

psac convention 2012

the members' plan

talking to members about the plan
speakers' notes
october 2011

New at the 2012 PSAC Convention: A Members' Plan

Every three years, the PSAC holds its Triennial National Convention, where delegates from across the union come together, debate issues and set direction for the Union for the next three years.

We will be doing something new at the PSAC 2012 Convention: for the first time, delegates will have the opportunity to debate and hopefully adopt a "Members' Plan".

This Plan will outline what we have heard from the membership in terms of some of the challenges we will face over the next three years, and it will put forward some broad priorities for our Union to focus on.

The Plan is designed to set the direction for where the Union needs to go in the next three years.

Delegates will leave Convention floor with a clear idea of what their Union's priorities are and what the leadership will focus on in the next three years.

The theme of the 2012 PSAC Convention is *Our Union, Our Power*, and that's the starting point to develop the Members' Plan.

This plan is being built as we speak, based on input and direction from the membership in all parts of the PSAC. We want it to be a plan both from and for the members.

A number of sources of membership input are being used to craft it. This meeting/event is an opportunity to have our say on the Plan and what goes in it.

Why a Members' Plan?

Convention is the supreme governing body of the Union, and it's an opportunity for members to set the broad direction they want their Union to take.

Crafting a Members' Plan gives us the opportunity to consult with the broader PSAC membership and get input into priorities. It's a chance to engage the broader membership in the Convention process with a bottom-up approach, and take direction from what the members are telling us a) what they want from their Union and b) what they are willing to do for their Union.

The Members' Plan will be a concrete tool to measure our progress as a Union. It will also provide a framework for the National Board of Directors to report back to the broader membership.

What the Plan will look like

The Plan will be inspired by and based on the Convention theme: *Our Union, Our Power*.

To date, three main priorities are emerging from this theme:

- Our Bargaining Power -- our power to advance the working conditions of our members at the bargaining table and beyond;
- Our Union Power, or our power in the workplace and within our Union;
- Our Political Power – using our power beyond our Union to effect change for all workers.

But that may very well change as we hear from members as to what they want to see in their Plan for the next three years.

The Plan: what it won't be

So far, we don't know precisely what will be in the plan, because the membership consultation isn't over. What we know is this:

- **the Plan won't be a long document:**
- **it won't be a long shopping list or task list of individual actions :**
- **it won't be a reiteration of what the Union is already doing:**
- **it isn't being developed in a top-down way:** we are engaging the members in the development of this Plan;
- **it won't be rigid and inflexible:** the Plan will need to allow for flexibility and emerging issues and events over the course of three years,
- **it won't set up an "us-versus-them" dynamic between PSAC and its Regions, Components, DCLs and other parts of the Union:** this plan will define what action we want to take together as a Union in areas where we are able and willing to act collectively;
- **it won't replace the debate on resolutions at Convention:** resolutions will be debated on Convention floor;
- **the Members' Plan won't replace the debate on the PSAC Budget:**
- **and finally, the Plan won't be set in stone until the final day of Convention,** when delegates will vote on it and hopefully adopt it.

Gathering input for the Members' Plan

This Plan is being built with input from the members.

We'll be looking at past and ongoing surveys and reviews, including the 2011 Membership Survey, the Stewards Survey, and the Education Review.

We'll be taking a close look at the resolutions coming in to the PSAC Convention, for trends and patterns in what our members are asking us to debate.

We'll be talking to members at planned gatherings and meetings, and we'll be asking them what they want to see in a Members' Plan.

Here are a few ways you can contribute to the Members' Plan:

- fill in the Our Union, Our Power Survey on the PSAC website: go to www.pfac-afpc.com/convention; deadline is December 2;
- encourage any Union member you know to fill in the Our Union, Our Power survey online;
- put your ideas on the Plan in writing: fill in the "Comments" box on the Members' Plan website;
- talk about the Members' Plan at your Union meetings: put it on the Agenda of your Local meeting or any other Union meeting you attend. You can use the Speakers' Notes on the Plan website, and bring the Qs&As to help you answer any questions.
- Take note of any and all ideas for the Plan and send them by email to belangs@psac.com or by fax to 613.567-0385. Let us know where the ideas are coming from (a Local meeting, a Regional Committee meeting, etc.).

How will the Plan hit the Convention floor?

The Plan will come to the floor in the form of a draft for consideration by the delegates.

The proposed Convention Agenda includes four time slots for the Plan – an hour and half each on Tuesday, Wednesday, Thursday and Friday of Convention. To date, the thinking is that the Plan will have three main parts; we'll debate part 1 on Tuesday; part 2 on Wednesday; and part 3 on Thursday.

Throughout the debate on the Plan, the Sub-Committee of the NBoD will listen carefully and make changes to the draft Plan that will incorporate the comments we are hearing.

On Friday, the final day of Convention, a revised Plan that incorporates the delegates' comments will be debated, and hopefully adopted as a whole.

Keep in mind that it's the first time we do this at Convention, and that the process may change a bit, but the plan is that the delegates will have the final say on the Plan.

SHORT DISCUSSION: QUESTIONS FOR MEMBERS:

- **When you think ahead to the next three years, what are some of the challenges PSAC will face?**

- **How do we mobilize to face these challenges?**

- **What are the most effective ways of empowering our members?**

- **What do you think the PSAC's priorities should be in the next three years?**

LONGER DISCUSSION: QUESTIONS FOR MEMBERS

When you think ahead to the next three years, what are some of the challenges PSAC will face?

Collective Bargaining

- how can PSAC and its members bargain better collective agreements for our overall membership?
- what would a successful bargaining program look like?
- what do we need in our collective agreements?
- what gains should PSAC aim for over the next three years?
- how do we effectively mobilize our membership?

Power in the Workplace and within our Union – empowering the membership

- what do our members need to be well represented by their Union in the workplace? what should the PSAC prioritize?
- grievances: how do we handle them more effectively?
- how can we build on our diversity? make it a strength?
- how can we do a better job as a union on the shop floor?
- how do better integrate young workers into our Union? should that be a priority?

Building on and using our Political Power

- how do you define political action?
- when it comes to political action and campaigns, what works?
- what campaigns does PSAC need to focus on?
- how do we engage all parts of the Union? are there some parts that require more attention than others?
- how and with whom should we build alliances; who should we work with?

