelessness. The committee also supported community initiatives by donating candy to the

Bear Clan Safe Halloween, contributing breakfast items to Teulon school's breakfast program, and providing hampers to the North Point Douglas Women's Centre and the West Central Women's Resource Centre. Members attended the Manitoba Federation of Labour luncheon on December 6 and held several meetings, including their Annual General Meeting.

In addition to their community outreach, the Winnipeg Women's Committee organized a self-care workshop and engaged in learning the impacts of the pink tax. They were active participants in Pride and organized a volunteer patrol with the Mama Bear Clan. The committee also served as the host for the Prairie Region Women's Conference, celebrated International Women's Day, participated in a silent auction supporting the Mama Bear Clan, and arranged a tour of the Mama Bear Clan at the North Point Douglas Resource Centre.





COMMITTEES & AREA COUNCILS

MANITOBA

The Westman Area Council was active throughout the term, holding meetings and participating in community and labour events. They were present at Labour Day activities, distributed PSAC materials to members and the public, and continued their longstanding involvement in the United Way Christmas Tree Auction, where their contributions consistently performed well. They also participated in the Brandon and District Labour Council, Pride in the Park, and sponsored Neepawa's 'Paint with Pride' event.

Finally, the Westman Regional Women's Committee was reactivated during the term and has begun rebuilding for the future. The committee participated in Take Back the Night in Brandon, volunteered at the YMCA Strong in ME Conference, and collected items for the Together We Thrive drive supporting the Brandon Resource Centre.



NORTHERN SASKATCHEWAN

Northern Saskatchewan committees and Area Councils were active throughout the reporting period. The Prince Albert Area Council participated in the Pride Parade and organized members and their families to take part in the Santa Claus Parade, where they distributed candy despite cold and rainy conditions. In addition to holding regular meetings and their mandated Annual General Meeting, they participated in Phoenix events in 2024, including hosting a 'Watch Party' connected to actions taking place in Calgary.

They also supported their local community through a successful Socks, Boxers and Briefs donation drive and continued their efforts by contributing to the Northern Birthday Box Project and Little Red Hens. Additionally, members participated in Labour Day events and Remembrance Day ceremonies throughout the term, including laying wreaths at local events.

Saskatoon members were also actively engaged in committee work. The Saskatoon Young Workers Committee held its inaugural meeting in November 2023 and continued to build momentum by organizing and participating in meetings and events throughout the term. The committee is in the process of rebuilding an executive. Highlights included participation in Pride, the Summer Snack Program, and Labour Day. The committee is looking to expand its activities further in the upcoming term.

COMMITTEES & AREA COUNCILS



NORTHERN SASKATCHEWAN

The Saskatoon Area Council remained active through regular meetings, its Annual General Meeting, and various events. They also completed a review of their bylaws. Members participated in Pride events and supported the Saskatoon & District Labour Council Summer Snack Program, which provides lunches to youth in the inner city. In addition, they took part in Labour Day activities, marked the Day of Mourning, and attended Remembrance Day ceremonies. The Area Council also hosted an open house and organized a clothing drive in support of Prairie Harm Reduction.

The Saskatoon Women's Committee held several meetings and events throughout the term. Their work included organizing donation drives for school supplies and clothing, as well as supporting the Summer Snack Program. They were active participants in the Pride Parade, Take Back the Night, and the Sisters in Spirit Walk. They also assisted with the Moontime Connections packing party, co-facilitated an open house with the Saskatoon Area Council, and supported the clothing drive for Prairie Harm Reduction.

The Regional Indigenous Peoples Circle was active throughout the term, holding meetings and participating in a wide range of community events and initiatives. Members organized and delivered care packages to the local Detox Centre and Stepping Stones Shelter. They also participated in Pride Parade events, attended the Kairos Blanket Exercise, and took part in cultural days in Prince Albert, including moon ceremonies and sweat lodge activities. The Circle hosted an event tent featuring an Elder, round dance, and traditional foods such as soup and bannock. In addition, they participated in National Day for Truth and Reconciliation on September 30 and concluded the year by taking part in the Santa Claus Parade.





COMMITTEES & AREA COUNCILS

SOUTHERN SASKATCHEWAN

Southern Saskatchewan's committees and Area Councils were active throughout the reporting period, engaging in a wide range of events and initiatives.

The newly renamed Southern Saskatchewan Area Council (formerly the Regina Area Council) adopted its new name to better reflect and include members living outside Regina. In addition to this transition, the Area Council remained active, participating in Labour Day activities, regularly tabling and distributing PSAC materials, and taking part in the Rally for Rights at the Saskatchewan Legislature, where one member was interviewed by local media. They also delivered messages to local Members of Parliament advocating for September 30, the National Day for Truth and Reconciliation, to be recognized as a statutory holiday. Members participated in Remembrance Day ceremonies throughout the term.

The Southern Saskatchewan Human Rights Committee (formerly the Regina Human Rights Committee) was also renamed to better reflect the geographic diversity of its membership. The committee participated in the Rally for Rights at the Saskatchewan Legislature and organized a successful fundraising event in the form of a Christmas dinner supporting a local charity, Lulu's Lodge that assists 2SLGBTQIA+ youth who have been displaced from their homes. Members also participated in Pride events in Yorkton and Swift Current, walked alongside other labour unions and the Yorkton and District Labour Working Group (YDLWG) in the Yorkton Pride Parade, and took part in National Day for Truth and Reconciliation events.

The Regina Young Workers Committee held its founding meeting in 2023 and continued to build momentum by hosting several meetings throughout the term. They organized a civic election watch party in November and more recently held an Annual General Meeting. The committee is exploring future initiatives, including a financial planning workshop, but requires increased active membership to support continued growth and sustainability.

The renaming continued with the Regina Women's Committee, now known as the Southern Saskatchewan Women's Committee. The committee held several meetings to plan and coordinate events and participated in a variety of initiatives, including a Red Dress action and December 6 commemorative events. They also planned and delivered a successful Living Library event in October 2025, which brought together community activists to speak on issues impacting women in the union. The committee looks forward to expanding its work and increasing engagement in the next term.



COMMITTEES & AREA COUNCILS



NORTHERN ALBERTA

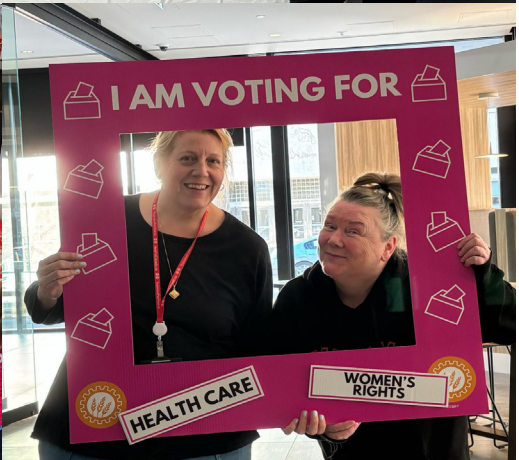
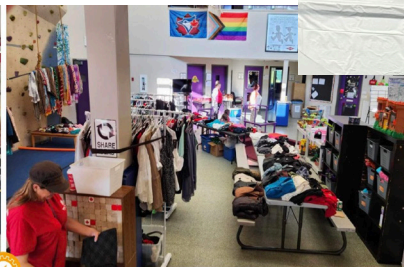
Northern Alberta had an active and engaged term across its committees and Area Council. The Edmonton Area Council hosted a number of well-attended and engaging events throughout the term. For example, they organized a movie night featuring the film, *Pride*, as well as several successful meet and greet events, and a Federal election watch party. They were also active participants at Edmonton and District Labour Council Labour Day events, helping to distribute food and connect with attendees.

The Edmonton Area Council ensured members received municipal election communications highlighting upcoming elections and key information. They also hosted a social event in October 2025, which brought members together to connect and learn more about the Area Council and its work.

The Edmonton Women's Committee held meetings, including their mandated Annual General Meeting, over the term. A highlight of their work was the 'Women Helping Women' event, which they organized and hosted. This

initiative created a space where women leaving domestic violence and other difficult situations could access clothing with dignity at no cost. The committee also marked December 6 through events and food donation efforts, recognizing the National Day of Remembrance and Action on Violence Against Women.

The Edmonton Human Rights Committee and the re-established Edmonton Young Workers Committee held several meetings throughout the term. However, inconsistent participation has resulted in both committees currently being in a rebuilding phase. Despite this, the Edmonton Human Rights Committee successfully hosted a booth at Edmonton Pride, which was well received within the community.





COMMITTEES & AREA COUNCILS

SOUTHERN ALBERTA

To conclude the committee and Area Council updates for the term, the Lethbridge Area Council was exceptionally active throughout the term. In addition to holding their required meetings, they played a strong role in community engagement. For example, they helped organize and run the Labour Day BBQ alongside the Lethbridge and District Labour Council, and the REVP attended the 2025 Labour Day festivities.

They also contributed to the Medicine Hat Labour Day food drive by donating diapers and formula. The Area Council submitted resolutions and elected delegates to the national Convention. They remained active in municipal election engagement through their work with the Lethbridge and District Labour Council and advocated with their local MLA in support of the USJE/PSAC joint campaign to Keep the RCMP in Alberta.

Members also showed strong solidarity by supporting teachers during the strike and attending the Lethbridge Teachers' Rally. In addition, they volunteered and made donations to local organizations, including the Lethbridge Soup Kitchen and the Medicine Hat Food Bank.

The Lethbridge Women's Committee was very active throughout the term, participating in a wide range of events and initiatives. They purchased children's supplies for Christmas hampers in Coutts and participated in a walk alongside the Sage Clan, helping to build meaningful community connections. The committee continued its core work through regular meetings, its Annual General Meeting, and in-depth discussions related to the Women's Summit and bargaining priorities.

They also hosted a family-friendly summer BBQ for members, fundraised, and participated in a Walk for the ALS Society of Alberta. The committee attended the Sisters in Spirit Vigil, among many other events, demonstrating ongoing commitment to advocacy and community engagement.

The Calgary Human Rights Committee held several meetings over the term and participated in Calgary Pride. However, the committee is seeking increased participation to continue building momentum moving into the next term. Similarly, the Calgary Young Workers Committee held its inaugural meeting in fall 2023 and continued to build engagement, including hosting a successful social event in June 2025.

The Calgary Women's Committee met several times over the term and successfully hosted a meet and greet with the membership. However, maintaining consistent and sustained participation remains a challenge, and members are encouraged to become more involved.

Finally, the Calgary Area Council was active throughout the term, holding required meetings and its Annual General Meeting. They also arranged a lobbying meeting with a Liberal MP regarding Canada Life and supported Phoenix demonstrations over the term. In addition, they participated in Calgary Pride, ensuring strong PSAC representation at the parade.



COMMITTEES & AREA COUNCILS





SOCIAL JUSTICE FUND

SOCIAL JUSTICE FUND

REVP Hladun continues to represent the National Board of Directors on the Social Justice Fund (SJF) Steering Committee.

Together with National President and Chair Sharon DeSousa and two other steering committee members, the committee is responsible for reviewing funding proposals for both domestic and international projects.

As political climates shift globally, the importance of this work has only intensified. Supporting workers and their unions across every continent reinforces the principle that an injury to one is an injury to all, and underscores the need to stand in solidarity with workers as they fight for their workplaces, communities, and, at times, their lives.

Through its funding of anti-poverty initiatives in Canada, the SJF continues to provide critical financial support to organizations across the country. In the Prairies, annual funding has been provided to the Women’s Resource Centre in Calgary, Core Neighborhood Youth Co-op in Saskatoon, and the Indigenous Women’s Healing Centre in Winnipeg. In 2026, Mama Bear Clan in Winnipeg also received funding.

The SJF also provides emergency relief in response to natural disasters. In 2024, Prairie Region Council approved a \$25,000 donation to the SJF to support relief efforts following the catastrophic fires in the Jasper, Alberta area. The SJF matched these funds and supported their distribution to communities most in need.

In 2025, Prairie Region Council approved an additional \$25,000 donation to the SJF to support emergency relief across the Prairie provinces. The SJF again matched these funds.

At the time of writing, flood conditions across the region continue to be monitored.

Needs remain significant across Canada and globally. Through the SJF, meaningful support is delivered directly to affected communities. REVP Hladun remains committed to this work and continues to serve on the steering committee with dedication and pride.

Prairie Region Council Steps Up to Support those Impacted by Wildfires in the Prairies

June 18, 2025

At a recent meeting, the Prairie Region Council (PRC) unanimously voted to donate \$25,000 to the Social Justice Fund. This donation is designated specifically to support communities directly affected by the devastating wildfires in Saskatchewan. It is important to note the Social Justice Fund is also donating to efforts

to address the severe impact these wildfires have had on families, homes, and livelihoods. We are committed to ensure that PSAC Prairies played a meaningful role in the recovery





HEALTH AND SAFETY

As health and safety issues continue to impact our daily and working lives, the Prairie Region has remained a leader within PSAC. Over the past three years, the Prairie Region has offered numerous opportunities in a variety of formats and lengths across the region. Topics for meetings, webinars, education sessions, and other initiatives have been developed based on identified needs and feedback from members. The Prairie Region has also implemented workshops addressing emerging priorities such as self-care for union activists, strengthening committees, bullying and harassment, workers' compensation, and the duty to accommodate.

Throughout the past three years, we have also coordinated with components to deliver information and educational opportunities related to health and safety, providing members with much-needed support across a variety of settings.

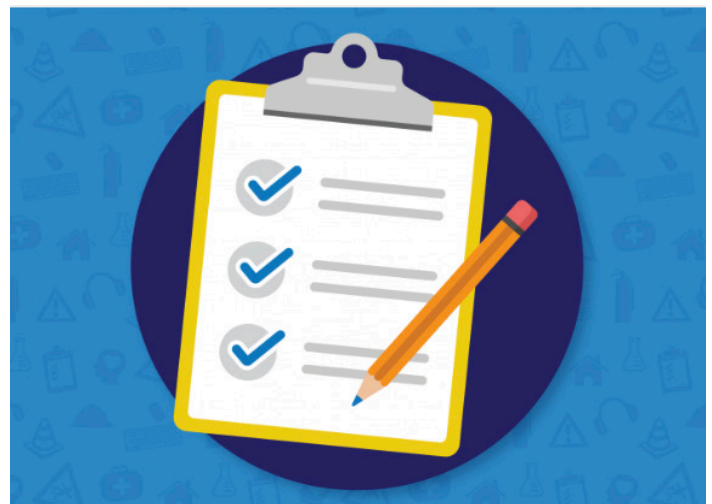
The Prairie Region will continue to offer a wide range of learning opportunities, addressing issues identified by activists as priorities.

Prairie Region Health & Safety Committee

Mandated and established through a resolution at the 2015 Convention, the Prairie Region has developed a framework to advance health and safety initiatives. The committee includes one representative from DLC workplaces, representatives from the Prairie Region Council, and one representative per component. It has established itself as a leader in advancing health and safety awareness.

As part of its mandate, the committee worked diligently to organize the 2023 Health and Safety Conference and has begun planning for the 2026 Regional Health and Safety Conference. The committee has also taken an active role in recognizing the National Day of Mourning and ensuring members regularly receive health and safety resources to support mental health in the workplace.

Additionally, the committee has hosted several webinars on topics such as return to office, gender equality in personal protective equipment (PPE), and workplace fatalities. The committee engages members through annual town halls, providing opportunities to share their needs and help guide health and safety priorities across the Prairie Region.





HEALTH & SAFETY



Regional Health & Safety Initiatives

To improve and advance health and safety in workplaces, extensive and comprehensive recommendations were developed for both the Manitoba and Saskatchewan Workers Compensation Acts, as well as the relevant Health and Safety Acts and Regulations. These recommendations addressed key areas including psychological injuries, employer accountability, claim suppression, investment in prevention, and the recognition of vicarious trauma, among others.

The region continues to work with affiliates, including provincial federations of labour, other unions, and community organizations. PSAC Prairies remains committed to creating and fostering safe workplaces for all workers.

Moving Forward

Mark your calendars for the upcoming 2026 Regional Health and Safety Conference, which will be held November 20 - 22, 2026. Stay tuned for more details on the PSAC Prairies website.

The Prairie Region will continue to lobby provincial and federal governments to improve health and safety, including enhancements to compensation systems and greater recognition of the impacts of psychological trauma. In addition to strengthening existing educational offerings, we are developing new courses to meet the needs identified by members.

The Prairie Region will also address emerging issues such as remote work, the evolving duty to accommodate, and climate change, while continuing to focus on ongoing priorities. This includes ensuring all workplaces have strong, educated, and engaged committees and health and safety representatives, and that all members are aware of and able to exercise their fundamental rights: the right to know, the right to participate, and the right to refuse dangerous work.



REVP ACTIVITY LOG



Jun-23

13	DCL 55600 ELP Negotiations Discussion	Microsoft Teams
14	Treasury Board Ratification Vote Q & A – Winnipeg RO	In Person
15	MFL Executive Council Meeting	In Person
15-16	MFL Political Action Conference	In Person
16	Treasury Board Ratification Vote Q & A	Zoom
22	University of Winnipeg ELP Bargaining	In Person
23	DCL 55600 RSCC Follow up Meeting	Microsoft Teams
23	Regional Strike Debrief	Microsoft Teams
26	AEC Meeting	In Person
27-28	NBOD Meeting	In Person
28	Federal Council Meeting	Zoom

Jul-23

6	PRC Meeting	Zoom
11	Public Health Care Rally	In Person
13	Treasury Board Bargaining Team De-Brief Session	In Person
17	Prairie School for Union Women Attendee Debrief Lissette Serrano	Microsoft Teams
19	SJF Steering Committee Meeting	Microsoft Teams
19	Leadership Workshop Meeting	Microsoft Teams
20	U of W Bargaining Check-In	In Person
20	Discussion with Tania Fikus – PRC Young Workers Rep	Microsoft Teams
25	Parks Ratification Vote	Zoom
27	ULDP Presentation	Microsoft Teams

Aug-23

2	Winnipeg Area Council Meeting	Zoom
3	SEC Meeting	Microsoft Teams
9	AEC Meeting	Zoom
10	MGEU Strike Picket Line	In Person
14	Discussion on venue and events for 2023 H&S Conference	Microsoft Teams
14	UCTE 50600 Bouygues Ratification Vote	In Person



REVP ACTIVITY LOG

16-18	Agriculture Union Convention	In Person
17	Royal Mint NSCC	Microsoft Teams
19	UTE Convention – Winnipeg	In person
21-24	CIU Worksite Visits – South Sask.	In Person
29-31	PRC Meeting	In Person
31	One on One Meeting with Council Member	In Person
31	Organizing Discussion	Microsoft Teams
31	Advocacy Course – Prairies Roll Out Meeting	Microsoft Teams
Sep-23		
4	Regina Area Council 2023 Labour Day Event	In Person
5	One on One Meeting with Council Members x 3	Microsoft Teams
5	Prairies ULDP Dates and Locations Discussion	Microsoft Teams
6	UCTE Local 50600 Ratification Votes	In Person
6	One on One Meeting with Council Members x 2	Microsoft Teams
18-19	AEC Meeting	In Person
18	Search the Landfill Vigil	In Person
19	Anti-Scab Legislation Rally	In Person
19	PSAC Staff Appreciation BBQ	In Person
19	AGR Local 50073 AGM	Zoom
20	TB CPA Pay Equity Briefing	In Person
20	One on One Meeting with Council Members x 3	Microsoft Teams
21	OGS Debrief	In Person
21	FB Rally	In Person
21	One on One Meeting with Council Members x 2	Microsoft Teams
22	One on One Meeting with Council Members x 2	Microsoft Teams
24	CEIU MB/SK Camp Mercedes Firewood Gathering	In Person
25	Prairies Education 2024 Calendar Meeting	Microsoft Teams
25	One on One Meeting with PRC Member	Microsoft Teams
25	Rally - Search the Landfill with CEIU	In Person
25	PRC RWC Rep, RWC Chairs Townhall	Zoom

REVP ACTIVITY LOG



26-27	MFL Women's Conference	In Person
26	One on One Meeting with PRC Member	Microsoft Teams
26	SJF Steering Committee Meeting	Microsoft Teams
26	PRC Equity Reps, HRC/RIPC Chair Townhall	Zoom
27	DCL 55602 AGM	In Person
Oct-23		
3	SFL Executive/Central Strategy Committee Emergency Meeting	Microsoft Teams
3	PRC Geo Reps, AC Chair Townhall	Zoom
4	National Education Budget Discussion	Microsoft Teams
4	United Way Winnipeg video shoot	In Person
4	Regional Education Meeting	Microsoft Teams
5	DCL 55600 U of W – English Language Ratification	In Person
5	Young Worker Conference Debrief	Microsoft Teams
5	National Officer's Update	Zoom
6	National Education Budget Meeting	Microsoft Teams
10	Supporting our Allies Call	Microsoft Teams
10	AEC Meeting	Zoom
10	Edmonton Treasury Board Strike Debrief	In Person
11	Calgary Treasury Board Strike Debrief	In Person
12-13	Regional Committee Training	Zoom
13-15	Federal NDP Convention	In Person
13-14	AEC Meeting	Zoom
16	Saskatoon Treasury Board Strike Debrief	In Person
17	Saskatoon UFCW Picket Line	In Person
17	Moose Jaw UFCW Picket Line	In Person
17	Regina Treasury Board Strike Debrief	In Person
19-23	National Equity Conference	In Person
24	FB Branch Presidents' Meeting	Zoom
25	Post Docs Alberta Meeting	Microsoft Teams
25	Winnipeg Treasury Board Strike Debrief	In Person



REVP ACTIVITY LOG

26	PRC Finance Committee Meeting	Zoom
28-30	Unions Work for Women Course	In Person
30	Organizing Update	Microsoft Teams
31	NBoD Meeting	In Person
Nov-23		
1-3	NBoD Meeting	In Person
1	Alberta PSLA Charter Challenge Discussion	Microsoft Teams
3	AEC Budget Meeting	In Person
6	AEC Budget Meeting	Zoom
7	Canada Life Campaign Check-In	Microsoft Teams
7	ULDP Candidate Selection	In Person
7	Alberta PSLA Check-In	Microsoft Teams
7	All Committee, Area Council, PRC Staff Call	Zoom
8	Health and Safety Conference Planning Meeting	In Person
9	Leadership Training Speakers List Discussion	Microsoft Teams
9	PRC Official Call	Zoom
10	NBoD Adhoc Membership Organization Committee Meeting	Zoom
14	Founders' Day 2023	In Person
14	Prairies Phoenix Working Group Call	Zoom
15-16	AEC Meeting	In Person
16	Committee Training Webinar	Zoom
20	SRG Bargaining Meeting with Employer	Microsoft Teams
20	SRG Discussion	Microsoft Teams
21	Calgary Young Worker Committee Meeting	Zoom
22	Southern Saskatchewan Young Worker Committee Meeting	Zoom
23	Saskatoon Area Council Meeting	Zoom
23	Edmonton RWC Budget Request Meeting	Microsoft Teams
27-29	CLC Lobby Day	In Person
27	LCC Selection Committee Meeting	Microsoft Teams
27	Canada Life Campaign Check-In	Microsoft Teams

REVP ACTIVITY LOG



28	AEC Meeting	Zoom
29	Winnipeg Young Worker Event	In Person
30	Prairie Region Health and Safety Conference Check-In	Phone Call
Dec-23		
1-3	Prairie Region Health and Safety Conference	In Person
4-5	LCC Selection Committee Meeting	Microsoft Teams
4	SJF Steering Committee Meeting	Microsoft Teams
5	Northern Alberta Young Worker Committee Meeting	Zoom
6	ULDP Participants Meeting	Microsoft Teams
6	Winnipeg Free Press Media Interview	Phone Call
6	MFL Women's Committee Memorial Lunch	In Person
7	SFL Central Strategy Committee x NDP Meeting	Microsoft Teams
7	National Officer's Update	Zoom
8	National Leadership Training Meeting	Microsoft Teams
9	Regina HRC – Lulu Lodge Christmas Dinner	In Person
11-12	JPAC Summit	In Person
12	Local 40022 AGM	Zoom
13-14	Special NBoD Meeting	In Person
13	Canada Life Demonstration - NCR	In Person
13	Mentorship Programme Meeting	Microsoft Teams
14	Leadership Training Script Run though	Microsoft Teams
15-17	National Leadership Conference	In Person
17	AEC Meeting	In Person
18-19	UTE Strike Debrief	Zoom
Jan-24		
4	Prairies Phoenix Working Group Call	Zoom
9	Prairie Video Project Videographer Meeting	In Person
9	Regional Staff Call	Microsoft Teams
9	Health and Safety Conference Debrief	In Person
10	UVAE RVP Western Region Meeting	Microsoft Teams





REVP ACTIVITY LOG

11	SRG Bargaining Update Membership Meetings	In Person
13	Winnipeg RO TUBS Course	In Person
15	Winnipeg RWC AGM	In Person
16	PRC RWC Rep, RWC Chairs Townhall	Zoom
17	PRC Geo Reps, AC Chairs Townhall	Zoom
17	Prairie Video Filming	In Person
18	Organizing Meeting	Microsoft Teams
18	Prairies Phoenix Working Group Call	Zoom
22-23	AEC Meeting	In Person
23	NPF Picket Line	In Person
23	U of W Post Docs Meeting	Microsoft Teams
23	PRC Equity Reps, HRC/RIPC Townhall	Zoom
24	National Education Programming Meeting	In Person
24	Finance Committee Meeting	Microsoft Teams
25	PRC YWC Rep, YWC Chair Townhall	Zoom
31	National Officer's Update	Zoom
Feb-24		
1	Regional Committee Reporting Information Session	Zoom
2-4	PRC Meeting	In Person
6	Regional Organizing Meeting	Microsoft Teams
7	Student Project Interview	Web-Ex
8	AEC Meeting	Zoom
8	MFL Convention Balloting Committee Meeting	Zoom
8	Regional Finance Process Meeting	Zoom
8	Phoenix Working Group Meeting	Zoom
12	Meeting with Auditor	Zoom
12	Regional Finance Process Meeting	Zoom
12	U of W Local Development Welcome	Microsoft Teams
12	RIPC AGM	Zoom
12	Edmonton RWC AGM	Zoom

REVP ACTIVITY LOG



13	Regina HRC AGM	Zoom
14	Regina Area Council AGM	Zoom
15	U of C Service Agreement Discussion	Microsoft Teams
15	ULDP Introduction Welcome	Zoom
15	Phoenix Working Group Meeting	Zoom
17-18	Agriculture Union Manitoba Regional Seminar	In Person
20	NBoD Meeting	Zoom
20	Meeting with the Auditor	In Person
20	Edmonton HRC AGM	Zoom
21	RSCC U of C Meeting	Microsoft Teams
21	Edmonton Area Council AGM	Zoom
22	Prairies Phoenix Webinar	Zoom
23-27	PSAC Pre-Convention Committee Meetings	In Person
24	ULDP Step 1 Welcome	Zoom
26	Phoenix Rally Meeting	Zoom
28	Interview with CTV Calgary	Zoom
28	Saskatoon Area Council Bylaw Meeting	Zoom
29	SJF Steering Committee Meeting	Microsoft Teams
Mar-24		
1	AEC Meeting	Zoom
2	Saskatchewan Agriculture Union Seminar	In Person
4	Special NBoD Meeting	In Person
5-7	NBoD Meeting	In Person
5	Saskatoon YWC AGM	Zoom
6	Saskatoon Area Council AGM	Zoom
7	RSCC – UNDE Local 40800	Microsoft Teams
7	Pay Equity Advisory Committee Planning Session	Microsoft Teams
12	United Way Labour Executive Committee Meeting	In Person
13	UVAE Local 40024 AGM	Microsoft Teams
13	RSCC re PSAC / UCTE Local 50602	Microsoft Teams





REVP ACTIVITY LOG

18	Prairies Academic Education Welcome	In Person
18	Manitoba Legislature Labour Law Announcement	In Person
21	NPF Day of Action	In Person
22	BMO Center Stampede Park Convention Site Visit	In Person
22	Sheraton Suites Calgary Eau Claire Convention Site Visit	In Person
22	AEC Meeting	Zoom
23-24	PRC Finance Committee Allocation Meeting	In Person
25	USJE Local 30250 Worksite Visit	In Person
25	U of C Graduate Labour Union Meeting	In Person
25	Churchill Bargaining Meeting	Microsoft Teams
26	UCTE Local 30301 Calgary Airport Site Visit	In Person
26	UCTE Local 30302 Protec Site Visit	In Person
27	Strike Debrief Discussion	Microsoft Teams
27	Winnipeg YWC AGM	In Person
28	Assiniboine Credit Union Meeting	Microsoft Teams
28	SSO Local Development Welcome	In Person
28	Prairie Voice Award Presentation – Rita Thompson	In Person
28	SEC Co-Chair Meeting	Microsoft Teams
Apr-24		
3	AEC Meeting	In Person
3	Regional Organizing Meeting	Microsoft Teams
6	Edmonton RWC Event	Zoom
8	Regional Education Budget Meeting	In Person
10	ULDP Step 2 Welcome	In Person
11	Conversation with Dr. Karen Messing Prairies Webinar	Zoom
15	Ad hoc Membership Committee Meeting	In Person
15	DCL Local 40004 AGM	Zoom
15	Edmonton YWC Meeting	Zoom
16	ULDP Leadership Projects Call	Microsoft Teams
16	Treasury Board Advisory Committee for Pay Equity	In Person

REVP ACTIVITY LOG



16	Fall Education Schedule Meeting	Microsoft Teams
16	All Committee, PRC Reps, and Staff Call	Zoom
18	Casino Regina Ratification Vote x 3	In Person
18	Prairies National Officer Update	Zoom
22	Special NBoD Meeting	Zoom
24	Alberta Academic Organizing Meeting	Microsoft Teams
25	Saskatchewan Provincial Election Discussion #1	Zoom
26	National Day of Mourning Leaders March - Winnipeg	In Person
26	Charter Challenge to Alberta Post-Secondary Learning Act Meeting	Microsoft Teams
29	Mentorship Program Welcome	Zoom
29	Alberta Academic Discussion	Microsoft Teams
30	Special NBoD Meeting	Zoom
May-24		
3-5	Manitoba NDP Convention	In Person
5	Advanced Representation Training for Stewards Welcome	In Person
6	Special NBoD Meeting	Zoom
6	One on One with new PRC Rep	Zoom
7	AEC Meeting	Zoom
8	MFL Executive Council Pre-Convention Meeting	In Person
8	CJOB Interview	Phone Call
9-11	MFL Convention	In Person
13	National Area Council Meeting	Zoom
14	Organizing Meeting	Microsoft Teams
14	SEC Meeting	Microsoft Teams
15	Fall Regional Education Discussion	Microsoft Teams
15	SJF Steering Committee Meeting	Microsoft Teams
15	CBC Calgary Interview	Zoom
16	PRC Official Call	Zoom
17	RSCC Meeting UNDE Local 40800	Microsoft Teams
21	Meeting with Auditor	In Person



REVP ACTIVITY LOG

23	SRG Local 50602 Ratification Vote x 2	In Person
24	FFMC Bargaining Meeting	Phone Call
25	NBoD Pre-Convention Meeting	In Person
26-31	PSAC National Triennial Convention	In Person
27	NBoD Meeting	In Person
28	Emergency NBoD Meeting	In Person
31	NBoD Post-Convention Meeting	In Person
Jun-24		
2	Winnipeg PRIDE Parade	In Person
3	DCL Local 40005 AGM x 2	In Person
3	ULDP Dinner	In Person
4	UCTE Regina Airport Bargaining Team Visit	In Person
4	FB Strike Meeting	Zoom
5	GSU RCM Conference	In Person
5	FB Meeting	Microsoft Teams
6	FB Strike Meeting	Zoom
7	FB Media Briefing	Microsoft Teams
8	NDP Federal Council Meeting	Zoom
10	SFL Prairie School for Union Women Presentation	Zoom
10	Special NBoD Meeting	Zoom
11	Women's Retreat Discussion	Microsoft Teams
12	Pay Equity Update	Microsoft Teams
15	Brandon PRIDE March	In Person
17	Meeting with MLA Nicole Sarauer	In Person
19	Saskatchewan NDP Leader's Reception	In Person
20	Saskatoon Airport Bargaining Visit	In Person
20	AEC Meeting	Zoom
22	Saskatoon PRIDE March	In Person
22	AEC Meeting	Zoom
25-28	NBoD Meeting	In Person

REVP ACTIVITY LOG



26	Adhoc Membership Committee Meeting	In Person
26	PRC Finance Committee Meeting	Zoom
27	PRC Special Meeting	Zoom
Jul-24		
2	One on One Meeting with PRC Member	Microsoft Teams
3	Saskatchewan Election Planning Meeting	Zoom
5	Community Changemakers Rising Application Review	In Person
5	Community Changemakers Rising Planning Meeting	Microsoft Teams
9	Prairies CBSA Port Closure Campaign	Microsoft Teams
9	PRC Finance Committee Meeting	Zoom
10	DCL Round Table Meeting	Microsoft Teams
11	NBoD Meeting	Zoom
12	SJF Steering Committee Meeting	Microsoft Teams
13	Yorkton PRIDE Parade	In Person
15	CBSA Port Closure Campaign Meeting	Zoom
15	Finance Committee Meeting – RE: Regional Hardship Committee	Zoom
22	Community Changemakers Rising Outline Review	In Person
22	Manitoba Government Public Safety Consultation with Unions Meeting	In Person
25	NBoD Meeting	Zoom
26	RSCC CAHRD Meeting	Microsoft Teams
29	AEC Meeting	Zoom
30	ULDP Projects Meeting	Microsoft Teams
Aug-24		
1	ULDP Team Project Discussion	Zoom
2	ULDP Team Project Discussion	Zoom
6	RSCC Local 40800 Meeting	Microsoft Teams
9	Meeting with MP Gazan	Microsoft Teams
10	UTE Picnic	In Person
14	Women's Retreat Meeting	Microsoft Teams
16	CBSA Port Reduction / Closure Update	Microsoft Teams



REVP ACTIVITY LOG

22	UCTE (Transport Canada) Membership Meeting	In Person
22	PRC RWC Rep Check-In	Microsoft Teams
26	CIU Protect Rural Routes Campaign Planning	Microsoft Teams
26	Meeting with MP Kevin Lameroux	Zoom
27	Meeting with MP Heather McPherson	Microsoft Teams
28	Adhoc Membership Organization Committee Meeting	Microsoft Teams
28	Telework Webinar	Zoom
28	CJOB Interview – Return to Office Mandate	Phone Call
28	CIU Protect Rural Routes Campaign Planning	Microsoft Teams
28	Return to the Office – a PSAC Prairie Region H&S Committee Facilitated Discussion	Zoom
29	Telework Campaign Meeting	Zoom
30	CIU Protect Rural Routes Campaign Planning	Microsoft Teams
Sep-24		
2	Labour Day Rally with Winnipeg District Labour Council	In Person
3	CIU Protect Rural Routes Campaign Planning	Microsoft Teams
4	Treasury Board Advisory Committee for Pay Equity Meeting	Zoom
4	PRC Education Committee Meeting	Zoom
5	DCL Round Table Preparation Meeting	Microsoft Teams
5	ULDP Project Check-In	Zoom
9	QR Calgary 630 CHED Radio Station Interview	On Air
9	Special AEC Meeting	Zoom
9	Remote Work Day of Action – Regina	In Person
9	The Carillon Media Interview	Phone Call
11	CBSA Port Reduction / Closure Check-In	Microsoft Teams
12	Education Discussion	Microsoft Teams
13-15	PRC Meeting	In Person
16-20	Community Change Makers Rising Course	In Person
16	Radio Interview - Ermineskin Cree Nation / Thirsty for Justice	Phone Call
16	CAHRD Ratification Vote	Zoom
23-24	AEC Meeting	In Person

REVP ACTIVITY LOG



24	PRC Geo Reps, AC Chairs Townhall	Zoom
26	Regional Committee Discussion with Staff	Microsoft Teams
26	PRC Equity Reps, HRC/RIPC Chairs Townhall	Zoom
26	PRC YWC Rep, YWC Chairs Townhall	Zoom
30	Regina HRC Event	In Person
Oct-24		
1	UNDE Local 40800 Conciliation	In Person
1	SJF Steering Committee Meeting	Microsoft Teams
1	Pay Equity Meeting	Microsoft Teams
1	UNDE Local 40800 Strike Vote	In Person
2	PRC Meeting (Sept Meeting Extension)	Zoom
2	One of One Meeting with PRC Member	Zoom
3	Education Booking Date Meeting	In Person
3	AGRU Local 50073 AGM	In Person
4-5	Prairies National Officers Training	In Person
7	PRC RWC Rep, RWC Chairs Townhall	Zoom
8	Prairie Region Treasury Board Bargaining Townhall	Zoom
9	Alberta Academic Sector Discussion	Microsoft Teams
9	Edmonton RWC Meeting	Microsoft Teams
9	Saskatchewan Election Webinar	Zoom
10	Prairies Organizing Discussion	Phone Call
10	UNDE Local 40800 RSCC Meeting	Microsoft Teams
10	Prairie Region Treasury Board Bargaining Townhall	Zoom
16-19	Women's Retreat	In Person
16	OGS Briefing	Microsoft Teams
17	AEC Meeting	Zoom
17	Prairies National Officers Update	Zoom
20	Alberta Academic Check-In	Microsoft Teams
21-25	NBoD Meeting	In Person
21	AEC Meeting	In Person



REVP ACTIVITY LOG

21	University of Calgary / PSAC Discussion	Zoom
22	NBoD Collective Bargaining Committee Meeting	In Person
22	ULGA / PSAC Discussion	Zoom
23	University of Alberta / PSAC Discussion	Microsoft Teams
23	Prairies Telework Working Group Meeting	Zoom
28 Oct – 1 Nov	Prairies Taking Action with Communication Training	In Person
30	Regional Telework Campaign Working Group Meeting #1	Zoom
Nov-24		
1	Prairies Taking Action with Communication Training	In Person
5	AB/BC UHEW Conference	In Person
5	ULDP Team Pivot Meeting	Zoom
6-8	Prairies Staff Conference	In Person
7	Prairies Telework Working Group Meeting	Zoom
9-10	Agriculture Union Alberta Regional Seminar	In Person
11-15	NBoD Retreat	In Person
12	Regional Women's Conference Meeting	Microsoft Teams
14	UNDE Local 40800 RSCC Meeting	Microsoft Teams
14	PRC Official Call Meeting	Zoom
18-19	AEC Meeting	Zoom
20	ULDP Webinar – Strong Leaders, Strong Unions: A Community Conversation	Zoom
21	PA OGS Classification Grievance Meeting	Microsoft Teams
21	Education Check-In	Microsoft Teams
21	All Committee, PRC, Staff Townhall	Zoom
21	Regional Telework Meeting	Zoom
22	Protect Rural Routes Meeting	Microsoft Teams
22	DCL Roundtable Meeting	Microsoft Teams
22	NBoD Political Action Committee Meeting	Microsoft Teams
25-27	CLC Lobby Day	In Person
25	GCWCC Discussion with United Way Meeting	Microsoft Teams

REVP ACTIVITY LOG



25	SJF Steering Committee Meeting	Microsoft Teams
28	Public Service Pension Plan Update Meeting	Zoom
29	Women's Conference Update Meeting	Microsoft Teams
30	National Area Council Meeting	Zoom
Dec-24		
3	Pension Meeting	Microsoft Teams
3	MB/ON UHEW Regional Conference	In Person
3	Pay Equity Discussion	Microsoft Teams
3	Prairies National Officers Update	Zoom
4	Winnipeg Young Worker Committee Event - Guest Speaker	Zoom
4	Prairies Telework Working Group Meeting	Zoom
5-6	Leadership Tour with PSAC National President	In Person
5	CBO/Serco Meeting	Microsoft Teams
5	Prairies ULDP Graduation Dinner	In Person
6	Prairies ULDP Graduation	In Person
6	Pay Equity Discussion	Microsoft Teams
6	Edmonton RWC Memorial Event	In Person
9	SV Voting Update and Planning Meeting	Microsoft Teams
10	Meeting with CEIU NVP, MB/SK – Keri D'Avignon-Nault	In Person
10	Pension Webinar Discussion	Microsoft Teams
10	Navigating the Workplace: Challenges and Triumphs of the Trans Community Webinar	Zoom
10	Telework Media Discussion	Microsoft Teams
11	Education Meeting	Microsoft Teams
13-15	DCL Roundtable Conference	In Person
15-17	AEC Retreat	In Person
16	UNDE Local 40800 Ratification Vote	Zoom
18	AEC Meeting	In Person
18	CBC of the NBoD Meeting	In Person
20	NBoD Political Action Committee Meeting	Microsoft Teams



REVP ACTIVITY LOG

Jan-25

Jan-25

9	AGRU Local 40022 AGM	In Person
13	Prairies SV Vote – Suffield, AB	Zoom
14	PRC Preparation Meeting	In Person
14	U of C Negotiation Team Meeting	Microsoft Teams
14	PRC RWC Rep, RWC Chairs Townhall	Zoom
15	Regional Women’s Conference Meeting	Microsoft Teams
16	CAHRD Negotiations Update	Microsoft Teams
16	PRC Geo Reps, AC Chairs Townhall	Zoom
17	Prairies SV Vote – Shilo, MB	In Person
20-21	AEC Meeting	In Person
21	PRC Equity Reps, HRC’s / RIPC Chairs Townhall	Zoom
23	Prairies SV Vote - Shilo	Zoom
23	PRC YWC Rep, YWC Chair Townhall	Zoom
24	NBoD Political Action Committee Meeting	Microsoft Teams
24	U of W ELP Instructor Townhall	Zoom
28	UTE Local 30025 Work Site Visit	In Person
28	GSU Local 30001 AGM	In Person
28	Edmonton RWC AGM	In Person
29	USJE Local 30125 Work Site Visit	In Person
29	GSU Local 30401 AGM	In Person
30	NavCan / UCTE Work Site Visit	In Person
30	CIU Local 30036 Edmonton Airport Work Site Visit	In Person
31 Jan – 2 Feb	PRC Meeting	In Person
31	Edmonton Area Council Meet and Greet	In Person

Feb-25

1-2	PRC Meeting	In Person
3	Prairies SV Vote – Cold Lake	In Person
5	Prairies Education Check-In	Microsoft Teams
5	Prairies National Officer’s Update	Zoom

REVP ACTIVITY LOG



7	DCL 55600 Univ. of Winnipeg Ratification Vote Meeting	Zoom
7	Saskatoon District Labour Community Service Awards	In Person
8	Saskatoon District Labour Council AGM	In Person
10	PRC Member Mid-Term Check-In x 2	Microsoft Teams
10	AFL Discussion with Executive Council Representative	Microsoft Teams
10	CBC of the NBoD Meeting	Microsoft Teams
10	Alberta Academic Sector Meeting	Microsoft Teams
11	Interview with Bow Valley College Student	Microsoft Teams
11	Interview with Red River College Student	Microsoft Teams
12	NBoD Political Action Committee Meeting	Microsoft Teams
12	Alberta Academic Sector Meeting	Microsoft Teams
12	U of W ELP Strategy Meeting	In Person
13	Regional Women's Conference Check-In	Microsoft Teams
14	Alberta Academic Discussion	Microsoft Teams
17	CBC of the NBoD	Microsoft Teams
18	Special NBoD Meeting	Zoom
19-23	Treasury Board National Bargaining Conference	In Person
20	Access Summit Planning Meeting	Microsoft Teams
24	AEC Meeting	In Person
24	U of C Meeting	Microsoft Teams
25-28	NBoD Meeting	In Person
25	NBoD Political Action Committee Meeting	In Person
26	SJF Steering Committee Meeting	In Person
27	Prairies Health and Safety Committee Meeting	Zoom
28	National Education Meeting	In Person
Mar-25		
1-2	PSAC Women's Leadership Forum	In Person
4	UVAE Local 30032 AGM	Microsoft Teams
5	Election Planning Meeting	In Person
5-9	Regional Women's Conference	In Person



REVP ACTIVITY LOG

6	MP Jeremy Patzer Meeting	Microsoft Teams
7	International Women's Day Breakfast	In Person
7	Evan Bray Show Interview	On Air
11	Labour Executive Committee Meeting	In Person
11	MP Leila Dance Meeting	Zoom
11	Mama Bear Clan Site Visit with Winnipeg RWC	In Person
12	Winnipeg Airport Authority / Bouygues Meeting	Microsoft Teams
12	MP Niki Ashton Meeting	Microsoft Teams
12	Federal Election Discussion	Microsoft Teams
12	Target Ridings Meeting	Microsoft Teams
12	PRC Member Mid Term Check-In x 3	Microsoft Teams
13	Exchange Group Audit	In Person
13	MP Ziad Aboultaif Meeting	Microsoft Teams
14	Special AEC Meeting	Zoom
26	Elections Check-In	Microsoft Teams
26	Election Ad Discussion	Microsoft Teams
27	All-Committee Summit and Mapping Meeting	In Person
27	USJE Day of Action	In Person
27	Federal Election Check-In with Area Councils	Zoom
28	PRC Finance Committee Reporting Package Audit	Zoom
31- 1 Apr	AEC Meeting	In Person
Apr-25		
1	AEC Meeting	In Person
4-6	Alberta Agriculture Union Seminar	In Person
4	U of W RA / RSCC Meeting	Microsoft Teams
4	DCL Local 40004 AGM	Zoom
7	Prairies Video Filming	In Person
8-11	Treasury Board PA and TC Groups Caucus	In Person
8	AFL Meeting	Zoom
11-13	Prairies Access Summit	In Person



REVP ACTIVITY LOG



14	Discussion with National DCL Committee Prairies Reps	Microsoft Teams
15	Organizing Meeting	Microsoft Teams
15	All Committees, PRC, and Staff Call	Zoom
16	Labour College Meeting	Microsoft Teams
16	PRC Women's and Young Worker's Rep Summit Prep	Microsoft Teams
16	Prairies National Officer's Update	Zoom
17	Labour College Selection Meeting	Microsoft Teams
17	Watch Party Roles and Responsibilities Meeting	Microsoft Teams
17	Special NBoD Meeting	Zoom
17	Prairies National Debate Regional Chat	WhatsApp
22	National Education Committee Meeting	In Person
23	PRC HRC and Equity Rep Summit Prep	Microsoft Teams
23	PRC Geo Rep Summit Prep	Microsoft Teams
24-27	AFL Convention	In Person
26	AFL Resistance Rally	In Person
29	NSCC RCMP CM Meeting	Microsoft Teams
May-25		
1	2026 Prairies Convention Site Visit - BMO Centre	In Person
1	Mayday Picket and March - Calgary, AB	In Person
2-3	Regional Committee Summit/Social Night	In Person
5-7	AEC Meeting	In Person
7	GSU Local's Presidents Conference	In Person
9	Regina RCMP Depot Tour	In Person
9	Meeting with RCMP Depot Commanding Officer Blackmore	In Person
10	Mama Bear Clan Hygiene and Product Kits Drive	In Person
12	MFL Meeting	In Person
12	SJF Steering Committee Meeting	Microsoft Teams
12	PSAC Prairies Financial Audit Discussion with Exchange Group	Microsoft Teams
13	All-Staff Meeting	Zoom
14	Indigenous Gathering Planning Discussion	Microsoft Teams



REVP ACTIVITY LOG

14	REVP and REC Retreat Prep Interview	Microsoft Teams
15	Racialized Conference Discussion	Microsoft Teams
15	U of W Research Capacity Group Ratification Vote x 2	Zoom
15	DCL/SE Conference Discussion	Microsoft Teams
20	Membership APP Beta Testing	Zoom
21	CBC of the NBoD Meeting	Microsoft Teams
22	Treasury Board Bargaining Meeting	Microsoft Teams
26	MFL Executive Council Meeting	In Person
27-29	PA Bargaining Caucus	Virtual
30-31	UNDE ABN Regional Conference	In Person
30	U of C ULP Check-in	Microsoft Teams
Jun-25		
2	AEC Meeting	In Person
3-6	NBoD Meeting	In Person
3	SDRC & SEC Meeting	In Person
5	PSAC Prairies Audit Meeting	Microsoft Teams
7	Lethbridge Chapter Women's Health Brunch with Friends of Medicare	In Person
9	REVP & AD Check-in	In Person
9	Saskatchewan Local Officer Townhall	Zoom
11-12	Treasury Board PA Negotiations	In Person
11	PRC Finance Committee Meeting with Auditor	Microsoft Teams
11	PRC Official Call	Zoom
16	Indigenous Summit Meeting	In Person
16	WAA FF Ratification Vote	In Person
16	Alberta Academic Sector Internal Organizing Meeting	Microsoft Teams
16	Manitoba Local Officer Townhall	Zoom
17	Alberta Local Officer Townhall	Zoom
19	Regional Convention Planning Meeting	Zoom
20-22	Regional Indigenous Gathering	In Person
23	DCL Local 40005 AGM x 2	In Person

REVP ACTIVITY LOG



26	Outreach Material Discussion	Microsoft Teams
26	Alberta Academic Sector Meeting	Microsoft Teams
26	PRC Communication Meeting	Zoom
27	Mapping Meeting Check-in	Microsoft Teams
27	Pay Equity Reference Group Revamp Meeting	Microsoft Teams
27	Prairies Organizing Discussion	Microsoft Teams
27	CMHR/UNE Ratification Vote	In Person
27	Equal Voice Event Prep	Microsoft Teams
Jul-25		
3	Regional website follow-up	Microsoft Teams
5-6	Equal Voice Event with USJE National President	In Person
8	RSCC Meeting with Local 30912	Microsoft Teams
8	Special NBoD Meeting	Zoom
10	Racialized Conference Check-in	Microsoft Teams
10	National Education Meeting	Microsoft Teams
10	Prairies RM Conference Steering Committee Meeting	Zoom
11	Equal Voice Event at Calgary Stampede Debrief	Microsoft Teams
11	Regulation 5 requests Meeting	Zoom
14-15	AEC Meeting	Zoom
14	MEP Discussion	Microsoft Teams
15	Bargaining Comms Training Discussion	Microsoft Teams
16	RSSC – U of A Meeting	Microsoft Teams
17	PRC Prep and Regional Convention Check-in	In Person
17	Staffing Prep Meeting	In Person
18	Radio interview on the Shayne Ganam Show	On Air
23	PSAC WFA and Cuts Townhall	Zoom
30	Special AEC Meeting	Zoom
Aug-25		
7	Special NBoD Meeting	Zoom
11-15	Alberta RCMP Detachment Site Visits x 13	In Person



REVP ACTIVITY LOG

13	USJE Local 30010 Local Executive Dinner	In Person
14	Meeting with Rural Municipalities of Alberta	In Person
14	Meeting with MLA Scott Cyr, UCP Bonnyville-Cold Lake-St Paul	In Person
18-20	Saskatchewan Park Tour Site Visit x 3	In Person
21	Special AEC Meeting	Zoom
22-24	PRC Meeting	In Person
22	PRC Finance Committee Meeting	In Person
23	Meeting with NIPC and Indigenous Peoples Rep	In Person
27	Regional Plan Date Scheduling	In Person
27	Education Discussion	Microsoft Teams
29	Local Development and Stewards Initiatives Meeting	Microsoft Teams
31	Calgary PRIDE Parade	In Person
Sep-25		
1	Lethbridge Labour Day Event	In Person
2-5	REVP / RC Retreat	In Person
4	SNPF Suffield Call	Microsoft Teams
11	ACU Meeting	Virtual
11	Prairies Communication Officer Interview	Microsoft Teams
11	Prairies Health and Safety Conference Meeting	In Person
12	Prairies Communication Officer Interviews x 4	Microsoft Teams
17	Prairies Outreach Tour – Winnipeg	In Person
18	USJE Day of Action Rally x 2	In Person
18	SJF Steering Committee Meeting	Microsoft Teams
18	REVP Outreach Tour Brandon	In Person
19	Treasury Board NSCC Meeting	Zoom
22-23	AEC Meeting	In Person
23	PRC RWC Rep, RWC Chairs Townhall	Zoom
24	Organizing Discussion	Microsoft Teams
25	PRC Geo Rep, AC Chair Townhall	Zoom
26-28	National Health and Safety Conference	In Person

REVP ACTIVITY LOG



29	NSCC Action Planning Meeting	Zoom
Oct-25		
1	PRC Equity Reps, HRC / RIPC Chairs Townhall	Zoom
2	PRC YWC Rep, YWC Chairs Townhall	Zoom
3-5	Prairies Racialized Members Conference	In Person
4	Sisters in Spirit 2025 National Vigil and March	In Person
6	TB All Teams Caucus Meeting	Zoom
7	Emergency AEC Meeting	Zoom
7	Regional Staff Call	Microsoft Teams
7	MFL Orange Shirt Day Presentation	Zoom
8	Organizing Discussion	Microsoft Teams
10	DCL / SE ER Conference Planning	Microsoft Teams
10	2026 Prairies Convention Host Committee Meeting	Zoom
14	DCL / SE Conference Update	Microsoft Teams
15	CBC Radio Canada Interview	Zoom
15	AGRU Local 50073 AGM	In Person
16	CBC of the NBoD Meeting	Microsoft Teams
16	United Way Winnipeg Labour Executive Committee Meeting	In Person
16	Suffield NPF Ratification	Zoom
16	Prairie National Officers Update	Zoom
17	Regional Organizing Meeting	Microsoft Teams
20	AEC Meeting	In Person
21-24	NBoD Meeting	In Person
22	CLC Virtual NDP Leadership Forum	In Person
27	Discussion with Staff re: HRC's and AC's	Microsoft Teams
27	National Area Council Meeting	Zoom
28	AFL Executive and Common Front Meeting	Zoom
29	Convention Planning Meeting	Microsoft Teams
29	Alberta Common Front Discussion	Microsoft Teams
29	REVP Outreach Tour - Calgary	In Person



REVP ACTIVITY LOG

30	Treasury Board NSCC Meeting	Zoom
30	PSAC Budget Meeting	Microsoft Teams
31	CBC Interview	Zoom
Nov-25		
3	NSCC Action Planning Meeting	Zoom
3	Overview of Public Polling – Regional Breakdown	Zoom
3	PRC Bylaws Committee Meeting	Zoom
4-5	USJE Prairies Regional Conference	In Person
4	USJE Department of Justice Rally	In Person
4	Meeting with Legal	Microsoft Teams
4	Winnipeg Free Press Media Interview	Phone Call
5	Regional Staff Call	Microsoft Teams
5	Federal Budget Discussion	Zoom
5	Saskatoon HRC Meeting	In Person
6	Young Worker Conference Meeting	Microsoft Teams
6	Joint Common Front and AFL Executive Meeting	Zoom
6	Saskatoon RWC Meeting	In Person
7-9	Prairies DCL/Separate Employer Conference	In Person
7	Organizing Meeting	Microsoft Teams
10	PSUW Planning	In Person
10	University of Winnipeg AGM	Zoom
11	Remembrance Day with Regina Area Council	In Person
12	Prairies Communication Officer Interview	Microsoft Teams
12	University of Alberta Meeting	Microsoft Teams
17	Lobby Day Preparation and Training	In Person
17	Prairies Communication Officer Interview x 2	Microsoft Teams
18	PSAC National Lobby Day	In Person
19	Organizing Meeting	Microsoft Teams
19	Regional Strategy Coordinating Meeting UNDE 40807	Microsoft Teams
19	UCTE Local 50600 AGM	In Person

REVP ACTIVITY LOG



21-23	National Women's Conference	In Person
21	Standing Education Committee Meeting	In Person
21-25	AEC Meeting	In Person
24	WFA Webinar	Zoom
26	All Committees, PRC, Staff Call	Zoom
27-28	PRC Official Call and Resolution Meeting	Zoom
28	PRC Finance Committee Meeting	Zoom
Dec-25		
1	Political Strategy Meeting	Microsoft Teams
1	National Area Council Meeting	Zoom
2	Pension Waiver Discussion	Microsoft Teams
2	Meeting with Edmonton AC	Microsoft Teams
3	Regional Staff Call	Microsoft Teams
3	AB Organizing Info Session	Zoom
8	SJF Steering Committee Meeting	Microsoft Teams
8	Young Workers Steering Committee Meeting	Zoom
9	YEG Organizing Meeting	Microsoft Teams
9	Discussion of EAC Status	Microsoft Teams
10	WFA Training Session	Microsoft Teams
11-12	MFL Mid-Term Conference	In Person
11	Organizing Discussion with UCTE	Microsoft Teams
11	Special NBoD Meeting	Zoom
15-16	AEC Meeting	In Person
17	Treasury Board NSCC Meeting	Zoom
18	Pride Summit Planning	Microsoft Teams
19	NBoD Political Action Committee Meeting	Microsoft Teams
Jan-26		
8	Regional Staff Call	Microsoft Teams
12	PSAC Pay Equity Update	Microsoft Teams
12	Prairies Communication Officer Interviews x 2	Microsoft Teams



REVP ACTIVITY LOG

13	UNDE Local 40807 Bargaining Meeting	Zoom
13	Prairies Phoenix Working Group Meeting	Zoom
14	RSCC: UNDE Local 40807	Microsoft Teams
15	Pride Summit Planning	In Person
15	AGRU Local 40022 AGM	Zoom
16	Local Development and Stewards Initiative	Microsoft Teams
19	Standing Education Committee Meeting	Microsoft Teams
19	Discussion of staff roles for Convention Committees	Microsoft Teams
19	Young Worker Conference Steering Committee Meeting	Zoom
20	NBoD Standing Education Meeting	Microsoft Teams
20	Phoenix Working Group Meeting	Zoom
21-22	TB PA Negotiations Meetings	Zoom
21	Prairies CRA WFA Webinar	Zoom
22	Prairies TB, CFIA, Parks WFA Webinar	Zoom
23-25	AGRU Manitoba Regional Seminar	In Person
23	Prairies RWC Event Planning Meeting	Microsoft Teams
24	Treasury Board NSCC Meeting	Zoom
26	Communication Officer Reference Checks x 2	Microsoft Teams
27-28	AEC Meeting	Zoom
27	NSCC Action Planning Meeting	Zoom
27	CBC Interview	Zoom
28	Winnipeg Free Press Interview	Phone Call
29	Special NBoD Meeting	Zoom
30	RWC Event Discussion	Microsoft Teams
30	Interview with CBC Manitoba	Phone Call
31	Elections - 2025 PSAC NWC Meeting	Virtual
Feb-26		
2	DCL Service Agreement Discussion	Microsoft Teams
2	CBC of the NBoD Meeting	Microsoft Teams
3	WFA TB Information Session - Manitoba	Zoom

REVP ACTIVITY LOG



4	Interview with 888 CHED Edmonton	Phone Call
4	Interview with QR 770 Calgary	Phone Call
6	Prairies Phoenix Action Planning Check-In	Microsoft Teams
6	Emergency NBoD Meeting	Zoom
8	TB PA Group Virtual Caucus	Microsoft Teams
9	Emergency Treasury Board NSCC Meeting	Zoom
9	Emergency TB PA Team Meeting	Microsoft Teams
9	Special Joint PRC & Prairie National Officer Meeting	Zoom
10	Regional Staff Call	Microsoft Teams
10	University of Winnipeg Ratification Vote x 2	Zoom
10	Prairies YWC Conference Agenda Review	In Person
10	Prairies Phoenix Working Group Meeting	Zoom
11	Boyle Drive Discussion	Microsoft Teams
11	University of Winnipeg Ratification Vote	Zoom
12	Prairies Young Workers Conference Discussion	Microsoft Teams
12	Special AEC Meeting	Zoom
12	Townhall Bargaining Updates / Mobilization Summits Discussion	Microsoft Teams
13	Regional Plan RTO Discussion	Microsoft Teams
13	RWC Event Update	Microsoft Teams
17	Prairies Health and Safety Conference Discussion	Microsoft Teams
17	Pride Summit Update	In Person
18	Standing Education Committee Meeting	Microsoft Teams
18	Prairies Convention Discussion	Microsoft Teams
18	PSAC Regional Website Consultation	Microsoft Teams
19	UVAE Local 40024 AGM	Microsoft Teams
19	WFA TB, CFIA, and Parks Workshop	Zoom
20 - 22	Pride Summit	In Person
20	NSCC Action Plan Meeting	Zoom
23	WFA CRA Information Session	Zoom
24-25	PRC Finance Committee Meeting	In Person



REVP ACTIVITY LOG

25	Prairies TB Bargaining Team Check-in x 2	Microsoft Teams
26 - 27	PRC Meeting	In Person
26	Prairies 2026 Convention Site Tour	In Person
27	Prairies Convention Resolution Committee Co- Chairs / Staff Meeting	In Person
28	Prairies Convention Resolution Committees Meetings	In Person
Mar-26		
2	AEC Meeting	In Person
6-Mar	NBoD Meeting	In Person
3	Standing Education Committee Meeting	In Person
4	Local Development and Stewards Initiatives	In Person
6	AEC Meeting	In Person
8-Jun	AGRU Saskatchewan Seminar	In Person
7	Prairies RWC Event	In Person
9	PRC 2025 Financial Audit with Auditor	In Person
10	Edmonton HRC Special Meeting	Zoom
12-Nov	TB PA Caucus Meeting	In Person
13-15	AGRU Alberta Regional Seminar	In Person
13	TB EB Webinar	Zoom
16	MFL Executive Council Meeting	In Person
16	Meeting with MP Reynolds	Zoom
16	TB PA Bargaining Webinar	Zoom
17	Regional Staff Call	Microsoft Teams
17	Treasury Board NSCC Meeting	Zoom
17	Brandon University Ratification Vote	Zoom
17	National Area Council Meeting	Zoom
18	NSCC Action Planning Meeting	Zoom
18	TB TC Bargaining Webinar	Zoom



Position	Current (2023-2026)	Report Received by Deadline	Page Number
Regional Executive Vice- President (REVP)	Marianne Hladun	Yes	23
Alternate REVP	Krysty Thomas	Yes	100
Regional Women's Committees (RWC) Rep	Sherry Hunt	Yes	103
Indigenous Peoples Rep	Janette Husak	Yes	106
Persons with Disabilities (PWD) Rep	Tim Hubick	Yes	112
Racially Visible Persons Rep	Madeline Lee	Yes	114
2SLGBTQIA+ Persons Rep	Craig Kremer	Yes	116
Directly Chartered Locals (DCL) Rep	Michelle Lang	Yes	118
Young Workers Rep	Tania Fikus	Yes	119
Separate Employer Locals Rep	Amanda Wakeford	Yes	120
Geographical Area Reps			
Northern Alberta Geo Rep	Stasi L'Hirondelle	Yes	122
Southern Alberta Geo Rep	Alex Creamer	Yes	124
Northern Saskatchewan Geo Rep	Dawn Montgrant	Yes	127
Southern Saskatchewan Geo Rep	Amy Stoik	Yes	130
South-East Manitoba Geo Rep	Kristin Bowler	Yes	132
North-West Manitoba Geo Rep	Alicia Zurba	Yes	133
Committee Report			
Bylaws Committee Report	PRC	Yes	135
Education Committee Report	PRC	Yes	136
Communications Committee Report	PRC	Yes	138
Finance Committee Report	PRC	Yes	140
Health & Safety Committee Report	PRC	Yes	141



KRYSTY THOMAS

Alternate Regional Executive Vice President

It has been a tremendous honour to serve a second term as the Alternate Regional Executive Vice President for the Prairie Region. I was sworn in at the 8th Prairie Region Triennial Convention in June 2021, and since that time I have been proud to support the work of the Prairie Region Council, serve as Chair of the Prairie Region Finance Committee, and contribute to broader labour movement efforts in Alberta and across the Prairies.

This term has been marked by significant challenges for our members and our communities. Workers across the Prairies have continued to navigate the lasting effects of the pandemic, rising costs of living, attacks on remote work, ongoing Phoenix Pay System problems, threats to pensions and job security, and increasingly hostile political environments. In Alberta, workers have faced repeated attacks from a provincial government willing to undermine public services, labour rights, and democratic participation. Throughout this term, I have worked to respond to these challenges through lobbying, political action, outreach, and strengthening our Regional structures. Much of my work has been summarized in my bi-annual reports to the PRC that can be found on the PSAC Prairie Region website. Some highlights from this term include:

Lobbying: Throughout this term, I engaged with elected officials and political leaders to raise issues affecting our members, including bargaining, job cuts, remote work, care work, and the ongoing impacts of the Phoenix pay system. I met several times with my Conservative MP, Rachael Thomas, and with UCP MLA for Lethbridge-East, Nathan Neudorf, and I maintain a meaningful and consultative relationship with the MLA for Lethbridge-West, Rob Miyashiro (Alberta NDP), to discuss issues important to our members.

In addition to this relationship-building, I was part of a joint effort between PSAC and USJE to raise concerns directly with Premier Danielle Smith regarding proposals to replace the RCMP in Alberta. I also participated in the PSAC National Lobby Day, where I spoke with Liberal MPs about the 2025 Budget and its impacts on our members. My approach to lobbying has focused on building relationships, raising awareness of the work our members do, and ensuring Prairie Region perspectives are part of the broader political conversation.

Political action: One of my major priorities during this term was supporting workers through political advocacy and broader labour movement engagement. As Vice-President for PSAC on the Alberta Federation of Labour Executive Council, I worked alongside labour allies to resist harmful provincial policies and advance worker-centred alternatives. This included participating in the AFL's campaign to keep Alberta in the Canada Pension Plan, supporting the Workers Demand Better and Common Front initiatives, and helping develop and promote a Workers' Agenda focused on decent work, strong public services, affordability, union rights, and democracy.

Over this term, I chaired the Prairie Phoenix Working Group and helped organize activities around the 8th and 10th anniversaries of the Phoenix payroll disaster. This included a Prairie-wide webinar



featuring national and regional PSAC leadership, outreach encouraging members to share their experiences, and two in-person actions at Harry Hays in Calgary that helped generate attention to the fact that Phoenix is far from resolved. I also spoke to Phoenix-related resolutions at the PSAC National Triennial Convention and continued to amplify the call for a national inquiry and meaningful accountability. The message from Prairie members has remained clear throughout this term: Phoenix is still harming workers, and we cannot allow this issue to fade from view.

Outreach: A project I have been especially passionate about is what I have called the Great Mapping of 2025. This work grew from a belief that our union must be grounded in relationships and that our ability to mobilize depends on understanding connections across our region. I worked closely with the REVP office and members of the Prairie Region Council to begin building a practical and growing activist map rooted in relationships. This work is intended to help us mobilize more quickly, support one another more effectively, and strengthen our sense of collective power across our vast geographic region. It reflects my belief that strong unions are built not only through conventions and formal meetings, but through real, active networks of members, committees, and leaders. I hope to continue this work in my future work for our members.

I remained actively involved in the Lethbridge Area Council, the Lethbridge Regional Women's Committee, and the Lethbridge and District Labour Council. Through these roles I helped organize and support community and labour events including Labour Day celebrations, Pride participation, strike solidarity, plant gate actions against Return to Office, film festival programming, and local outreach. I was proud to participate in events such as Sisters in Spirit, National Day of Mourning, May Day, Pride, and solidarity actions with striking workers throughout the Region. These events matter deeply. They keep our union visible, rooted in community, and connected to collective struggles for justice and fairness.

Leadership development and mentorship were also important parts of this term for me. I participated in the Union Leadership Development Program, where I was involved in work focused on understanding the value of care work and the need to better recognize and support workers in care sectors both paid and unpaid. I also participated in the PSAC Prairies Mentorship Program, where I had the opportunity to mentor emerging leaders and support succession planning in our region, with a focus on creating more leadership opportunities for equity-deserving members. These experiences reinforced how essential it is that we continue investing in member education, leadership development, and pathways for new activists to grow into union leadership.

Looking ahead: Reflecting on this term, I am proud of what we have accomplished together across the Prairie Region. We have faced difficult political conditions, major workplace struggles, and significant uncertainty, but we have also built stronger connections, advanced important campaigns, and continued to show up for one another. Thank you to the members of the Prairie Region Council, the REVP and their office, regional staff, committee members, and activists across the Prairies for your support, collaboration, and commitment throughout this term. It has been an honour to serve.



PRC REPORTS

As we move into the next term, the work of our union remains as important as ever. Workers across the Prairies continue to face economic uncertainty, the impacts of the Carney government's Comprehensive Expenditure Review, pressure on public services, restructuring and contracting out across sectors, and ongoing workplace challenges. Our strength lies in our ability to stay connected, organized, and ready to act together. By continuing to build strong relationships across locals, committees, and communities we will ensure that the Prairie Region remains a strong and effective voice for workers in the years ahead.

In solidarity,

Krysty Thomas



SHERRY HUNT Regional Women's Committee Representative

My Prairie Region Council role, and my passion, focus on supporting the work of Regional Women's Committees (RWCs) across the Prairie Region. Currently, we have women's committees in Calgary, Edmonton, Lethbridge, Saskatoon, Southern Saskatchewan, Winnipeg, and I am thrilled to share that Westman has reactivated its Regional Women's Committee, bringing the total in the Prairie Region to 7. The majority of Regional Women's Committees currently have full executive compliments, and RWCs continue to be active in their communities. Recruitment and leadership development are continued priorities for RWCs; continued support efforts to strengthen participation and capacity are needed.

A heartfelt "thank you" to all the PSAC women participating in their respective committees, especially those that have taken on leadership roles. The Regional Women's Committees are drivers of activism and community involvement in our region, and I am excited to see women's engagement in the committees continue and grow these past few years. I am confident that we enter this next cycle with an engaged, empowered women's committee movement in the Prairie Region.

In my role, I have participated in Prairie Region Council meetings, official PRC calls, and all-committee calls throughout this reporting period. Regional Women's Committee town halls, which included committee members, the REVP, and PRC representatives from across the Prairie Region, provided updates on regional and national women's programming, and served as an important forum for information sharing and discussion. In these meetings, and in my regular reports, my goal is to have consistently brought forward a women's equity perspective in discussions related to regional planning, education, and engagement. My reports to the PRC are available on the PSAC Prairie Region website.

I also met regularly with the Regional Executive Vice-President (REVP) and participated in calls and town halls with other PRC Representatives. These meetings supported coordination across committees and strengthened communication between the PRC and the Regional Women's Committees. Conference planning and participation were ongoing components of my work. This term featured the "Union Voices for Health Choices, Women's Health Summit," hosted in Edmonton October 16-18, 2024. This event built on the themes explored at the 2023 PSAC National Women's Conference – women's health, reproductive justice, and aging in the workplace. We brought together activists from across the prairie region for engaging workshops, fascinating speakers and panels, and networking opportunities.

As we waited for an anticipated 'Pink Tax campaign' from the National Women's Program in 2024, I developed and delivered a short information presentation regarding the pink tax to the Winnipeg RWC as a part of their International Women's Day workshop. This Pink Tax presentation was also delivered to the Regina RWC, and to the Winnipeg Young Workers Committee.



PRC REPORTS

To further support the theme of Women's Health, I collaborated with the Regional Health and Safety Committee, and with Michelle Lang (Co-Chair Regional OHS Committee, Directly Chartered Local Representative to the PRC) to host an online event with Order of Canada member and author Dr. Karen Messing. We discussed her work on gender and occupational health and Safety, and her book "Bent out of Shape; Shame, Solidarity, and Women's Bodies at Work" to a large group of health and safety activists from across the Region.

Dr. Messing, was then invited as to a be panellist at the PSAC National Women's Leadership Forum, hosted in Ottawa in early March 2025. The event itself featured presentations by subject matter experts on various topics related to women's leadership. We looked at women's leadership programs from other unions such as CUPE, offered feedback on what we need as women leaders, participated in skills building workshops, and enjoyed networking opportunities with other PSAC women. The information gathered will be used to develop a National Leadership program to further empower PSAC women. This program is scheduled to be launched in 2026.

The biggest event of spring 2025 was our Prairie Region Women's Conference, hosted in Winnipeg at the Union Center. The Conference theme built on the work we have already been doing in the region around care, health care and community care: "Caring for Change; Women Shaping the Future." It was an enormous pleasure to gather once again with women from across the region to educate, agitate, and organise for women's priorities in our communities, workplaces, and union. We continued discussions on women's health, and expanded our knowledge of politics, economics, and the care economy. We had a special guest demonstrate Indigenous women's medicines and we tried out a "living library" concept to give delegates a chance at one-on-one conversations with women leaders from various backgrounds.

The delegates at the Regional Conference debated, and prioritized resolutions to go to the National Women's Conference in November on topics such as leave for maternity, assisting members who are dealing with substance use/use by a loved one, the care economy, and anti-colonialism. The conference host committee, the Winnipeg Regional Women's Committee did a fantastic job welcoming, hosting, and fundraising for Mama Bear Clan at our banquet. A sincere "Thank you" goes out to them, as well as the conference steering committee, without whom this event would not have been the success it was.

Thank you to all the staff that were involved over the various event, education, and conferences for women in the region, as well as for their dedication to, and work with the RWCs - it just does not happen without you.

At the national level, I attend meetings of the National Human Rights Committee and the National Women's Working Group. This work focused on advancing equity priorities including representation and advocacy training, and planning the National Women's Conference. Information from national meetings was shared back with Regional Women's Committees and the Prairie Region Council to support alignment between national and regional women's and equity programming.



I was elected as the chair of the National Women's Conference Resolutions Committee, which met in October 2025. We deliberated on 83 resolutions and prioritized 10 resolutions to go to the National Women's Conference. 3 resolutions submitted from the Prairie Region Women's conference were prioritized in the top 10 for the National Conference: "Family Care Policy Review," "Understanding the Value of Care Work," and "Regional Equity Conferences". All three passed at the National Conference.

The 2025 PSAC National Women's Conference took place November 21–23, 2025, in Toronto, ON. The theme was "Women United: Breaking Barriers and Building Futures," reflecting a strong focus on solidarity and empowerment for PSAC Women. While mostly successful, challenges with automated voting devices and the increased delegate selections for National Triennial were frustrating for organisers and delegates alike. After numerous issues and delays attributed to technical difficulties, the delegation voted to return to paper ballot voting. 4 of 5 delegates were selected at the conference with the remaining delegate and alternates selected at a special virtual meeting in January 2026.

From the previous Regional Convention to the time of drafting this report, my work as the Regional Women's Committee Representative has focused on supporting RWCs as vital spaces for women to organize, lead, and advance our union's commitment to equity, solidarity, and social justice. I have participated in numerous committee training and union leadership development opportunities, as well as community events aligned with women's advocacy and social justice priorities, supporting the union's commitment to solidarity, remembrance, and public engagement.

As we look ahead, the strength and momentum of the Regional Women's Committees across the Prairie Region present both opportunities and responsibilities. Sustaining this work will require continued investment in leadership development, succession planning, and intentional outreach to ensure RWCs remain accessible, representative, and resilient. Ongoing support for organizing, education, and capacity building will be essential to meet emerging equity challenges and member needs.

In solidarity,

Sherry Hunt

I acknowledge that I live in Treaty 7 Territory and the land on which I stand is the traditional territory of the Blackfoot Confederacy, comprised of the Kainai Nation, Piikani Nation, and Siksika Nation; and of the Ktunaxa, Stony and Tsu'tinna people.



JANETTE HUSAK **Indigenous Peoples Rep**

I was elected as the PSAC Prairie Regional Convention in June 2023 as the Indigenous Peoples Representative. Being the Indigenous Peoples Rep I have been fortunate to meet new members within the PRC and existing Human Rights Committees within the Prairies as well work first hand with the Regional Indigenous Peoples Circle in Prince Albert. I currently sit on the PRC – Education Committee and recently a member of the Prairie Region Convention Finance Committee. I look forward to working with this committee during the Convention.

Please see the summary of my activities since being elected to represent Indigenous Peoples Rep:

Attended June 9-11, 2023 PSAC Prairie Region Convention - Regina

Attended July 6, 2023 PRC Zoom call

Attended August 21-24, 2023 James Smith Traditional Healing Gathering – James Smith First Nation

Attended August 25, 2023 zoom call with RIPC Chair

Attended August 27-28, 2023 the Unionism on Turtle Island, Winnipeg

Attended August 28, 2023 the Camp of Camp Mercedes, Winnipeg

Search the Landfills – Mercedes and Morgan – MMIW. Protestors set up behind the Canadian Museum for Human Rights. Remains are believed to be in the Prairie Green Landfill outside of Winnipeg. A collection was taken and dropped off to provide support for food, tobacco and medicine.

Attended August 29-31, 2023 PRC meeting , Calgary

Attended September 6, 2023 by Zoom a one on one session with Marianne and Brianne. Set goals and objectives going forward.

Attended September 12, 2023 – Winnipeg Human Rights meeting via Zoom September 18, 2023 –

Attended the CUPE picket line at the City Hall

Attended September 19, 2023 – Calgary Human Rights Committee meeting Zoom Call

Attended September 20, 2023 – Virtual National Day for Truth and Reconciliation

Attended September 25, 2023 – RIPC Zoom Call

Attended October 1-4, 2023 – CLC Indigenous Lobbying Day – Ottawa

Calls to Action on Safe Drinking Water, Justice for Missing and murdered Indigenous women, girls, and two-spirit people (MMIWG2S), and Honoring residential school children and their families

Attended October 12, 2023 – Health and Safety Committee zoom call

Attended October 16, 2023 – Prairies Strike Debrief Session zoom call

Attended October 25, 2023 – RIPC Committee meeting zoom call

Attended November 7, 2023 – PRC/All Committee meeting zoom call November 14, 2023 – RIPC Committee meeting zoom call

Attended November 16-19, 2023 – NIPC/NHRC Committee meeting – Ottawa

Attended November 16, 2023 – Prairie Pan Virtual Committee meeting zoom call

Attended November 21, 2023 – Local 40195 Zoom call November 28, 2023 – Local 40195 Zoom call

Attended November 28, 2023 – OHS Committee meeting zoom call December 1-3, 2023 – 2023

Prairie Health and Safety Conference – Calgary

Attended December 4, 2023 – Anti-Racism Town Hall



Attended December 8, 2023 – RIPC meeting – RIPC gathered together to sort and package items for the local detox centre and to the Stepping Stones Shelter
Attended December 15, 2023 – PSAC National Leadership Training – Ottawa
Attended January 23, 2023 – OHS Committee meeting zoom call
Attended January 30 – February 1, 2024 – NIPC Committee meeting – Ottawa
Attended February 2-4, 2024 – PRC meeting – Winnipeg February 3, 2024 – PRC Education Committee meeting – Winnipeg
Attended February 3, 2024 – NIPC meeting with Marianne – Discuss priorities
Attended Edmonton Human Rights meeting zoom call – March 13, 2024
Attended Panel for Never Stop Protecting the Water - Sharing our Stories – March 19, 2024
Attended Winnipeg Human Rights Committee Mtg – March 20, 2024
Attended OHS Committee Mtg – April 9, 2024
Attended PSAC ALL Committee mtg – April 16, 2024
Attended PRC zoom call – May 16, 2024
Attended National Indigenous Women’s Conf., Vancouver – June 11-15, 2024
Attended Regional Indigenous Peoples Circle Committee mtg – June 17, 2024
Attended Edmonton Human Rights Committee Mtg – June 18, 2024
Attended National Indigenous Day, PA Kinsmen Park – June 21, 2024
Attended PRC Special mtg – June 27, 2024 Attended NIPC Virtual Mtg – July 26, 2024
Attended PSAC Local Officer’s Training – Saskatoon - October 2-4, 2024
Attended Women’s Voices for Healthy Choices course – Edmonton – October 16-19,
Attended 2024 Mental Health First Aid Course – Prince Albert – November 6-7, 2024
Attended Occupational Health and Safety Committee members course – Prince Albert – Nov 27-28, 2024
Attended PRC Committee Zoom call – November 14, 2024
Attended PSAC All Committee/Area Council/PRC Zoom call – November 21, 2024
Attended PSAC OHS Townhall Zoom call – November 27, 2024
Attended RIPC Zoom call – December 3, 2024 NIPC Committee zoom call – January 16
Attended 2025 RIPC AGM – January 21, 2025 PSAC Duty to Accommodate – January 21, 2025
Attended PSAC A Women’s Place is in her Union course – saskatoon – January 25, 2025
Attended PRC Indigenous Pilot Course - Edmonton – January 27-30, 2025
Attended PRC Committee meeting – Edmonton – January 30- February 2, 2025
Attended NIPC Meeting – Ottawa – February 10-14, 2025
Attended Regina HRC Committee meeting – February 6, 2025
Attended RIPC Committee – March 11, 2025
RIPC meeting will be changed to RIPC Gathering going forward. RIPC will be sharing the teaching of each of the Seven Grandfathers teaching at each gathering. This will replace the Land Acknowledgement. Discussions were held regarding MMIW and setting up Red Dresses in Kinsmen Park. There will be an All Committee Summit which the Chair and Vice Chair will be attending. The 2024 Reporting package was reviewed by PRC and sent to the Regional Office for approval. The PRC Indigenous Rep – Janette and Regional Staff – Jacqueline will be showing the Sugar Cane Documentary in Prince Albert at the Public library.



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Caring for Change: Women Shaping the Future Conference, Winnipeg March 5-9, 2025
Discussion were held on Understanding Care – Politics of Care. Workshop on Boundaries – Self Care + Living Library. How do we connect with the Regional Women’s committee’s and understanding the committee’s priorities. Understanding the meaning of International Women’s Day and why it is important. Participants worked in a group to discuss Women’s Visions for the Future creating a space together.

Attended PRC zoom call – April 10, 2025

Attended PSAC Prairie H&S Committee meeting – April 11, 2025

Attended PRC/All Committee zoom call – April 15, 2025 Attended PRC HRC Equity zoom call – April 23, 2025

Discussions were held regarding the Mapping exercise All Committee Summit – Calgary AB May 2-3, 2025 Discussion on Political Leadership Strategy & the Great Mapping Exercise. Group sessions on SWOT (Strengths, Weakness, Opportunities, Threats). Financial training for the Committees – How to prepare your Committees reporting packages.

Attended RIPC Zoom call – May 20, 2025 RIPC discussed the Action items addressed on the 2024 reporting package. Items need to be addressed to regain the Committee good standing.

Attended Equity Rep zoom call – May 28, 2025

Attended NIPC zoom call – May 29, 2025.

Discussion on the Human Rights Equity Declaration Questionnaire, Self ID forms needs to be revised. PSAC recognizes UNDRIP and to add preamble.

Attended Human Rights Committee – Ottawa June 9, 2025.

Workshops were held on Allies, Indigenous Identity, Trauma Informed/CSS

Attended PRC zoom call – June 11, 2025 PSAC 2025 Prairie Indigenous Gathering – Metis Crossing AB – June 19-22, 2025

Prairie Indigenous Rep and NIPC rep worked with the regional staff to have the first Prairies Indigenous Gathering. The Gathering consisted of morning smudges, a community bundle, discussion on why activism is important to improve Indigenous issues. Discussion on the roles and responsibilities of the PRC Indigenous rep and NIPC. The PRC has created a mapping exercise for all members and committees to use. Workshop on Issues and Paths to resolution re: Economic, Political, Social and Cultural issues. Understanding the values and goals of Indigenous leadership. Workshop on Creating Communities that Care and Regional Priorities and planning for the next steps. Participants discussed Cultivating Safe Spaces through Healing.

Attended NIPC zoom call – August 20, 2025

Attended PRC meeting – Winnipeg August 21-24, 2025

Attended NIPC Committee – August 20, 2025 – Zoom call

Discussion regarding the Equity Declaration form with regards to the Indigenous section, process for increased Indigenous delegates to the PSAC Triennial Convention 2027. Discussion on how the 5 position will be broken out. Discussion on Orange Shirt day Sept 29th and National Day for TRC September 30th. Committee suggested to create NIPC website.

Attended PRC meeting August 22-24, 2026 – Winnipeg

Attended NIPC meeting with Marianne August 23, 2025

Discussion and recap on the Indigenous Gathering held in June 2025. Thirsty for Justice needs to be updated.



Attended PSAC OHS Committee zoom call – Sept 18, 2025

Attended Building Solidarity in Indigenous Communities course – Zoom Sept 19, 2025. Introduced myself to the Regina and Saskatoon members as PRC and NIPC rep and gave a brief overview of my role and responsibilities.

Attended Building Solidarity in Indigenous Communities course – Zoom Sept 20, 2025. Introduced myself to the Winnipeg members as PRC and NIPC rep and gave a brief overview of my role and responsibilities.

Attended RIPC Zoom call – September 23, 2025

Discussion on revising the Terms of Reference, Upcoming Equity Townhall on Oct 1, 2025, Amended 2025 Budget and need to send the revised Budget to Marianne. Discussion on National Day for TRC and attending events with the Friendship Centre and PAGC.

Attended PRC Equity/HRC/RIPC Zoom call – October 1, 2025

Attended NIPC Committee meeting – Ottawa October 7-9, 2025

Discussion on National Equity Conference, Phase 2 for Thirsty for Justice campaign (updating materials and outreach), Search the Landfill resolution to provide allyship on a national level, moving reconciliation forward document – updating document. Discussion on education for the Indigenous Women in Leadership course. Discussion on creating a handbook that includes the UNDRIP.

Providing more modules on the Walking in our Truth Together. PSAC Statement of Principles 2009 needs to be updated. Reviewed how to write a resolution. Discussion on Why Fascism, Tyranny & Authoritarianism are Union issues. Seven sacred teachings overview.

Attended RIPC Zoom call – October 21, 2025

Discussion on sending a proposal to Marianne on funding a TRC game for the RIPC Committee to be used at meetings and gatherings. Made changes to the Terms of Reference and submitted changes.

Attended Saskatoon Human Rights Committee meeting – November 5, 2025

Discussion on re-establishing a Human Rights Committee in Saskatoon as it has been inactive for over 10 years.

Attended Saskatoon Women's Committee - Zoom call November 6, 2025

Attended the National Women's Conference – Toronto – November 21-23, 2025

Resolutions carried Resolution 34, 21, 29, 5, 55, 1, 37, 17, 41, 47, 74,

Discussion on Union Advocacy for Women's Health, Cycles of Change – Medical Breakdown, Waves of Feminism. Panel on We are all activists: Bridging the Personal and the Political.

Attended RIPC Committee zoom call – November 25, 2025

Discussion on Prairie Convention that is being held on June 5-7, 2026 in Calgary. Elections held for two delegates and two alternates to Convention. Discussed the Winter Education schedule. A budget request is sent to Mariann to purchase RIPC flag.

Attended PSAC Prairie Region Health and Safety Committee Town Hall – November 25, 2025 – Zoom call

Attended PRC Committee zoom call – November 27, 2025

Attended NIPC Committee – August 20, 2025 – Zoom call

Discussion regarding the Equity Declaration form with regards to the Indigenous section, process for increased Indigenous delegates to the PSAC Triennial Convention 2027. Discussion on how the 5 position will be broken out. Discussion on Orange Shirt day Sept 29th and National Day for TRC



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Attended PRC Committee zoom call – November 27, 2025



Attended NIPC Zoom call – February 19, 2026
Attended PRC Zoom call – Feb 26-27, 2026

Please see the report from the Chair of the Regional Indigenous Peoples Circle
Regional Indigenous People's Circle Chairperson's Report

I am pleased and honored to present the Chairperson's report to the Regional Indigenous People's Circle membership and other entities. In 2023 to 2026 the RIPC has had two Chairs Prudence McKenzie for the first term then Kelsey Churchill for the last term.

RIPC purchased ribbon skirt kits for our members to learn about what the ribbon skirt represents. These skirts will be worn at events and ceremonies.

We also planned to attend a medicine walk to have more land based learning for the members to strengthen their relationship with Mother Earth. The medicine walk will teach which plants can be used for medicine and learn about the gifts the Earth provides. The Elder was not available on the date planned and we were unable to attend this year.

The RIPC acknowledged National Indigenous Day (NID) by attending a couple of events on June 21, 2025. We attended the Prince Albert Friendship Centre's National Indigenous Day in the park. We gave a donation to help offset the costs of National Indigenous Day for the Friendship Centre. Finally on September 25th the RIPC encouraged all members to participate in local and regional events. We were able to supply orange shirt pins to all members that they would be able to wear annually on this national day of reflection.

The Chair of the RIPC committee Kelsey attended the All Committee Summit in Calgary at the end of April. Finances and building budget requests was the focus. This will help us to ensure our reports and budget requests are submitted correctly. As with our group, lack of engagement seems to be a common issue with other areas. Kelsey's desire is that we focus on member engagement.

I would like to thank the rest of the RIPC executive and members for participating in these events, Janette Husak and regional staff for supporting us. I look forward to attending and planning more events for our circle to participate in the future.

Respectfully, Kelsey Churchill

In solidarity,

Janette Husak



TIM HUBICK

Persons With Disabilities Representative

Welcome to Convention 2026. It is hard to believe how fast the last three years have flown by. It has been an intense pleasure to serve as the Persons with Disabilities Rep for the last three years. This term it has had times filled with great rewards.

Activities and Events:

I have contacted all the members in the region who self-identified as a person with a disability via an email.

We held our first Prairies Persons with Disability Summit. This summit brought together 25 members of the prairies, who identify as a person with a disability. This was a time for us share our stories, take part in critical planning, education sessions, opportunity to hear three fantastic speakers and network with each other over the three-day summit.

Attended PSAC National Tri Annual Convention 2025.

Appointed to the resolutions committee meetings for the National Access Equity Conference to debate and prioritize the resolutions.

Attended The National Access Equity conference held in Winnipeg Manitoba it was great to welcome the nation to the prairies to this conference.

I attended all active Human Rights Committee meetings at least twice. These meetings in person and via zoom bring news to each about what is happening at prairie region council in return bring questions back to council.

I have helped members navigate with duty to accommodate in their workplaces. This work is on-going as return to office is created new challenges for many.

I attended all the National PSAC Persons With Disabilities working group meetings both held virtual and in person.

I attended all Human Rights Committee Town Hall Meetings.

I also attended all Prairie Region Council Meetings where we worked a great deal on the task of making our union more inclusive.

Appointed to the Regional Health and Safety Committee. I attended all these meetings held via zoom.

Appointed and elected as the Chair for the Communications Committee for the region. Please see the report for more details of the work the committee carried out.

Brought greetings and spoke about what Prairie Region Council does at three Talk Union Basics Courses.

Highlighted education and courses:

Graduated from the PSAC ULDP program.

Was part of the pilot education Building Solidarity with Indigenous Communities.

Was a mentor to the PSAC Prairies Mentor Mentee program.



Community events:
September 30th
Labour day picnic
Several picket lines
Lobbied three MP offices
Phoenix day of action.

Challenges I faced this term:

One of the big challenges due to the large demographics of the region and not being able to have face to face meetings with all human rights committees it is a challenge to keep members engaged. Membership has always been an issue. We will continue to look for new ways to overcome these challenges.

Future:

We are off to a great start to see some amazing activists continue to rise in the prairies through our summit, our human rights committees, and our locals.

“The great mapping of the prairies”

I know the best is yet to come. I look forward to continuing working more with every one of you in whatever capacity after this convention. I look forward to seeing the wonderful things we will carry out together.

Thank You

I would like to take this opportunity to thank the PSAC staff for all their support and hard work. They do make our roles more manageable, I would also like to take this opportunity to thank my fellow council members for making the last three years amazing. Most importantly I want to thank you the membership for all that you do.

In solidarity

Tim Hubick



MADLINE LEE

Racially Visible Persons Representative

It has been an honor and a privilege to serve as the Racially Visible Persons Representative for the Prairies region. I entered this position as the 3rd elected representative and took over the responsibility in September 2024. As a first time PRC representative, there was a lot of watching and learning, and I had big shoes to fill. In the short time representing the racially visible members, I have learned that we have so many things in common and so many unique qualities that make us different. I have observed, listened, and participated in meetings in all 3 provinces. I have met so many interesting people in this journey. We have shared our lived experiences, and I see the world differently. I must admit, in the short time that I have represented our racially visible members, I have not begun to scratch the surface of all that I wanted to accomplish.

I wanted to get equality, recognition and acceptance for all racially visible members in their workplace and daily lives. My wish has been difficult because of the state of the world we live in. Our neighbor from the south has pushed systemic racism on top and created a large following. Racially visible members live in constant fear. We are afraid at work and in our daily lives. The reality of living as part of an equity group is real. Trying to fix the problems and educate others to understand the hardship of being in an equity group is harder.

I have had the opportunity to attend different equity group meetings in the prairies, and in my observation, I feel that the time frame for discussions for all 4 groups is too short. I am hoping for the future that the racially visible members can form a large following and be as strong as our women's committee. I have also attended PSACs national racially visible forum groups. We have met on several occasions virtually and in person. As part of a group of racially visible representatives from coast to coast, we discussed different topics that members have had, and some of us opened about our own experiences. We discussed how we can make changes for the future, as leaders. We all agree that education and understanding our human rights is at the forefront. Breaking down barriers is our priority, uniting all racially visible members will make our mission easier to accomplish. The racially visible conference that was held in September of 2025 was the highlight of my term. It sparked a new beginning for better things to come. We networked with other members in all 3 provinces, and we learned from our PSAC staff. We were able to create a list of racially visible members that joined a WhatsApp group, where we can connect with each other. I will never forget our night of celebrations. All who attended got up and sang together the Michael Jackson song WE ARE THE WORLD. It was a powerful song that had a lot of meaning in it, everyone stood up, danced, and held hands. That moment was very empowering.

Being part of the Education committee has taught me that there is so much to learn from the union, and there is so much education that still needs to be brought up. The communications Committee has taught me that there is so much messaging that must be carefully orchestrated to members, so the message comes out crystal clear. It was a pleasure being part of the Prairie Regional Council. I have learned some union etiquettes, the dos and don'ts to making good changes. It has taught me



to be a fighter and how to be an Allie to help other causes. I know there is more to learn in the world of the PSAC and look forward to it every day.

In Solidarity
Madeline E Lee



CRAIG KREMER **2SLGBTQIA+ Persons Rep**

Introduction:

On April 9, 2024, I had the privilege of becoming the PRC 2SLGBTQIA+ Rep for part of the three-year cycle. I had no idea what to expect when I decided to become the Alt Rep. I didn't anticipate ever actually being the Rep.

I loved being able to work with other Pride Representatives, being able to learn from each other, support each other and to just listen. We were able to have inclusive Pride Flags made and ensure that every regional office have them.

I had the opportunity of assisting with putting on the first ever PSAC Prairies Pride Summit. It was amazing being able to have like-minded people attend an event and feel safe to be our true authentic selves. A continued issue for the 2SLGBTQIA+ community is the fact that our rights are under attack on a regular basis. At the Summit, we were able to have speakers talk on ways to improve our own education and learn how to better lobby all levels of government.

Moving Forward:

When reviewing the material placed in the swag bags with some of the members, it was noted that the material included was both outdated and offensive. It was brought up with a staff member at PSAC, and I requested that moving forward that they no longer include this material. If they have not made it a priority to update the outdated material, that it would be better to not include it at all. My hope is that going forward, this will no longer be an issue. Whoever takes my seat make this a priority.

One of the challenges that I have noted is the lack of funding for 2SLGBTQIA+ Reps. Where you live dictates on how you may participate in pride events. My hope is that REVP's will begin to work with the Council members to ensure that each 2SLGBTQIA+ Rep has a budget to enable participation.

Conclusion:

This has been a difficult year for me. From having major surgery and trying to trying to find my voice. It is difficult, as a Queer individual, being told that my voice is not enough, especially when it comes from people who are not a part of our community. Being a part of the 2SLGBTQIA+ community continues to inspire me to want to do more and to be better. I Look forward to working with the next 2SLGBTQIA+ PRC rep and will provide as much guidance as they need. I will continue to represent and support the 2SLGBTQIA+ community in the work I do.



Hopes and Dreams:

My hope is that PSAC will continue to stand in solidarity with all members and not forget about the 2SLGBTQIA+ Community. That PSAC will continue to make efforts to ensure inclusion and equity for all.

My dream is for a better day when all members feel included and valued. A day, when we can look back and the struggles, knowing that we will never go back.

In Solidarity,

Craig Kremer (He/Him)



MICHELLE LANG

Directly Chartered Local (DCL) Rep

As the Directly Chartered Local (DCL) representative on the council, I was elected to advocate for the interests of DCL members across the Prairie region. Currently, membership includes Neeginan Education, Training and Employment Services (formerly the Centre for Aboriginal Human Resource Development - CAHRD), the University of Winnipeg, Brandon University, the University of Saskatchewan, Casino Regina, as well as members covered under an agreement at the University of Lethbridge.

In this role, I review council initiatives to ensure they reflect and address the needs of locals that report directly to the Regional Executive Vice-President (REVP). I also bring forward issues arising from DCL locations, ranging from bargaining updates to matters that may need to be escalated to the national level through the REVP.

Additionally, I collaborate with fellow council members to support broader efforts impacting federal public service workers and separate employers. This includes participating in actions such as informational picket lines—like those marking the anniversary of the Phoenix pay system—where we engage directly with the public, even in settings like passport office lines. I remain committed to supporting any initiatives where additional presence and solidarity can make a difference.

As part of my role, I sit on the National DCL Committee. We have met once in person and a couple of virtual meetings; Issues are being discussed as to recommendations that will be put forward to the NBOD in June. Possible resolutions will be drafted to be debated at the next National Triennial Convention. Depending on what the resolution states I will have to decide what would be good for the members I represent.

I want to thank the members that were on the Prairie Region Council this last term, there were great discussions and I look forward to seeing many of you in the future. To those not re-offering thanks for the dedication and the ideas that you brought forward to get us to think of things in a new light.

In Solidarity

Michelle Lang

**TANIA FIKUS**
Young Workers Rep

It has been my absolute pleasure to serve on Prairie Regional Council (PRC) as the Young Worker Representative to the Prairies Region. This was my first term serving on the PRC and I am so proud to have worked with such an amazing group of union activists. I feel so much has been accomplished these past three years for our young worker members.

Committees

When I began my term as the Young Worker rep, many of our young worker committees had gone dormant or were not in good standing. With the help of our Young Workers across the Prairies and staff, we were able to bring many of our committees back into good standing and managed to start up new committees in areas that have gone extended periods of time without committees. Through these newly founded committees and the revival of the dormant ones, committees have been planning and holding events for young workers in their areas. Seeing young workers come together and collaborate has been one of the many highlights of my term in this position, and one I am so proud to have been a part of.

Outreach

Reaching young worker members has been a primary goal since being elected to this position. A barrier we have faced is that we don't always know where our members are and how we can reach them. Through the PRC Outreach initiative, I was able to attend meetings with Area Councils to reach those young members and advise them of young worker activities in their area. This was only the start of the Outreach planning that I hope my successor will continue into the next term.

Setting Goals

In May 2025, the PRC hosted an All-Committee Summit where executives from all committees and area councils attended a two-day summit where the PRC reps met with their associated committee members. Through this inaugural summit, young worker members from across the Prairies collaborated and brainstormed ideas and goals (both short term and long term) for their committees and members. Young worker executive members shared their ideas and ways they can connect with their members and how to make their committees successful. This was the first step in how we can strengthen our young worker committees and inspire young union activists in our region.

Future

We have taken some amazing first steps in our region with respect to uplifting our young worker members and committees. I will continue to support our Young Worker Committees in the region to ensure my successor has a clear path forward in this important work. I feel so incredibly fortunate to have been elected to this position. The connections made with our members across the region have been invaluable to me as a union activist.

In Solidarity,
Tania Fikus





AMANDA WAKEFORD

Separate Employer Locals Rep

This has been both a rewarding and quick term serving as your Separate Employer Local (SEL) Representative. Old connections have grown and new ones have started. I truly believe that we are on a forward momentum and engagement is growing. Thank you all for speaking and showing up, doing the work, and truly leaning in these past 3 years.

Outreach / Activities

2023

July 6 – PRC Check-in Call

July 23-26 – UCTE Convention (connected with the other SEL from the Prairies to discuss struggles/initiatives)

Sept 22 – 1:1 Call w. Marianne to discuss upcoming term as SEL rep on PRC

Oct 26 – PRC Finance Committee Meeting

Nov 9 – PRC Meeting (virtual)

Dec 14-17 – PSAC National Leadership Training in Ottawa

2024

Jan 24 – PRC Finance Committee Meeting

Feb 1 - Finance Training for Regional Committees (virtual)

Feb 2-4 – PRC Finance Committee Meeting (Winnipeg)

Feb 3 – PRC Education Committee Meeting (Winnipeg)

June 26 – PRC Finance Committee Meeting w. Auditor (virtual)

June 27 – PRC Special Meeting (virtual)

July 9 – PRC Finance Committee Meeting (virtual)

July 15 – PRC Hardship Committee Meeting (virtual)

Sept 13-15 – PRC Meetings (Saskatoon; attended virtually)

Sept 13 – PRC Finance Committee Meeting (Saskatoon; attended virtually)

Sept 15-20 – PSAC Prairies Changemaker Retreat (Moose Jaw)

Sept 17 – Rally at 15 Wing Moose Jaw

Sept 19 – Rally for UFCW Local 1400 (Moose Jaw)

Nov 14 – PRC Official Call (virtual)

Nov 21 – PRC Call-PRC, All Committees & Staff (virtual)

2025

Jan 31 – PRC Finance Committee Meeting

Jan 31-Feb 2 – PRC Meetings (Edmonton)

Mar 17 – PRC Outreach Meeting (virtual)

Mar 28 – PRC Fin Comm. Prairies Committee Financial Package Review (virtual)

Apr 10 – PRC Outreach Meeting (virtual)

Apr 15 – PSAC Prairies Townhall Call

Apr 16 – PRC Summit Prep Meeting (virtual)



Apr 30 – PRC Finance Committee Meeting (virtual)
May 2-3 – PSAC Prairies All Committee Summit (Calgary)
Jun 11 – PRC Official Call (virtual)
Jul 21 – DCL/SEL Conference Planning Meeting (virtual)
Aug 22-24 – PRC Meeting (Winnipeg; attended virtually)
Oct 24 – PRC Education Committee Meeting (virtual)
Oct 29 – PSAC REVP Tour (Calgary)
Oct 30 – PSAC Regional Convention Host Committee Meeting (Virtual)
Nov 3 – DCL/SEL Conference Planning Meeting (virtual)
Nov 6-9 – PSAC Prairies DCL/SEL Conference (Regina)
Nov 13 – PSAC Regional Convention Host Committee Meeting (virtual)
Nov 26 – PSAC Prairies Townhall Call (virtual)
Nov 27-28 – PRC Official Call & Resolution Meeting (virtual)
Nov 28 – PRC Finance Committee Meeting (virtual)

2026

Feb 24-24 – PRC Finance Committee Meetings (Calgary)
Feb 26 – Phoenix Action for 10th Anniversary (Calgary at Harry Hays)
Feb 26-27 – PRC Meetings (Calgary)
Feb 28-Mar 1 – PSAC Regional Convention Committee Meetings (Calgary)
April 1 – PRC Finance Committee Meeting to review Committee Packages (virtual)

SEL /DCL Conference

The theme this time was Building Our Strength and we wanted a big focus to be on assessing the health of Locals and building strategies to strengthen not only governance but communication. We did a facilitated session or workshop activities on increasing member turnout with groups planning an event to bring back to their Local for implementation of the tools and tactics discussed. This is always a small but mighty conference. There were a lot of newer Separate Employer executives in attendance, which is good but normal to see for SE's. Overall, I think attendee feedback was that it was a great learning experience and a vital networking opportunity.

Bargaining

Big congratulations to all Locals that were able to either reach tentative and / or ratify new agreements with their Employers throughout the term - UNE 50773, UCTE 50600, UCTE 30315, and UCTE 30301 - to name a few. Good luck to all those that are either currently negotiating, entering conciliation or have upcoming contracts expiring throughout the remainder of 2026.

I would like to thank all the members of the Prairie Region Council for their hard work, great discussions, and commitment to PSAC members in our region.

In solidarity,

Amanda Wakeford





STASI L'HIRONDELLE **Northern Alberta Geo Rep**

The past three years serving as the Northern Alberta Geographical Representative on Prairie Region Council (PRC), my work has focused on member outreach, community support, political engagement, labour solidarity and strong advocacy on issues affecting PSAC members. Throughout this term, I remained committed to actions that uplifted members, strengthened union solidarity, and protected workers' rights.

As your elected representative on PRC, my duties included serving on the Prairie Region Health and Safety Committee and the Bylaws Committee. The Health and Safety Committee hosted Townhalls that were well attended and engaging for Prairie Members. I attended the National Health and Safety Conference where we debated key resolutions. I will continue to advocate for proper PPE for all workers regardless of gender, the inclusion of domestic and intimate partner violence as a recognized workplace risk and improved OHS training for provincially and territorially regulated workplaces.

The Bylaw committee worked with the PRC members to update the PRC handbook to modernize language and clarify roles and responsibilities and prepared bylaws for presentation and debate at this tri-annual convention.

I continued my learning and participated in several key courses, including Taking Action with Communication Training, Changemakers and Building Solidarity with Indigenous Communities. I attended Canada Labour Congress Political Action Training where I learned specialized training focused on political engagement, advocacy and mobilizing members. I gained tools to support effective political action campaigns. I also participated in the inaugural Prairie Region All Committee Summit where we collaborated with other committees, strategized methods to increase engagement, and received training on completion of committee financial packages. I strongly encourage everyone to take advantage of the abundance of training opportunities made available in their Regional Office. These courses not only build on our knowledge base but provide members the time to build on their network of allies.

The Edmonton Area Council remained active in member engagement activities, community outreach, and political action. Each year, Area Council participated in the Edmonton District Labour Council Labour Day event where we handed out notebooks, pencils, rulers and erasers to inner city families. We laid wreaths on Remembrance Day on behalf of PSAC members in Edmonton, Cold Lake and Wainwright. Area council also hosted fun member meet and greets with members of PRC and PSAC National President Sharon DeSousa, as well as games night and federal election debate night that helped to build relationships and foster community. Many laughs were shared, and new bonds were built.

I rarely pass a picket line or rally without breaking out my PSAC flag and joining in Solidarity. Over these past three years, I have stood with Canada Post workers bringing hot drinks and snacks, the



Alberta Education support workers, rallies for Alberta Teachers along with information pickets for various components of PSAC. Demonstrating solidarity with fellow unions only strengthens the labour movement, improving lives for Canadians.

Public servants have faced many challenges over these last few years with increased office presence, Phoenix pay issues, struggles to obtain meaningful accommodations, WFA's and bargaining and early retirement. It's vital that members get out, get loud and support PSAC actions. Be it signing postcards or letters to their MP's, wearing union colours, stopping by at rallies or filing grievances, member support is what shows the employer we are strong and will stand up for rights and improvements in our collective agreement.

My past three years have been defined by active participation, strong advocacy, and unwavering commitment to members. Through committee work, training, political action, and solidarity on picket lines, I have contributed to building a more informed, engaged, and empowered membership. The work is going to continue, but the foundation we have been building will strengthen our union and allow us to face future challenges together, as one team in solidarity.

It's my hope that we leave here with a renewed sense of empowerment and determination. Working in unity and collaboration, we can achieve so much. It is through connection, support and uplifting one another that we make our greatest gains. As Helen Keller said, "Alone we can do so little, together we can do so much".

So So So, Solidarity

Stasi L'Hirondelle



ALEX CREAMER

Southern Alberta Geo Rep

Throughout my term, I have worked to connect with members across Southern Alberta and the Prairie Region through various PSAC education offerings, local visits, and community events. Both the Calgary and Lethbridge Area Councils have been exceptionally active in community activism, member engagement, and political lobbying.

Connecting with members and fostering engagement has been a Council priority I have supported strongly. I believe that direct conversations with, being accountable to, and supporting members is important to building our activism and support within PSAC. I have taken any opportunity to connect with members directly where I can. I have been able to present on the PRC to members at PSAC education courses. Attending various regional and national conventions, conferences and events has allowed me to speak with members from around the region and across locals and components about their priorities; these experiences are invaluable to inform my work and the priorities we are pushing within the union.

Some of the events I have attended include the PSAC National Health and Safety conference, the PSAC National Lobby Day, the Prairie Region Health and Safety conference, Changemakers Political Action course and the Alberta Local Presidents Townhall to discuss member needs and successes with REVP Marianne Hladun. These activities have provided a breadth of experience, knowledge and opportunities to further my understanding of member experiences. Through the Lobby Day activities, I was able to engage with MPs, including interim NDP Leader Don Davies, on PSAC priorities like the Comprehensive Expenditure Review, Phoenix and protecting bargaining rights.

I have worked with other PRC members to foster the mapping of activists in our region. Building relationships with activists and leaders across locals in the region is critical to our ability as a union to generate meaningful engagement and actions that can lead to real change in our workplaces and communities.

Participating in the greater labour movement and supporting other unions and organizations builds on our collective strength as workers. I joined members in supporting CUPW strike lines across Southern Alberta and participated in rallies supporting the impactful Alberta Teachers Association Strike. I also attended the May Day rally in Calgary alongside REVP Marianne Hladun, NEVP Alex Silas, Alternate REVP Krysty Thomas and other labour partners.

The Prairie Region Council hosted the first All Committee Summit, a two-day event for committee members to share ideas, network, and build strategy. This summit helped our committees across the regions connect and develop relationships that are expected to foster better collaboration and increased collective work in the future.

I participated in a regional working group focused on Return to Office actions in response to the unilateral Treasury Board directions on Prescribed Presence, adapting to member priorities



regarding pensions, government cuts, and an approaching election. I was also involved in forming the host committee for the upcoming PSAC Prairies Regional Convention. I have continued to participate in the Phoenix working group completing actions for the various anniversaries of the pay system, culminating in the coordinated activities with PSAC National for the 10th anniversary that was marked on February 28th, 2026.

Part of my role as the Southern Alberta Geographic Representative is to liaise with, support and report on Area Council activities in the area. There are two active area councils that cover that zone. The Calgary Area Council and Lethbridge District Area Council have both conducted a variety of activities over my term.

The Lethbridge Area Council continues to undertake a significant food bank garden initiative, planting and nurturing over 100 tomato plants for the Interfaith Food Bank's Young Chefs program every year. They have annually donated the equivalent of approximately \$6000 in fresh produce to the local food bank from their garden project. The council also supported the Lethbridge Soup Kitchen with food and monetary donations, and volunteers prepared meals to feed about 200 people. Furthermore, they supported the Sage Clan by donating socks for the colder months and leftover food from their Labour Day event. They also made donations to the Medicine Hat District Food Bank. They have supported other community initiatives like Tools for School, providing backpacks and school supplies to students in need.

Lethbridge Area Council continues to see excellent turnout in their participation in the local Pride Parade and events. They continue to partner with the Lethbridge District Labour Council to host their annual Labour Day event which has attracted around 1000 people. They have included activities in Medicine Hat as well to support the members in that area. These have included an area council meeting in Medicine Hat and participation in Labour Day activities.

I had the opportunity to support the Lethbridge Area Council directly by attending some of these events. I was able to participate in a Pride event, walking with members in the annual parade. I was also able to access PRC Outreach funding to attend and support the Area Council at the annual Labour Day barbecue. On another occasion I connect with members of the area council, toured their community garden and connected with Agriculture Union members at the AAFC facility in Lethbridge. These were valuable opportunities to meet with members across Southern Alberta and support the work of our committees and locals.

In addition to events, Lethbridge Area Council Members have engaged in lobbying activities connecting with their local MPs and MLA's to discuss important issues for their members. Topics they have lobbied on include the Federal Budget and how cuts will impact their area as well as the USJE Campaign to Keep the RCMP in Alberta, support hundreds of PSAC members who work for the RCMP in Alberta. The area council worked closely with the Lethbridge District Labour Council on their municipal election actions as well.



PRC REPORTS

The Calgary Area Council has struggled with consistent member participation and continue to engage local members to recruit new members. While the Calgary Area Council has been able to hold meaningful events, they have also been met with some other barriers, for example, the City of Calgary water restrictions necessitated the cancellation of a member engagement event for members and families. Plans to participate in the Ronald McDonald House Home for Dinner program have been delayed as the facility revamped their program.

The council participated in the Calgary Pride Parade in September alongside the Calgary Human Rights committee and REVP Hladun. Members organized a Canada Life Action, attending MP Chahal's office to present personalized letters after meeting requests were ignored.

The Calgary Area Council also supported a regional Phoenix Rally, for the 8th anniversary, at the Harry Hays Building, attended by over 100 members, which kicked off a regional banner tour that concluded at the PSAC National Triennial Convention. To mark the 10th anniversary of Pheonix the Calgary Area Council coordinated with the Prairie Region Council and REVP Marianne Hladun to engage members in a plant gate information picket at the Harry Hays Building. Engaging about 150 members in the morning, on their way to work with custom Phoenix cookies and the PSAC National Campaign to mail your MP.

It is important to thank the dedicated activists that make up the executive committees of the Lethbridge and Calgary Area Council. These members are also critical of the functioning of those committees. I would further like to thank the engaged local presidents and members who I have been able to connect with and who have support PSAC activities during my term. Lastly, it is important to acknowledge all the members in the region, our frontline members are the core of our union strength and their support, engagement and activism is the foundation of the Union's Power

Submitted in Solidarity,

Alex Creamer



DAWN MONTGRANT

Northern Saskatchewan Geo Rep

I was re-elected at the PSAC Prairie Regional Convention in June 2023 as the Geographical Representative for Northern Saskatchewan. I am honoured and proud to serve another term and to work alongside the members of the Prairie Regional Council (PRC), as well as the members of my constituency and leaders of this organization.

My primary role is to attend and report to the Prince Albert and Saskatoon Area Councils on the activities of the PRC, while also sharing updates from our Area Councils with the PRC. These councils are made up of representatives from Saskatchewan locals in the Northern Region. While we continue to build strong participation, we recognize that further outreach is needed to keep our Area Councils robust and representative.

I would like to thank the executive members of both the Saskatoon and Prince Albert Area Councils for their continued dedication and growth. I am also grateful for the ongoing support from PSAC staff at the Northern Saskatchewan Regional Office, Jesse Todd and Jacqueline Maurice—your assistance has been invaluable.

During this term, I have had the opportunity to serve on the PRC Communications Committee and Finance Committee. I greatly appreciate the knowledge and experience shared by fellow committee members, and I am thankful for what I have learned through this work.

Area Council Activity Highlights

Saskatoon Area Council

2023

- New executive elected in November; work began to revitalize the committee.

2024

- Bylaws amended and adopted:
 - Defined geographic boundaries (south of Dalmeny and north of Davidson)
 - Established two-year terms of office
 - Introduced alternating election cycles:
 - President/Treasurer (even years)
 - Vice-President/Secretary (odd years)
 - Established quorum requirements
- Committee in good standing with several activities, including:
 - Day of Mourning
 - Pride Parade
 - Summer Snack donation/volunteering (OUTSaskatoon)
 - Labour Day BBQ
 - Clothing drive for Prairie Harm Reduction



PRC REPORTS

- o Election Day mailout
- o Open House

2025

- Continued strong engagement through:
 - o Pride Parade
 - o Summer Snack initiative
 - o Labour Day event (highly successful)
 - o Remembrance Day wreath-laying
 - o Seasonal event

2026

- Phoenix Event / Postcard Campaign

Prince Albert Area Council

2023

- Activities included:
 - o Moontime Sisters donation
 - o Pride Week
 - o National Day for Truth and Reconciliation (decal distribution)
 - o Remembrance Day wreath
 - o Santa Claus Parade

2024

- Initiatives included:
 - o Socks, Boxers, and Briefs donation drive
 - o Phoenix "watch party" with food bank donation
 - o Little Red Hens volunteering/donation
 - o Pride Parade
 - o National Day for Truth and Reconciliation activities
 - o Bylaw review and amendments
 - o Remote Work event
 - o Stepping Stones donation
 - o Election Day mailout
 - o Remembrance Day wreath
 - o Santa Claus Parade

2025

- Continued community engagement through:
 - o Pride Parade
 - o Santa Claus Parade
 - o Working from Home campaign event
 - o Little Red Hens donation



- o Northern Birthday Box Project
- o Remembrance Day wreath

2026

- Phoenix Event / Postcard Campaign

Our committees warmly welcome members to attend Area Council meetings in Saskatoon or Prince Albert. Your participation is vital as we continue to grow, strengthen our networks, and support one another.

I would also like to extend special recognition to members who have been affected by Workforce Adjustment (WFA), the Return-to-Office mandate, Phoenix pay issues, and increased workload pressures. Your resilience and dedication do not go unnoticed.

Serving on the Prairie Regional Council is both a privilege and an honour. I am deeply grateful for the trust you have placed in me as your representative.

In solidarity,

Dawn Montgrant



AMY STOIK

Southern Saskatchewan Geo Rep

Overview of Activities

This report provides an overview of my activities and reflections from my term as the Southern Saskatchewan Geographical Representative.

Throughout my time in this role, I remained committed to member engagement, building relationships across the region, supporting local activists, and encouraging participation in both PSAC and component spaces. My focus has been on strengthening connections, sharing information, and helping members feel supported in their activism and union involvement.

Reflection

This term has been both meaningful and, at times, challenging. The work of advocacy is important, but it does not always happen in a way that is linear, visible, or easily defined.

Through this experience, I have been reminded that activism does not fit neatly into a single box. Each person contributes in different ways, at different times, and within different capacities. There is strength in that diversity.

I also believe it is important to acknowledge that capacity can shift. Balancing advocacy, professional responsibilities, and personal circumstances is not always straightforward. Having limits or needing to step back at times does not diminish the value of someone's contributions.

This term also highlighted some ongoing challenges within Southern Saskatchewan. At times, interpersonal dynamics, informal gatekeeping, and expectations that go beyond what is reasonable or sustainable can create barriers to participation. These kinds of environments can make it difficult for members to feel welcome, included, or comfortable stepping into activist spaces.

In my view, this has an impact on engagement. When people feel judged, excluded, or as though there is only one "right" way to participate, they are less likely to attend, contribute, or remain involved. That is a loss for all of us.

I also want to acknowledge that the expectations associated with this role, and with activism more broadly, can be particularly challenging for those with caregiving responsibilities—especially parents of young children. Without flexibility and understanding, it can be difficult to participate in the ways that are often expected, which risks unintentionally excluding voices that are important to our movement.

My hope moving forward is that we continue to build a culture that is supportive, understanding, and grounded in respect for one another. Advocacy is strongest when people feel encouraged, not



judged, and when space is made for different approaches and levels of involvement. Activism should not be gatekept, and participation should not depend on fitting into a particular mold. I remain committed to this work and appreciative of the opportunity to contribute during this term.

Regional Engagement and Support

Over the course of my term, I participated in Prairie Region Council meetings, Area Council work, conventions, rallies, picket lines, educational spaces, and regional discussions. I maintained communication with local presidents and activists, supported outreach and engagement efforts, and worked to encourage participation across Southern Saskatchewan.

I remained involved in discussions related to key issues affecting members, including return-to-office, remote work, bargaining, political action, education, equity, and broader member mobilization. I also supported efforts focused on solidarity with workers in struggle, community engagement, and strengthening relationships across locals and committees.

In Area Council spaces, there was ongoing focus on member engagement, political action, labour solidarity, education, and strengthening participation across the region. Discussions also reflected the importance of improving outreach, increasing accessibility, and creating opportunities for members to become more involved in union activities.

Conclusion

It has been a privilege to serve as the Southern Saskatchewan Geographical Representative. I am proud of the relationships built, the support offered, and the work accomplished throughout this term.

I remain grateful for the opportunity to have contributed to this work and to have connected with so many committed activists across the region. I look forward to seeing that work continue to grow in ways that are inclusive, supportive, and sustainable.

In Solidarity,

Amy Stoik



KRISTIN BOWLER

South-East Manitoba Geo Rep

At the 2023 Prairie Region Triennial Convention I had the honor to have been elected as the first alternate South-East Manitoba Geographical Rep. November 2025 I was honored to ask to move into the Prairie Regional Representative (PRC) Position. I have reached out to the area contacts in our region to start communication and to let them know I am available for them if they need anything. I represented the South-East Manitoba Geographic Region as a member on the PRC Health and Safety Committee and participated on the 2026 Prairie Region Triennial Convention Bylaws Committee. The last three years the Winnipeg Area Council participated in the following events:

2023

Labour Day March: Approximately 20 PSAC members were in attendance. The march ended at the museum which was giving out free admissions and water to those in attendance
Santa Clause Parade – November 18 this was a March for Members to participate in the parade. Members were encouraged to dress “festive.” Ideas were as gift boxes with big bows or garland and twinkle lights.

2024

Remembrance Day Wreath Placed at Fort Garry Horse Armoury – a member placed the wreath and participated in Remembrance Day activities.

2025

Labour Day Event: Held at Memorial Park, WAC executive attended; executive set up PSAC tent beside CUPE MB and Steelworker’s union tents. There was food, a bouncy castle, a dunk tank, games, and a game of tugo-war against both CUPE and UNIFOR, both of which PSAC won. WAC gave out a lot of PSAC swag. Suggestion from Kyle is to hand out more hats next year, as they were popular and the PSAC office has a great number of them. Provided information on PSAC to a variety of other union members and other members of the community.

Remembrance Day Wreath Placed at Fort Garry Horse Armoury – a member placed the wreath and participated in Remembrance Day activities.

2026

February 19 - 10 year anniversary of Phoenix activities. Take pictures with members wearing red, wear or display Phoenix stickers and take a photo (individual or group) to be part of a social media campaign. We are also having a Postcard Campaign. There will be postcards with MPs addresses, were distributed to members to sign, then they can be collected and mailed.

It has been an honor and a pleasure to represent the South-East Manitoba Region, I hope to make more connections with members in our region through the Winnipeg Area Council and other activities in our region. I look forward to meeting members from our region at the 2026 Prairie Region Triennial Convention.

In Solidarity

Kristin Bowler



ALICIA ZURBA
North-West Manitoba Geo Rep

Since my election at the 2023 Prairie Region Triennial Convention, I have strived to continue increasing the exposure of the Prairie Region Council (PRC) and the Westman Area Council across the geographical region and build on the work completed by my predecessors.

As noted by representatives in this role previously, the challenges that come with engaging such a large geographical area continue, although the ability to host meetings in a hybrid capacity has made a significant difference in members ability to participate in a meaningful way. The PRC executed a "mapping" exercise in this cycle which has allowed a great visual of where we have, and where we are in need, of activists at all levels and capacities. This exercise was a great first step to understanding where we may want to focus engagement and capacity-building efforts throughout the next cycle, however truly understanding members capacity and/or actual interest to engage is also important to remember. Many may know a famous proverb about leading a horse to water; we can provide the tools and education, encourage engagement, and ask for feedback but if members don't want it, or don't see themselves when they look in the union mirror, they're not going to participate when called upon.

Over this past 3-year cycle I was able to attend many PSAC led and PSAC supported functions, providing opportunities to interact and network with PSAC members directly. I have also advocated for PSAC education and training to be offered outside of Winnipeg, allowing members the opportunity to participate in these activities closer to home where it may be easier for them to engage without having to spend hours or even days travelling to do so.

In this cycle I was a participating member of the PRC Education Committee, as well as the 2026 Prairie Region Triennial Convention Finance General Committee. I also actively participated in the successful establishment of the Westman Regional Women's Committee, allowing women across NW Manitoba to be seen and supported, and have access to women's focused union opportunities not easily accessible without an established committee.

It has been a great honor to represent the PSAC members of the NW Manitoba region in the 2023-2026 cycle. Thank you for the opportunity and experience.

Sincerely & In Solidarity,

Alicia Zurba





PRC REPORTS



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PRC COMMITTEE REPORTS

**BYLAWS COMMITTEE REPORT**

The Bylaws Committee consisted of the following Members: Krysty Thomas, Stasi L'Hirondelle, Craig Kremer, Tania Fikus and myself. Our duties include going through the Prairie Region Bylaws to ensure that they are inline with the PSAC National Constitution. Suggest edits to the PRC Handbook. And present resolutions to the Prairie Region Council for consideration.

I would like to thank the committee for all their hard work on going through the Handbook and Bylaws and suggesting edits,

In Solidarity

Michelle Lang

Bylaws Committee Chair



EDUCATION COMMITTEE REPORT

Education remains a core pillar of union capacity building and member engagement in the Prairie Region. In this term, we have continued to offer a wide range of union education opportunities to support member activism, leadership development, and informed participation in union structures. Our work has focused on ensuring education is accessible, flexible, and responsive to the geographic realities of the Prairies.

Education in the Prairie Region has been delivered through a combination of in person, virtual, and hybrid learning opportunities, allowing members across to participate regardless of location. While the return to in person education has strengthened connection and engagement, virtual education has remained an essential component, expanding access for members facing barriers related to travel, caregiving responsibilities, or work schedules.

Course offerings are available for each Regional Office on the PSAC Prairie Region website (<https://prairies.psac.com/education/>)

In addition to promoting education offerings, the Regional Education Committee is intended to serve in an advisory capacity to Prairie Region staff. The Committee may provide input on regional education priorities, emerging member needs, and opportunities for program development, drawing on the perspectives of locals and activists from across the region. However, in practice, the Committee's role in determining what education is offered has been limited. As such, its contribution to planning, evaluation, and continuous improvement has been more indirect, with education programming primarily developed and delivered by PSAC staff.

Throughout this period, we have also navigated ongoing challenges that shape education delivery and participation. Member engagement remains uneven, influenced by workplace pressures, geographic distance, and capacity constraints. While hybrid and virtual models increase accessibility, they also introduce complexities related to digital access, facilitation, and coordination across formats. Rising costs associated with travel, accommodation, and venue access continue to impact the sustainability of in person education in a geographically large region.

Efforts to update education webpages and developing new workshops and courses reflect our ongoing commitment to improving how information is shared and how members connect with education opportunities. These tools support not only skills development, but also deeper engagement with union values, structures, and collective action.

We would like to extend our sincere thanks to Prairie Region staff for their dedication, expertise, and behind the scenes work that make regional education possible. Their coordination and support are essential to delivering high quality education across the region. We also thank the members who participated in education during this reporting period, contributing their time, experience, and perspectives to strengthen our collective capacity.



We are equally grateful to locals and regional bodies for their continued efforts to promote education and encourage member participation. Their support is critical to building awareness and fostering a culture of learning and engagement across the Prairie Region.

As we move into the next term, education in the Prairie Region will continue to face challenges related to engagement, delivery models, funding pressures, and complexity. These challenges also present opportunities to adapt, innovate, and strengthen how we reach and support members. We look forward to continuing this work with staff, locals, activists, and regional leadership to ensure that Prairie Region education remains accessible, relevant, and responsive to the evolving needs of our membership.

Respectfully submitted on behalf of the Prairie Region Council Education Committee:

Alicia Zurba, North-West Manitoba Geographical Representative

Amanda Wakeford, Separate Employer Locals Representative

Amy Stoik, Southern Saskatchewan Geographical Representative

Madeline Lee, Racially Visible Persons Representative

Tania Fikus, Young Workers Representative

In Solidarity,

Sherry Hunt, Regional Women's Committees Representative



COMMUNICATIONS COMMITTEE REPORT

The composition of the PRC committee was the following, Sherry Hunt, Craig Kremer, Madeline Lee, Amy Stoik Dawn Montgrant, Staff Rep Brianne Goertzen, and Chair Tim Hubick.

The committee reviewed the Terms of Reference for the Committee and voted unanimously in favour of adopting said terms. Terms of Reference were adopted by the Prairie Region Council members.

The Communications Committee met and discussed a variety of topics as it relates to communications, including but not limited to, the convention. The committee had lengthy discussions regarding swag, the boutique, the Prairie Voice Awards.

Theme:

We reviewed past convention themes and brainstormed on the new theme for the 2026 convention. We considered a variety of themes, we canvassed other unions external organizations and on advice of the Regional Executive Vice President (REVP) regarding this year's theme. The Committee wanted the theme to be new and refreshing with PRC input and consideration. After narrowing down the list to the top three themes, the Committee put the list to the larger PRC for input and voting. The overwhelming top vote get for the convention was, 'We Are Prairies: Mapping Our Future'.

Swag:

We had a robust swag discussion, carefully considering what members would like and what items would be practical for members as well. The Committee not only wanted something practical and looking for one bigger item in order to address that practicality. The careful and thoughtful discussion resulted in the purchase of the laptop backpack with the Prairies region logo. It was decided to use the Prairies logo instead of a Convention theme specific design to allow for any overages to be used for speakers at future Prairie events.

Boutique:

In years past the convention boutique took additional resources and became untenable to manage. To this end, the committee made the recommendation to the PRC to have no boutique. However, in order to ensure members, have an opportunity to purchase Prairies branded items, an alternative has been implemented to meet this need. The alternative is to have CAVAN bring in a selection of a couple of key items for purchase. This would become the responsibility of CAVAN to sell. With CAVAN selling a couple of key items it allows us to make better use of our resources and provide an opportunity for members to purchase new items.



Prairie Voice Awards

The committee reviewed the applications of the award recipients by reviewing the redacted application to ensure anonymity of the applicants. The winners were chosen through an unbiased process, and the awards will be presented at the 2026 convention.

Thank You

As the chair I would like to take this opportunity to thank all the members of PRC, staff and the Communications Committee for their hard work over the last three years. On behalf of the Communications Committee, we wish all delegates, observers, and guests an enjoyable 2026 convention.

In solidarity

Submitted on behalf of the committee.

Chair of the Committee

Tim Hubick



FINANCE COMMITTEE REPORT

Committee Members: Alex Creamer, Dawn Montgrant, Krysty Thomas, and Amanda Wakeford
The Prairie Region Council Finance Committee is responsible for overseeing the financial operations of the Prairie Region Council, including monitoring revenues and expenditures to ensure alignment with approved budget and Council priorities.

Throughout this term, the committee met regularly to review quarterly and year-end financial statements and recommended their approval to the Prairie Region Council. This work ensured that expenditures remained consistent with the budget adopted at the 2023 Prairie Region Triennial Convention.

The committee participated in the audit processes for the 2023, 2024, and 2025 fiscal years, contributing to the accuracy and integrity of financial reporting.

In addition to oversight, the committee provided recommendations to the Prairie Region Council on financial priorities and allocations. This included reviewing year-end financial packages from all regional committees and councils, ensuring completeness and compliance, and recommending funding allocations to the REVP for the 2024 and 2025 fiscal years.

During this term, the committee supported improvements to financial processes and reporting, including contributing to updates to the Committee Handbook to strengthen consistency and clarity of financial reporting packages.

The committee developed and refined financial training in response to identified gaps in reporting and compliance. This work culminated in a hands-on training session delivered at the All-Committee Summit in May 2025, equipping committee executives with practical tools to complete annual financial packages and maintain good standing.

The committee also prepared a draft budget for 2027–2030. This budget was presented to the Prairie Region Council for discussion and approval, and subsequently submitted to the PSAC Prairie Region Triennial Convention Finance Committee.

Respectfully submitted,

Krysty Thomas

PRC Finance Committee Chair



HEALTH AND SAFETY COMMITTEE REPORT

The Prairie Region Council Health and Safety Committee is established by the REVP and the Prairie Region Council. Members of this committee become members of the Prairie Region Health and Safety Committee that includes component and DCL representatives. As both committees operate as one with the PRC Committee acting as a reporting and advisory committee to the Prairie Region Council this report will focus on the activities of the greater committee.

The Prairie Region Health and Safety committee is mandated to meet at least 4 times per year, including an annual townhall. Each component is invited to appoint a representative to the committee and representative is elected to represent the Directly Chartered Locals.

The Prairie Region Health and Safety Conference was held in Calgary in December 2023. This committee is involved in the planning and execution of this regional conference. About 60 members were able to attend and engage on topics including PPE for Women, the effects of shift work, climate change as an H&S issue, Duty to Accommodate, WCB and Psychological Injury. A panel discussion also occurred regarding difficulties activists and workplaces are facing and how the H&S committee can help.

Meetings often included significant discussion surrounding action, engagement and education of members in the Prairie Region with respect to Health and Safety.

Annual Town Hall activities generally followed a two-part approach with a short learning opportunity followed by member questions, engagement and consultation. Learning topics presented included considerations on return to the workplace and keeping workers safe, violence and bullying in the workplace and Job Hazard Analysis. These continue to be important opportunities to connect with all members in the region.

The committee was able to host a regional caucus during the PSAC National Health and Safety Conference. The conference included a great workshops and speakers over several days, engaging members in the current trends and issues workers and health and safety representatives are facing. During a regional caucus, members were asked for input on their needs and expectations from the Prairies Health and Safety Committee and how best to connect with members in the region.

Ongoing feedback from members in the region continues to echo the need for more health and safety education. Members are requesting support around the functioning of workplace committees, rights and responsibilities, Duty to Accommodate, ergonomic assessments, violence and bullying and mental health injury among other topics. There has been a consistent request for hybrid training options, recognizing that an in-person experience is often more engaging, but at times remote is required to maximize the opportunities to attend.

The Health and Safety Committee was able to partner with the Regional Women's Committees Representative in presenting a Webinar from Dr. Karen Messing on Gender & Occupational Health



PRC REPORTS

and Safety. It was well attended and a successful and engaging discussion surrounding the issues impacting women and safety.

The Health and Safety Committee was able to host a Webinar of Stories on the impact of workplace injuries. We heard touching stories from family members of workers killed on the job. Threads of Life is an agency who work to support these impacted family members in coping with their losses and educating workers to prevent future accidents. They offer support to family through workshops, connections and gatherings.

The committee presented a Webinar on Remote Work. Engaging members about hybrid work and the Health and Safety topics connected to that, including Duty to Accommodate and Ergonomics.

The committee has begun work to compile topics to include in a regional Health and Safety webpage. It is hopeful that this will be a quick and useful resource for all members in the region looking for supporting information to inform and guide their workplace committee work and member representation.

The work and commitment of all members of the committee is recognized and greatly appreciated. Additional acknowledgment of the support of Component and DCL Co-Chair Michelle Lang and committee secretary, Karine Drobko, should also be noted. The committee has operated with the support and guidance of PSAC Staff Clint Wirth.

Submitted in Solidarity,

Alex Creamer

Chair

Prairie Region Council Health and Safety Committee



Public Service Alliance of Canada
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PRAIRIES BARGAINING UPDATE

May 11, 2026

PSAC Negotiations & Research



BARGAINING UPDATE

PSAC Negotiations & Research

May 12, 2026

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National overview of Collective Bargaining

Bargaining units and expiries

There are currently 323 active bargaining units¹.

Currently, 138 collective agreements are expired and 17 are first agreements. Of the 17 first agreements, four are in the Prairies.

This means that 155 bargaining units (48%) are currently engaged in negotiations and another 14% will be in negotiations later this year. Most current collective agreements will expire between now and 2028 (Table 1).

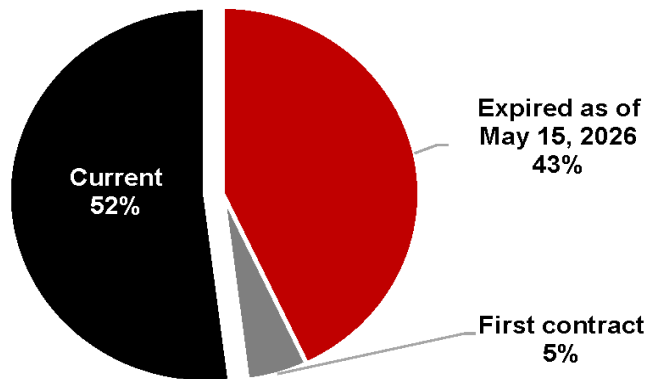


Table 1 Upcoming contract negotiations

Upcoming contract expiries	Collective agreements	% of total collective agreements
To expire in 2026	47	15%
To expire in 2027	56	17%
To expire in 2028	49	15%
To expire in 2029	15	5%
To expire in 2030	3	1%
Total upcoming expiries	170	53%
Expired	137	43%
First contract	15	5%
Total	322	100%

¹ Unionware-Collective Bargaining





BARGAINING REPORT

PSAC Negotiations & Research

May 12, 2026

PSAC membership by contract expiry year

The majority (83%) members, including the four national Treasury Board bargaining units, are currently engaged in bargaining (expired contracts + first agreements)² (Table 2).

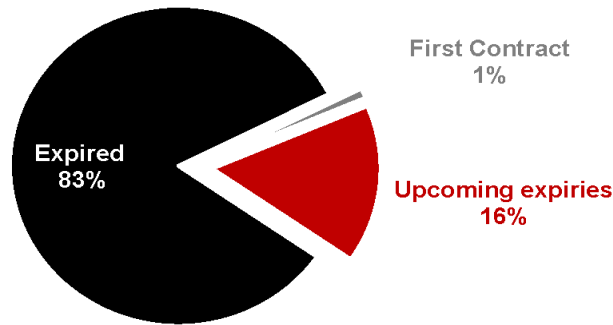


Table 2 Bargaining unit status by percentage of members

Upcoming contract expiries	Proportion of membership (%)
To expire in 2026	6%
To expire in 2027	4%
To expire in 2028	4%
To expire in 2029	2%
To expire in 2030	0.1%
Total upcoming expiries	16%
Expired	83%
First contract	1%

² Unionware-Collective Bargaining

BARGAINING UPDATE



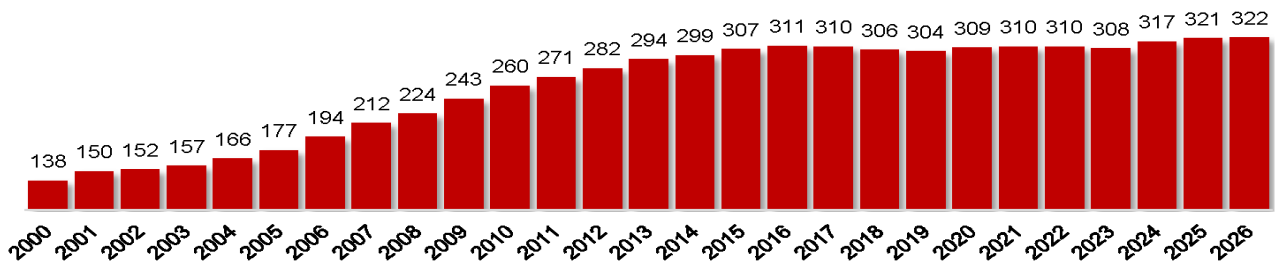
PSAC Negotiations & Research

May 12, 2026

PSAC Bargaining Unit Growth (2000-2026)

As of May 2026, there are 322 active bargaining units, increased from 138 in 2020³.

PSAC Bargaining Units by Years (2020-2026)



³ For the purposes of this graph, for units marked currently inactive but with no recorded end date, the assumed end date was five years after certification. This only affects year to year numbers, not the total in May 2026.



BARGAINING UPDATE

PSAC Negotiations & Research

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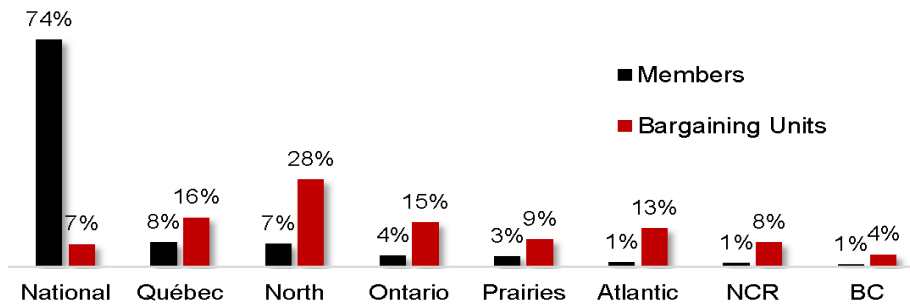
Regional and National Bargaining Unit Distribution

PSAC represents members in all regions of Canada. Most (74%) members are in a national bargaining unit (8% of total bargaining units). Currently, 9% of PSAC bargaining units are in the Prairies region, comprising 7% of our membership (Table 3)⁴.

Table 3 Regional distribution of members and bargaining units (%)

Region	% of membership	% of bargaining units
Atlantic	1%	13%
BC	1%	4%
National	74%	7%
Ontario	4%	15%
Québec	8%	16%
NCR	1%	8%
Prairies	3%	9%
North	7%	28%

Regional distribution of members and bargaining units (% of total)



⁴ Unionware-Collective Bargaining



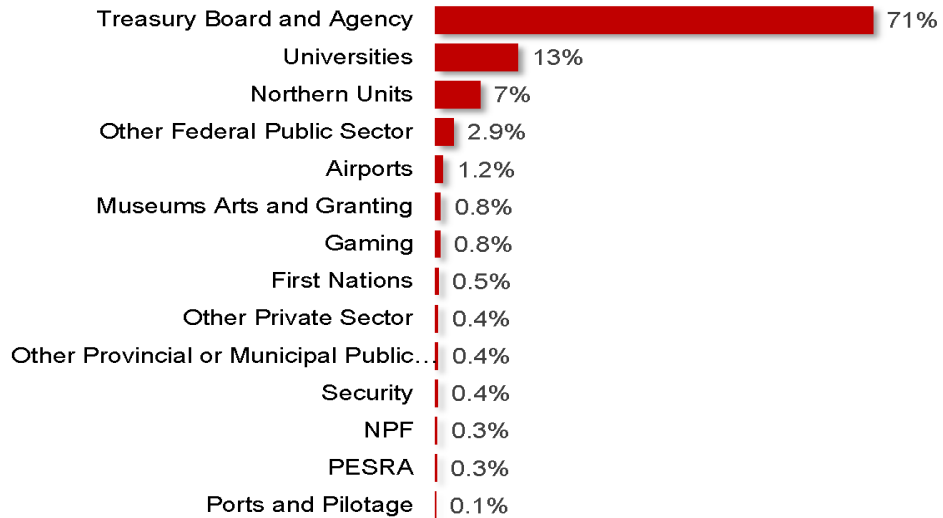


Sectoral Bargaining Unit Distribution

PSAC members work for a wide variety of organizations including federal government departments and agencies, crown corporations, universities, casinos, community services agencies, First Nations communities, airports, and the security and more.

Most (71%) of our members are in Treasury Board and Agencies bargaining units, followed by the University sector (13%), and Northern bargaining units (7%).

Distribution of members by sector





BARGAINING UPDATE

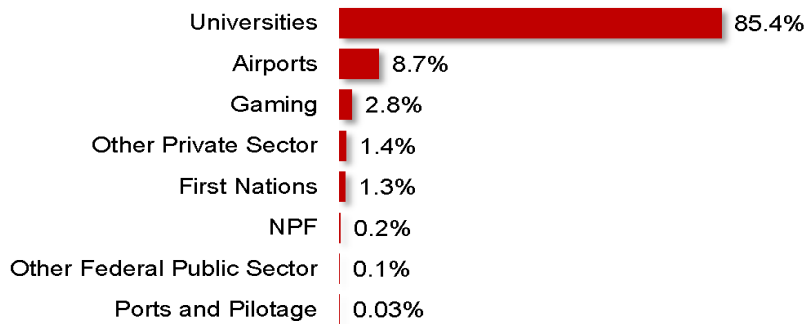
PSAC Negotiations & Research

May 12, 2026

Prairies Regional Units

The Prairies represents approximately 9% of the PSAC bargaining units and 3% of the PSAC membership. This excludes members in national Treasury Boards and agencies bargaining units residing in the Prairies. Most regional members in the Prairies work in the Universities (85.4%), Airports (8.7%), and Gaming sectors.

Prairies member distribution by sector
(% of total Prairies)



BARGAINING UPDATE



PSAC Negotiations & Research

May 12, 2026

National Bargaining Unit members

Approximately 27,500 members of national bargaining units reside in the Prairies⁵.

Table 4 Approximate number of national bargaining unit members in the Prairies region

Employer	Number in Unit	Sector
Canada Revenue Agency	6,209	Treasury Board and Agency
Parks Canada Agency	2,080	
Canadian Food Inspection Agency	746	
Education and Library Science	103	
Border Services	941	
Program and Administrative	13,038	
Operational Services (SV)	2,176	
Technical Services (TC)	1,993	
Canada Post	115	Other Federal Public Sector
Royal Canadian Mint	114	
Royal Canadian Mint - Protective	34	
NAV Canada	44	Museums Arts and Granting
Canadian Museum for Human	150	

⁵ These numbers are approximate and were obtained by cross-referencing two PSAC databases (UnionWare and PowerBI). They are subject to errors and omissions.



BARGAINING UPDATE

PSAC Negotiations & Research

May 12, 2026

Prairies Regional Units Bargaining Timeline

Eleven (11) bargaining units are in active bargaining, and nineteen (19) with upcoming negotiations (Table 5, Table 6).

Table 5 Current negotiations for Prairies bargaining units

	Expiry Date	Notice to Bargain Date
All Nations' Healing Hospital Inc.	2023-03-31	2023-03-29
Brandon University	2024-08-31	2024-05-29
University of Alberta	2024-08-31	2024-06-26
Casino Regina	2024-12-31	2024-12-02
Bouygues Energies and Services Canada Limited	2025-02-28	2025-01-22
Sodexo MS Canada Limited	2025-06-30	2025-04-10
Pro-Tec Fire Services - FR Calgary Renewal of 2025-12-31	2025-12-31	2025-11-27
SNPF CFB Suffield, Alberta Renewal of 2026-03-31	2026-03-31	2026-01-14
SRG Security Resource Group	2026-06-30	2026-05-07
Centre for Aboriginal Human Resource Development	2026-08-06	2026-05-07
Calgary International Airport	2028-12-31	2025-10-24

BARGAINING UPDATE



PSAC Negotiations & Research

May 12, 2026

Table 6 Upcoming negotiations for Prairies bargaining units

Upcoming negotiations		
	Expiry Date	Notice to Bargain Date
Pro-Tec Fire Services of Canada	2026-11-30	2026-07-29
Hudson Bay Port Company	2026-12-31	2026-08-30
University of Winnipeg - English Language	2026-12-31	2026-09-29
Freshwater Fish Marketing Corporation	2027-04-30	2026-12-29
University of Winnipeg - Research	2027-03-31	2026-12-30
Winnipeg Airports Authority	2027-06-30	2027-02-27
University of Saskatchewan - Teaching and	2027-08-31	2027-05-30
Canadian Base Operators Inc.	2027-12-31	2027-08-30
Edmonton Regional Airports Authority - FR	2027-12-31	2027-08-30
Edmonton Regional Airports Authority	2027-12-31	2027-08-30
University of Winnipeg - Academic Capacity	2028-03-31	2027-12-30
Saskatoon Airport Authority - all employees	2028-06-30	2028-02-28
University of Saskatchewan - Postdoctoral	2028-10-31	2028-07-30
Calgary International Airport	2028-12-31	2028-08-30
Winnipeg Airport Authority - FR	2028-12-31	2028-08-30
Regina International Airport	2029-06-30	2027-02-27
University of Lethbridge	2028-04-30	
University of Lethbridge Postdoctoral	2027-06-30	



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**PSAC PRAIRIE REGION
BY-LAWS**

June 2023

BY-LAWS

of the

PSAC PRAIRIE REGION

**As adopted by the Founding Convention
in Winnipeg, October 31 and November 1, 1998
and as amended by the
Prairie Region Triennial Convention**

in

**Saskatoon, November 30 and December 1, 2001
Calgary, June 24-26, 2005
Winnipeg, June 13-15, 2008
Winnipeg, June 10-12, 2011
Saskatoon, June 27-29, 2014
Winnipeg, April 21-23, 2017
Virtual, June 24-27, 2021
Regina, June 09-11, 2023**

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SECTION 1

NAME

Pursuant to Section 16 of the Public Service Alliance of Canada (PSAC) Constitution, the Council of the PSAC in the Prairie Region shall be known as the PSAC Prairie Region Council hereinafter referred to as the PRC.

SECTION 2

MANDATE

Sub-Section (1)

The PRC shall:

- (a) apply the PSAC Constitution, Regulations, Policies and the Prairie Region By-Laws;
- (b) identify, articulate and address all needs and issues important to the Prairie Region members; and
- (c) define the issues that the Regional Executive Vice-President (REVP) will submit to the Alliance Executive Committee (AEC) and the National Board of Directors (NBoD) of the PSAC.

Sub-Section (2)

The PRC shall:

- (a) encourage elected representatives, who represent PSAC members in the Prairie Region, to participate in the activities and decision making process of the Prairie Region structure;
- (b) encourage all members in the Prairie Region to participate in the activities of the Prairie Region structure;
- (c) promote representation and activism from amongst the membership in the broader labour movement and relevant community and social justice organizations;
- (d) promote the Alliance Facilitator Network (AFN) within the Prairie Region; and
- (e) promote affiliation to and the participation in Federations of Labour and District Labour Councils.

SECTION 3

OBJECTIVES

The PRC shall:

Sub-Section (1)

Strive to unite all Prairie Region members of the PSAC in a single democratic organization.

Sub-Section (2)

Strive to provide for a PSAC structure in the Prairie Region that reflects the needs and realities of the membership of the Prairie Region while respecting the constitutional integrity of the PSAC.

Sub-Section (3)

Strive to promote the organization of PSAC members in the Prairie Region and to ensure that the PRC is representative, visible, fair, equitable, respectful of the individual, and collective rights of all PSAC members in the region.

Sub-Section (4)

Strive to implement an efficient and effective communications structure among PSAC members in the Prairie Region and to facilitate networking among members.

Sub-Section (5)

Strive to identify the needs and issues of Prairie Region members and ensure the union's regional programs and services meet these needs by setting priorities, policies and direction.

Sub-Section (6)

Strive to promote the organization, operation and sustainability of Area Councils, Regional Women's, Human Rights, Indigenous Peoples, Racially Visible Persons, Pride, Young Workers and Access Committees within the Prairie Region.

Sub-Section (7)

Strive to strengthen Locals/Branches as the foundations of the union.

Sub-Section (8)

Strive to encourage affiliations to, and participation in, the Federations of Labour and Labour Councils in the Prairie Region.

Sub-Section (9)

Be guided by the following principles:

- (a) fair and equitable representation of all PSAC members in the Prairie Region;
- (b) accountability to the membership;
- (c) union values;
- (d) recognition of equity seeking groups;
- (e) cost effectiveness, efficiency and transparency; and
- (f) proactive representation of the membership.

SECTION 4

MEMBERSHIP AND MEMBERSHIP RIGHTS

Sub-Section (1) – Membership

Membership is defined in accordance with the PSAC Constitution, Section 4 and Regulation 5.

Sub-Section (2) – Membership Rights

Every member in good standing is entitled to:

- (a) all rights in accordance with the PSAC Constitution, Section 5; and
- (b) observe meetings of the PRC, except where matters deemed confidential by the PRC are to be discussed.

SECTION 5

STRUCTURE OF THE PRAIRIE REGION COUNCIL

The PRC shall consist of:

- (a) Regional Executive Vice-President (REVP);
- (b) Alternate Regional Executive Vice-President (A/REVP);

- (c) representatives or alternate representatives for each of the following six (6) geographical areas:
 - (i) one representative from Northern Alberta;
 - (ii) one representative from Southern Alberta;
 - (iii) one representative from Northern Saskatchewan;
 - (iv) one representative from Southern Saskatchewan;
 - (v) one representative from South-East Manitoba; and
 - (vi) one representative from North-West Manitoba.
- (d) one representative for Regional Women’s Committees;
- (e) one representative for Indigenous Peoples;
- (f) one representative for Persons With Disabilities;
- (g) one representative for Racially Visible Persons;
- (h) one representative for 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and other forms of sexual orientation and gender expression, such as genderqueer or gender non- conforming persons);
- (i) one representative for Directly Chartered Locals;
- (j) one representative for Young Workers;
- (k) one representative for Separate Employer Locals.

SECTION 6

PRAIRIE REGION COUNCIL MEMBERS ROLES AND RESPONSIBILITIES

Sub-Section (1)

The Regional Executive Vice-President (REVP) shall, in addition to Section 13, Sub-Section (4) (b) of the PSAC Constitution:

- (a) uphold and promote the mandate and objectives of the PRC;
- (b) assume responsibility for the production and distribution of minutes from the PRC meetings within a timely manner;
- (c) serve as an ex-officio member of all PRC Committees;

- (d) submit a written report of their activities to the PRC meetings and the Prairie Region Triennial Convention; and
- (e) interpret the Prairie Region By-Laws.

Sub-Section (2)

The Alternate Regional Executive Vice-President (A/REVP), shall, but not be limited to:

- (a) uphold and promote the mandate and objectives of the PRC;
- (b) perform the regional duties of the REVP in their absence including PRC activities and other activities within the Prairie Region;
- (c) attend meetings of the PRC;
- (d) submit a written report of their activities to the PRC meetings and the Prairie Region Triennial Convention; and
- (e) perform other duties and responsibilities as determined by the PRC and/or the REVP.

Sub-Section (3)

The 2nd Alternate Regional Executive Vice President shall:

- (a) assume the position and the roles and responsibilities of the Alternate Regional Executive Vice-President should the position become vacant between Prairie Region Conventions.

Sub-Section (4)

The Geographical Representatives shall:

- (a) uphold and promote the mandate and objectives of the PRC;
- (b) communicate with Locals/Branches and Area Council(s) in their geographic areas;
- (c) attend PRC meetings and shall be the spokesperson for members in the geographic area and Area Council(s) in their geographic areas;
- (d) promote the creation of Area Councils in their geographic areas;
- (e) submit a written report of their activities and those of the Area Council(s) they represent to each regular meeting of the PRC and the Prairie Region Triennial Convention;
- (f) provide a report back to each Area Council and Local/Branch they represent following each Prairie Region Council meeting;

- (g) promote representation in groups who defend the interests of members in the geographic areas under their jurisdiction; and
- (h) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

Sub-Section (5)

The Regional Women's Committees Representative shall:

- (a) uphold and promote the mandate and objectives of the PRC;
- (b) promote the establishment of Prairie Regional Women's Committees as outlined under Section 15 of the PSAC Constitution;
- (c) communicate with the Prairie Regional Women's Committees;
- (d) attend PRC meetings and shall be the spokesperson for the Prairie Regional Women's Committees;
- (e) submit a written report of the representative's activities and those of the Prairie Regional Women's Committees to the Prairie Regional Women's Committees, the PRC meetings and the Prairie Region Triennial Convention;
- (f) provide a report back to each Regional Women's Committees they represent following each Prairie Region Council meeting;
- (g) promote representation in groups who defend women's interests; and
- (h) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

Sub-Section (6)

The Equity Group Representatives (Indigenous Peoples, Persons with Disabilities, Racially Visible Persons and 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and other forms of sexual orientation and gender expression, such as genderqueer or gender non-conforming persons) shall:

- (a) uphold and promote the mandate and objectives of the PRC;
- (b) promote the establishment of Pride, Access, Indigenous Peoples, Racially Visible Persons or Human Rights Committees in the Prairie Region as per Section 15 of the PSAC Constitution including attending a minimum of one meeting in each geographic location per calendar year in person or via phone;
- (c) communicate with the Prairie Region Pride, Access, Indigenous Peoples, Racially Visible Persons or Human Rights Committees;

- (d) attend the PRC meetings and shall be the spokesperson for the Prairie Region equity group members;
- (e) submit a written report of the representative's activities and those of the Prairie Region Pride, Access, Indigenous Peoples, Racially Visible Persons or Human Rights Committees to the Prairie Region Pride, Access, Indigenous Peoples, Racially Visible Persons or Human Rights Committees, the PRC meetings and the Prairie Region Triennial Convention;
- (f) provide a report back to each Human Rights Committees/Regional Indigenous People's Circle they represent following each Prairie Region Council meeting
- (g) promote representation in the groups who defend the interest of the equity group members; and
- (h) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

Sub-Section (7)

The Directly Chartered Locals Representative shall:

- (a) uphold and promote the mandate and objectives of the PRC;
- (b) communicate with the Prairie Region Directly Chartered Locals;
- (c) attend the PRC meetings and shall be the spokesperson for the Directly Chartered Locals;
- (d) submit a written report of the representative's activities and those of the Directly Chartered Locals in the Prairie Region to the Directly Chartered Locals, PRC meetings and the Prairie Region Triennial Convention;
- (e) promote representation in the groups who defend the interests of the Directly Chartered Locals members;
- (f) provide a report back to each Directly Chartered Local they represent following each Prairie Region Council meeting;
- (g) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP; and
- (h) promote discussions between DCL's to aid in mutually benefiting projects and priorities within the Prairie Region.

Sub-Section (8)

The Young Workers Representative shall:

- (a) uphold and promote the mandate and objectives of the PRC;

- (b) promote the establishment of Young Workers Committees in the Prairie Region as outlined under Section 15 of the PSAC Constitution;
- (c) communicate with Young Workers Committees in the Prairie Region;
- (d) attend PRC meetings and shall be the spokesperson for the Young Workers in the Prairie Region;
- (e) submit a written report of the representative's activities and those of the Young Workers Committees, PRC meetings and the Prairie Region Triennial Convention;
- (f) provide a report back to each Young Workers Committee they represent following each Prairie Region Council meeting;
- (g) promote representation in groups who defend Young Workers interests; and
- (h) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

Sub-Section (9)

The Separate Employer Representative shall:

- (a) uphold and promote the mandate and objectives of the PRC;
- (b) communicate with the Prairie Region Separate Employer Locals;
- (c) attend the PRC meetings and shall be the spokesperson for the Separate Employer Locals;
- (d) submit a written report of the representative's activities and those of the Separate Employer Locals in the Prairie Region to the Separate Employer Locals, the PRC meetings and the Prairie Region Triennial Convention;
- (e) promote representation in the groups who defend the interests of the Separate Employer Locals members; and
- (f) provide a report back to each Separate Employer Local they represent following each Prairie Region Council meeting;
- (g) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

SECTION 7

PRAIRIE REGION COUNCIL MEETINGS

- (a) The PRC shall meet in session at least two (2) times a year, or upon the request of two-thirds (2/3) of its members, to conduct a special meeting.

- (b) Additional meetings may take place through teleconferencing, other available technology, and various cost-saving initiatives.
- (c) The PRC meetings will be rotated throughout the Prairie Region.
- (d) For decision making purposes a quorum shall consist of the REVP or the A/REVP and 50 per cent of the Council members, ensuring representation from all three provinces.
- (e) Minutes of all PRC meetings shall be posted on the Prairie Region's website within two months, including approval by the PRC.

SECTION 8

PRAIRIE REGION COUNCIL COMMITTEES

- (a) The PRC shall have the authority to, and the responsibility for establishing operational committees as needed and the following standing committees:

- Education Committee
- Health & Safety Committee
- Finance Committee
- Communications Committee
- By-Laws Committee

- (b) Appointments to committees shall be made by the REVP, in consultation with and ratified by the PRC members, keeping in mind gender and equity representation.
- (c) All PRC Committees shall submit a written report of their activities to the PRC meetings and the Prairie Region Triennial Convention.
- (d) The PRC shall establish Terms of Reference to guide the work and activities of each committee. Within the first year of the mandate, the Terms of Reference of each PRC Standing Committee shall be reviewed by the committee to ensure that they are current and relevant. Each committee shall present their Terms of Reference to the PRC for ratification.

SECTION 9

PRAIRIE REGION TRIENNIAL CONVENTION

Sub-Section (1)

- (a) The Prairie Region shall hold its Triennial Convention in the Prairie Region within the period commencing fourteen (14) months and ending nine (9) months prior to the PSAC National Triennial Convention. The PRC shall make every effort to ensure that the Regional Convention rotates through the three provinces of the Prairie Region.

- (b) The PRC may, at the request of two-thirds (2/3) of its members, call a Special Convention.
- (c) The PRC shall issue a call to Convention to all appropriate bodies, not less than four (4) months prior to the date of the Prairie Region Triennial Convention. Such Convention Call shall include the final date for receipt of resolutions from the appropriate bodies.
- (d) The PRC shall be responsible for producing and distributing the Prairie Region Triennial Convention Report to all Convention delegates, Locals/Branches, Regional Women's Committees, Access, Pride, Indigenous Peoples, Racially Visible Persons, Young Workers or Human Rights Committees and Area Councils within six (6) months of Convention.

Sub-Section (2)

The Prairie Region Triennial Convention shall be chaired by the REVP, or, in their absence or on their delegation, any member of the PRC.

Sub-Section (3)

The Prairie Region Triennial Convention shall:

- (a) adopt rules of procedure governing the processing of all matters before the Prairie Region Triennial Convention;
- (b) refer to the appropriate Convention Committee and deal with all resolutions and matters submitted to it through the REVP by the PRC, Locals/Branches, Regional Women's, Access, Pride, Indigenous Peoples, Racially Visible Persons, Young Workers or Human Rights Committees and Area Councils; in good standing;
- (c) establish the budgetary provisions between Conventions;
- (d) deal with any other administrative matters placed before it by the delegates, in the manner prescribed by the rules of procedure adopted by the Convention for the orderly conduct of its business;
- (e) elect the representatives of the PRC, as outlined in Section 11 of these By-Laws by caucus; and
- (f) elect the REVP Prairie Region, the Alternate REVP Prairie Region and the 2nd Alternate REVP Prairie Region.

Sub-Section (4)

Resolutions, except for By-Laws and Finance, that are not dealt with at the Prairie Region Triennial Convention will be deferred to the first meeting of the PRC.

SECTION 10

REPRESENTATION AND VOTING AT THE PRAIRIE REGION TRIENNIAL CONVENTION

Sub-Section (1)

Regional Conventions shall take place over three (3) days commencing on a Friday.

Sub-Section (2)

For the purpose of representation at a PSAC Regional Triennial Convention:

- (a) Each local (components and DCLs) shall be entitled to one (1) delegate for the first one (1) to two hundred and fifteen (215) members and one (1) additional delegate for each additional two hundred and fifteen (215) members or fraction thereof.
- (b) Up to twenty (20) members of their respective Regional Councils shall be delegates;
- (c) Each active Area Council shall be entitled to elect one (1) delegate;
- (d) Each active Regional Women's Committee shall be entitled to elect one (1) delegate;
- (e) Each active Regional Human Rights and Equity Committee shall be entitled to elect one (1) delegate;
- (f) Two (2) elected regional National Indigenous Peoples' Circle representatives shall be delegates;
- (g) Each Regional Young Workers Committee shall be entitled to elect (1) delegate;
- (h) Component national officers shall be delegates in the region in which they live or work.
- (i) Members of the NBoD and full time Component Vice-Presidents shall be entitled to delegate status in the caucus they have elected to participate in as per Section 19, Sub-Section 5 (b) of the PSAC Constitution

Sub-Section (3)

Component officers as defined in Component By-Laws that meet the following criteria shall be delegates to their respective Regional Convention:

- (a) The officer must be a full voting member of the Component executive and elected by the Component Convention delegates or the membership at the national or regional level; and ii) the officer must live or work in the Region.

- (b) Delegation to a Regional Convention of any Component officer not included in (a) above will require a recommendation from the National President and approval from the NBoD.

Sub-Section (4)

Remuneration of delegates shall be in accordance with Section 24, Sub-Section (21) of the PSAC Constitution.

Sub-Section (5)

No member shall attend more than one Regional Convention as a delegate per convention cycle.

SECTION 11

ELECTIONS AT THE PRAIRIE REGION TRIENNIAL CONVENTION

Sub-Section (1) - Eligibility of Nominees for Office - REVP, A/REVP and 2nd A/REVP

- (a) All nominees for the office of REVP Prairie Region, A/REVP Prairie Region, and 2nd A/REVP Prairie Region shall be members in good standing of the PSAC.
- (b) A nominee for the office of the REVP, A/REVP and 2nd A/REVP shall work or reside in the Prairie Region.
- (c) Nominees for the office of REVP, Prairie Region shall be prepared to live in a location as determined by the AEC.

Sub-Section (2) - Nomination of REVP, A/REVP and 2nd A/REVP

- (a) At each Prairie Region Triennial Convention, a Nominations Committee of at least three (3) persons shall be appointed by the PRC from among those present, other than staff.
- (b) The duties of the Nominations Committee shall be to:
 - (i) receive nominations for the offices of REVP, A/REVP and 2nd A/REVP;
 - (ii) verify the eligibility of nominees for office;
 - (iii) ascertain the willingness of nominees to accept and perform the duties of the office to which they may be elected; and
 - (iv) report to the Prairie Region Triennial Convention the names of all such nominees.
- (c) Nominations for the office of REVP, A/REVP and 2nd A/REVP filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate.

- (d) Nominees who are not present at the Convention must submit a nomination form to the Prairie Regional Staff Coordinator prior to the start of the Prairie Region Triennial Convention.
- (e) Nominees who are present at the Prairie Region Triennial Convention can submit a nomination form to the Prairie Regional Staff Coordinator prior to the start of the Prairie Region Triennial Convention, to the Nominations Committee during Convention or be nominated from the floor of the Prairie Region Triennial Convention. The Prairie Regional Staff Coordinator will provide nomination forms received prior to the commencement of Convention to the Chair of the Nominations Committee as soon as the Nominations Committee has been ratified by Convention.
- (f) The Chairperson of the Nominations Committee shall be appointed by the PSAC Prairie Region Council. Either the Chairperson of the Nomination Committee, or a member or former member of the AEC, shall conduct the election of the REVP Alternate REVP and the 2nd Alternate REVP. The Election Chairperson shall have the power to appoint scrutineers and assistants as deemed necessary to conduct the elections in an orderly manner, subject to the limitations of Sub-Section (2) (a) above.

Sub-Section (3) - Election of the REVP, Alternate REVP and 2nd A/REVP

- (a) The election of the REVP Prairie Region, and A/REVP Prairie Region and 2nd A/REVP Prairie Region shall be conducted in turn. Each office shall be called in turn and completed before the next office is called.
- (b) As the election for the office of REVP, A/REVP and 2nd A/REVP is called, the nominee, nominator or seconder of each nominee, whether filed previously with the Nominations Committee or nominated from the floor, may speak to the Prairie Region Triennial Convention for not more than three (3) minutes on behalf of that nominee.
- (c) The election to the office of REVP, A/REVP and 2nd A/REVP shall be by secret ballot. Each voting delegate shall indicate by ballot or electronic voting the name of their choice for the office called, from among the nominees for office.
- (d) Election to the office of REVP, A/REVP and 2nd A/REVP shall be declared only on receipt of a clear majority of the ballots cast with standings revealed to voting delegates after each ballot. In the event that more than two (2) nominees stand for election to any one office, the election procedure shall be by way of elimination.
- (e) In the event of a tie vote, the Chairperson shall immediately take a second ballot without recess or adjournment. If this results in a second tie vote, the Chairperson shall call a short recess before taking the third ballot.

- (f) Upon completion of the election of the REVP, A/REVP and 2nd A/REVP, the Nominations Committee will sign a declaration outlining the number of accredited delegates, the number of accredited delegates voting, the vote tally for each candidate and the number of spoiled ballots for each ballot during the election of the REVP, A/REVP and 2nd A/REVP. The signed declaration will be forwarded to the PSAC National President and maintained on file.
- (g) The REVP, A/REVP and 2nd A/REVP shall take office at the end of the Prairie Region Triennial Convention.
- (h) Members elected to the position of REVP shall not hold Component, Local or Branch Executive Officer positions, other than Steward.

Sub-Section (4) - Vacancy in the Position of REVP, A/REVP and 2nd A/REVP

- (a) A vacancy in the office of REVP shall be filled by the A/REVP.
- (b) A vacancy in the office of Alternate REVP shall be filled by the 2nd A/REVP.
- (c) In the event that both the A/REVP and 2nd A/REVP become vacant 6 months or more prior to the PR Convention then the position of the A/REVP, shall be filled in the following manner:
 - (i) nominations shall be called by the AEC from amongst all members in the Prairie Region;
 - (ii) the AEC shall ensure that all nominees are members in good standing of the PSAC in the Prairie Region of the PSAC, and that the nominator and seconder were delegates at the previous Prairie Region Triennial Convention;
 - (iii) the nominations process will be concluded within 60 days from the date of notice of vacancy in the position of Alternate REVP;
 - (iv) if there is more than one nominee for the office of A/REVP, and an election is necessary, it shall be conducted by the AEC from amongst those members in good standing who were voting delegates at the preceding Prairie Region Triennial Convention.

Sub-Section (5) - Nomination and Election of the PRC Representatives, Alternate Representatives, and Second Alternate Representatives

- (a) Nomination Process for Prairie Region Council Representatives
 - (i) Nominees who are not present at the Convention must submit a nomination form to the Prairie Regional Staff Coordinator prior to the start of the Prairie Region Triennial Convention.

- (ii) Nominees who are present at the Prairie Region Triennial Convention can submit a nomination form to the Prairie Regional Staff Coordinator prior to the start of the Prairie Region Triennial Convention, to the Nominations Committee during Convention or be nominated from the floor of the applicable caucus at the Prairie Region Triennial Convention. The Prairie Regional Staff Coordinator will provide nomination forms received prior to the commencement of Convention to the Chair of the Nominations Committee as soon as the Nominations Committee has been ratified by Convention.
- (b) Election Procedures for Prairie Region Council Representatives
 - (i) The elections shall be by secret ballot. Each voting delegate shall indicate by ballot or electronic voting the name of their choice for the office called, from among the nominees for office.
 - (ii) The election for Representative, Alternate and Second Alternate shall be declared only on receipt of a clear majority of the ballots cast with standings revealed to voting delegates after each ballot. In the event that more than two (2) nominees stand for election for any one office, the election procedure shall be by way of elimination.
 - (iii) The Representatives, Alternates, and Second Alternates shall be sworn in and take office at the end of the Prairie Region Triennial Convention.
- (c) The above procedures shall apply to the following positions on the Prairie Region Council:
 - (i) The Geographic Representatives, their Alternates, and their Second Alternates shall be elected in caucus at the Prairie Region Triennial Convention by delegates from the geographic area they are to represent.
 - (ii) The Regional Women's Committee Representative, her Alternate, and her Second Alternate shall be elected in caucus at the PSAC Prairie Region Triennial Convention by the delegates who have self identified at the time of registration as being a member of a duly established PSAC Prairie Regional Women's Committee.
 - (iii) The Equity Group Representative, their Alternate, and their Second Alternate for the Indigenous Peoples, Persons with Disabilities, Racially Visible and 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and other forms of sexual orientation and gender expression, such as genderqueer or gender non- conforming persons) shall be elected in caucus at the Prairie Region Triennial Convention by delegates who have self-identified on their Convention registration form as being a member of their respective Equity Group.
 - (iv) The Directly Chartered Local Representative, their Alternate, and their Second Alternate shall be elected in caucus at the Prairie Region Triennial Convention by delegates representing Directly Chartered Locals within the Prairie Region.

- (v) The Young Workers Representative, their Alternate, and their Second Alternate shall be elected in caucus at the Prairie Region Triennial Convention by delegates who have self-identified at the time of registration as representing Young Workers within the Prairie Region.
- (vi) The Separate Employer Representative, their Alternate, and their Second Alternate shall be elected in caucus at the Prairie Region Triennial Convention by delegates representing Separate Employer Locals within the Prairie Region.

Sub-Section (6) - Vacancy in the Position of Representative

- (a) In the event of a vacancy, the position of a PRC Representative shall be filled by the Alternate and the Second Alternate shall assume the Alternate Representative position.
- (b) In the event there is no Alternate to assume the PRC Representative position, the vacancy, occurring six (6) months or more prior to the Prairie Region Triennial Convention, shall be filled in the following manner:
 - (i) nominations shall be called by the Prairie Regional Staff Coordinator from amongst the members in the Prairie Region;
 - (ii) the Prairie Regional Staff Coordinator shall ensure that all nominees are members in good standing of the PSAC in the Prairie Region of the PSAC, and that the nominator and seconder were delegates at the previous Prairie Region Triennial Convention;
 - (iii) the nominations process will be concluded within 60 days from the date of notice of vacancy in the position; and
 - (iv) if there is more than one nominee for the PRC Representative position and an election is necessary, it shall be conducted by the Prairie Regional Staff Coordinator from amongst those members in good standing who were voting delegates at the preceding Prairie Region Triennial Convention.
- (c) Should a vacancy occur in the position of Alternate or Second Alternate, at least one year before the next Prairie Region Triennial Convention, the appropriate caucus delegates will elect a representative in the same manner as identified in Sub-Section (6) (b).

SECTION 12

AREA COUNCILS

Sub-Section (1)

Area Councils are designed to serve as liaison for Locals/Branches and Regional Committees.

Sub-Section (2)

A Representative of a Prairie Regional Women's Committee shall have the right to join the Area Council that falls within their geographic jurisdiction, with full voice and vote.

Sub-Section (3)

A Representative from an Access, Pride, Indigenous Peoples, Racially Visible Persons, Young Workers or Human Rights Committees shall have the right to join the Area Council that falls within their geographic jurisdiction, with full voice and vote.

Sub-Section (4)

Area Councils will provide a report of each Area Council meeting to their respective Geographical Representative.

SECTION 13

FINANCES AND COLLECTION OF MEMBERSHIP FEES

Sub-Section (1)

The PRC shall be funded from the budget allocated by the PSAC to the Prairie Region and from the membership fees levied, pursuant to Section 16, Sub-Section (2) of the PSAC Constitution.

Sub-Section (2)

Membership fees levied by the PRC shall be established by the Prairie Region Triennial Convention.

Sub-Section (3)

The fiscal year of the PRC shall be from January 1 to December 31. A detailed audited statement of receipts and expenditures prepared by a certified accountant shall be undertaken for each fiscal year of the PRC. This financial statement and recommendations from the Finance Committee shall be presented at the PRC meeting immediately following the completion of the audit for PRC approval. A financial report, including a detailed audited statement of receipts and expenditures prepared by a certified accountant, shall be presented at the Prairie Region Triennial Convention.

Sub-Section (4)

Any expense not accounted for in the budget will require a two-thirds (2/3) majority vote by the PRC.

Sub-Section (5)

The Prairie Region Council budget, as passed by Convention, shall be posted on the Prairies website.

Sub-Section (6)

The Prairie Region Council budget variance report shall be posted on the Prairie Region's website quarterly and presented to all regularly scheduled PRC meetings.

SECTION 14

DISCIPLINE

The Prairie Region Council shall have the authority by a two thirds (2/3) majority vote at a regular or special meeting to temporarily relieve of their duties, until such time as an investigation has been completed and a decision rendered, an officer of the PRC from their position on the PRC for contravening a provision of the PSAC Constitution and/or these By-Laws, in accordance with Section 25 and Regulation 19 of the PSAC Constitution.

Furthermore, the Prairie Region Council shall have the authority by a two thirds (2/3) majority vote at a regular or special meeting to recommend to the appropriate body to suspend the membership of any Prairie Region Council officer for contravening a provision of the PSAC Constitution and/or these By-laws in accordance with Section 25 and Regulation 19 of the PSAC Constitution.

SECTION 15

AMENDMENT OF PRAIRIE REGION BY-LAWS

Any amendment of, deletion from, or addition to these By-Laws shall become effective by approval of two-thirds (2/3) of the delegates voting at a Prairie Region Triennial Convention.

Unless otherwise specified, any amendment of, deletion from, or addition to these By-Laws shall become effective at the time of its adoption.

SECTION 16

INTERPRETATION OF PRAIRIE REGION BY-LAWS

Only the REVP is empowered to interpret the By-Laws, except that the PRC or Prairie Region Triennial Convention may reverse the interpretation given.

SECTION 17

OATH OF OFFICE

“I having been elected an officer of the Public Service Alliance of Canada, Prairie Region, solemnly declare that for my term of office I shall abide by and uphold this Constitution, fulfill the duties of such office, will maintain and uphold the dignity of the union and will always keep confidential all matters concerning the affairs of the union that are brought to my attention.”

GLOSSARY

By a clear two-thirds (2/3) majority, PRC can add, amend or rescind a definition.

AEC – Alliance Executive Committee: The Alliance Executive Committee shall be composed of the National President, one National Executive Vice-President and seven Regional Executive Vice- Presidents, all nine of whom shall be elected in accordance with the provisions of Section 23. (PSAC Constitution Section 7 Sub-Section (1) (c))

Alliance Facilitators’ Network (AFN) – PSAC members trained as facilitators to educate other Alliance members to provide local, regional and workplace based training opportunities (Policy Statement on the PSAC Membership Education Program - September 1997).

Area Councils (AC) – A duly recognized and established council comprised of PSAC members who have organized in any area of the Prairie Region that can reasonably encompass one Area Council. (PSAC Constitution, Section 14)

A/REVP – PSAC Alternate Regional Executive Vice-President for the Prairie Region.

Branches – The name given to groupings of members who are in the Customs and Immigration Union (CIU) Component. “Branches” are similar to “Locals”.

Directly Chartered Local – Directly Chartered Local means an organized group of members established by the Alliance Executive Committee in accordance with the PSAC Constitution and deriving its jurisdiction, authority and rights from Section 11 of the PSAC Constitution. (PSAC Constitution, p. 19)

Geographic Area – As identified in the PR Bylaws Section 5 (c), the area of jurisdiction has been defined as follows:

Northern Alberta
Southern Alberta
Northern Saskatchewan
Southern Saskatchewan
South-East Manitoba
North-West Manitoba

Human Rights Committee – A duly recognized and established committee comprised of PSAC members who self identify as being representative of Racially Visible Persons, Indigenous Peoples, Persons with Disabilities, or 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and other forms of sexual orientation and gender expression, such as genderqueer or gender non- conforming persons) and who have organized in any area of the Prairie Region that can reasonably encompass a Human Rights Committee. (PSAC Constitution, Section 15). (Amended June 9, 2023)

In Good Standing –

- A Local/Branch that is not in trusteeship.
- As defined in the PSAC Constitution Section 4 Sub-Section (2)

Local – Includes within its meaning a Directly Chartered Local or when identified as such a Component Local.

NBoD – National Board of Directors

Prairie Region Triennial Convention – PSAC Prairie Region Triennial Convention

PRC – Prairie Region Council

PSAC Prairie Region (PR) – The region includes the provinces of Alberta, Saskatchewan, Manitoba and remote areas in other provinces and territories, where members pay dues and are served by the PSAC Prairie Region.

PSAC Prairie Regional Office Area – The area serviced by the regional office in question. (For enquiries call the office closest to your work location.)

Regional Health and Safety Committee – A duly recognized and established committee comprised of PSAC members in accordance with the Terms of Reference as approved by Prairie Region Council. (PSAC Constitution, Section 15) (Added November 1, 2019)

Regional Women’s Committee (RWC) – A duly recognized and established committee comprised of a group of PSAC members who self identify as a woman who have organized in any area of the Prairie Region that can reasonably encompass one Regional Women’s Committee. (PSAC Constitution, Section 15). (Amended November 1, 2019)

REVP – PSAC Regional Executive Vice-President for the Prairie Region.

Separate Employer Locals (SEL) – For the purposes of Prairie Region Council Elections, Separate Employer Locals means the following: Locals for bargaining units falling within the Prairie Region such as SRG Services Corp., Bouygues Canada, Freshwater Fish Marketing Corp., Hudson Bay Port Company, Churchill Marine Tank Farm, Canadian Museum for Human Rights, All Nations’ Healing Hospital Inc., SERCO/CBO 15 Wing Moose Jaw, Sodexo Canada Limited, PROTEC Calgary, PROTEC Saskatoon, Saskatoon Airport Authority, Regina Airport Authority Inc., Calgary Airport Authority, Winnipeg Airports Authority Inc., and Edmonton Regional Airports Authority.

(Amended December 4, 2022)

Separate Employer Locals do not include Locals in bargaining units and employers covered by the Federal Public Sector Labour Relations Act (Treasury Board or Separate Agencies), Directly Chartered Locals, or Code certified bargaining units that are national in scope, such as, Canada Post, NAV Canada and the Royal Canadian Mint.

(Amended November 1, 2019, December 4, 2022)

Young Worker Committee – A duly recognized and established committee comprised of PSAC members who are thirty-five (35) years of age and younger and have organized in any area of the Prairie Region that can reasonably encompass a Young Workers Committee. (PSAC Constitution, Section 15) (Added November 1, 2019)

REGULATIONS

By a clear two-thirds (2/3) majority, PRC can enact a Regulation, amend or rescind a Regulation

REGULATION 1

(Amended November 1, 2019)

(Amended December 4, 2022)

REGIONAL COMMITTEE / AREA COUNCIL

Each Committee/Council shall hold at least four meetings per year in order to meet the definition of in good standing in accordance with Section 14, Sub-Section (13) (a) and Section 15 Sub-Section (4) of the PSAC Constitution.

One such meeting shall be known as the Annual Meeting and shall be held in the first quarter of each calendar year. The selection/election of officers shall occur at this meeting in accordance with the procedures as outlined in each Committees Terms of Reference or Councils Bylaws.

Each Committee/Council shall present its financial documents at a meeting to be held on or before 28 February of each calendar year in order to be accepted and/or approved by the membership in attendance at said meeting. These documents shall include a budget for the current calendar year and the previous year end financial statement.

Each Committee/Council shall forward their complete financial package to their respective PRC Rep by 1 March of each calendar year in order to ensure enough time for the review and completion of the package by the PRC Rep and subsequent transmittal to the REVP office for receipt by 15 March of each calendar year.

Committees/Councils shall forward to the REVP, minutes of all meetings no later than thirty (30) days following the date on which each meeting is held as per Section 14, Sub-Section (13) (a) of the PSAC Constitution.

In order to ensure a consistent approach for each Committee/Council, the reporting and operations of each Committee/Council shall be conducted in accordance with the Committee/Council Operational Guidelines and Financial Procedures booklet which further expands the procedures outlined above.

This Regulation does not apply to the Prairies Regional Health and Safety Committee.

REGULATION 2

(Amended November 1, 2019)

PRAIRIE REGION CONVENTION RESOLUTIONS COMMITTEES

The PSAC Prairie Region Triennial Convention Resolutions Committees will meet no less than three (3) months prior to the Prairie Region Convention.

The Convention Finance Committee report to the Prairie Region Triennial Convention shall include the proposed budget for the ensuing period.

All Convention Committee Reports to the Prairie Region Triennial Convention will be distributed to all appropriate bodies at least two (2) months prior to the Prairie Region Triennial Convention.

REGULATION 3

(January 31, 2014)

DELEGATE STATUS FOR THE REGIONAL WOMEN'S COMMITTEE CAUCUS AT PRAIRIE REGION CONVENTION

In order to attend the Regional Women's Committee Caucus the delegate must be a member of a PSAC Regional Women's Committee, which is in good standing, and have attended at least two RWC meetings within the 12-month period immediately preceding the Prairie Region Convention.

REGULATION 4

(Amended June 24, 2021)

REGIONAL COUNCIL / COMMITTEE COMMUNICATION

The REVP shall chair a minimum of two (2) conference calls per calendar year with each of the following individually:

- PRC Geographical Representatives and Area Council Chairpersons/Presidents or Alternate
- PRC Regional Women's Committee Representative and Regional Women's Committee Chairpersons/Presidents or Alternate
- PRC Regional Young Worker Representative and Regional Young Worker Committee Chairpersons/Presidents or Alternate
- PRC Equity Representatives and Regional Human Rights Committee Chairpersons/Presidents or Alternate
- Prairie Region Health and Safety Committee as a whole

The Alternate REVP will be invited to participate in each call.

**RESOLUTIONS
OF
RECORD**

1) LABOUR COUNCIL

BE IT RESOLVED THAT all Prairie Region Council members contact and work with their local Labour Council to launch a campaign to get more locals affiliated to not only their local Labour Council but also to their respective Federation of Labour.

2) POLITICAL ACTION

BE IT RESOLVED THAT the Prairie Region Council and Area Councils establish political action as their top priority for the next round(s) of bargaining and beyond.

BE IT RESOLVED THAT the Prairie Regional Education Officer(s) develop a series of modules to train members around political action and that these modules include, but not be limited to:

- Lobbying Members of Parliament;
- Effective Communication for Political Action; and
- Campaign Development Training.

BE IT FURTHER RESOLVED THAT these modules be incorporated into the national education programs.

BE IT FURTHER RESOLVED THAT the Prairie Region Council set aside funds from the Education Fund and Alliance Facilitator funding to implement this resolution.

3) EQUITY FUNDING

BE IT RESOLVED THAT the PRC Equity Group Representative draft procedures for members to follow when requesting such funding to ensure equitable and transparent distribution of funds. Final approval of the procedures document will be the responsibility of the REVP.

4) PRAIRIE REGION TRIENNIAL CONVENTION FINANCE COMMITTEE

BE IT RESOLVED THAT the Finance Committee's Report to the Prairie Region Triennial Convention be distributed to all appropriate bodies at least two (2) months prior to the Prairie Region Triennial Convention.

BE IT RESOLVED THAT the Finance Committee report to the Prairie Region Triennial Convention include the proposed budget for the ensuing period.

5) AREA COUNCIL PRESIDENTS CONFERENCE

BE IT RESOLVED THAT the Regional Executive Vice-President for the Prairie Region chair a minimum of one (1) conference call per year for all Area Council Presidents; and

BE IT FURTHER RESOLVED THAT the Prairie Region fund a face-to-face conference for Area Council Presidents (or respective alternates) and the REVP once during each three (3) year period between Regional Conventions.



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