

PSAC Convention Report



BC Region



Three heads are better than one

Every three years the PSAC holds its convention. During the convention the leadership is elected, finances are scrutinized, the budget is passed and resolutions are debating setting the plan for the next three years.

Day One Sunday, April 29, 2012

The convention opened with Component and the Regional Caucuses. From these meetings members emerged with strategies and plans of attack. Convention delegates were assembled into the convention hall by the town crier and master storyteller Daniel Richer.

Albert Dumont, a first nation's author, artist and activist provided both the aboriginal opening and closing greetings.

We were entertained by a Hoop Dancer and Drummers. The Hoop Dance is a form of storytelling which incorporates dance and anywhere from one to thirty hoops used to create both static and dynamic shapes. During the dance, shapes are formed in story telling ritual such as the butterfly, the eagle, the snake and the coyote. The hoop symbolizes the never-ending circle of life.

Next the National Board of Directors were introduced, we adopted the Rules of Order, Agenda, per diem, ratified the Convention Committees and additional housekeeping items were taken care of.

Hassan Yussuff, Secretary – Treasurer of the CLC provided a welcome address to the delegates. Hassan spoke about the importance of protecting our public services, the right to strike and fair bargaining practices as well as protecting pensions and making pension viable for all people.

Nycole Turmel gave a moving presentation in honor of the Late Jack Layton.

Later that evening delegates and guests were invited to a Welcome Reception. During the reception we sampled various appetizers and were entertained by Christine Fagan, a jazz vocalist. Christine is also a long time PSAC who works at the National Gallery of Canada.

Day one there were 510 delegates, 20 Guests and 222 Observers

Day two, Monday, April 30, 2012 started with an address by the National President of PSAC, John Gordon and the adoption of the National President's report. John Gordon called on all PSAC members to recommit themselves to the defence of workers' rights, social justice and human rights. He urged members to protect members' rights, protect jobs and services and protect our communities. He said that "We can't allow the Conservatives to continue their destructive ways with austerity measures that will only weaken our economy and communities. The choice between austerity and public services is no choice at all. We need to put a stop to this, working in coalition with unions and allies across the country to fight for workers' rights."

Following John Gordon's address the finance committee was called up. The chair of the committee, Jerome Turcq went over the budget with the delegates, explained the numbers used when determining costs and rational for increases and decreases within the budget lines. For the first time the finance committee set aside one million dollars to cover resolutions with a one time cost, The Resolution Fund.

The budget, even with dues increases passed in a day and half. Delegates felt that defending members rights through a strong political action program is essential and it is critical that our union have the resources to fight back against the Conservative government both now and in the future, therefore, the 2012 – 2015 Budget was amended to increase the political action and campaigns line item to \$ 2 million a year, an increase in the line item of \$520,000 per year.

This decision will increase dues by 0.0059% effective January 1; 2013 which represents a monthly average of \$0.26 per member per month.

PSAC Pension Solvency Special Dues Levy – There was a lot of debate on this subject and a motion was made to refer it back to the committee with instructions to review existing assets to fund in full or in part, the PSAC Pension Plan solvency deficit. The committee felt that it was taking the fiscally responsible decision to fund the anticipated solvency debt now instead of delaying it to 2015 and the committee believed that in the current financial situation depleting our Reserves may create an untenable situation for delegates at the next PSAC National convention, therefore, as a result believed a special dues levy was necessary.

Employees of the PSAC and participating Components are covered by a defined benefit pension plan and the PSAC has a legal obligation to fund any solvency deficit. Again after further debate the delegates voted in favor of supporting this special levy to deal with the anticipated liabilities. The increase will be levied between January 1, 2013 and December 31, 2015. Any funds collected that are not required to fund the solvency deficit will be used to credit members' dues in the 2016-18 budget periods.

On average this special dues increase will total \$2.58 per member per month

Special levy if membership drops - Delegates agreed that if the union's membership falls below 170,000 there will be a special dues increase applied incrementally to a maximum of \$5.00 per member per month in order to meet our financial commitments for the next three years. The union will review the membership numbers every six months between January 1, 2012 and December 31, 2015 to determine if there is a revenue gap. If there is to be a dues increase, the implementation dates would be April 1 and/or October 1 in any of these years. If the membership numbers drop and then rise again to 170,000 or more during the three-year budget period, the dues will revert to their original amount.

Three other finance resolutions were debated by delegates. These resolutions were:

PSAC Supplemental Pension Plan (FIN 005A) - Delegates agreed that the PSAC Supplemental Pension Plan not be implemented or funded in any way.

Electronic claim forms (FIN-039) - In order to speed up the process of handling members' expense claims when they are on union business – and recognizing environmental concerns, Delegates directed PSAC's executive committee to assess the viability of using an electronic process to replace the current paper format. If the executive determines an electronic method is viable, the convention authorized them to proceed with implementation.

This resolution involves a one-time cost of \$125,000 funded by the Resolutions Fund.

Pension benefits for full-time elected officers (FIN-019A) - Delegates agreed that the union establish a committee to study and research pension benefits for full-time elected officers and report to the 2015 convention through the Finance Committee.

At lunch the Women held a Caucus. The caucus was opened by our very own Kelly Megyesi. Women attending the caucus and the PSAC convention each received a button, yes designed and made by our very own Kelly Megyesi. During Kelly's address to the women she indicated these buttons were being presented to the women as a token of the regional reps respect for every member, as a union member, as a spokesperson, as an advocate and as a woman.

During our caucus we listened to speeches from a few candidates running for national office and we had a discussion on a few of the priority resolutions.

I visited the booth hosted by the Women's Representatives and by doing so was entered into a draw to win a Figos. What is a Figos you ask? Figos are wishing dolls. They grant only good wishes. Each doll is an original, made of reclaimed materials. These dolls all have a pocket where you can write a wish and put it inside. I was lucky enough to win one of these funny little dolls so will soon be making a wish and stuffing the doll for my lovely new granddaughter, Mackenzie Raine.

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The keynote speaker for the afternoon was Stephen Lewis. Stephen Lewis is a distinguished visiting professor at Ryerson University in Toronto. Mr. Lewis is co-founder and co-director of Aids-Free World in the United States and is the board chair of the Stephen Lewis Foundation which is dedicated to turning the tide of HIV/AIDS in Africa. The message that he brought to the convention was that The Conservative government is changing Canada's social landscape and PSAC members are right to fight back with all their might. He applauded union members for being involved in social justice initiatives both in Canada and around the world.

Monday as many as 3872 PSAC members in ten federal departments received affected notices saying they could lose their jobs. Parks Canada employees were hardest hit, with 1,689 workers across the country receiving notices and of which 638 are being surplus. The impact of these cuts will be felt in small communities across the country. Monday's workforce adjustment notices bring the total number of affected PSAC members since the Federal Budget to 11,928 in 40 federal government departments and agencies. The numbers of notices given out by each department and agencies to PSAC members are as follows:

- Parks Canada: 1,689 (638 are surplus)
- HSRDC: 879 (675 in the NCR)
- Transport Canada: 180
- Aboriginal Affairs and Northern Development: 490
- Department of Justice: 35
- Statistics Canada: 273
- Library and Archives Canada: 235
- Correctional Services Canada: 17 (to Inmate Rights and Redress workers)
- DFAIT: 43

Day two – 523 Delegates, 253 Observers and 28 Guests

Day Three, Tuesday, May 1, 2012 opened with entertainment by Samian. Samuel Tremblay, better known by his stage name Samian is a Canadian rapper who performs in both French and Algonquin. He has performed across Canada and internationally.

PSAC Regional Executive Vice-President for the NCR Larry Rousseau roused the delegates and observers with a fiery May Day speech.

We listened to a four member panel with representatives from Canadian Human Rights organizations who spoke passionately against the federal government's track record on

international issues this morning. Panelists took the Conservatives to task for dismantling civil society organizations and allowing Canadian corporations to violate human rights at home and abroad.

Nancy Thede chaired the panel discussion. She is a professor of International relations at the Political Science Department at the University of Quebec. Her research deals with the democratic transitions, development and cooperation policies & identity process, particularly in Latin America and Sub-Saharan Africa.. She noted that the very concept of the welfare state is under attack in the midst of public sector cuts in Canada and around the world. She said that it's inspiring to see the ways that citizen movements have been resisting limits on freedom of expression and association. She also encouraged PSAC members to support the student strike in Quebec, “a struggle against the commodification of education.”

Armando Perla is a curator at the Canadian Museum for Human Rights & a professor at the faculty of law at the University of Manitoba as well as the Global College at the University of Winnipeg. Armando has taught and spoken on different human rights issues in many countries. He spoke about Canada's terrible treatment of migrant workers and the “horrible” conditions that migrant labourers work and live under. Perla has visited migrant farm workers all over Canada. If injured at work, these employees are treated as disposable and immediately deported to their home countries. They are not allowed to join unions and are not given the opportunity to apply for permanent residency.

Pascal Zamprelli is a lawyer, writer and communications specialist who has worked at the International Centre for Human Rights & Democratic Development (Rights & Democracy) in Montreal since 2011. Pascal represented the workers from Rights and Democracy on the panel; an international democracy-building organization that is now being shut down by the Harper government. He underlined how the organization's staff (PSAC members) have continued to diligently promote human rights and social justice internationally, even as the organization crumbles around them. He said they see human rights, democracy and peace as one entity. You can't have one without the other.

André Poliquin is the co-chair and co-founder of the National Capital Regions Young Workers Committee and the Assistant Regional Vice President of the Union of National Employees. Andre was chosen as a youth member by the PSAC's Social Justice Fund and travelled to Guatemala last February, through the Education in Action project to conduct co-development and educational activities such as workshops and home building. He shared his first-hand experiences and a slide show presentation of the trip to Guatemala.

All of the panelists expressed support for PSAC members in their struggle to protect public services and encouraged them to continue standing in solidarity with workers taking on similar battles around the world.



My highlight of the day and the convention was the demonstration rally held in front of the Prime Ministers Office. The rally was part of the May Day activities planned for the National Capital Region and organized by the Solidarity Against Austerity network, a coalition of labour and community groups that PSAC is a member of. Convention delegates and observers, with a police escort, marched down the main street from the Ottawa Convention Centre, stopping traffic at two major intersections and merged with a thousand other demonstrators in front of the Prime Minister's Office and stood together to denounce the cuts to public services.

John Gordon, in a speech to the crowd of demonstrators, said, "Stephen, we're just visiting today," But we're going to keep coming back and in greater numbers. So get used to it. At the next election, we're going to give affected notices to all Tory MPs."

Other speakers at the rally were Nathalie Mehra of the Ontario Health Coalition, Clayton Thomas-Muller of the Indigenous Environmental Network and Philippe Lapointe of CLASSE (Coalition large de l'association pour une solidarité syndicale etudiante) a student union coalition formed among the striking students in Quebec.

Later in the afternoon, 60 PSAC members sat at the gallery in the House of Commons to show the Conservative party the faces behind the cuts.

Now that all the fun was over it was back to the business of the convention. Before delegates got back to the job of debating resolutions, we heard from two more guest speakers, Philip Jennings and Peter Waldorff.

Philip Jennings, the General Secretary of UNI Global Union, addressed the Convention through video, encouraging the leaders of the union to “stand up” and fight against the governments' austerity measures and attacks against quality public services. UNI Global Union represents 20 million workers in the public sector represented by 900 unions in 150 countries.

Public Service International General Secretary Peter Waldorff , also addressed the Convention through video, assured PSAC that the union is not alone in its fight against government austerity measures. He said that PSI gives its full support to PSAC. PSI is a global trade union federation representing 20 million workers who deliver vital public services in 148 countries. PSI champions human rights, advocates for social justice and promotes universal access to quality public services.

On Tuesday afternoon, delegates turned their attention to resolutions that would change the PSAC's constitution. It takes a vote of two-thirds of the delegates to make any changes. The constitution can only be amended at the union's national convention every three years or through a membership referendum.

Fully- funded Regional Conventions Composite (CS-032A) - A resolution to establish a standard formula to determine delegate representation to triennial regional conventions and to fully fund these delegates did not receive the required number of votes to be adopted. A ruling provided by the National President states that full funding for Regional conventions requires a single and consistent delegate entitlement formula across all Regions. The Constitution Committee recommended concurrence in the resolution, however, delegates voted against the committees’ recommendation.

Electronic Voting at the PSAC Convention (CS-057) For the first time at a national convention delegates will be electing their national officers using electronic voting. Delegates adopted a resolution to change the constitution to include this procedure. This does **not** change the door tiling policy.

Regional Health and Safety Committees (CS-023) – The resolution was divided so that the First and third Be it Resolved could be dealt with together and the second be it resolve to stand alone. The Committee agreed that given the vital importance of the Health and Safety to all of our members, Regional Health and Safety Committees should be recognized in the Constitution and provided with the necessary funding. The convention delegates concurred with the committees recommendation of concurrence in the First and Third be it resolved, however, the second be it resolved was tabled, therefore, PSAC Regional Health and Safety Committees will be fully recognized and

have the authority to put forward resolutions directly to the National Health and Safety Conference, however, funding has not been provided as costing is required.

PSAC Component Structure (CS-0145) – this resolution dealt with the assigning of newly organized members to established Components. The committee believed that this was the current practice and that this resolution would reinforce the intent, therefore, the committee put forward a recommendation of concurrence. The Directly Chartered Locals, DCL's of which there are currently 60 in the PSAC were strongly against this recommendation. This resolution did not receive the required number of votes to be adopted.

Review of the PSAC Structure (CS-019) – This resolution dealt with how new members are organized as new members in a DCL. The committee divided the original resolution into three parts. The committee recommended concurrence in the First Be it Resolved. The resolution was referred back to change the comprised of 50% to a joint committee made up of equal number of representatives from Components and from Directly Chartered Locals. Resolution was carried.

Regional Youth Committees (CS-026) - Delegates considered and approved a resolution to create regional youth committees that would be open to members 30 years of age and under. These committees will provide young members with a forum to build solidarity, share knowledge and develop skills and to discuss the impact of current issues on young workers.

This will increase dues by 0.0009% or on average four cents per member per month.

Directly Chartered Locals Components (CS-014) – The Committee believes that DCL's should become part of the Component structure. This resolution was tabled.

Strike Pay for Full – Time Elected Officers (CS-059) - In 1991, the PSAC's national board of directors passed a motion that full-time elected officers receive strike pay rather than their regular pay if their bargaining unit is on strike. Convention delegates decided to include this practice in the union's regulations. It applies to all full-time elected officers including those at the component, local and branch level. This resolution was carried unanimously.

Members in Good Standing (CS-001) - Supporting the presumption that people are innocent until proven guilty, delegates agreed that members who are suspended or whose employment is terminated by the employer will remain members until the union has exhausted the applicable redress procedures. Resolution was carried

Suspension of Membership (CS-048) - Assistance in collecting fines (suspension of membership. The PSAC will now assist Locals when they collect monies from any members who have been fined as a result of the union's internal disciplinary process.

The cost of implementing this resolution has been established at \$3,592/year on an on-going basis. It is NOT funded by Resolutions Fund. As cost is minimal no dues increase is required at this time.

Women Equity Delegates at PSAC Convention (CS-042) Women, as an equity group, have been added to the other PSAC equity groups (Aboriginal peoples, racialized persons, LGBT, and disabled persons) who will be entitled to send two delegates to each PSAC triennial convention. These equity delegates will be elected at their respective national triennial conference. There is no dues increase attached to this change.

The cost of implementing this resolution has been established at \$2,957/year on an on-going basis. It is NOT funded by Resolutions Fund.

Tuesday 524 Delegates, 28 Guests and 257 Observers

Day Four, Wednesday, May 2, 2012 – There was an early morning Area Council Caucus but because of a migraine, I felt my attendance on the floor would be better suited so I missed the caucus. Fortunately members from our Area Council and members of other regions attended the caucus and filled me on the discussions. The remainder of the day was spent debating resolutions.

Regulation 15 – Electronic Voting Composite Resolution (NEG-029A) - Delegates have given PSAC the go ahead to research electronic voting options that could be used throughout the union whenever votes are required, such as the ratification of collective agreements. A report on the research will be presented to the union's national board of directors in the spring of 2013. In order to prepare for a positive decision, the union will continue to solicit members' non-work email addresses.

Pensions (NEG-002A) and NEG – 002 B) Pension plans and retirement security campaigns - Delegates directed the union to conduct a major community-based education campaign about the realities of the pension plan. They also unanimously directed that PSAC lobby diligently to protect PSAC members' pension plans and to continue to work with the Canadian Labour Congress and other unions to help ensure retirement security for all Canadians.

The union's political action and campaigns budget will fund both these campaigns.

Bargaining Unit Work (NEG- 023) – Contracting out is a problem that is getting worse as the government cuts public service positions and members lose good-paying jobs. The convention unanimously renewed the PSAC's commitment to following our members whose employment has been contracted out. The union will launch an organizing drive to reclaim the work and bring back the benefits of unionization to these members.

Term Employment Policy (NEG – 022) After a number of delegates described abuses of the federal term employment policy, the convention unanimously directed the union to monitor the use of such policies, particularly the use of sunset clauses, and to support locals and members when employers abuse the use of terms. This oversight role will not involve more resources as it can be assigned to an existing union committee.

Health and Safety- Protective Reassignment (NEG -028) - Delegates recommitted PSAC to its ongoing campaign to achieve protective reassignment for pregnant and nursing women. They directed the union to put pressure on the federal government to work out an administrative agreement with the government of Quebec to extend the protection currently provided to women in Quebec to all women workers across the country.

Student Employment (NEG -062) was referred back to the committee and did not return to the convention floor.

Precarious Employment (NEG-061) was also referred back to the committee

At the recess of convention there was an all candidates meeting. This meeting was well attended and all candidates running for election were given the opportunity to address the delegates and answered a number of questions posed from the delegates.

Wednesday Delegates 524, Guests 31, Observers 265

Day Five, Thursday, May 3, 2012 Election of National Officers

Nominations for National President

- 1) Robyn Benson
- 2) Patti Ducharme
- 3) Heather Brooker
- 4) Travis Lahnalampi
- 5) Jerome Turcq

Jerome declined his nomination

First ballot – 522 registered votes, need 262 votes for a clear majority

Robyn – 234, Patti – 158, Heather 101, Travis – 29

As Travis had the lowest number of votes he was dropped from the second ballot.

Second ballot -520 registered votes, need 261 for a clear majority

Robyn – 258, Patti – 172, Heather 90

As Heather had the lowest number of votes she was dropped from the third ballot

Third Ballot – 517 registered votes, need 259 for a clear majority

Robyn – 321, Patti – 196.

Robyn Benson was elected as the new National President of the PSAC. Robyn worked for 20 years with the Winnipeg Taxation Centre of Revenue Canada (now the Canada Revenue Agency) before her election in 2000. Her union involvement dates back to the 1980 strike by the Clerical and Regulatory (CR) bargaining unit when she was a term employee. She has held a variety of union positions including Regional Vice-President in the Union of Taxation Employees (UTE), a position she held until 2000. Benson has been the Regional Executive Vice-President (REVP) for PSAC's Prairies region since 2000.

As the REVP, Benson has been responsible for a wide range of activities in her region which covers Alberta, Saskatchewan and Manitoba. These include the Regional Council, organizing and re-certifications, education, political and social action, women's and equity programs, Area Councils, Directly Chartered Locals and separate employers, Federations of Labour and related committees, and District Labour Councils. During her terms as REVP she has also shared national responsibility for collective bargaining, finance, human rights and education

Nominations for the National Executive Vice President

- 1) Chris Aylward
- 2) Ken Waldron
- 3) Michael Wing
- 4) Daniel Consuela
- 5) Denni
- 6) Patti Ducharme
- 7) Jocelyne Bourdage

Patty and Jocelyne declined their nomination.

First Ballot - 515 registered votes, need 258 for a clear majority

Chris – 189, Ken – 84, Michael – 67, Daniel – 135, Denni – 40

As Denni had the lowest number of votes he was dropped from the second ballot and Mike withdrew from the second ballot.

Second Ballot – 514 registered votes, need 258 for a clear majority

Chris – 258, Daniel – 166, Ken - 90

Chris Aylward was elected the new PSAC National Executive Vice-President. Chris was the Union of Taxation Employees' Regional Vice-President in the National Capital Region from 1977 to 2011. Before being elected NEVP, he held the full-time position of UTE 1st National Vice-President. Chris's involvement in UTE began in 1982 in the St. John's NL Taxation Centre.



Nominations for the Alternate National Executive Vice President

- 1) John Edmonds
- 2) Mary Chamberlin
- 3) Kevin King
- 4) Todd Parsons
- 5) Danille Dubuc
- 6) Jocelyn Bourdage

Jocelyn declined her nomination

First Ballot – 487 registered votes, need 244 for a clear majority

John – 79, Mary – 81, Kevin – 72, Todd – 115, Danille – 140

As Kevin received the lowest number of votes he was dropped from the second ballot

Second Ballot – 486 registered votes, need 244 for a clear majority

John – 74, Mary 71, Todd – 154, Danille – 187

As Mary received the lowest number of votes she was dropped from the third ballot

Third Ballot – 486 registered votes, need 244 for a clear majority

John – 83, Todd – 172, Danille – 231

As John received the lowest number of votes he was dropped from the fourth ballot

Fourth Ballot – 488 registered votes, need 245 for a clear majority

Todd – 221, Danille – 267

Danielle Dubuc elected alternate National Executive Vice-President. Danielle Dubuc is a member of the Customs and Immigration Union component of the PSAC and has been a Canadian Labour Congress Vice-President representing workers of color since 2011.

The electronic voting system worked efficiently with only one minor glitch which delayed the convention and voting for a significant period of time while staff members were tasked with locating the missing voting card.

With elections out of the way it was back to resolution debates.

Bullying Awareness Campaign (GEN – 002) - PSAC health and safety activists have identified that workplace bullying is escalating and yet only three provinces have attempted to address this problem through legislation. Convention delegates unanimously decided to take action and directed the union to develop both a national individual and institutional bullying awareness campaign and strategies to empower and train PSAC locals and their members to deal effectively with both. They also decided to provide each of the seven PSAC regions with a total of \$30,000 to help with materials and activities as part of the campaign. This initiative does not involve a dues increase.

This resolution involves a one-time cost of \$210,000 funded by the Resolutions Fund.

Safe Drinking Water for First Nations (GEN-050) - Delegates considered the crisis faced by an estimated 20,000 First Nations people on reserves across Canada who has no access to running water. Tap water in over 100 reserves is unsafe to drink. In response

they unanimously agreed that PSAC campaign to make safe drinking water accessible to First Nations people and that it be recognized as a human right.

This resolution involves a one-time cost of \$90,000 funded by the Resolutions Fund.

Mental Health Awareness in the Workplace – (Composite GEN – 19A) - PSAC recently published a series of tools on its website to help members deal with mental health issues in the workplace. Delegates unanimously directed the union to continue this work by developing a strategy on mental health awareness in the workplace with a focus on prevention and respectful representation. The union will also develop educational materials for use throughout the union.

Campaign for Child Care (GEN – 084) - In spite of high demand, less than 20 per cent of children have access to regulated child care. PSAC has been working with the Child Care Advocacy Association of Canada for many years to achieve universal, quality, accessible, affordable child care. Delegates unanimously adopted a resolution that child care be a major PSAC priority and that the union lobby, hold forums and campaign for an affordable national system of child care for Canada and for Aboriginal communities on and off reserve.

This resolution involves a one-time cost of \$140,000 funded by the Resolutions Fund.

Thursday delegates 524, Guests 31, observers 265

With elections out of the way and days of resolution debates, Thursday evening was a time for celebration, relaxation, good food, drinks and great company. The day finished with a dinner and dance reception.

Day Five, Friday, May 4, 2012 – A few resolutions were debated this morning

Former PSAC national president Daryl Bean took the chair's podium on the last day of Convention. After saying a few words, Daryl introduced a video paying tribute to John Gordon. The video showed pictures and video clips of John's development as a union activist and his involvement in the labour and social movement. PSAC leaders and members, other labour leaders, international labour leaders, staff and family recounted stories of John as a union and social justice activist and family man. Two things were often mentioned about John: His commitment to the labour movement and his generosity as a human being.

PSAC's new executive officers were sworn in this morning. Robyn Benson officially became the new National President and Chris Aylward took on the role of National Executive Vice-President. Danielle Dubuc was sworn in as the Alternate NEVP, and Marianne Hladun officially took on the role of REVP for the Prairies.

Friday delegates 524, Guests 32, Observers 262

Convention was adjourned at 12:00 pm

Resolutions Fund Summary

The Resolutions Fund provided \$ 1 million to fund resolutions involving a one-time cost. Here is the summary of the resolutions passed by 2012 Convention funded by the Resolutions Fund:

CS-19	\$ 23,500
FIN-39	\$125,000
GEN-002	\$ 210,000
GEN-050	\$ 90,000
GEN-084	\$ 140,000
Total	\$ 588,500

Resolutions Fund unused balance: \$411,500

PSAC Dues Rate

Effective January 1, 2013, the dues rate will increase to 0.9668% from the base dues rate of 0.9007% according to Convention decisions as summarized below:

Convention decisions	Cost per year \$	Dues Increase %
CS-026	\$ 75,000	0.0009
CS-048	\$ 3,592	0.0000
CS-042	\$ 2,957	0.0000
Political Action	\$ 520,000	0.0059
Special Levy (Pension Plan Solvency)	\$ 5,266,666	0.0593

