

PSAC North Structural Review Committee Report
Presented to Regional Council
September 7, 2010

At the April 2010 meeting of the North Regional Council, it was resolved that a committee be struck to review the structure and composition of the Regional Council and that this committee make recommendations to the Council on modifications that would make its work more effective.

In the North, the Regional Council has been in operation since 1999, or 11 years. We held our first convention in Yellowknife, NT, in April 1999 where we adopted By-Laws that set the structure of the Council.

When we started, this was a brand new experiment for the PSAC in the North. Like all organizations, it is a healthy thing to review the structure every so many years to see where we can find ways to be more effective.

Structure Review Committee/Process:

The members of the committee are:

- **Jean-François Des Lauriers**, Regional Executive Vice-President, Chair
- **Todd Parsons**, Component President, NWT
- **Julie Docherty**, Area Council President, Yukon
- **Sandra Lockhart**, Chair of a Regional Committee (NWT Aboriginal Peoples)
- **Hannah Uniuqsaraq**, Territorial Director, Nunavut.

The committee met by phone August 25th and 26th 2010 to review some options and develop the proposal that will be before the Regional Council meeting (by phone) on September 7, 2010.

Once the Regional Council has received the recommendation of the committee, each member of the Council will be asked to take the recommendation back to their constituents for further consultation.

As any change to the structure requires a change in the By-Laws, the Committee recommendation will then be brought to a meeting of the Regional Council before December 17, 2010, the deadline for resolutions to the PSAC North Convention. At that meeting, the recommendation of the Structure Review Committee can be debated and amended before it is drafted into a resolution.

Once adopted by the Regional Council, this resolution will be sent to the By-Laws Committee of PSAC North Convention for their recommendation and finally to Convention itself in June 2011.

Summary:

The Structure Review Committee proposes:

- **a Regional Council of fifteen (15) seats versus the current one which is open ended.**
- **a Council that meets in person three times per year.**
- **that the Council members and Regional Committee representatives meet in person every eighteen months, one meeting being a mid-term and others taking place in conjunction with the Regional Convention.**

The guiding principles the Committee considered were:

- Inclusive: Include every part of the union in the region, Equity Groups recognized by the PSAC, Components, Area Councils, members.
- Accessible: provide access to every member, wherever they might live or work within the region.
- Cost effective – ability for Council to meet face-to-face and more frequently.
- Continuity of Council Members, (i.e. elected for a longer term)
- Streamlined, effective and manageable.

The proposed structure reaffirms the mandate and central role of the Territorial Area Councils in each of Yukon, NWT and Nunavut as “Political Action Committees” which include Regional Committees for Women, GLBT, Youth, Aboriginal People, Access (workers with a disability), Racialized workers and Health and Safety.

The Structure Review Committee proposes a new structure for the Regional Council as shown in **Figure 1**. The Committee feels this new structure meets the principles set out above by providing an inclusive, streamlined Regional Council.

The Committee is also recommending that the Regional Council, based on the new structure, meet 3 times per year during the three year cycle. The costing estimates per meeting are included in this document as **Figure 2**.

In addition, the Committee is proposing that all Regional Committees, (similar to the current Regional Council Structure – see **Figure 3**), participate in one of these meetings held half-way through the three-year cycle. This meeting will be called the “Mid-Term Conference”. The costing estimates of this meeting are included in this document as **Figure 4**.

The Committee also submits **Figure 5** with a summary of total costs per cycle for the proposed schedule of meetings.

Overall, these changes can be well accommodated within the existing funding and leave enough to meet other commitments such as Area Council and Regional Committee funding.

Figure 1 - Proposed Regional Council Structure

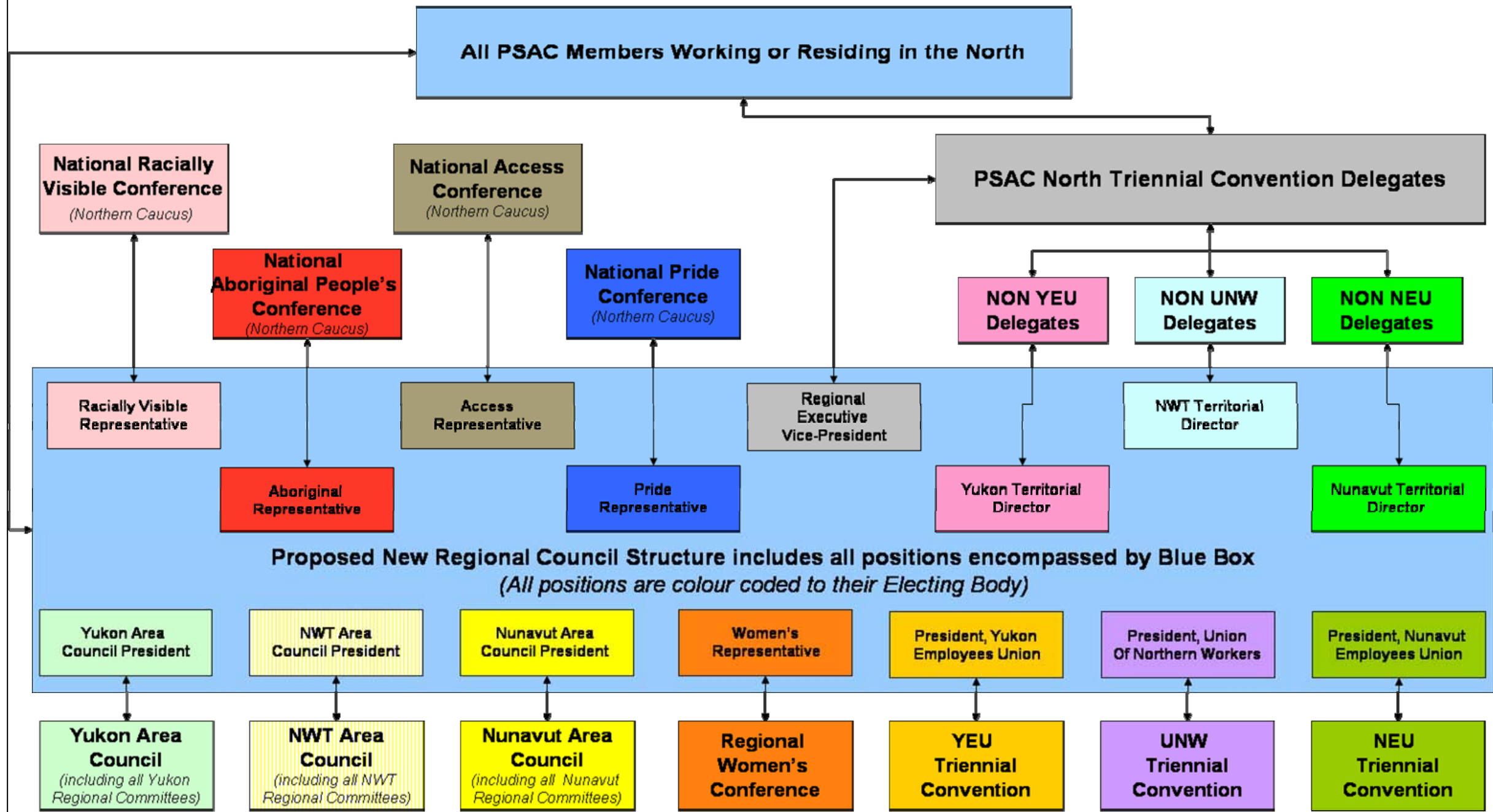


Figure 2 - Costing Estimates per Meeting for Proposed Regional Council Meeting based on New Structure

Description	Travel	LOS	Per Diems	Accommodation	Totals	Assumptions
REVP	\$0.00	\$0.00	\$210.00	\$175.00	\$1,245.00	REVP would not have travel and LOS expenses. per diems for 2 full days and hotel for 1 night have been included.
President, YEU	\$1,500.00	\$0.00	\$420.00	\$525.00	\$2,445.00	Travel estimated at \$1,500, LOS not included as member is a full-time elected officer, per diems for 4 full days and hotel for 3 nights have been included.
President, UNW	\$0.00	\$0.00	\$210.00	\$175.00	\$385.00	No travel included, nor LOS as member is full-time elected officer, per diems for 2 full days and hotel for 1 night have been included
President, NEU	\$2,000.00	\$0.00	\$420.00	\$525.00	\$2,945.00	Travel estimated at \$2,000, LOS not included as member is a full-time elected officer, per diems for 4 full days and hotel for 3 nights have been included.
Yukon Area Council President	\$1,500.00	\$500.00	\$420.00	\$525.00	\$2,945.00	Travel estimated at \$1,500. 2 days LOS included, 4 days full per diems and hotel for 3 nights.
NWT Area Council President	\$1,000.00	\$250.00	\$315.00	\$350.00	\$1,915.00	Travel estimated at \$1,000. 1 day LOS included, 3 days full per diems and hotel for 2 nights.
Nunavut Area Council President	\$2,000.00	\$500.00	\$420.00	\$525.00	\$3,445.00	Travel estimated at \$2,000, 2 days LOS included, 4 full days per diems and hotel for 3 nights.
Yukon Territorial Director	\$1,500.00	\$500.00	\$420.00	\$525.00	\$2,945.00	Travel estimated at \$1,500, 2 days LOS included, 4 full days per diems and hotel for 3 nights.
NWT Territorial Director	\$1,000.00	\$250.00	\$315.00	\$350.00	\$1,915.00	Travel estimated at \$1,000. 1 day LOS included, 3 days full per diems and hotel for 2 nights.
Nunavut Territorial Director	\$2,000.00	\$500.00	\$420.00	\$525.00	\$3,445.00	Travel estimated at \$2,000, 2 days LOS included, 4 full days per diems and hotel for 3 nights.
Equity Seats (6 seats - Access, Pride, Aboriginal Male, Aboriginal Female, Racially Visible & Women's)					\$11,375.00	<i>Note: An average of the costing per member; (\$2,275 to attend a meeting has been used to estimate the costs associated with these additional positions. This is the best estimate available as we do not know where the member's home communities will be.</i>
Other Meeting Expenses						
Room rentals	\$500.00				\$500.00	Room rental of \$250/day for 2 days
Refreshments	\$360.00				\$360.00	Coffee/Tea/Juice, morning and afternoon snacks
Grand Total					\$35,865.00	

General Assumptions and amounts used for calculations:

1. Meetings are assumed to take place in Yellowknife on Saturday & Sunday with Friday and Monday being travel days.
2. LOS has been calculated using a daily rate of \$250
3. Accommodation has been estimated at a rate of \$175/night

Figure 3 - Proposed Mid-Term Conference Participants

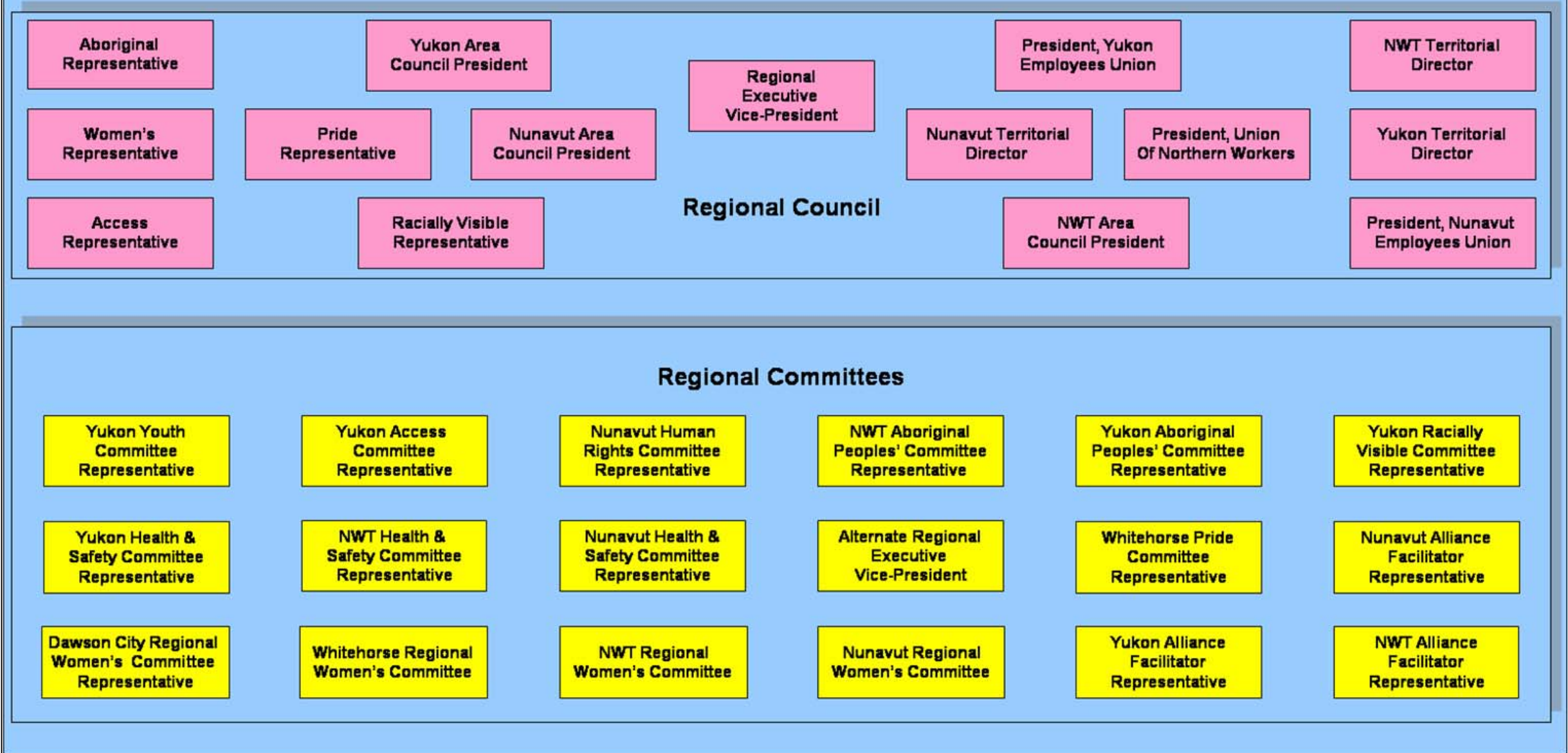


Figure 4 - Costing Estimates per Meeting for Proposed "Pan-Northern Meeting"

Description	Travel	LOS	Per Diem	Accomm	Totals	Assumptions
REVP	\$0.00	\$0.00	\$210.00	\$175.00	\$385.00	REVP would not have travel and LOS expenses. per diems for 2 full days and hotel for 1 night have been included.
President, YEU	\$1,500.00	\$0.00	\$420.00	\$525.00	\$2,445.00	Travel estimated at \$1,500, LOS not included as member is a full-time elected officer, per diems for 4 full days and hotel for 3 nights have been included.
President, UNW	\$0.00	\$0.00	\$210.00	\$175.00	\$385.00	No travel included, nor LOS as member is full-time elected officer, per diems for 2 full days and hotel for 1 night have been included
President, NEU	\$2,000.00	\$0.00	\$420.00	\$525.00	\$2,945.00	Travel estimated at \$2,000, LOS not included as member is a full-time elected officer, per diems for 4 full days and hotel for 3 nights have been included.
Yukon Committees, Yukon Area Council President, Yukon Territorial Director (11 members)	\$16,500.00	\$5,500.00	\$4,620.00	\$5,775.00	\$32,395.00	Travel estimated at \$1,500. 2 days LOS included, 4 days full per diems and hotel for 3 nights.
NWT Committees, NWT Area Council President, NWT Territorial Director (6 members)	\$6,000.00	\$1,500.00	\$1,890.00	\$2,100.00	\$11,490.00	Travel estimated at \$1,000. 1 day LOS included, 3 days full per diems and hotel for 2 nights.
Nunavut Committees, Nunavut Area Council President, Nunavut Territorial Director (6 members)	\$12,000.00	\$3,000.00	\$2,520.00	\$3,150.00	\$20,670.00	Travel estimated at \$2,000, 2 days LOS included, 4 full days per diems and hotel for 3 nights.
Alternate REVP	\$1,500.00	\$500.00	\$420.00	\$525.00	\$2,945.00	Travel estimated at \$1,500, 2 days LOS included, 4 full days per diems and hotel for 3 nights.
Possible Additonal Seats (based on new positions with New Council Structure)					\$13,150.00	<i>Note: An average of the costing per member, (\$2,630) to attend a meeting has been used to estimate the costs associated with these additional positions. This is the best estimate available as we do not know where the member's home communities will be.</i>
Other Meeting Expenses						
Room rentals				\$1,000.00	\$1,000.00	Room rental of \$500/day for 2 days
Refreshments				\$720.00	\$720.00	Coffee/Tea/Juice, morning and afternoon snacks
Grand Total					\$88,530.00	

General Assumptions and amounts used for calculations:

1. Meetings are assumed to take place in Yellowknife on Saturday & Sunday with Friday and Monday being travel days.
2. LOS has been calculated using a daily rate of \$250
3. Accommodation has been estimated at a rate of \$175/night

Figure 5 - Summary of Total Costs per 3 Year Cycle

- It is proposed that meetings for New Regional Council would occur 3 times per year face to face, (with one of those meetings being the Mid-Term Conference and another being at the Regional Convention). Based on the estimate of \$ 38,140/meeting, these meetings would cost an estimated total of \$251,055.00 per cycle.
- It is also proposed that a Mid-Term Conference be held, which includes all Regional Committees at an estimated cost of \$88,530.00
- **Total estimated costs for the proposed meetings for a cycle coming from the Regional Council Budget would therefore be an estimated \$ 339,585.00.**
- The Convention Budget put forth at the Regional Convention would have to be structured to accommodate the new Regional Council Structure.