



Vancouver Island Human Rights Committee

January 9, 2014 '**SPECIAL**' Meeting Minutes

Minutes prepared by
Dave Jackson

Released Unofficially: January 24, 2014

Adopted Officially: February 4, 2014

Attendance

Boardroom: Kay Ahmadi, Lance Jesson, Marcelo Lazaro, Michael Doerfler, Paul Jones, Virginia Vaillancourt & PSAC Rep: Dave Jackson.

Teleconference: Bert Farwell, Jennifer Chieh Ho & Tracy Shudo.

Translators: Mary Butterfield & Sarah Coupe.

Meeting – Call to Order

VIHRC President Michael Doerfler called this 'SPECIAL' meeting to order at 5:02 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 the November 12, 2013 VIHRC Minutes:

The meeting minutes were reviewed at this time.

Motion: Tracy Shudo made the motion to accept the minutes.

Seconded: Bert Farwell.

Carried: Unanimously.

New Business

VIHRC Resolutions:

The committee discussed 8 resolutions at length and they were all passed. Dave Jackson will gather the resolutions (8) into a complete package and forward them onto REVP's office in consideration for 2014 PSACBC Regional Triennial Convention. See *Minutes Attachment* for the detailed resolutions.

VIHRC Delegate Election:

The committee held an election to select a VIHRC delegate for 2014 PSACBC Regional Convention. Paul Jones was elected as the delegate. Lance Jesson was elected as the alternate.

Meeting – Call to Adjourn

VIHRC President Michael Doerfler called to adjourn this meeting at 6:26 p.m.

Next Meeting Notification

Tuesday February 4, 2014 at 6:00 p.m. at the PSAC Office in Admirals Walk

Minutes Attachment

Eight (8) Passed Resolutions:

The Vancouver Island Human Rights Committee, at its meeting on January 9, 2014, passed the following resolutions for debate at the BC Regional Convention April 25-27, 2014:

1. Young Worker – Age Determination

Whereas most members enter the Public Service passed the age of 30 years of age; and

Whereas there are currently very few members who qualify as youth; and

Whereas there is little participation from our young workers;

Be It Resolved that the age of a young worker be raised to 35.

Rationale:

Given the average age of the PSAC membership is 48 and that the current age of 30 does not allow a young worker to develop as a Union Activist long enough before they are no longer considered “youth”. Raising the age to 35 would promote our activist to gain more knowledge, develop and support, that is offered to our younger membership.

2. Rescinding of Dues Associated with Campaigns and Conferences

Whereas some resolutions passed at previous PSAC National Triennial Conventions have necessitated a dues increase to pay for a campaign, conference or other such time restricted or one time action required as a result of passing said resolutions; and

Whereas the dues increase necessitated by the passing of the resolution for many of these campaigns, conferences, or other such time restricted or one time actions are no longer necessary as the conferences have been held and/or the campaigns have been run to their conclusion and/or the campaigns have never been started at all;

Be it resolved that any PSAC dues increase instituted for a campaign that has been completed be immediately rescinded; and

Be it further resolved that any PSAC dues increase instituted for a one time conference that has been held be immediately rescinded; and

Be it further resolved that any PSAC dues increase instituted as a result of a future campaign or conference be immediately rescinded upon the completion of said campaign or conference.

3. AEC Remuneration

Whereas an elected officer of the PSAC is entitled to be paid for services rendered the remuneration applicable to the position held by the elected officer; and

Whereas the salaries of the elected officers of the Alliance Executive Committee are increased on the 15th day of May of each year by the increase of the average annual salary of members in the previous year; and

Whereas the increases received by the elected officers of the AEC have been significantly greater than that of the majority of the PSAC membership;

Be it resolved that Regulation 17 be amended as follows:

The salaries of the elected officers of the Alliance Executive Committee shall be decided on the Convention floor and shall not exceed the average % increase of members of Treasury Board bargaining units in the previous three (3) years. Such increases shall take place on the 15th day of May of each year.

4. Regional Convention Subsidy

Whereas Regional Executive Vice-Presidents and alternate Regional Executive Vice-Presidents are elected at Regional Triennial Conventions; and

Whereas Regional Triennial Conventions can submit resolutions to the PSAC National Triennial Convention and should have autonomy to conduct the business of the Region; and

Whereas the cost for members attending their Regional Triennial Convention is not fully covered by the PSAC;

Be it resolved that the Regional Convention Subsidy line item be increased by \$50,000 per region per year to assist regions in holding Regional Triennial Conventions.

5. Triennial Convention - Delegate Entitlement

Whereas Section 19 of the PSAC Constitution defines Triennial Convention delegate representation as one delegate per 100-400 members or major portion thereof; and
Whereas the formula restricts Convention participation from all Components of the PSAC, which may represent diverse employment groups and vast geographical areas;

Be it resolved that the PSAC amend Section 19, Sub-Section (1) to read as follows:

For purposes of representation at any National Triennial Convention of the PSAC, each Component shall be entitled to elect delegates on the following basis:

- *One (1) delegate for the first 300 members, defined here to include those who are recognized as members by the terms of their collective agreement; and*
- *One (1) additional delegate for every 300 members thereafter or major portion thereof defined.*

6. Regional Convention – Delegate Entitlement

Whereas Section 9; sub-section (1), steps (1) and (2) of 2011 By:laws of the BC Regional Council defines delegate entitlement;

Whereas all locals/branches which have 100 members or more will be entitled to one (1) delegate;

Whereas all locals/branches which have more than 100 members will be entitled to an additional delegate for each 300 members or major portion thereof (a major portion of 300 would be 151 to 299) over the initial 100 members; and

Whereas all local/branches are under attack from the federal government and PSAC membership is declining rapidly;

Be it resolved that Section 9, sub-section (1) and (2) be amended as follows:

- locals/branches which have 20 members or more will be entitled to one (1) delegate;
- locals/branches which have more than 20 members will be entitled to an additional delegate for each 300 members or major portion thereof (a major portion of 300 would be 201 to 299) over the initial 20 members.

7. Participation by Members with Disabilities (MWD)

Whereas MWD have the right to participate at any and all PSAC sponsored events; and Removing barriers ensures MWD can participate 100% in all aspects of any and all PSAC sponsored events; and

MWD are the best individuals to consult with when dealing with facilities that may not be barrier-free.

Be it Resolved that the PSAC must involve MWD National Representatives at all levels of planning to ensure that any facilities considered allow for maximum participation; and

The PSAC ensure that a visit to such facility by a potentially affected member(s), who resides in the geographic area of the event, and that consultation with the MWD Working Group takes place well in advance of booking any facilities and

The PSAC be 100% transparent in their decision making when discussing matters related to any and all MWD; and

The PSAC remove or accommodate every barrier to MWD in order to achieve maximum participation at any PSAC events.

8. Weekend Union Functions

Whereas we have an aging workforce and a corresponding aging group of union activists; and

Whereas we have, on more than one occasion, expressed the need to involve youth in our union activities; and

Whereas, at the present time the union holds a lot of activities (training or otherwise) on the weekend; and

Whereas, in the present economic climate both partners in a relationship work to support their families and therefore need to spend their non-working hours with their families;

Be it resolved that the PSAC dedicate at least one day of every weekend for the families of our brothers and sisters and therefore refrain from organizing union activities on this day.