

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL MEETING
HELD FRIDAY, JANUARY 17 THROUGH 19, 2014
AT THE PSAC VANCOUVER REGIONAL OFFICE,
5238 JOYCE STREET, VANCOUVER, BC**

In Attendance:

Bob Jackson, REVP-B.C. (Chair)	Jayne Johns, Alt REVP-B.C.
Celine Ahodekon, Alt. West Fraser Valley (Sunday)	Terri Lee, Metro Vancouver
Shawna Bundac, Metro Vancouver	Cindy Little, South Vancouver Island
Jennifer Chieh Ho, West Fraser Valley (Fri & Sat)	Kelly Megyesi, Women's
Sargy Chima, Racially Visible (Fri & Sat)	Jamey Mills, Metro Vancouver
Paul Croes, Pride	Antony Paller, East Fraser Valley
Roberta Drinkwater, Southern Interior	Tracy Shudo, Members with Disabilities
Heather DuDoward, Aboriginal	Virginia Vaillancourt, South Vancouver Island
Benilde Gomes, Northwestern B.C.	Christine Walker, North Vancouver Island
Linda Harding, Health & Safety	Susan Yaciw, Southern Interior
Nic Humphreys, National Officers	Erica Yang, Youth

Absent:

Susan Yaciw (Friday)	Sargy Chima, Racially Visible (Sunday)
Jennifer Chieh Ho (Sunday)	

Staff:

Patrick Bragg, Political Communications Officer
Luc Guevremont, Regional Coordinator
Kristin Schnider, EA to the REVP-B.C.

Guests:

Robyn Benson, PSAC National President (Saturday)
Karla Backer, Joint Learning Program (Friday)

Friday, January 17, 2014

The meeting commenced at 1:03 PM

Bob Jackson called the meeting to order and advised of the Coordinator absences. Bob then spoke to the DCL/Small Separate Employers position on the Council. He noted that while Sharon Tieman had initially agreed to assume the position following Jason Salchert's resignation, her health is still not at level that will allow for her full participation with the Regional Council. Bob recently spoke with Sharon about this and both agreed that position will go vacant until Convention so that Sharon can focus on her recovery.

MOMENT OF SILENCE FOR WORKERS KILLED ON THE JOB

Bob Jackson then called for a moment of silence to acknowledge the lives of workers lost since the last Regional Council meeting.

Bob then advised that he had attended January 7 memorial at the Bentall Centre this year, remembering the four workers who were killed in the tragic accident there 31 years ago. Family members of the victims were also present. This year the Workers Heritage Centre produced video this year on tragedy, which was shown alongside the memorial.

OPENING REMARKS

Following the moment of silence, Bob Jackson then provided some opening remarks.

Bob noted that this is the last Regional Council meeting prior to Regional Triennial Convention. The work done at this Council meeting will lay the groundwork for Convention. Bob further commented that the PSAC B.C. Convention is first of all the conventions taking place across this country this year including both Regional and Component. There will be two component conventions taking place in the B.C. Region (UNE, UCTE). Bob then encouraged members with an opportunity to attend to do so.

Bob went on to say that the AEC met this week and discussed a number of items including the PSAC's new draft action plan. The plan was also discussed at Component president meetings held yesterday and it will be presented to NBOD in February for final approval. It's anticipated that this action plan will take the PSAC through to the next federal election. The action plan will be discussed at all of the Regional Conventions and Components may choose to incorporate the plan in different way with respect to their Conventions. Nonetheless, the PSAC and the Components are all working together to accomplish this task.

Bob then noted that he will be traveling up to Prince George in the next couple weeks to assist with the Area Council's AGM. With the resignation of Patt Holmes from the Regional Council and her alternate's departure from public service, there has been no one to take on the Council role. However, there are a few individuals in the area hoping to bring some new energy to the Area Council and the Regional Committees there. With that renewed dynamism, it's hoped that there will be someone elected to the Northeast B.C. Coordinator position at Convention. With this in mind, we will do our best to support those in the area.

ADOPTION OF AGENDA

A revised agenda was circulated at the meeting. Jayne asked included some additional discussion in the Coordinator reports: a brief discussion on the situation with Canada Post, a discussion on the United Way campaign, and the new performance management program.

A motion was made to accept the agenda as amended with the addition of Jayne's items.

Moved: Virginia Vaillancourt; seconded: Linda Harding

Carried

HOURS OF SESSION

The Chair then provided the proposed hours of session for the meeting.

On motion duly moved, seconded and carried the Hours of Session were adopted as:

Friday, January 17 from	1:00 PM to 4:00 PM
Saturday, January 18 from	9:00 AM to 12:00 PM (lunch to be provided) 12:45 PM to 4:30 PM
Sunday, January 19 from	9:00 AM to 12:00 PM 12:45 PM to completion

Moved: Virginia Vaillancourt; seconded: Erica Yang

Carried

SCENT FREE AND HARASSMENT STATEMENTS

Bob Jackson identified the location of these statements within the meeting space and it was agreed that that these not be read aloud. Luc Guevremont was identified as the harassment coordinator for the duration of the meeting session.

PREVIOUS MINUTES

The previous minutes for the meeting held September 20-22, 2013 and minutes for the B.C. Regional Council conference calls in November 2013 were circulated electronically in advance with the meeting materials. The Chair called for questions or concerns on the minutes.

Virginia Vaillancourt reported two typos.

A motion was then made to approve the minutes as amended.

Moved: Be Gomes; seconded: Jayne Johns

Carried

BUSINESS ARISING FROM THE PREVIOUS MINUTES

Tracy Shudo spoke to the previous discussion on the IKEA lockout and noted that during the Christmas shopping season she had heard some radio ads from the BCFED encouraging the public not to shop at IKEA. Bob acknowledged that the PSAC had contributed funds to those ads. He added that a query had brought to the REVP regarding a situation where members had been seen crossing the picket line. An internal investigation had been conducted confirming the allegation. Those members have since been contacted and the serious nature of their actions has been explained to them. Following that conversation, Bob contacted the TEAMSTERS to follow up on the matter, and they expressed their thanks to the PSAC for addressing the matter. Bob reminded the Council that we need to be cognizant of bigger picture with labour and show our respect and support others in the labour movement when labour disputes or issues arise.

Jayne further commented that she attended a rally at the Coquitlam IKEA stores with several members a couple months ago. She urged the Council to participate in such events when we're aware of them and to do a better job of coordinating our attendance at and support for other labour events.

Kelly added that members who don't reside in the Lower Mainland can also get involved through the online petition, Facebook posts, writing to IKEA directly, etc. Although can't physically attend, members throughout the Region can offer support in other ways.

Terri then asked why the IKEA notice had been removed from the Regional website. Patrick advised that the notice urging members not to patronage IKEA had been posted twice on the website, but was no longer on the front page because more news items had been added since then. The information was still posted to the website, just not in the recent posts list. Patrick advised that he would repost the notice so that it would appear on the front page.

ACTION ITEM: Patrick to repost information on the IKEA lockout and the non-patronage notice on the PSAC B.C. website

PRESENTATION FROM KARLA BACKER ON THE JOINT LEARNING PROGRAM

Karla began her presentation by reminding Council that when she spoke with them last spring they were struggling to get the employer to address mental health in workplace. However, this fall the JLP received approval from the employer to proceed with a workshop on that issue. The workshop will be rolled out this summer and she encouraged members to keep eye out for workshops.

Further discussion ensued. Council members questioned what role anti-bullying played in the new workshop. Others commented that they have experienced some resistance from the employer in terms of how JLP information is presented to members: there have been situations where the materials are only presented to management or the employer, and members have been excluded. Karla answered that members are aware of these situations they should be reported to the JLP.

Further discussion ensued. Bob then thanked Karla for coming to meet with the Regional Council and sharing the news of the new mental health workshop available through the JLP.

REVP REPORT

Jayne Johns assumed the Chair for duration of the REVP Report.

Bob began his report by reminding Regional Council members to have their Coordinator and Committee reports prepared for convention. The reports should include a summary of the work done over the cycle.

Bob then went on to review some highlights since the last Council meeting. Of note, the FNHA transfer is still ongoing (wherein PSAC B.C. members from Health Canada are moving to the First Nations Health Authority). The parties are meeting with the BC Labour Relations Board next week to discuss the DCL that has been formed as a result of the members transferring from a federal jurisdiction to a provincial one. Bob commented that this process has been a learning experience for those involved because it involves a unique and complex set of variables.

The transfer has involved a lot of PSAC resources including Shannon Blatt, who deals with the legal aspects of the transfer; Monica Urrutia (now on maternity leave) and Deanna Kimball for mobilization; Dave Thompson, who is managing the organizing involved with the pre-existing non-unionized employees within FNHA, as well as others. Luc added that it's not just a matter of representation, but it's a merging of collective agreements. The PSAC's John Wilson is handling this aspect of the transfer.

Bob reported that he attended the BCFED's Stronger Together conference this fall which addressed union renewal. The workshops he attended focused on political action and electoral politics. Specifically they addressed the provincial election, what was learned from that experience and how to apply these lessons with the upcoming municipal and federal elections. Bob then reminded the Council that the BCFED Convention will take place this fall. Further details will follow when available.

Bob then moved on to negotiations. Since the last meeting the TC group ratified their collective agreement. Negotiations with CRA and CFIA are not going as well. They are not moving as quickly as we would have hoped. In terms of bargaining for Treasury Board groups, the National Bargaining Conference will take place in February. Bob added that the selection process is complete for conference delegates and delegates are being provided with conference details.

In November Bob also attended the National Equity Conferences (NEC) in Toronto. The format of the conferences was ground breaking, and thus far the feedback had been overwhelmingly positive. Bob advised that the AEC is still waiting for a debrief from staff, but he suspects future equity conferences will follow a similar format. Bob added that he enjoyed the opportunity to interact and discuss common issues with members during the NEC. He then acknowledged hard work of Council members who attended as well as the other PSAC B.C. members who participated.

Benilde Gomes asked about the move within the RCMP to have civilian members revert back to public serviced employees under the PSRA, which would impact approximately 800 members in the B.C. Region. Bob answered that he is aware of situation, and it is evolving within the Component. He then encouraged them to speak with the National Officer so that the matter can be addressed through Component. Further discussion ensued.

Christine Walker then asked if the REVP was aware the cost savings had been with the NEC and the decision to run them concurrently rather than staggered throughout the year. Bob answered that the PSAC's Programs Branch hadn't conducted a debrief on the conferences yet, but confirmed there were a number of savings in terms of administrative costs, venue costs, etc. Once a full accounting has been conducted that information will be shared with members.

Bob Jackson motioned that his report be accepted.

Moved: Bob Jackson; seconded: Christine Walker

Carried

REGIONAL COORDINATOR'S REPORT

Luc Guevremont began his report by noting that Deb Seaboyer had been appointed to the REO position just before Christmas. Deb previously acted in the position for over a year. Currently she is transitioning back to the position and is working to finalize the spring education schedule. Some course dates have already been announced.

Luc noted that there is still a regional rep vacancy, and a competition is underway to fill the position. Once a candidate is identified, they will then generate an eligibility list for future short term rep leaves. Luc added that

since the September Regional Council meeting the Regional Offices have been faced with resource challenges, but that they are working toward resolution.

In the fall a staff conference was held, which provided an opportunity for staff to get together with an education training component. The conference agenda included a workshop on mental health in the workplace as well as a session on suicide awareness facilitated by speaker from Vancouver Crisis Centre.

Luc then provided updates for ongoing negotiations:

ARINC. – The last meeting with the employer was held in mid-December. There has been some progress, but both sides are still far apart in terms of priorities. They are expected to address monetary issues later this month. If no progress is made, they will likely move to conciliation.

CFIA – Membership meetings will be scheduled in the next couple weeks prior to next session with the employer in early Feb. Mobilization activities will coincide with these meetings.

Canada Post – They have received the final offer from the employer, but the parties are not even at conciliation yet. There is a willingness to put the offer to a membership vote. However, since the offer was made, Canada Post made some public announcements that impact pensions, etc. As a result an unfair labour practice complaint has been filed by the Union. The employer has countered with their own ULP complaint against the Union.

CRA – Negotiations are well in hand with this unit. The Locals have organized mobilization events for next week.

MDS Nordion – The bargaining team is presently dealing with the significant impact of Bill C-4 on their collective agreement. Pensions are also a problem for this unit. Wages have been tabled and will be discussed at a meeting later this month.

Sealcove - At present, there's still no movement with the Sealcove negotiations.

Upcoming regional negotiations include the Prince Rupert Airport, the North Peace Airport and Granville Island.

Kelly Megyesi then asked about the current staffing shortages, inquiring what members should be doing in the interim. In her geographic area they have solicited support/resources from the Regional Office, but with the staffing vacancies they are not receiving timely responses from the Regional Offices. Luc answered that depending on the requests received he has been reassigning staff based on their availability. If there are specific requests, Luc asked that members send them to the admin staff or send them to him directly so that they can be addressed. Further discussion ensued.

Bob commented that members should continue to ask for staff support even with the current shortages so that we are aware of the needs in the Region. These needs are discussed on a regular basis nationally with the AEC. Therefore it is helpful to have input from all areas in the Region so where know are the shortages are and what needs to be addressed.

POLITICAL COMMUNICATIONS OFFICER'S REPORT

Patrick began by reporting on the Telephone Town Hall (TTH) on Bill C-4 that was conducted in November. A lot of good questions were raised during the call. Of those members called, 2200 members picked up phone listened for at least 5 minutes. By the end of the TTH there were 300 individuals still participating and there 30 more questions in in the cue. Those wishing to ask questions and seek additional information had to the opportunity to leave voicemail at end of call. Several took this opportunity. Patrick further commented that engagement was really good with the TTH and he suggested that we do it again for other issues. The TTHs are not cheap, but they are definitely worth it, especially for issues that engage members.

Bob noted that our TTH was well attended relative to other regions. He added that another issue to highlight is the contact info we have for members: while we were able to contact 2200 members in the Region, we may not have

current information for other members. This points to the communication work that needs to be done by all of us. We need to ensure that the PSAC has accurate and up-to-date contact information for all members.

Patrick advised that the audio for the TTH is available on the PSAC B.C. website.

Following the TTH, the B.C. Region put together an “email your MP” action, calling on MPs to vote against Bill C-4. There was good uptake on this action, which included participation from members from other regions as well as BC. In total, 650 emails were sent over the three-week period.

Because Bill C-4 is now law, we now need to concentrate our resources on informing members about the impact of the legislation and how it will affect bargaining going forward. We need to ensure that members are aware that future results at the bargaining table are because of this Government, and not the Union. And it’s important that we begin this conversation now so that we aren’t targeted when the gains at the table aren’t as good as members would hope in the next round.

Patrick then spoke on the campaign against the closure of Veterans Affairs Offices. He commented that he believes this is one of the best campaigns from the PSAC, despite the fact that it’s a fairly narrow campaign (addressing only members at VAC). The campaign has been able to engage other community groups and stakeholders outside of the PSAC membership.

Patrick noted that in the B.C. Region, we had a lot of trouble finding veterans that were willing to serve as spokespeople for campaign. So instead we concentrated our resources on promoting the campaign through advertising. WAAA funds were used to purchase 8 bus shelters ads in Victoria for the months of November and December. In addition we ran ads in regional community newspapers where the offices are either slated to close or have already closed. The ads were well received. We were also able to engage with FSNA who offered to help spread the campaign. Bob also met with MPs Ron Cannon and Dick Harris to discuss the closures. Bob is scheduled to meet with MP Bob Zimmer next week. Unfortunately, MP Mark Strahl declined to meet with us.

There will be one last big event in Ottawa with media before the offices are scheduled to close at the end of the month. This event will provide an opportunity to talk about the impact of the closures on veterans. The hope is that Minister Fantino will reverse some or all of closures before the end of January in light of this information.

Patrick advised that he attended the last BCFED Political Action Committee, which is summarized in Nic’s report. Patrick also attended meetings of the BCFED’s Policy and Research Group. At the last meeting, he presented on the federal public service attacks. The group’s responses were interesting: most of them operate in the provincial sphere and don’t have all the information on Bills C-4, C-525, and C-377.

Patrick reported that the B.C Region and the NCR are working to develop a short 2.5 minute video for new members to find out more about the PSAC. The video will be similar to HEU’s video on their structure. The video is being produced with a unionized production company in Vancouver. Currently, they are at the storyboard stage and the script has been finalized. The aim is to have the video ready for presentation at the Regional Triennial Convention.

REGIONAL COUNCIL COORDINATOR ORAL REPORTS

ALTERNATE REVP-B.C. REPORT

Jayne advised that she had attended the recent NEC as women’s delegate. She commented that as a seasoned attendee she felt the conferences were well organized. Jayne added that she anticipates similar conference structures going forward given the success of the NEC. She also wanted to recognize the work of the Council members on the National HRC for their hard work during the conferences as well as their efforts to organize meeting room for the delegates from the B.C. Region during the conferences.

Jayne then spoke to the United Way campaign. Her Labour Council is organizing a fundraiser evening with the Abbotsford Heat. The Labour Appreciation hockey game will be held on March 8 and tickets will be available at

reduced cost (50% of proceeds to go to UW). The aim of the fundraiser is to help fund the United Way's \$15,000 shortfall.

Also ongoing with the Labour Council is a concerted effort to support CUPW with regard to the situation with Canada Post. CUPW presented to the Labour Council and asked for their support by adopting a resolution they have prepared for their labour allies. The resolution calls on the adopting body to write to a letter to the Minister responsible with specific demands. A copy of the resolution is attached to these minutes.

A motion was then made for the Regional Council to adopt the resolution from CUPW and send a letter to MP Lisa Raitt with copies to Canada Post CEO Deepak Chopra, the CUPW President, and PSAC National President Robyn Benson.

Moved: Jayne Johns; seconded: Jamey Mills

After some brief discussion the motion was carried.

Jayne then spoke to the performance management program for the Public Service Performance Agreement policy, which becomes effective April 1. The new program will apply to all public servants. Jayne advised that she recently received some training on the program and learned that it was an online based tool, accessible to those with authorization.

Jayne then reviewed the materials she had with the Council, which are attached to these minutes. She noted that every supervisor and manager is undergoing mandatory training on the new program.

Antony asked how long the employer would provide to conduct the evaluations. Jayne answered that it will vary; however, the program will require preparation work on the part of both employee and the employer, which could take a significant amount of time. Given this, Jayne suggested that members address this issue with their own organizations. Further discussion then ensued.

MWD EQUITY COORDINATOR REPORT

Tracy began by advising that she was on the National Human Rights Committee Steering Committee for the NEC, and together they were able to accomplish a lot of work for each of the five equity conferences. She then expressed her thanks to everyone for their efforts with the NEC. She found the Access conference very informative, and believes that future equity conference will be organized in the same format with other conferences running concurrently. She added that she felt good about social room that were able to organize for the Region. The cost was shared between three of the Region's committees shared cost. The suite was a positive, open place for members to meet and discuss matters.

Tracy commented that the days were long during the conference, which was a challenge for MWD. She suggested that in future an additional half day be added to the program so the sessions wouldn't have to run so long.

Tracy concluded that she's looking forward to the Regional Triennial Convention and the work ahead.

Bob then echoed Tracy's comments regarding the suite and acknowledged her hard work in organizing the room for PSAC B.C. members at the NEC. Paul added that the hospitality suite did not provide alcohol, which was a good thing. Overall having the suite was a very positive experience. At times there were upwards of 30 members using the suite. Paul then thanked Tracy for her efforts to organize and secure the space.

PRIDE EQUITY COORDINATOR REPORT

Paul explained that fall, winter, and spring are usually quiet for PRIDE. However, the situation with Russia has provoked some increased activity within the caucus. There have been several social media actions and petitions speaking against the Russian anti-gay legislations.

Paul went on to comment that he also attended the NEC, and felt that the conferences were well done. Paul served as the Chair of the Resolutions Committee for the GLTB caucus. In terms of the elections for delegates to the National Triennial Convention, all of the successful candidates are new members for the Convention. One of the successful candidates is a transgendered delegate. Paul felt empowered when he saw members from the B.C. Region run for positions. While they were not elected, several PSAC B.C. members were asked to serve as alternates.

Paul then advised that MultiUnion PRIDE up and running. A meeting is scheduled for later in January.

Plans are also beginning for World Pride in Toronto, which takes place this June. There is a possibility that PSAC GLTB representatives will attend this event as well. The event program includes several marches as well as a variety of conferences running concurrently.

Since the last meeting Paul worked with Patrick to create a new regional pride logo, which includes the mountain range found in the new PSAC B.C. logo, but with rainbow colouring. A banner was also created and brought to the NEC.

Paul then moved that the Regional Council officially adopt the new logo for PSAC BC Pride.

Moved: Paul Croes; seconded: Kelly Megyesi

Carried

RACIALLY VISIBLE EQUITY COORDINATOR REPORT

Sargy reported that she has attended three main events since the last meeting, including a Diwali Festival in Victoria. This was the first time that Sargy had attended such an event, and she encouraged all to attend one if given the opportunity.

Sargy also participated in relief fundraiser for the victims of the typhoon in the Philippines. The event was organized on very short notice by community groups in Surrey, and together they raised \$50,000. The event included representation from all of the political parties and all levels of government. Overall it was a very good event.

Sargy also attended the NEC and echoed the previous comments. She had the honour of introducing the keynote speaker, Honourable Olivia Chow MP. She noted that staff did a tremendous job at the conference. She also thanked the Regional Council for helping build her confidence and for providing guidance and knowledge to her to take on the position of Co-chair for the Racially Visible Resolutions Committee.

The meeting recessed for the day at 4:10 PM.

Saturday, January 18, 2014

The meeting resumed at 9:01 AM.

REGIONAL COUNCIL COORDINATOR ORAL REPORTS CONTINUED

ABORIGINAL EQUITY COORDINATOR REPORT

Heather advised that she had attended the Reconciliation Walk last September and found it a wonderful opportunity. A highlight from the walk was the keynote speaker, Bernice King, who is the daughter of civil rights activist Dr. Martin Luther King Jr. Her message to the participants was to not give up. After attending the walk, Heather wished she had brought something to identify her as a participant attending on behalf of the PSAC.

Heather went on to say that she attended her local's AGM, which received participation from the UNE National Officers. The meeting provided a good opportunity for members to reach out for assistance and realize the support from others in the Union. The message from the national office was also conveyed: we're in the fight of our lives and we need to continue our efforts with the We Are All Affected campaign.

Heather added that she's currently assisting a member in the workplace with a duty to accommodate issue, and that she'll be seeking for their support with this issue through the Region Office.

In the fall Heather also attended a TUB course for the first time. Through that experience, she came up with the idea to produce a new brochure on the anti-bullying for the workplace. Her hope is to start work on this soon with staff and the Education Committee.

Unfortunately Heather was unable to attend the NEC, but she was happy that it was so successful.

WOMEN'S COORDINATOR REPORT

Kelly reported that after the last Regional Council meeting she and other Council members organized meeting of Equity Reps to talk about the NEC. During the meeting they made plans for welcoming PSAC B.C. members when they arrived at the conferences. As a result of their efforts, members received a welcome bag that included a letter from REVP Bob Jackson. Kelly added that the group also organized a members' meeting space at hotel.

During the NEC, Kelly sat on the Women's caucus and she co-chaired the Women's Resolutions Committee. Kelly noted that the conferences included fabulous speakers and staff facilitators.

Kelly went on to say that a lot of action items stemmed out of NEC, including the pink slip campaign. The campaign is being worked on, and Kelly has been involved via teleconference. Another idea was to send oven mitts to MPs within the Conservative Government that have messages on them.

Kelly is also working on the plans for IWD and for February 14 (One Billion Rising). She added that there were a lot of activities in the B.C. Region for December 6.

Kelly added that she's been actively involved with the BCFED's Standing Committee on Women's Issues. The Committee is developing strategic plans that deal with childcare as the priority. Included with this work is the stroller campaign to take place again in mid-February. There is also the CLC's Summer Institute for Women this July that is taking place in Victoria.

In the fall, Kelly put together a proposal for training session for the Chairs of the Regional Women's Committees. The session was to be combined with a political action centred on women's issues. However, a decision has been made to wait until the next cycle to begin work in this area. However, Kelly is still working with the Region's RWCs to ensure that they stay active and get new energy.

Kelly then extended her thanks to the Regional Council, and specifically Heather DuDoward, for their involvement with the purchase of the Ouch! program. The videos are now available through the Regional Office and she hopes that members will take advantage of these resources.

Kelly then spoke to the work of the Okanagan HRC. The Committee had a table at the NEC and displayed two quilts that they had created with children and individuals with cognitive disabilities. The theme of the quilts was human rights, and they were raffled off at the NEC, raising \$1350 for the Social Justice Fund. Kelly thanked Terri Lee for her assistance with staffing the table and helping with the raffle. Kelly added that Maria-Luiza Romano created an additional table runner that represented all of the equity groups. The runner was presented to Atlantic REVP Jeannie Baldwin on behalf of the B.C. Region.

NATIONAL OFFICERS COORDINATOR REPORT

Nic advised that the last National Officers meeting was held in September where they addressed the WAAA campaign and where the Components were at with the member-to-member piece. Some of the concerns raised by National Officers were on the conflicting priorities within the Union: conferences, the AGM season, field work, etc. which were inhibiting their efforts in the member-to-members piece of the campaign. The National Officers also discussed pay in arrears work, and they were all thankful that the PSAC had been affective in changing the dynamics around the issue. The National Officers also discussed collective bargaining. Nic went on to say that it's unfortunate that we have to bargain again with this Government. He added that he's hoping for a possible delay in bargaining so that they can wait until after the next federal election.

In terms of his Coordinator work, Nic will be working with Patrick to draft a guide for Locals on how affiliate with BCFED and labour councils. When they spoke about this at the National Officers meeting it led to discussion on how to get members talking with MPs. Nic noted that in Victoria there has been good interaction between MLAs and MPs, which didn't happen a lot in the past. MLAs are also meeting together in recent months.

In their discussion regarding political involvement with elections, Nic and other National Officers realized an untapped resource in retired members, particularly in working with the regional committees and labour councils in our communities – not just PSAC members, but all retired union members. Retirees usually have time and the resources to be political active.

Nic then reported that the National Officers meeting ended with discussion on their efforts with the United Way. In the Greater Victoria a video was produced with various labour unions, which showcased the PSAC's work in this campaign. This has been a great way for labour to come across well within the community rather than just being depicted negatively and self-interested by the government and other right-leaning groups.

Nic concluded his report by stating that he would like to see 100% attendance at next National Officers meeting.

Bob commented that the B.C. Region is fortunate to have this Regional Council position. It has become increasingly important given the ongoing battle with the Conservative Government. The National Officer Coordinator serves as a direct connection between the Region's National Officers and the B.C. Regional Council. Through this connection we are able to share ideas and stay on top of what's going on within each individual Component.

HEALTH & SAFETY COORDINATOR REPORT

Linda began her report noting that the last BRUSH Committee meeting had been held in October. The next meeting is scheduled for later in January. Currently the Committee is on track to meet their goal of holding six meetings per year. Linda went on to advise that she hasn't been able to attend the last few BCFED H&S meetings: a number were rescheduled for various reasons that did not fit with her availability. However, she plans to attend the upcoming meetings now that the 2014 schedule has been published.

Bob then provided that the BRUSH Committee is strong; it was pioneered in this Region as the first H&S committee. Now with C-4 and the changes to the Canada Labour Code, it's critically important that the BRUSH Committee be vibrant. This is part of the reason why the Committee decided to move to 6 meetings per year. There is a lot of work to do on health and safety and it will be easy for the employer to let this area slide in light of other priorities such as collective bargaining. Therefore, Bob emphasised that members need to ensure that mandatory training still takes place. He then urged all to reinvigorate safety in their workplaces.

Kelly commented that she was surprised that following the National H&S conference there wasn't more of an increase in the participation with BRUSH Committee. Bob added that 45 members from the B.C. Region attended

the conference, and it is a priority to follow up with these members going forward to engage these members in Health & Safety within the Region and carry on momentum from the national conference.

Further discussion ensued.

YOUTH COORDINATOR REPORT

Erica reported that she attended the NEC as a PRIDE delegate and found the opportunity a greater learning experience. She had the chance to co-facilitate at the conference and found the new workshop materials great.

Following the NEC the annual young worker summit was held with good attendance. A lot of good work was done at the summit, and priorities were set for the coming year. The summit also provided a good opportunity for young workers to review convention procedures and they talked about succession planning for the Young Worker Coordinator position on the Regional Council.

WEST FRASER VALLEY COORDINATOR REPORT

Jennifer began her report by thanking Celine Ahodekon for covering her recent leave of absence. Although Jennifer was away from the Regional Council, she was still active with the Union.

She reported that she had organized the Dec. 6 Vigil in Surrey, which had the pleasure of surprise guest Adrian Dix in addition to the other scheduled speakers. Together, the Committees involved were able to raise \$1350, which was put back into the committee through the groups who assisted with the event.

Jennifer is also working with the West Fraser Valley Area Council to affiliate one of their Locals with the New West Labour Council.

Jennifer then concluded her report by extending her thanks to Kelly and Virginia for their support with the organization of the December 6th event in Surrey. She then noted that when Kelly finishes her mandate in the Women's Coordinator position she will be missed in the Region.

EAST FRASER VALLEY COORDINATOR REPORT

Antony reported that he had been involved with the Fraser Valley Labour Council's United Way pasta dinner and dessert auction in the fall, where the 40 attendees raised \$2000 in donations.

The Fraser Valley Labour Council also held a YouTube video night recently, which showed the PSAC veterans video along with other PSAC and labour videos. Antony added that he will attend the CLC winter school in Harrison later this month and will help host a PSAC booth on Sundays at Winter School.

Antony also participated in some lobbying outside of MP Mark Strahl's office with regard the Bill C-4 and the veterans issue.

Antony also advised that there's a strong interest in the Fraser Valley to start a RWC. Two Components have already committed their support, but they need a third to proceed.

NORTHWEST B.C. COORDINATOR REPORT

Benilde began by advising that more PSAC members are getting involved in municipal politics in her area. Brother Barry Cunningham was recently election to the Prince Rupert City Council with overwhelming numbers. Be added that there has also been some resurgence in the Northeast area. In Prince George a number of USGE/RCMP members are getting more active along with some young workers. That group is anxious to get the Area Council active again and to have a member from their area on the B.C. Regional Council.

SOUTH INTERIOR COORDINATOR REPORT – Roberta Drinkwater

Roberta reported that she had continued her efforts to plan a road trip with Regina in the Southern Interior to visit work sites. However, now with Regina's retirement the trip is still on hold.

Roberta added that she attended the NEC in November.

Roberta had wanted to attend a workshop in Vancouver on rain water in November but, unfortunately she was unable to secure funding to attend.

SOUTH INTERIOR COORDINATOR REPORT – Susan Yaciw

Susan advised that she's been busy with member-to-member engagement regarding bargaining. She also attended a component conference in Calgary and an employer health and safety training session. Both had excellent speakers. Susan concluded by noting that she's also still busy with the Okanagan Area Council.

SOUTH VANCOUVER ISLAND COORDINATOR –Cindy Little

Cindy reported that since the last Regional Council meeting she has been focused on some personal issues at work.

SOUTH VANCOUVER ISLAND COORDINATOR – Virginia Vaillancourt

Virginia advised that she had been working with the Victoria Area Council and participated in the wreath laying with the Area Council during the Remembrance Day ceremonies in Victoria. She has also been involved with the VIHRC and early work for next summer's pride celebrations.

Virginia went on to say that she's also busy with the Victoria RWC, preparing for the fifth annual Dec 6 vigil in Victoria. This year they will have speakers from the Transition House. Recently the acting mayor of Victoria presented Virginia with a proclamation marking December 6 as an official day remembrance and action on violence against women.

In addition to this year's event, work is still ongoing for next year's vigil, which will mark the 25th anniversary of the massacre. The Committee has been working with the City of Victoria to erect a permanent monument to honour the women lost during on Dec. 6. The Committee's proposal has been approved in terms of the memorial's location as well as the monument design. Currently the Committee is just waiting for another meeting with Parks and Rec Board so it can be mapped out. Then the Committee will begin working with the monument company.

NORTH VANCOUVER ISLAND COORDINATOR REPORT

Christine reported that prior to last RC meeting her Area Council planned a BBQ and WAAA event. However, the event was not as well attended as anticipated. Christine also attended the following AC meeting in Courtenay, where they elected their Convention delegate. Christine has also been attending Labour Council meetings.

Christine then commented on the human rights case she's been involved with for the last 3.5 years. The case, which is now at the tail end, involves harassment issues for a deceased member. The daughter of the victim is now involved in the case seeking recognition for mother's death.

METRO VANCOUVER COORDINATOR REPORT – Terri Lee

Terri advised that she recently attended a fundraiser for Project Somas. The organization's aim is to create a village in Guatemala for families and orphan children. With the village the organization plans to set up coffee plantation for export that will leave the community with a sustaining resource. This type of organization would tie in well with the international solidarity work the PSAC already does.

Terri also attended the NEC and assisted with the Okanagan HRC table. Terri commented that she would have liked to connect more with the delegates from all the conferences. Perhaps if there was one less workshop there would

have been more time for a plenary session. In terms of the political action activity, Terri would have preferred to go out in the community rather than rally in the hotel basement. However, overall she thought the conferences went well and that there was a good contingent of members from the B.C. Region.

Terri went on to report that she has also been busy with the VDLC and continues to support their activities. Upcoming events include IWD at the Fraser View Hall and the Chinese New Year parade. Terri is beginning to make plans for Car Free Day this June.

She concluded her report by commented that collective bargaining with CFIA is still ongoing, but it isn't going well.

METRO VANCOUVER COORDINATOR REPORT – Shawna Bundac

Shawna advised that she's been involved with the Vancouver Area Council, attend the AGM in October. She's also been busy with Young Workers caucus, who have been discussing the Regional Council roles as well as general planning for 214. Finally, Shawna has also been working with her local on the United Way campaign.

METRO VANCOUVER COORDINATOR REPORT – Jamey Mills

Jamey advised that there are some new members on the Vancouver Area Council and they have been lobbying MPs against Bill C-4. The AC has attempted to secure a meeting with MP Libby Davies, but so far they've been unsuccessful. Jamey then advised the Crystal Warner was able to discuss the issue with her MP James Moore (when she cornered him in a grocery store).

Jamey is also busy with the BCFED Labour Day planning committee. This year's event will take place in Burnaby with Trooper as a headline act.

Jamey added that he's also been involved with the Metro Vancouver Alliance (MVA). The MVA is a non-partisan assembly of 50 organizations, who are busy working on the official launch of the MVA.

A motion was then made to accept the oral reports of the Regional Council Coordinators.

Moved: Linda Harding

Seconded: Jamey Mills

Carried

REPORT FROM THE PSAC NATIONAL PRESIDENT

Robyn began her comments by noting the severe damage that has been done by Conservative Government. She added that the public is beginning to see the impact of Harper's action, and he's starting to lose popularity. Nonetheless, others in the party are equally as a bad as the current leader.

Therefore, Robyn is urging members to vote and advocate for labour-friendly parties. And while she won't push any specific party on members, she asked that members go to the ballot box they select a candidate that holds the same values of workers and families.

Robyn went on to emphasize that there are challenges ahead, particularly with collective bargaining. The NBoD has already received a report that states that the employer plans to go after the foundation of our agreements. Therefore, it's expected this round will likely take years because we aren't prepared to give anything up. Robyn added that it will be especially important this round that we ensure every member is heard, every demand is heard.

Robyn then addressed Bill C-4. She declared that is has changed the landscape. On December 12 the Bill received royal asset. The very next day employer began discussion on essential service staff and the changes in light of the

legislation. Since then the PSAC has had meetings with the Components and all have agreed that we will do what we need to do in this new labour environment.

The PSAC made its views on the legislation clear at a recent Senate meeting. In response, Senators had good questions on C-4. The PSAC representatives who attended the meeting with Robyn were very knowledgeable about the legislation and were well prepared to answer the technical questions received. Robyn added that there will also be a constitutional challenge to C-4, which will be voiced as a collective challenge from the NJC. Already the group has prepared a solidarity statement and is amassing a defence fund for the fight ahead.

Robyn then explained that the other people that the PSAC needs to begin talking with are the provincial unions and the federation of labour. We need to build upon those relationships. Robyn acknowledged that the B.C. Region already has a strong practice of working with the provincial labour groups. Together, we need to work with all labour activists to fight C-4 and its implications.

Robyn then moved on to Bill C-377, noting that it's back to original state in the House. At a recent gathering, it was suggested that Bills C-525 and C-377 may be taken off table and redrafted into a new piece of legislation that will restrict the political action of unions. However, Robyn voiced that she's not sure if this will come to fruition or not.

During the next round of bargaining, sick leave will undoubtedly be on the table, and the Union is prepared to wait for an agreement, even if it takes years to achieve. Robyn reiterated her position: they will not give up sick leave and are prepared to fight for it like never before.

In terms of the member to member campaign, Robyn commented that they have been asked by membership what we're doing with the pledge cards now that they've been returned. She advised that the AEC has discussed this at length and a new action plan has been created for this next stage. As with the cards, it builds on the WAAA campaign. The priorities outlined in the new action plan are to:

- defend Collective Agreements;
- defend our public services, especially in light of what the Conservative Government has done to EI and with science; and
- build an opposition to the Conservative Government and work toward its defeat.

Robyn further clarified that the plan is about engaging and mobilizing our members like never before. Even new member orientation sessions will be geared to engage members and ensure that they're aware of what the union is doing for them.

Mobilization needs to be driven by the Regions, particularly with the pledge cards. Thus far, the PSAC has received 21,000 nationally. So there are still more member-to-member conversation that need to take place.

Robyn then explained that following the National Bargaining Conference, the PSAC will organize membership meetings again to talk about mobilization and what will be happening at bargaining table during this next round. With regard to the cards, we need to take a look at how to be successful in this activity. We will be identifying best practices and sharing them. However, the exercise won't be prescriptive. A Region may have a methodology that is specific to their needs and will work better there as compared with other areas.

Robyn then advised that we're doing away with summer campaigns. Instead we'll focus on a continuous campaign that will engage members and the public throughout the year; it will be a gradual buildup, not a stop and start that comes with a seasonal campaign.

In her concluding comments, Robyn asserted that it's time for Canadians to stand up. We need to start building now and ensuring that our members know the value of our Collective Agreements and the value of the middle class in the fight against the Conservative Government. Members need to engage this group and talk to the community about what's happened under Harper's leadership: the dismantling of the services and cancelation of programs, the closure of offices, etc. If we want to maintain what we have for our future generations, we need to stand up now. We need to take care of Canadians if the Conservative Government isn't going to do it. Robyn then stated it's time to take our country back.

Bob Jackson commented on the continuation of the member-to-member piece of the WAAA campaign. He acknowledged that there have been some bumps along the way, but the exercise is not a failure, and we need to keep doing what we're doing. The cards are not necessarily indicative of our success, the conversations are. He added that we need to continue these conversations, and they do not have an end date. He further emphasized that this is the way that we will continue to communicate with members going forward.

Nic Humphreys spoke to the attack on sick leave, asking what options the Union will have if the Conservative Government moves straight to legislation. Robyn answered that if the Conservatives move toward legislation it's not likely to pass with the current support in the House of Commons. However, Robyn does believe that this government does have plans for our sick leave, especially given the fact that they've struck a joint committee to review the different sick leave provisions. However, to date the PSAC has refused to attend this joint committee with the employer because they don't want to be hypocrites on the issue: they are not prepared to back down on sick leave. The PSAC has also convinced others from the National Joint Council not to attend either. They've agreed that the only reason they will go to the table is to ask the Government what's wrong with sick leave and to ask them to prove that there are gaps in the current system.

Robyn commented that if we can outlast this government, then sick leave might never be on the bargaining table. Robyn then added that 2014 will be a proactive year: we need to be out there and members know we're there. We need to make the PSAC household name and ensure that people are talking about it.

Terri Lee commented on the employers' move toward defined contribution pension plans versus defined benefit plans. Already new employees are on the former and a two-tiered system is in place. She then asked if this was on the Union's radar. Robyn answered that the existing pension plans are very healthy. She added that the Union will not allow the employer to move to a defined contribution plan because there is no need for it. A defined contribution plan does not help the sustainability of pension plan at all. What matters is the solvency of the plan. So the only reason the employer would entertain a defined contribution versus a defined benefit plan would be ideological: because the private sector already has this type of plan, the employer may argue that the public service should move to this type of plan.

FINANCE

Cindy reviewed financial statements as attached to these minutes.

A motion was then made to accept the financial statements as presented by the Committee.

Moved: Cindy Little; seconded: Christine Walker

Some discussion ensued on the funds remaining in various lines. Kristin provided that the net revenues include the Convention funds as well as the Coordinator allowances which carry over to 2014.

Kelly Megyesi asked whether or not the Regional Council would be on budget at the end of the current cycle. Kristin provided that there will be some lines either underutilized or not used at all (Audit, BCFED Convention line for non-convention years). However, that will allow the Council some flexibility with lines that may be over budget.

Overall, the Regional Council is in a good position presently and is not projected to be in a deficit position at the end of the cycle.

The motion to accept the 2013 financial statements as presented was then carried.

Coordinator Allowance Spending

On behalf of the Committee, Cindy presenting the proposed coordinator budget amounts for 2014. The Committee was recommending that the 2014 individual amounts stay the same as 2013.

A motion was made to approve the Committee's recommendations regarding the 2014 individual Coordinator allowance amounts.

Moved: Cindy Little; seconded: Christine Walker

Carried

Draft 2015-2017 Priority Proposal

Cindy presented draft Priority Proposal line by line for the General Funds, noting the changes since it had been reviewed at the last Regional Council meeting. She noted the inclusion of a budget line for the Honours & Awards Committee.

Jamey asked about the additional funds included in the line for Special Meetings and Events, asking what sort of items would be included in this budget line. Cindy provided an explanation.

Jayne commented that she agreed with the addition to the Special Events & Meetings line as it would further enable to the PSAC to work in solidarity and network with other unions. She then asked how the Regional Council will fund Honours & Awards in 2014 given that it won't have its own budget line until the next cycle. Cindy advised that the Council would have to find the funds in another budget line for 2014.

Jennifer Chieh Ho then asked the Regional Council if they would be in favour of including a line in the budget for post-secondary education scholarships for students in BC. The scholarships would further demonstrate the value of the unions to the community at large.

Cindy Little noted that the PSAC and several Components have scholarship. She then asked if any were specific to the Regions. Robyn answered that under the PSAC national scholarship program each region has a recipient. With that information, Cindy commented that the Regional Council funds are for the work of the Council, not for providing scholarships, particularly when there were already existing programs within the PSAC and Components. Patrick then provided some further clarification on the PSAC scholarship program.

After further discussion, a motion was made for the PSAC B.C. Regional Council to include a line item within the General Funds Priority Proposal for \$500 annually for a post-secondary education scholarship for high school graduates in the Province of B.C.

Moved: Jennifer Chieh Ho; seconded: Heather DuDoward

Jamey Mills spoke against the motion, noting that there is a finite amount of money for the Regional Council to conduct their work and that there are other lines in within the PSAC budget to fund this a scholarship program. Jamey further added that a scholarship program would require an ad hoc committee for vetting applications. He then suggested that it would be more appropriate through an Area Council to deal with specific geographic areas.

Jayne agreed with Jamey comments regarding the limited funds available to the Regional Council. She added that the Regional Council is already extending itself through the Donations and Memberships line in the budget. Further

discussion ensued. Many voiced the concern that a scholarship and the responsibilities associated with a vetting committee would be too ambitious for the Regional Council to take on.

Benilde Gomes then spoke in support of the motion, noting that she sat on a number of bursary committees for her local school district and the time commitments are minimal if a school district can take on some of the work.

Terri Lee then spoke against the motion on the grounds a Regional Council meeting was an inappropriate forum for the discussion: it should be brought to convention to be vetted by PSAC B.C. members.

After further discussion, many asserted that they needed additional time to discuss the matter and more information was needed. Paul added that the motion before the Regional Council presently doesn't speak to process or program details. He added that while it is important to support students, this item would need further discussion at a later date.

Following a vote of the Council members, the motion was defeated.

Cindy then moved the draft priority proposal for the Political Action funds. She reviewed each line item, noting the changes from the previous priority proposal.

Robyn Benson interjected that the budget being proposed was, in her opinion, an inappropriate use of funds. She asserted that the Political Action Funds should go to the REVP to expend. Robyn then went on to comment that some of the lines in the proposed budget did not speak to political action. She added that when a budget for political action is presented like this, you tie your hands: now the Council can only expend the funds on these identified items. Robyn then suggested that the Council move away from what they've done historically and not present the Political Action Funds on the Convention floor. Instead, the Regional Council should work with REVP to provide suggestions for political action items that may come up over the course of a cycle. Robyn then strongly cautioned the Regional Council on taking something like this to Convention and taking such funds out of the hands of the REVP who should be spearheading political action for the Region.

Nic commented that one of the reasons that the Political Action funds came to Convention in the first place was because a delegate from UTE asked that the funds be broken down fully for delegates. He added that he wasn't in favour being told what was and was not political action. Political action depends on your definition.

Robyn asserted that the Convention floor has no business with dealing with the Political Action Funds, just the General Funds. She reiterated that by bringing them to the floor, the Council ties its hands in terms of allocating funds to items and/or campaigns that come up mid-cycle. If the Political Action funds are being taken to the floor then so should the allocations for RWC, Human Rights Committee and Area Councils. Further discussion ensued.

A motion was then made to refer the draft Priority Proposal back to Finance Committee with instructions:

1. The three political action line items are to be included into the General Fund budget with the associated money to be found in within the existing General Funds (CCPA Affiliation, DLC affiliations, and Communications)
2. The \$33,000 Political Action allocation is to be removed from Priority Proposal

The rationale for the above is based on the instructions from the PSAC National President.

Moved: Jayne Johns; seconded: Jamey Mills

Nic spoke against the motion, noting that removing the Political Action Funds from the Priority Proposal decreases the level of transparency and disclosure needed at Convention. Kelly also spoke against the motion on the basis that the Political Action Funds budget identified specific funding for Committees, which may otherwise be

challenging to ensure. Paul then spoke against the motion because he did not feel that moving the \$13,000 worth of expenses to the General Fund budget was appropriate. Further discussion ensued.

Robyn then provided some clarification on the funds and suggested that at Convention the Committee explain that the Region has the funds and provide a list of items the funds will be used for: work with the CCPA, campaigns, elections, etc.

A vote was then conducted and the referral was lost.

A motion was then made to refer the draft Priority Proposal back to the Finance Committee with instructions:

1. Remove the Political Action budget from the Priority Proposal
2. Include a revenue and an expenditure of \$33,000 each within the General Funds identified as 'Political Action and Campaigns' (per C19-21 of the PSAC national budget)
3. Include a footnote in the General Funds budget that explains the Political Action as national funding national and what items types of expenditures it covers

Moved: Christine Walker; seconded: Susan Yaciw

Discussion then ensued on the motion. Kelly Megyesi voiced her concern that she wants to ensure that some of the Political Action funds are guaranteed for the standing committees of the Regional Council. Further discussion ensued.

Virginia Vaillancourt proposed a friendly amendment to change the Priority Proposal title from Regional Council to B.C. Region to reflect the addition of regional funding within the revenues. All agreed.

A vote on the motion was carried and the referral was carried.

After a brief recess, a revised copy of the draft Priority Proposal was distributed reflecting the changes required by the motion.

A motion was then made to accept the amended priority proposal as amended by the Finance Committee (and as attached to these minutes).

Moved: Cindy Little; seconded: Christine Walker

Carried unanimously

2013 Financial Review

Cindy then advised that they are seeking a member to conduct the formal review of the Regional Council's 2013 Financial Statements in advance of Convention.

BY-LAWS COMMITTEE REPORT

On behalf of the By-Laws Committee, Jayne reported that the Committee had considered 15 items to be drafted into resolutions. Of those, 10 had been selected and were being proposed as resolutions to be submitted by the Regional Council to the Regional Convention.

Jayne then motioned that the Regional Council accept the ten proposed resolutions for submission to the PSAC B.C. Regional Triennial Convention.

Moved: Jayne Johns; seconded: Cindy Little

Jayne then reviewed the 10 proposed resolutions with the Council that the Committee viewed to be in concurrence (as attached to these minutes). Each of the ten proposed resolution was dealt with individually and accepted by the Regional Council.

Jayne then addressed an eleventh resolution that was forwarded to the committee for review regarding National Officers at the PSAC B.C. Regional Triennial Convention. She noted that after the Committee had viewed the resolution they were recommending non-concurrence for it. A copy of the resolution is attached to these minutes. She then motioned that the Regional Council accept the Committee's recommendation for non-concurrence for the resolution in question.

Moved: Jayne Johns; seconded: Cindy Little

Nic asserted that he did not agree with the Committee's recommendation, noting that the committee had not provided a rationale for their recommendation. He further added that the resolution would not result in any additional convention costs. Jayne answered that the Committee found the resolution to be in non-concurrence in light of its implications with respect to the role of alternates. In addition, there would be additional convention costs if alternative national officers were granted delegate status in some circumstances.

Further discussion ensued.

Nic argued that some delegates would be attending Convention as Regional Council members as opposed to National Officers. As such, it could be the case that a Component would have no national officer representative because those individuals would be attending in a different capacity.

Robyn answered that this view wasn't entirely accurate: Component Presidents attend the National Triennial Convention as NBoD member (much like National Officers on the Regional Council in the context of a Regional Convention). While at Convention, NBoD members wear both hats and equally represent their positions on the Board and with their Component.

Nic asked what happens with there is a conflict between the position of the Regional Council and a Component. Robyn answered that a Coordinator's vote is not bound by the Regional Council. She added that a Component should not get an additional delegate entitlement through the National Officer Coordinator position because would be seen as vote stacking.

After further discussion, Robyn Benson asserted that if the Regional Council's National Officer Coordinator attended Convention with his alternate, he could not be part of the National Officer caucus, which would mean that Council member could not seek re-election to the position. The Committee's recommendation of non-concurrence was then carried.

A motion was then made to accept the report of the By-Laws Committee.

Moved: Jayne Johns; seconded: Jamey Mills

Carried

CONVENTION COMMITTEE REPORT

On behalf of the Committee, Virginia Vaillancourt delivered their report. She advised that the Committee met and discussed a number of items regarding Convention, including:

- Speakers
- Convention kit swag items and budget
- Vendor Fair
- Friday reception

Virginia reported that Kristin and Bob have a meeting scheduled with the hotel in the next week to review some contractual issues and will be looking at venue spaces in terms of room layout, etc.

Virginia added that the Committee had gone over a preliminary agenda, but were holding off finalizing anything until resolutions have been received. Once the delegate registration process is complete, they'll also be in a better

position to determine when various elections can be held based on the makeup of caucuses, etc. She went on to report that the Committee had recommended against holding a women's caucus breakfast as it proved challenging for some Metro Vancouver delegates and well as some members with disabilities. Moreover, the cost associated with a catered breakfast at the hotel was sizeable and could be better utilized with other parts of the Convention.

Virginia then reported that the Committee is finalizing a letter that will go out to all Locals, Components, Area Councils, and Regional Committees requesting donations and baskets for the raffle and silent auction. They hope to have the letter out next week. The proceeds from the raffle and silent auction will go to Protein for People.

The REVP and Alternative REVP elections are scheduled to take place on the Sunday. Other Council elections will likely take place on the Saturday. Bob added that electronic voting would be available on both days.

Virginia advised that unfortunately the Sun Run organizers had recently announced the date for the 2014 run, which conflicts with the Sunday of our Convention. However, we will advise delegates well in advance so that they can take appropriate measures to mitigate the impact. She added that office has also been in touch with Tourism Vancouver to see about the "Show Your Badge Vancouver" program, which provides discounts to delegates at various businesses in Vancouver.

Bob then provided some information on the convention swag items. He advised that there would be a number of PSAC garments for sale at Convention, including both regional and national logo items. Some items would be available as stocked items, while others would be a special order item with samples available for sizing. Items would be available with a cost break for members with the Council assuming some of the loss. This will encourage more members to purchase items, and increase PSAC visibility. Presently we are looking at a couple different suppliers for these items including both local and national suppliers. While cost will drive some of the decisions on which suppliers to utilize, we will be using a combination of both local and national companies that meet the PSAC policies (union-made, Canadian-made).

Kelly then asked if there were plans for a women's evening event. Virginia answered that the welcome reception is already scheduled for the Friday evening. However, as the agenda is finalized, they will look for other opportunities such events.

Further discussion ensued.

REGIONAL COUNCIL RESOLUTIONS

On behalf of the Environment Committee, Nic Humphreys reminded the Council about the draft policy paper on water that the Environment Committee had presented at the last Regional Council meeting. He then advised that a resolution had been prepared, calling on the PSAC to adopt the policy paper nationally. He then reviewed the proposed resolution and requested that the Regional Council submit it to the PSAC B.C. Regional Triennial Convention. A copy of that resolution is attached to these minutes.

A motion was made for the Regional Council to submit the resolution to the PSAC B.C. Regional Triennial Convention as presented by the Environment Committee.

Moved: Nic Humphreys; seconded: Benilde Gomes

Carried unanimously

EDUCATION COMMITTEE REPORT

Linda reported on behalf of the Committee, advising that she, Heather, and Christine had met to review the current draft of the handbook. Together that had made some further minor changes (spelling, grammatical). Linda then thanked Kristin for formatting and editing the document to bring it to its current draft.

Tracy asked if they would be printing copies for all Council members, and further suggested that it be spiral bound. Linda answered that the aim was to keep it as a living document. While they can provide printed copies for Council members who request them, it would be better to keep as an electronic document to allow for updates and revisions, and to ensure that the links within were easily accessible.

Heather then asked about including additional information about other areas within the PSAC such as NAPC. Susan answered that she had sought input from Council members and had not received much feedback. Susan suggested that if Heather has additional information she'd like included in the Handbook she should forward it to her or the Office for inclusion. After some discussion, Bob reminded the Council that the aim of the handbook was to assist Regional Council with their work and that it was not necessarily intended to be serve as an education piece on all aspects of the PSAC.

Further discussion ensued. Terri Lee suggested that the Committee also include a publication date on the document to track the version of the document as updates would be continual. The Committee agreed with the suggestion.

Robyn then thanked Regional Council members for the work done over the last cycle and wished everyone much success at the upcoming Regional Convention.

The meeting recessed for the day at 4:46 PM.

Sunday, January 19, 2014

The meeting resumed at 9:06 AM.

SUBSIDIES COMMITTEE REPORT

Christine Walker reported on behalf of the Subsidies Committee as the Chair was absent. She noted that the subsidy for Kelly Sidhu had been approved at the end of the last Regional Council meeting. Since that time two others have been approved as well: one was for Sargy Chima to attend the CEIU National Women's Conference and the second was for Hakam Bhaloo to attend the PSAC National Equity Conferences. Both individuals attended as observers. Reports had been received from all three recipients.

Jamey Mills asked where the recipients were from within the Region. Christine answered that Kelly was from the Richmond and the other two recipients were from the West Fraser Valley.

A motion was then made to accept the report of the Subsidies Committee.

Moved: Christine Walker; seconded: Roberta Drinkwater

Carried

DONATIONS COMMITTEE REPORT

On behalf of the Committee, Tracy Shudo reported on the Committee's donations since the last meeting. Six requests had been vetted by the Committee from October to December, which exhausted the 2013 budget:

- Downtown Eastside Women's Centre Christmas wish list - \$200 donation
- Pollution Probe - \$100 donation
- West Kootenays Labour Council Holiday Drive for locked out Fortis BC members - \$150 donation
- The Realistic Success Recovery Society - \$106 donation

Additional donations requests received in December were carried forward to January, including:

- BC Coalition of Peoples with Disabilities – recommendations for \$300 donation
- Council of Canadians – recommendation for \$100 donation
- Quest Outreach Society – recommendation for \$100 donation

- First Call: BC Child and Youth Advocacy Coalition – recommendation for \$200 donation in lieu of purchasing event tickets

A motion was then made to accept the report of the Donations Committee.

Moved: Tracy Shudo; seconded: Antony Paller

Carried

Tracy then thanked the committee members for the efforts, noting that the process for handling all donations requests by email was challenging at first, but was not working quite well. She then thanked the REVP Office for their assistance with donation requests.

HONOURS AND AWARDS COMMITTEE REPORT

Bob spoke on the work of the newly formed Honours and Awards Committee. He advised that the Committee had developed draft committee terms of reference as well as draft award criteria that had been circulated electronically in advance of the meeting. Bob noted that it was the Committee’s aim to launch the award program at the upcoming Regional Triennial Convention with first award going to Patt Holmes.

Bob further reported that they planned to purchase a plaque for the names of award recipients that would stay in the office. There would also be a smaller token item for the recipient. The cost for such an award would be around \$50-\$60 each. The cost of the plaque would be an initial \$150-\$200. The cost for subsequent engraving would be minimal. Discussion then ensued on options for a trophy or an art piece to award recipients with. Susan commented that it would be good to provide the recipient with a choice in terms of art versus a trophy. Nonetheless, whatever is selected could be iconographic of the Region. Further discussion continued.

Tracy then asked about the certificates and whether or not the Regional Council would provide the frames for them. Bob answered that the submitting body would look after the presentation of the award and could decide to include a frame for the recipient. However, the Regional Council would only be responsible for the trophy/art piece and the certificate. Jayne then commented that the responsibilities of the submitting bodies should be clarified in the terms of reference or award criteria. Bob agreed and advised that this information would be included.

Bob advised that award recipients will also receive a PSAC B.C. Region lapel pin. These pins will also be provided to all Regional Council members. Further discussion ensued.

ACTION ITEM: Honours and Awards Committee to reconvene and finalize on the award criteria and physical awards for recipients

The Regional Council then reviewed the draft award names submitted by the Committee as well as those solicited from the Council. After much discussion, the Council conducted a dotmocracy and selected the “Solidarity Excellence Award” as the name of the Regional merit award. Kelly then offered to design some potential logos for the award.

Tracy then asked if Patt Holmes would be brought to Convention to receive the award. Bob answered that Patt has already a national award of merit that needs to be presented to her. As the Regional Council nominated Patt for the national award, it was the Council’s responsibility to present the award to her. And given the significance of the award it was thought that this should be done at the PSAC B.C. Convention. At the same time, she could receive the first Solidarity Excellence Award. Further discussion ensued.

Bob then polled the Council for a consensus on how/where Patt should receive the national award. After further discussion, the Council agreed that Convention was the appropriate venue and that they would fund Patt to fly in for the presentation. Shawna asserted that it should be noted that Patt is being flown in for the national award,

not the regional award. Moreover, should be any future recipients of national awards, they too should be funded to attend the following Convention to receive their award. All agreed. Bob clarified that the PSAC B.C. could cover the cost of her flight and a night at the hotel. Christine Walker then asked when the award would be presented. Bob answered that it would take place in the plenary.

ACTION ITEM:	Kristin to update the award criteria and application form with the changes from the Committee and send it out to the Regional Council
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ACTION ITEM:	Kelly to draft some potential logos for the Solidarity Excellence Award and send them out to the Regional Council for feedback
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INTERNATIONAL SOLIDARITY COMMITTEE REPORT

A copy of the Committee's report was circulated at that meeting (and is attached to these minutes).

On behalf of the Committee, Paul Croes spoke to the report and the Committee's plans to work with CoDevelopment Canada to send a PSAC young worker to South America on one of CoDev's trips. This would not be the first endeavor of this nature for the Regional Council: previously in 2011 two members were sent. The cost to send a young worker would be approximately \$3000 and funding could be sought from various sources listed in the Committee report.

Paul emphasized that the Committee feels this is an effective way to accomplish social justice work, to show that we are all truly affected. It would good for a young worker to see the working conditions in other parts of the world. Following the trip, that member would be required to report to the Regional Council or at Convention.

Luc advised that this type of proposal typically goes to the Social Justice Fund (SJF) and a steering committee looks at the request. This was the process for the young worker that went from the B.C. Region in 2011 who presented at Convention.

Questions were then raised on the \$3000, asking if it included LOS. Paul answered that the \$3000 is specific to the trip costs; it doesn't include LOS. However, they anticipate the participant would use annual leave for the trip. Further discussion ensued. Concerns were raised on sending a union activist to that part of the world.

Patrick commented that the Region has engaged in this type of exercise three or four times in the past and interest from members has always been good. He noted that these trips have always involved the SJF. If we put forward proposal to SJF (who already work with CoDev) the trip could likely happen. Bob then advised that he would speak with Louise Casselman at the SJF the following day to seek clarification on the trip and whether or not they are already involved and/or would be willing to support financially.

Jamey commented that if the Regional Council solicits funds from regional committees and area council and a PSAC participant is unable to go on the trip, the funds should be returned to the donating bodies. Those groups may already have donations to similar organizations, etc. Further discussion ensued.

Concerns were raised with respect to the timing of the trip: it would be difficult for member to get approval for leave in March, and there also wasn't much time for members to make appropriate arrangements. Further discussion ensued. Kelly explained that the short timeline was due to the fact that the Committee was hoping to have something within the current cycle. With the Convention in April, the Committee thought that this timeline could work. Kelly then addressed the funding concerns. If the SJF is to be engaged for funding, timelines may be tight. However, with the RC's support the Committee could seek funding as described in the Committee's report.

Jamey Mills expressed that he would like to support the report; however, he didn't support that Committee's directions regarding funding. The committee then advised that they'd be amenable to the funds going back to committees if no individual is recognized. Further discussion ensued.

Bob asked for clarification on how the Committee came up with the idea to partner with CoDev. Usually CoDev approaches the PSAC, not the reverse as appeared to be the case with the Committee. Kelly answered that the Committee had set this as a priority at the beginning of the cycle and had approached the SJF and CoDev to advise them of the Committee's interest. She added that it is her understanding that there is room in an existing trip that aligns with the Committee's priority.

Patrick offered that in the past CoDevelopment Canada has organized these trips around a theme and has then approached its partners, including the PSAC. He added that it was strange that we weren't already aware of the trip plans and suggested that Bob follow up with the SJF before proceeding.

Further discussion ensued. Bob then agreed that it would be a good idea to first discuss the matter with the SJF and find out what their level of participation is with the trip. Bob could also investigate if there was any possibility for cost sharing measures.

ACTION ITEM:	Bob to speak with Louise Casselman of the SJF on the current plans for the CoDevelopment Canada trip to South America and report back to the Regional Council
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Tracy Shudo then asked about the Committee's plans for a photo booth at Convention, inquiring if it would be like the one at the National Equity Conferences. Bob noted that the photo booth at the equity conferences had been organized through a photographer in Ottawa and there were considerable cost and space requirements for the activity. Kelly added that the Committee planned to use the existing \$250 budget and the photos would be produced with a black and white printer and ePrints.

Bob then suggested that the Council hold off on accepting the Committee's report until further information could be gathered on the CoDevelopment Canada trip.

ACTION ITEM:	International Solidarity Committee to resubmit their report to the Council for approval at the next Regional Council conference call and provide additional information on the CoDevelopment Canada trip to South America
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POLITICAL ACTION COMMITTEE REPORT

On behalf of the Committee, Virginia Vaillancourt provided the Committee's verbal report. She circulated a copy of the Committee's draft Terms of reference, noting that Committee had not previously submitted any for Council approval. Virginia then reviewed the draft terms of reference. After some discussion, some suggestions were made for amendments to the Terms of Reference.

A motion was then made to adopt the Political Action Committee Terms of Reference as amended and attached to these minutes.

Moved: Virginia Vaillancourt; seconded: Heather DuDoward
Carried

NATIONAL BARGAINING CONFERENCE

Bob spoke to the upcoming National Bargaining Conference, scheduled for February 13-16 in Ottawa. He noted that the delegate selection process was nearly complete and that the members attending this conference will be the selection pool for the various bargaining tables. Bob reiterated that this particular round of bargaining will be difficult and it will be a challenge for those at the table. The collective bargaining for other groups not included in

this national conference will be scheduled later: Parks will meet in March. Dates for the CRA and CFIA groups are to be determined given their current state in bargaining.

Christine Walker asked why the PSAC had opted for a national bargaining conference in lieu of regional bargaining conferences. Bob answered that it was largely a timing issue due to the expiry of the collective agreements. With the TC group being so far behind, there was not enough time to organize traditional regional conference as in the past. He added that the PSAC may not necessarily follow this national format in future.

MUNICIPAL ELECTIONS

Nic Humphreys commented that many people view municipal elections as an important stepping stone toward the federal election. Municipal politics can, and do, affect federal and provincial politics. We have seen the BC Liberals when Christy Clark handpicked successful right-wing municipal politicians and inserted them on the BC Liberal slate in the last provincial election. As such, the municipal elections will be the focus of labour councils in the immediate future. Moreover, good candidates will need support in terms of volunteer time and financial. Nic then urged Council members to keep this in mind and offer their support where they are able. Good preparation for these elections will be critical to successful outcomes.

Bob commented on Barry Cunningham's success on being elected to the Prince Rupert City Council, and noted that there is also some talk within the West Fraser Valley on Johann Ackermann running for school board. Bob added that getting to know candidates and promoting of like-minded ones is a great use of the Area Council energy and resources. Getting involved in municipal elections will enhance what the PSAC is able to do in the federal election.

Nic cautioned that Area Council's need to be careful of who they support, especially when they contribute funds to candidates. The Victoria Labour Council puts out a questionnaire to all candidates to see who really supports labour values, but there is still the possibility of having someone slip through the cracks who appears to be labour friendly when they aren't.

WEST COAST LEAF 27th ANNUAL EQUALITY BREAKFAST

Bob spoke to the West Coast LEAF annual equality breakfast on March 4, noting that in prior years the PSAC has attended, but not since 2011. Bob then read the information provided (as attached to these minutes), and sponsorship opportunities.

A motion was made to fund a bronze sponsorship for equity breakfast through use of the Advertising and Visibility line in budget at a cost of \$500.

Moved: Jayne Johns; seconded: Christine Walker

Carried

PRIVACY COALITION ENDORSMENT AND FUNDING REQUEST

Patrick explained OpenMedia's privacy initiative and their request to the PSAC for endorsement and financial support. Some concerns were raised given the lack of familiarity of the organization. Patrick then further described the organization, noting that several labour organization have already pledged their endorsement. These labour groups were then listed for the Council. He added that the aims and priorities of the initiative would easily mesh with the PSAC's draft action plan discussed earlier in the meeting.

After some discussion, a motion was then made to commit \$500 toward OpenMedia's "Partnering to Ensure Privacy and Social Justice" campaign and to endorse the organization's Pro-Privacy Coalition. (Further details on the campaign and coalition are attached to these minutes.)

Moved: Tracy Shudo; seconded: Christine Walker

Carried

OTHER BUSINESS

Benilde advised that labour activist Terri Intermeca had passed away recently. She went on to advise that the Northwest B.C. Area Council is collecting funds to install a memorial bench in his honour at a place he frequented.

Benilde then commented that while the day's agenda had been concluded early, out-of-town Council members were not able to book flight sooner than 4 and would have to wait until later this afternoon before returning home. Bob replied that we were expecting to deal with more resolutions than we received. He reminded Council that it's difficult to set hours for meetings, but that we try to give Council members as much advanced notice as we can. Kelly added that it's her opinion that we should be scheduling the meeting to end at noon on the Sunday sessions regardless of the business before the Regional Council. If additional time is needed to address Council business then perhaps Council members should come in earlier for the meeting. Further discussion ensued.

ADDITIONAL RESOLUTIONS

Nic Humphreys spoke to a resolution that originated with the Victoria Area Council for additional \$50,000 per Region per year to assist Regional with holding Regional Triennial Conventions.

Tracy commented that she was concerned with putting a figure into a resolution without providing a rationale on where the funds would come from, especially in light of the 'no dues increase' mandate that various Components maintain. Nic pointed out that they had forwarded a similar resolution to the last National Triennial Convention, which had been turned down. Paul Croes suggested that the resolution could assert that funds should be found within the existing budget rather than requiring a dues increase. Further discussion ensued.

Patrick pointed out that the B.C. Region has an almost fully funded convention relative to the other Regions. He then asked what the additional funds would be used for. Be answered that the funds could be used to allow for additional delegates (if another resolution allowed for the By-Laws changes necessary). Kelly commented that the additional funds would provide some greater flexibility within the Regional Council's budget within the cycle.

After further discussion a motion was made for the Regional Council submit the resolution on additional convention funding as attached to these minutes.

Moved: Nic Humphreys; seconded: Jamey Mills

Carried

SCHEDULING OF NEXT CONFERENCE CALL

After some discussion the next Regional Council conference call was scheduled for Tuesday, March 25 at 6:15 PM.

ACTION ITEM:	Kristin to email out to Regional Council members regarding the next scheduled call as well as dialing coordinates
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ADJOURNMENT

Bob then thanked all for their attendance and participation during the meeting.

A motion was then made to adjourn the meeting.

Moved: Linda Harding; seconded: Erica Yang

Carried

There being no further business, the meeting was adjourned at 12:16 PM

Minutes recorded by: Kristin Schnider

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