



# Vancouver Island Human Rights Committee

April 14, 2011 Meeting Minutes

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Minutes prepared by  
VIHRC Recording Secretary Laura Gracie

Released Unofficially: April 16, 2011  
**Adopted Officially: June 21, 2011**

## **Attendance**

**Boardroom:** Michael Doerfler, Cindy Little, Virginia Vaillancourt, Paul Jones, Robert Mitchell, Daniel Girard, Maddalena Maher, Laura Gracie & PSAC Rep: Dave Jackson.

**Teleconference:** None.

**Translators:** Mary Butterfield & Mary Warner.

**Regrets:** Tracy Shudo, Mark McCavour, Eve d'Anjou, Eric Bouffard, Ryan Dowell, Anita Hoffman, Mandi Schubert, Sayed Subzwari, Levan Turner & Wendy Bruce.

## **Meeting – Call to Order**

VIHRC Chairperson Michael Doerfler called this meeting to order at 6:33 p.m.

## **Roundtable Introduction**

The members in the attendance did their own introduction to each other as part of the opening roundtable conversations.

## **Old Business for Review**

**Adoption of February 8, 2011 VIHRC Meeting Minutes:**

A review of previous meeting minutes took place at this time.

**Motion:** Paul Jones made the motion to accept the previous minutes.

**Seconded:** Cindy Little.

**Carried:** Unanimously.

**New Business**

**Meeting Minutes Appreciation:**

Paul Jones expressed his kudos to Laura Gracie for the completeness of the minutes and how great they are too. This was also seconded by Michael Doerfler.

**VIHRC Treasurer’s Report:**

Treasurer’s report presented. Michael Doerfler presented both a current financial statement and a tentative financial statement. The reason for the two reports is that the bank statements run later than one month in arrears.

Regular financial statement with the current balance as of February 28, 2011 is Chequing with \$934.31 & Equity shares account with \$50.22.

Expenses were \$100.00 donation to the Candle Vigil Memorial Committee.

The tentative statement balance as of April 14<sup>th</sup> meeting date is \$1,944.00 & Equity shares is \$50.22.

We received our annual allocation from PSACBC in amount of \$1300.00; Michael has already gone to PSACBC to inquire why this amount was lower than last year.

Expenses were a donation to the Canadian National Museum for Human Rights in Winnipeg in the amount of \$274.54. Additional expenses were \$15.77 for VIHRC Office Administration costs.

Upcoming expected expenses are registration fee for the delegate to the BC Triennial Convention, possible swag expenses, 2<sup>nd</sup> banner, September VIHRC AGM and various donation requests.

A question was raised regarding the donation to the Canadian National Museum for Human Rights. It was explained that this was a result of 2 fund raising events carried out during last year. It was also explained that we held this in our banking account in order to provide a paper trail.

**Motion:** Michael Doerfler made a motion to accept the Treasurer’s Report.

**Seconded:** Paul Jones.

**[Continued Discussion]**

A Question was raised as to which Treasurer's report we were voting on. Michael Doerfler clarified that it was the regular financial statement ending in February.

**Carried:** Unanimously.

**VIHRC's Second Banner:**

Next on the agenda item was the possibility of acquiring a second VIHRC banner.

Mark McCavour was to speak on this issue but unfortunately he was unable to attend this meeting. Michael Doerfler reminded us that at our AGM back in September 2010 there was a discussion as to replacing the banner with the correct material that we had originally requested.

The current banner was made with an incorrect material. It was noted that the original requested cost that VIHRC was willing to pay for this banner was \$200.00. However this cost was later reimbursed by PSAC with their gracious donation.

The second banner would be made with Nylon and therefore would be lighter to carry during the parades and would last longer than the vinyl one that we currently have.

*[Paul Jones had requested that the translators face towards the members so that they could be heard. The translators advised that they would try and accommodate this but that they had to be able to see and translate for Michael Doerfler. At this point some of the members moved closer to the end with Michael Doerfler so that they could hear what the translators were saying.]*

Discussion continued: a suggestion was made that perhaps we could get a smaller size. It was requested that perhaps Mark McCavour could look into the costing for this. Michael Doerfler had suggested that we could perhaps set the second banner up at booths similar to what PSAC does with their booths too. Robert Mitchell suggested that perhaps we could get smaller sizes, perhaps poster size for setting up at booths. Different materials or sizes would lend themselves to different uses. Paul Jones seconds Robert Mitchell's suggestions.

Paul Jones then suggested that perhaps we could defer this decision to a later date. Paul Jones suggests that perhaps we could look into this further once we have done some fundraising as there will be discussions later in this meeting for possible expenses relating to new VIHRC swag items.

Discussion then ensued regarding the pros and cons regarding the merits of getting a second banner of which VIHRC would pay for this time.

**Motion:** Michael Doerfler made a motion to refer this issue back to Mark McCavour to do more research or to postpone until later in the year.

**Seconded:** Maddalena Maher.

**[Continued Discussion]**

Daniel Girard discussed the possibility of Mark McCavour looking into various companies for the best cost. Michael Doerfler advised that Mark McCavour had already researched various companies and found this company to be the best one. Michael Doerfler also noted that this company was local in

BC and therefore we were helping out a local business. It was also noted that this company had one of the best prices and so therefore was chosen.

Dave Jackson advised Michael Doerfler that at this point there is a motion that has been duly seconded on the floor pending and that a request for further discussion can be called for. If no further discussions then the vote can be taken.

Paul Jones stated that he felt we were putting too much emphasis on the fact that we didn't pay for the first banner. He mentioned that our role right now was to promote Human Rights and he felt that we had better uses for our funds at this time.

Michael Doerfler hearing no further discussion on this issue therefore this motion has passed.

**Carried:** Unanimously.

### **PSACBC Regional Triennial Convention:**

Michael Doerfler has stated that the flights for him have now been booked. Robert Mitchell is the alternate delegate to this convention. So far there has been no changes to this. At this time there is nothing further to report for this.

Paul Jones asked Michael Doerfler if he has thought about running for the BC Regional Representative for Persons with Disabilities. Michael Doerfler mentioned that he has been approached by two individuals regarding this, but not as that particular position but as an alternate.

Michael Doerfler states that this action (being approached) has only happened within the last two days and that he hasn't really thought enough about but that he may still be interested in running for the position. He would like to get more information about what is actually involved with this position before making a decision.

Paul Jones stated that he would be willing to advise Michael Doerfler regarding the position and he also stated that Cindy Little and Virginia Vaillancourt would probably also be able to advise Michael Doerfler too.

Paul Jones stated that he believes Michael Doerfler has the energy for this position and that he believes Michael Doerfler would work for the good of all. Michael Doerfler states that he is very flattered and thanked Paul Jones.

Paul Jones stated the general resolutions committee has met twice now.

The first meeting the committee looked at all the resolutions and decided whether they would concur or non-concurrence and make recommendations regarding them.

The second meeting, the resolutions were prioritized and he believes that there will be plenty of time to get the resolutions to the floor thanks to the wonderful work of the finance committee. Paul also stated that the resolution put forth by the VIHRC regarding the Human Rights Commission has been given a priority 4 status.

Cindy Little spoke for the finance committee who also met last week and has formalized their reports as to whether concurrence or non-concurrence for the 5 resolutions that have been

submitted. These will also be given a priority designation this week. These resolutions will be put on the website prior to the convention once the resolutions have been finalized as well as the finance reports.

By-laws committee is currently meeting via teleconference.

### **PSAC BC Regional Triennial Convention Basket donations:**

Virginia Vaillancourt is on the convention donation/basket committee.

A call out has been made to Vancouver Island committees for donations and or baskets to be raffled off during this convention. The funds from this will be going to an Unemployment organization from the Prince Rupert/Terrace area. This organization is sponsored through the Social Justice Fund for BC.

Virginia Vaillancourt noted that the Victoria Regional Women Committee is donating a basket with an approximate value of \$50.00 to \$100.00 representing the Island and the Victoria Regional Women Committee here. The request is for baskets to be representative of then donating committee.

Tracy Shudo is looking at getting a Canucks jersey and having a name and number put on it for a raffle. Daniel Girard asked if the jersey would be autographed by the Canuck players as this was for a charity and Daniel Girard believes that this would be supported by the team. Virginia Vaillancourt stated that she did not believe this has been requested by the Mainland BC HR Committee, but that she would pass this up to the committee members who are working on the Jersey and see if they could follow up on this.

At this point the Mainland BC HR committee hasn't decided whether it will buy a generic jersey from a retail shop or an official NHL jersey due to the cost difference of the official jersey. During the conversation it was suggested that perhaps VIHRC might be willing to donate \$100.00 towards the cost of the jersey.

Paul Jones noted that the discussion was regarding a basket and not a donation for the jersey and that he would rather support a basket from the VIHRC as opposed to donating for the jersey. It was felt that there is already a lot of support and donations for the jersey and that if everyone supports the jersey there won't be very many other baskets for raffling.

Virginia Vaillancourt stated that as we have our own official logo that she would prefer that we do up a basket for the raffle as opposed to the jersey as well. She notes that the Victoria Regional Women Committee has put together a basket representative of the Island and Victoria Regional Women Committee.

**Motion:** Michael Doerfler motions to donate \$100.00 towards a basket to be donated from the VIHRC with swag items and also to promote what VIHRC does.

**Seconded:** Paul Jones.

### **[Continued Discussion]**

Laura Gracie states that if we have the swag items then she would put the basket together. Michael Doerfler states that we will have to look into the deadline for submitting the baskets as this date may be coming up quickly and it could affect what we can do for the basket.

Michael Doerfler asked for any further discussion and hearing none then called for the vote. The motion passed.

**Carried:** Unanimously.

### **Intermission**

A short recess was taken at 7:18 p.m. and the meeting resumed at 7:23 p.m.

### **VIHRC Slogan & Swag Items:**

Next order of business was Swag items with our official Logo presented by Robert Mitchell.

The purpose of swag items is to promote our committee at events such as Local AGM's where VIHRC is invited to speak on what our committee does.

PSAC has a website with an online store that promotes the visual impact of their PSAC logo with various swag items such as mugs, hats, pens, buttons, clothing items, pouches and a host of other items to promote a specific committee, etc.

The purpose of swag is to promote awareness of VIHRC, to raise our profile, and to offer incentives or recognition. We have to decide what purpose swag would have for our committee and does it compete with all of the many items from the PSAC. Is this what our funding is provided for? Robert Mitchell does not have a cost of items at this time as the cost is usually stated by the company when the order is made. He states that the PSAC uses the following company cavanadv.com.

Items range from inexpensive, such as key chains, lanyards, cups, posters, etc. to high end items, such as clothing items like shirts, jackets, vest etc.

Discussion ensued. One item that was mentioned was a calendar with Human Right images and our logo, Robert Mitchell stated that though he did not see any calendars during his research he thought this was a great idea and that could be something we could look at. He also mentioned that a calendar wasn't necessary a swag item and that a calendar could be made locally too.

Do we want to go through that route and what would be the purpose of the swag items?

Paul Jones stated that he had a labour calendar that we could possibly use images from if we decide to do a calendar. If a calendar is done it is requested that it be unique to VIHRC. All are in agreement with this.

It was also suggested that we look to other companies beside the one the PSAC uses. Paul Jones has volunteered to help with this.

Another suggestion was made for mouse pads, as this is a visual practical reminder of our committee. Robert Mitchell suggested we could look at splitting items, meaning things we could give away such as key chains and Frisbees and the more expensive items.

Also mentioned was Michael Doerfler's slogan of 'Promoting and Protecting the Island's Human Rights since 2008' on the VIHRC business cards. More than just a logo and we are looking at a messaging as well and perhaps we can include the slogan with our swag items too.

**Motion:** Robert Mitchell moves to the motion to have Paul Jones's help with him and come to the next meeting with ideas, costs and volumes.

**Seconded:** Paul Jones.

**Carried:** Unanimously.

### [Continued Discussion]

Pride Parade is on July 10, 2011 and a suggestion was made that we to have swag items available for this event.

### VIHRC Group Photo Suggestion:

Virginia Vaillancourt suggested that we have a group photo with our names on our pictures as many of our members who are teleconferencing don't know the executive members who are speaking on issues.

It was suggested that perhaps we could take a picture with the VIHRC banner in front and our names printed on our bodies. Michael Doerfler suggested that perhaps we could use 'thumbnails' with our names under them on 'Members & Support Network' document. That way if there was anyone uncomfortable having their picture taken then they could leave their picture out. More to follow.

### Disability Management Handbook:

Disability Management Handbook presented by Maddalena Maher.

Maddalena Maher would like to act as the VIHRC disability rep. To that end she has been taking courses geared towards this. The courses she has taken are the Canada Labour Code and she will be taking the Duty To Accommodate course on May 28.

Most of us work in an environment in which there is a range of injuries and workplace wellness issues. Currently 43% of Federal employees on leave right now are on leave due to health issues and workplace stress. Employees are currently asked to do more with fewer resources and fewer employees and this has resulted in a high number of mental health issues.

The onus to recognize the early symptoms of stress and burnout lies not only with the employee but with the managers as well. There is a term called presenteeism as opposed to absenteeism, what this means is that the worker is there but constantly sick and is not able to work, they don't participate. It is up to someone to ask what is going with this person. Stress levels are constantly going up and it is very hard to manage.

Maddalena Maher presented the Disability Management Handbook used by managers in managing workplace disability issues. There are a lot of resources listed in the appendices of this manual.

The employer actually has two weeks to provide accommodation for employees that require this. A course provided from Environment Canada will actually go into the workplace to teach managers and team leaders the proper procedures for handling these types of issues.

Within the handbook there is an overview of the 3 main components which are accommodation, promotion and support for recovery and to promote workplace health.

The employer does not have to know why you will be going on leave. Once the doctor provides a written note stating the worker is be off. The employer does not need to know the reasons for the leave, only that the worker will be off on their doctors' orders. A worker never has to declare the reason for the leave.

The main thing that Maddalena Maher is concerned with is prevention. She would like to assist and promote workers rights when they are off due to illness and injury. For those who would like a copy of the manual contact Maddalena via e-mail and she will get a copy to you. Thank you Maddalena Maher for your information and presentation!

### **Victoria PSAC GLBT Social Committee:**

Final agenda item was a Victoria PSAC GLBT Social Committee, presented by Robert Mitchell.

The purpose of this social is to network with members from the GLBT group. A person would register to be part of this group and they would receive a monthly newsletter or do a get together at various locations. Lists could be made from those who have self-identified as belonging to this group or those who hear about this from workplace posters, etc.

This would be a great forum for Local unions with Public Service employees. Robert Mitchell has also stated that he would like this to include our Provincial counterparts as well. He is also looking for anyone who may know of provincial locals and members who might be interested in becoming members of this social.

It was suggested that perhaps he contact the Victoria chair of the Labour Council. Robert Mitchell is looking for provincial contacts that he can find. Robert Mitchell is willing to head up this networking group.

Michael Doerfler had a concern that the wording ensures that it is all inclusive. Paul Jones stated that the there shouldn't be any real issues regarding this as the term is for public servants, whether they be provincial, federal, regional or municipal.

### **Meeting 'Wrap-Up' Discussions**

#### **Meeting Time Slot:**

Paul Jones made a request that we stagger our meeting times as it is extremely hard for him to attend due to the early hour that he wakes up at. This committee refrained from commenting on Paul Jones's request and there was also no decision made or discussion regarding this issue.



### **PSAC BC Regional Triennial Convention:**

Dave Jackson wished Michael Doerfler good luck at the Triennial convention.

### **Meeting – Call to Adjourn**

VIHRC Chairperson Michael Doerfler called to adjourn this meeting at 8:13 p.m.

### **Next Meeting Notification**

**Tuesday, June 21, 2011 at 6:30 PM**  
at the PSAC Office in Admirals Walk