

**DRAFT RECORD OF MEETING**  
**PSAC B.C. REGIONAL COUNCIL MEETING**  
**HELD FRIDAY, SEPTEMBER 19 THROUGH SUNDAY, SEPTEMBER 21, 2014**  
**AT THE PSAC VANCOUVER REGIONAL OFFICE,**  
**200 - 5238 JOYCE STREET, VANCOUVER, BC**

**In Attendance:**

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| Bob Jackson, REVP-B.C. (Chair)               | Ruby Langan, Aboriginal                              |
| Johann Ackermann, West Fraser Valley         | Terri Lee, Metro Vancouver                           |
| Paul Croes, PRIDE (late arrival Friday)      | Carolyn McGillivray, Southern Interior               |
| Jennifer Chieh Ho, Racially Visible          | Vanessa Miller, Youth                                |
| Parveen Deepak, Northeast B.C.               | Liz Oliphant, South Vancouver Island                 |
| Bert Farwell, North Vancouver Island         | Antony Paller, East Fraser Valley (Sat and Sun only) |
| Colleen Girard, South Vancouver Island       | Jim Sidel, DCL and SSE                               |
| Benilde Gomes, Northwestern BC               | Virginia Vaillancourt, Women's                       |
| Linda Harding, Health & Safety (Friday only) | Ken Waldron, MWD                                     |
| Jennifer Horsley, Metro Vancouver            | Crystal Warner, Metro Vancouver                      |
| Nic Humphreys, National Officers             | Susan Yaciw, Southern Interior                       |

**Regrets:**

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| Jamey Mills, Alt REVP-B.C.                   | Antony Paller, East Fraser Valley (Friday) |
| Linda Harding, Health & Safety (Sat and Sun) |  |

**Staff:**

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

**Guests:**

Harsha Walia (Saturday)

**Friday, September 19, 2014**

Bob Jackson called the meeting to order at 9:02 AM

**MOMENT OF SILENCE**

Before calling for a moment of silence, Bob Jackson acknowledged the loss of two members over the summer months: Brother Leo Sweeney of Agriculture Union Local 20060 and Brother Roger Delvechio. Both had been active members within their Locals and in the PSAC. Both will be greatly missed.

A moment of silence was then held to acknowledge the lives of workers lost since the last Regional Council meeting.

**OPENING REMARKS**

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

Bob acknowledged that it had been an incredibly busy time since the last meeting in April. He then extended his thanks to all for their participation and organization of summer outreach events. The PSAC is going into difficult time; having the ability to come together and be active at these types of events is very heartening to see. Bob noted that a great example of our members' commitment to the Union and the labour movement was the number of PSAC B.C. members who participated in the Peoples Social Forum (PSF) this past August in Ottawa. In fact, our Region was most represented at the

PSF with the exception of the NCR. Moreover, the B.C. Region was the only Region that provided funding to members who attended through its regional action plan.

Bob then addressed the situation with the BC Teachers Federation (BCTF), noting the incredible support this Region has shown the BCTF and the teachers in BC. Just yesterday the BCTF's labour dispute came to an end with a successful ratification vote – the BCTF didn't get everything that they needed or wanted in the deal, but under circumstances they did fairly well. Bob added, that the BCTF would not have done as well as they did without support of BC Federation of Labour (BCFED) and its affiliates, including the PSAC B.C. Region.

Part of the financial support extended to the BCTF included the AEC's decision to commit an interest free loan to the BCTF. This loan was one of several committed by BCFED affiliates. The total loan amount committed from the BCFED was \$8.5M. That monetary commitment was a turning point in the dispute for the BCTF: it's believed that the BC Liberals had every expectation of starving out the BCTF; however, the tide changed once Labour committed the funds to the BCTF. This example of solidarity shows how Labour can flex its collective muscle in the face of government.

Bob went on to say that he was in Ottawa earlier this week at an AEC meeting. During the meeting, the AEC was able to participate in CEIU's rally in Gatineau that was held in conjunction with the Component's convention. The rally provided the PSAC with an opportunity to show the Treasury Board what our collective response is in light of the tabling of the Employer's short term disability proposal at the bargaining table.

Bob reported that he attended a couple Component conventions over the summer months. Regrettably Bob had to miss UNE's convention as it conflicted with Agriculture's convention. By all accounts, all the conventions held to date have had lively debate and resulted in some changes to Component Executives. Bob commented that once all of the Component conventions have been completed we can then start focusing on 2015 and the PSAC National Triennial Convention this spring. Bob noted that the focus going forward will be on the federal election, which is currently slated for Oct 2015. However, Bob voiced his doubts that it will be that long before we head to the ballot box. This underscores the fact that we need to be prepared.

To conclude his opening remarks, Bob then commented on the Scottish referendum vote held the day prior, noting that it was an amazing show of democracy and voter turnout. Whatever the final result, it's very interesting to see democracy in action.

#### **ADOPTION OF AGENDA**

The meeting agenda had been circulated electronically in advance of the meeting. Bob Jackson called for any additions to the agenda, and there was none voiced.

A motion was made to accept the agenda as circulated.

Moved: Linda Harding; seconded: Benilde Gomes

Carried

#### **HOURS OF SESSION**

The Chair reviewed the hours of session as communicated electronically in advance of the meeting.

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

Friday, September 19 from            9:00 AM to 11:15 AM  
   11:15 AM travel via transit to Library Square for WAAA rally  
   1:00 PM to 3:00 PM Committee Working Groups  
   3:00 PM to 4:30 PM

Saturday, September 20 from        9:00 AM to 12:00 PM  
   (lunch to be provided)  
   12:45 PM to 4:30 PM

Sunday, September 21 from         9:00 AM to 12:00 PM or completion

Moved: Crystal Warner; seconded: Terri Lee

Carried

### **STATEMENTS ON HARASSMENTS AND SCENT-FREE ENVIRONMENTS**

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

### **PREVIOUS MINUTES**

The previous minutes for the meeting held April 28, 2014 and minutes for the B.C. Regional Council conference calls on May 26 and July 28 were circulated electronically in advance with the meeting materials. The Chair called for questions or concerns on the minutes.

Nic Humphreys advised that he was incorrectly identified as the Chair of the Political Action Committee in the April minutes, and asked that they be amended.

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

Moved: Benilde Gomes; seconded: Linda Harding

Carried

### **BUSINESS ARISING FROM THE PREVIOUS MINUTES**

Discussion on the New Coordinator's Handbook was identified as an outstanding item from the previous minutes; however, it was agreed that this item could be dealt with later in the meeting.

### **REVP REPORT**

Bob began his report by advising the Regional Council that his report that was circulated electronically is very similar to what will be provided to the NBoD this October. Bob then touch on some items were not contained within his written report as they took place after the report was finalized:

*BC Teachers Federation* – Bob reiterated some of his earlier comments regarding the interest free loan for the BCTF that was approved by the AEC. He noted that there is a procedure in place to bring things to AEC when they are identified within the Regions and Regions aren't able to handle them alone. In this case, Jim Sinclair and Irene Lanzinger called upon the PSAC to contribute funds to support the BCTF. Given the structure of the PSAC, this request was taken to the PSAC nationally. Bob noted that the PSAC has entertained similar requests in the past, specifically with CUPE and another time with the CLC when they were constructing a new building. The money for the loan would have to be repaid within 2015,

and would not have affected the PSAC's next fiscal cycle (2016-2018). Bob added that the request for the loan also came with a request for donation to BCTF to assist with their hardship fund. This amount, which would have been \$50,000, would not have been repaid.

With regard to Bob's attendance at the AEC meeting earlier in the week, Bob advised that it was the first meeting of the AEC since June. The meeting had a packed agenda, which include a lot of discussion regarding the upcoming National Triennial Convention (NTC), an extensive review of the PSAC's finances as well as a preliminary discussion regarding the national budget for the next cycle. Development of the next budget includes three factors:

1. The number of members in PSAC. Bob noted that this number fluctuates from month to month, and the trend since Government's first cuts in 2012 has been downward.
2. The average salary for PSAC members. This number has also been significantly decreasing since the start of the cuts, and the reductions has been greater than predicted. Bob further commented that the positions lost within the public service have been by and large on the higher end of the pay scale. Moreover, the organizing PSAC's activities has focused to a large extent on the University sector in Ontario and Quebec, which have lower salaries.
3. The dues allocation.

Bob went on to say that these three factors make up the amount of money the PSAC has available for staffing, membership expenses, education, training, political action, and day-to-day operations. In light of present circumstance, our projected budget is going to be different than in the last cycle because there is less money available. More thorough discussions on the projected budget will take place at the NBoD meeting in October and as we get closer to the NTC. In December there will be a special meeting of the NBoD for this matter as well. At that meeting, the Board will be able to put hard lines around the projected budget.

Bob then talked about the planning for the NTC, which will take place in Quebec City. Currently, the NTC is slated for end of April. However, there has been some talk about a spring election. The PSAC is already looking at contingency plans should the federal election be called early.

Bob advised the Regional Council that there has been one change on the AEC now that all the Regional Conventions have taken place: Julie Docherty has been replaced by Jack Bourassa for the North Region. Bob commented that the North may be looking to the B.C. Region for some support as they get the REVP and his office up and running.

In terms of upcoming conferences, Bob provided that the National Equity Conferences will follow the same structure and format that took place in the fall of 2013. He added that the conferences are currently slated to take place in the spring of 2016. The location is still to be determined, but Toronto is a likely candidate given the anticipated attendance numbers. The National Health and Safety Conference will take place in November 2016 in Montreal. In advance of that conference, the B.C. Region will host its Regional Health & Safety Conference. Given current priorities and commitments this spring, the regional conference is likely to take place in the fall.

One of the Region's spring commitments is the delivery of UDP. The deadline for applications to the 2015 program is October 3. The program will follow a different format this year with a western offering, including participants from the North, the Prairies and the B.C. Regions. The Prairies is the

host Region this year, and the responsibility will rotate through the three Regions over the next three years. The B.C. Region will host in 2016.

Bob then spoke about his involvement on the NBoD Committees. Currently he is the Chair of the Health & Safety Committee, noting that the Committee will see some changes with the retirement of Don Rogers at CEIU. All Component conventions need to conclude before a new Committee member can be named. The Bob went on to say that the H&S Committee has put out its first newsletter and has overseen a lot of work on the PSAC website to improve and update information on health and safety issues.

Bob also sits on the Board's Honours and Awards Committee, which met earlier in the week. The Committee continues to receive applications for long term service awards. Bob then reminded the Council to encourage others to submit applications if they know of anyone who qualifies. Applications can be made through the Component or, in the case of a DCL, through REVP Office. Further details are posted on the PSAC website.

Bob further reported that the Honours and Awards Committee also deals with the PSAC's Award of Distinction (previously awarded to Sister Patt Holmes) and the Lifetime Membership Award. For those awards, the PSAC is creating a wall at headquarters with pictures of the award recipients, which will be flanked by photos of the PSAC founders.

The third Committee that Bob is involved with is a new Committee. Bob is the Chair for the Committee that addresses representation issues largely stemming from the backlog of grievances. The Committee is looking at ways to eliminate some of the backlog and is seeking input from the Components. The Committee has already met twice, and will submit its first report to the NBoD this October.

Bob then called for questions on his report.

Nic Humphreys commented that he was surprised to hear that the average member is salary going down. This move is in opposition to what has been happening with UEW, where the average salary has increased 10%. Nic then queried some of the causes for the decrease. Bob answered that members receiving WFA have tended to be at higher salary level. That factor in combination with organizing that has been conducted in Ontario and Quebec with university sector (who are typically have lower level salaries) has created the reduction of the average salary. In 2012, the average member's salary was \$51,000 per year; now it is approaching \$47,000 per year.

Nic then asked if Bob knew whether or not the PSAC plans to change the formula or the membership threshold number that activates a dues levy. Bob answered that matter has not been discussed by the NBoD at this point; however, it may be a factor for consideration by the Finance Committee as we approach the NTC.

Nic then then asked if the date for the December NBoD meeting regarding the PSAC's finances and budget had been set. Bob answered that the special NBoD meeting will take place following the December AEC meeting that is scheduled for December 15-16.

Carolyn then asked if there had been any discussion regarding a change to the structure of PSAC. Bob answered that there has not been any discussion of that nature at this point. For many years there have been *informal* discussions regarding the merger of Components, by never in a formal discussion.

Carolyn went on to say that as a member of an equity caucus she has an issue with equity groups being there only area where cuts and structure changes made within the PSAC. She then referenced the change to the structure and format of the National Equity Conferences.

A query was then made on whether or not any Components have established a 'No Dues Increase' mandate. Bob answered that UCTE achieved this mandate at their convention. However, he didn't attend all of the Component conventions and was unsure what other Components, if any, have agreed to this mandate. Bob added that as we get closer to the NTC there will likely be a lot of things that will have to be costed and discussed regarding services provided by the PSAC. Already there has been a lot of talk regarding the fight that we're entering with the federal government and the next election. The membership representatives who attend the NTC will ultimately decide.

Paul Croes commented on the average income, asking about the huge use of casual employees for vacancies versus permanent employees when backfilling. Bob agreed that it definitely plays a role.

Paul then asked what members can do if positions are being backfilled by casual employees. Bob suggested that they raise the issue at the workplace and through the Component. Further discussion ensued on the matter.

A motion was then made to accept the report of the REVP.

Moved: Bob Jackson; seconded: Jim Sidel

Carried

#### **ALTERNATE REVP REPORT**

Bob Jackson called for questions on the report of the Alternate REVP, noting that Jamey Mills has done a lot of work with the Vancouver & District Area Council and the Metro Vancouver Alliance. In addition to his work with these two groups, Jamey attended the Peoples Social Forum this past August in Ottawa. All in all, Jamey is embracing his new role and has been involved with the REVP office in discussion and decisions. Bob then suggested that if any Coordinators have questions on the Alternate REVP Report they can contact Jamey Mills directly following this meeting.

A motion was made to accept the report of the Alternate REVP.

Moved: Paul Croes; seconded: Bert Farwell

Carried

#### **POLITICAL COMMUNICATIONS OFFICER REPORT**

Patrick Bragg began his report by talking about the summer outreach events. He noted that there was good participation, and that they were able to collect around 1,000 veterans postcards, petition signatures and child care campaign post cards. Patrick went on to say that the staff attempted to standardize the supplies sent out to members for events.

Patrick then reported on the activity of the Political Action Committee of the BCFED. Until recently, the Committee was busy with the BCTF labour dispute. However, now the Committee is preparing their convention report. Another priority of the Committee is the upcoming municipal elections this November. As in previous years, the endorsement process is being coordinated by the CLC. Once all Labour Councils have completed their endorsements, the CLC will generate poll cards for voters to take to the ballot boxes, which indicate the candidates that have been endorsed. The poll cards will be mailed out to the 14,000 PSAC members in BC with the use of a mailing service. Patrick further

explained that in municipal elections ballots can be extremely overwhelming and the poll cards help make recommendations for the voter.

For first time, the PSAC has put a call out to find out which PSAC members are getting involved in municipal elections. Thus far, we're aware of five PSAC members who are running, including Johann Ackermann and Barry Cunningham. Patrick added that the PSAC will promote these individuals in the next edition of the PSAC B.C. newsletter. He then asked if there are any other PSAC members running in the municipal elections to let Patrick know.

Liz Oliphant then asked about members getting involved in municipal elections, citing the recent emails members have received from the Employer advising that employees are not to get involved in elections. Liz added that the tone of the emails was fairly threatening. Bob replied that he encourages members to have a discussion with their management about this. He added that we're all citizen with rights. If this message is coming from higher up within Departments and Agencies the matter should be raised with the Component National Officers. Further discussion ensued.

Johann suggested that members visit the Public Service Commission website and learn the rules about involvement in elections and/or political involvement. Patrick added that the PSAC does have some broad messaging on the rights of members with respect to political involvement, which he will send out to the Regional Council.

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| <b>ACTION ITEM:</b> Patrick to send the Regional Council the messaging on members' rights with respect to political involvement |
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Carolyn McGillivray commented that she has been advised that as an employee of an Agency, she's not permitted to engage in political activity. Bob replied that he hasn't heard about this, and would like to see what the Employer would do in terms of discipline. He then encouraged members to involve their Component National Officers with any situations that arise.

Ken Waldron commented that under the Public Service Commission rules it doesn't make a difference if political action is carried out on the employee's own time or during working hours. The activity is assessed on a case by case basis and it depends on the individual's job and the perceptions that could come with it. After further discussion, Bob again encouraged members to challenge the Employer on this issue.

Patrick then advised of his involvement with the Metro Vancouver Alliance (MVA). Patrick has been busy on the MVA's coordinating committee for the upcoming municipal election accountability assembly scheduled for next month. The event will have around 900 representatives and will allow the MVA to ask municipal politicians for commitments.

With regard to Treasury Board (TB) mobilization and sick leave, Patrick reminded the Regional Council that the Employer has now tabled a short term disability demand, and members are ready for action. In the past the PSAC has done a good job mobilizing members, and work is already underway. Specifically, Patrick has sent out 3,500 'Standing Together' buttons for distribution in the worksites. Admin staff in Regional Offices have also been working hard to gather member email addresses so that we have the ability to send email out to TB members en masse for mobilization purposes. Patrick then spoke about the positive messaging that's being used in the current campaign and with mobilization efforts. The "I [heart] Public Services" and "Standing Together" messaging is being used across the country and the aim is to engage members while keeping the public on side.

Bob then sought input on the kits and swag that were provided by summer outreach events. Jennifer Horsley commented that perhaps the PSAC should look into purchasing a refillable helium tank for balloons. Bob answered that the Office has already started looking into this option and the related logistics.

Following some further discussion, the Regional Council recessed to attend the rally at Library Square.

The meeting resumed at 3:08 PM following the rally and the Committee Working Groups. Bob thanked the Council for attending the rally and extended his appreciation to Crystal for bringing the idea forward.

### **REGIONAL COORDINATOR REPORT**

Luc Guevremont began his report by explaining that the Regional Coordinator typically reports on the main Regional Office activities, including staffing, regional negotiations, mobilization, education and organizing. He then provided an update for each of these areas.

*Staffing* – Luc commented that staffing has been a challenge since he was appointed as the Regional Coordinator. The challenges stem from long term absences, scheduled absences and budgetary constraints. At this point, the Region is over budget for the year. With only a few months remaining in the cycle, we'll need to look at this very closely.

Luc went on to say that there have been some changes since the last meeting of the Regional Council:

Robert Strang was appointed as a regional rep in February, replacing Regina Brennan who retired.

Virginia Vaillancourt temporarily backfilled Dave Jackson's rep position in the Victoria RO.

Garry Fraser backfilled for Colette Savorie, followed by Virginia Vaillancourt who also backfilled this position for a few weeks. Presently Deanna Kimball is covering the position now that Monica Urrutia has returned from maternity/parental leave. Luc went on to report that Colette will officially retire at the end of September and a staffing competition has been announced to permanently fill this position. The hope is that the competition will proceed smoothly in order to bring some long-awaited stability back to that area.

Luc then reported that the eligibility list for short term rep absences has been established. The list has three members now on it: Karoline Klug (UNE), Jessica Kerek (CIU) and Virginia Vaillancourt (UVAE). Luc then confirmed that the next time there is a short-term rep vacancy, they will go to this list and offer the assignment to these individuals. Luc further commented that there was a lot of interest from members over the last year regarding the eligibility list. He then extended his thanks to members for their participation and patience in the process.

*Regional Negotiations* – Since the last Regional Council two tentative agreements have been ratified: ARINC achieved a four-year agreement with an average 2% increase each year, and MDS Canada (a small DCL at UBC) achieved a three-year agreement with a 2.5% increase for each year of the agreement.

There are several ongoing regional negotiations: the Prince Rupert Airport Authority currently has a tentative agreement. The North Peace Airport Authority had a tentative agreement, but it was rejected by the membership during the ratification vote. The initial reaction from Employer regarding the rejection is not good. CMHC Granville Island has had a few sessions with the Employer but it's been a slow process. The next meeting is scheduled for October 8. The First Nations Health Authority is in bargaining and met earlier this week. This is the unit that transferred approximately 100 members



from Health Canada and established a new DCL under provincial jurisdiction. Luc further explained that there have been some difficulties with the transfer, but it seems like things will be stabilizing. Finally, the Seal Cove Commissionaires in Prince Rupert are in bargaining. This is a small unit with less than 10 members. The Employer is asking for a lot of concessions. The Union's position is to hold out to delay any rollbacks.

Next up for negotiations is the Kamloops Airport. Notice to bargain has been issued, but the Employer cancelled the summer dates that were established. New dates are expected soon.

*Mobilization* – National units will be extremely busy with mobilization activities over the coming months, particularly with Treasury Board and CRA. Parks will likely see some action later as well because notice to bargain was served in July. Luc went on to explain that staff are anticipating a lot of resource requests for the next few months, especially with CFIA also starting up again.

*Education* – The Region's Education budget looks to be target for the cycle and is doing well. Luc added that the regular spring course schedule has been posted online. Luc then went on to announce the rescheduling of UDP. UDP will take place this winter, and the Regional Education Officer (REO) has contacted all previous applicants to see if they're still interested in applying. In total, seven seats will be allotted to the B.C. Region so a selection process will be carried out.

The Region will also have a number of new courses over the next few months:

The *NAPC* course is scheduled for this October. Twenty-nine applications have been received to date, which will also undergo a selection process.

Piloting next weekend is the course *Creating Respectful Workplaces*. Deanna Kimball will facilitate the course.

This December 2-4 the *Internal Investigations* course will take place. This course has been designed for Component reps who conduct investigations related to discipline. The selection process will be the same as other courses, and the REO will facilitate the course.

Also this fall a course will be offered on the changes to health and safety as a result of Bill C4. Further discussion is still required with James Little to finalize the details. Once available, course information for this and all the other new courses will be posted on the PSAC BC website.

*Organizing* – With regard to organizing, Luc reported that Dave Thompson had been on leave but he's just returned to work. Dave is now working with Jim Sidel on leads with the Commissionaires unit in Port Alberni as well as some other organizing possibilities.

Luc then called for questions on his report.

Jennifer Chieh Ho questioned the RO budget, wondering if staff participation costs could be built into the budget for future summer events. Luc answered that the Regional Offices came under budget last year, but only slightly. This year the RO is actually over budget. He went on to say that under Bob Jackson's leadership we have seen greater participation by the Area Councils, the Regional Committees, and the Regional Council; staff are not always needed for public outreach events. However, if assistance was required and requested, the Regional Office has tried to accommodate as much as possible. Luc noted that staff did attend some events where needs were voiced.

Colleen Girard commented that it's been very challenging on Island for Regional Council members. She expressed that they don't feel they have a lot of support without a consistently staffed rep position. If the aim is to organize political action events and activities on the Island, she asked if any of those responsibilities fall to staff. Luc answered that regional reps are to assist with events and activities if assistance is requested. In the case of Victoria RO, absence there was not an extended situation.

Crystal then commented on the call for staff support at events. She expressed a concern that we're relying on staff. She thought that the summer events she attended had gone well and that these types of events must be activist run and carried out by members rather than staff. She further asserted that the issue is not a lack of staff but a lack of member participation.

Terri commented that in the past the PSAC has hired students to assist with summer outreach. She suggested that perhaps this is something that the PSAC could consider again. Luc confirmed that the Region hired a student a number of years ago who assisted with summer events. However, the situation posed a problem in that the student had to speak on behalf of members. The administrative work has since been absorbed by REVP Office staff with regard, such as registration and communications for event. This work was originally the work outlined for the summer student.

Bob commented on Terri's suggestion. He noted that having the student in the Region has, in the past, created a reliance on the student to organize and carry out events. When we bring in a student, the hope is that they learn about the union environment; the intent is not to hire a student to carry out our events. Bob added that if we can't recruit our own activists to carry out events, the events may not take place.

A Council member commented that she is looking for some support on how to get work accomplished as a new Regional Council member. Bob suggested that Council members can seek support from Regional Office staff, but they can also reach out to other members of the Council and the REVP Office staff for additional support.

#### **STAFF SESSION – ROLES AND RESPONSIBILITIES**

*The Regional Council was joined by PSAC Staff in Vancouver including Hetty Alcuitas (Secretary), Deanna Kimball (Regional Rep), Katherine Kirkwood (Secretary), Deb Seaboyer (REO), Robert Strang (Regional Rep) and Monica Urrutia (Regional Rep). Attending by teleconference were PSAC staff James Little (Regional Rep/Health & Safety) and Dave Thompson (Regional Organizer).*

Luc began the session by briefly explaining the jobs performed by the Regional Office staff. He noted that some positions report to the Regional Coordinators while others report directly to Ottawa, as is the case with the Grievance & Adjudication (G&A) Officer, the Collective Bargaining Branch Admin, the Legal Officer, and the G&A Analyst.

After briefly explaining that the purpose of the session was to familiarize the Regional Council with the regional staff and their responsibilities, Luc asked those present to introduce themselves and explain what functions they perform in the Region.

Luc explained that his position ensures that all decisions of the NTC and AEC are carried out in terms of the delivery programs and services in the Region. Luc added that previously he was a regional negotiator (the position has since been filled by Erna Post). The negotiator's position comes with an excessively large workload and the responsibility of ensuring the best possible collective agreements for members and the ratification of those said agreements.

Deb Seaboyer then explained that as the Regional Education Officer (REO) she's responsible for the education programs and courses that are carried out in the Region. Deb also looks after writing course notes, the regional education budget, and works with the staff reps and the Regional Council to determine how to carry out education in the Region. Previously Deb was a G&A Officer, which means that she was responsible for member representation in grievance hearings and resolving cases for members. The position is now held by Abudi Awaysheh.

Katherine Kirkwood explained that she's a secretary in Vancouver RO and her job is to take inquiries from members and direct them to appropriate staff or find the relevant information. She and Hetty Alcuitas, the other Secretary in Vancouver, are also responsible for distributing materials to Locals and assisting with the administration of education program.

Currently, Katherine is also backfilling the administrative assistant position while Patricia Mullin is off on leave. This role deals with travel and Regional Office finances. Rosemary MacKenzie is the administrative assistant for the Victoria Office.

Monica Urrutia then spoke about her role as a regional rep. She explained that regional reps have three primary functions: Reps are responsible for Locals, which are divided geographically amongst the staff. This includes Local development plans, education, representation, etc. Specifically, Monica is responsible for the Treasury Board Locals in Metro Vancouver. The second function reps perform is the development and facilitation of education in conjunction with the Region's with REO. Finally, regional reps are also staff resources for the Region's Area Councils, Regional Committees and various groups. Monica is assigned to the young workers portfolio, the Vancouver & Dist. Area Council, the BC Mainland Young Workers Committee, and mobilization for NAV Can, CMHC Granville Island, FNHA, Purolator, and Statistics Canada.

Deanna Kimball explained that she's a regional rep based in Vancouver and works with the RWCs across the Region as she has the Women's portfolio. Deanna is currently backfilling the position vacated by Colette Savorie, so she's starting to work with the Area Councils and the Locals in the North. Previously Deanna backfilled Monica's position during Monica's maternity/parental leave.

Robert Strang is another regional rep based in Vancouver who was hired to fill the position previously held by Regina Brennan. Robert came to the position from the CEIU office. Robert is responsible for Locals in the Southern Interior and the Area Councils in the West Fraser Valley and Okanagan. During this round of Treasury Board bargaining Robert has been task with coordinating mobilization efforts.

James Little is a regional rep and occupation health & safety officer based in Victoria. He explained that his responsibilities are split roughly 80:20 between health & safety and regional rep work. James is responsible for some Locals in Vancouver. In terms of his health and safety role, James ensures that member complaints are addressed in timely fashion. He is also the staff representative for the Region's BRUSH committee and works closely with H&S Coordinator on the Regional Council.

James went on to explain that he spends the majority of time working with members on Workers' Compensation appeals. He also provides assistance to member regarding Disability Insurance and return-to-work programs.

Dave Thompson then advised that as the Region's Organizer he is responsible for the recruitment of new members within the Union. He also attends Labour Board hearings and deals with Local certifications. Nationally, there are seven staff Regional Organizers, who all met recently in Toronto to

discuss how to work across country with regard to sectoral organizing. Dave also works with James Little on WCB appeals.

Luc then advised the Council of the other staff members not present and their responsibilities: Dave Jackson is a regional rep in the Victoria Regional Office who is responsible for the Area Councils and the Regional Committees on the Island. Dave also has the aboriginal portfolio. Janelle Ho-Shing is a regional rep in Vancouver office who is responsible for the non-Treasury Board Locals in Metro Vancouver as well as those in the East Fraser Valley. Janelle is also the staff rep for the East Fraser Valley Area Council and holds the Political Action and International Solidarity portfolios. Luc added that staff reps also do some collective bargaining.

Bob commented that for the most part, the staff in the Regions comes under the Regional Office Branch (ROB) of the PSAC. The ROB is run the Director Mark Pecek, who is stationed in Ottawa. Mark is part of the management team that works with the AEC Group and provides recommendations on decisions made at the national level.

Other branches with the PSAC are the Finance and Information Management Branch, the Collective Bargaining Branch, the Human Resources and Organizational Development Branch, the Membership Programs Branch, and the Executive Office Branch. There has been some discussion at the AEC on creating an Executive Director position in the Executive Office who would assist the National President and National Executive Vice-President with their work regarding direct reports.

Bob then called on Regional Council to ask questions regarding staff roles and responsibilities. Ken Waldron asked which staff rep is responsible for the human rights portfolio. Luc answered that there may be some changes to assignments once the current rep vacancy is filled; however, presently Deanna Kimball is working with the Human Rights equity groups.

Carolyn McGillivray asked who she should talk to about getting PSAC swag. Bob answered that small items come from the PSAC nationally and can be sought through the Regional Offices. However, larger items are produced and purchased through the REVP Office. While there isn't a huge swag budget, there are some items available such as the varsity t-shirts that were produced for convention. Bob went on to say that there are some limitations on swag. Per PSAC policy, all items must be union made and Canadian made whenever possible.

Bert Farwell then asked how he would get a pop-up banner for events on Vancouver Island. Bob answered that the REVP Office has been working on acquiring some additional materials and equipment to help reinforce the PSAC B.C. 'brand' and is open to new ideas. He then encouraged Regional Council members to speak with the staff reps responsible for their areas or with the REVP Office to operationalize some of their plans.

Luc concluded the session by thanking staff for attending. The meeting then recessed for the day at 4:40 PM.

Saturday, September 20, 2014

The meeting resumed at 9:02 AM.

## **GEOGRAPHIC COORDINATOR REPORTS**

### ***NORTHWEST B.C. COORDINATOR REPORT***

Benilde Gomes began by reporting that it has been a busy time since convention. In terms of the area's summer events, a few more members came out to activities, but in general they are still struggling with member participation. Nonetheless, their participation in Seafest was a huge success: businesses were even asking for some of the union signs and placards so that they could display them as well.

Bob then asked about the how well the Labour Council is being attended in Terrace and Kitimat. Be answered that the main attendees are BCGEU, CUPE, UNIFOR, and herself. There has been a bit of a battle between Steel and ILWU with UNIFOR, so participation has been impacted. Nevertheless, the Labour Council is still getting involved in the upcoming municipal elections and is endorsing candidates. Be anticipates that 4 of the 7 Councilors in Kitimat will be labour-endorsed, and Brother Barry Cunningham will be running for Council in Prince Rupert.

Be then talked about the current situation in her geographic area and the impact of the pipeline development. While property values are dramatically increasing, the workers coming in are not from BC. Some are from other provinces and the majority of from the US and Europe. Overall, they are not sustainable employees for the area, and are not contributing to the local economy: they live and eat at the worksite for their 18-21 day shifts.

Be concluded her report by noting that Area Council is very weak. They have two strong activist facing health challenges who aren't able to fully participate.

#### **METRO VANCOUVER COORDINATOR**

Crystal Warner began by talking about her experience at the CLC Convention in the spring. She provided that it was an amazing experience and was able to meet a lot of allies in labour movement. She added that it was great to have to have a say at a forum like that.

Crystal then talked about the summer outreach events she attended. This was the first summer that Crystal was as active as she was. Other unions commented to Crystal on how visible the PSAC this summer. However, Crystal asserted that there's still room for improvement next summer: more members are needed at events. This item will be discussed at the next Vancouver Area Council meeting.

Crystal advised that she stepped down as Co-Chair of the Vancouver Regional Women's Committee to assume her position with CEIU. However, other members have stepped up to take on childcare campaign within the Committee.

Crystal has also been busy with the Metro Vancouver Alliance (MVA) and is Co-Chair of the poverty action team. The focus on the MVA presently is the upcoming municipal election accountability assembly this October. The aim to bring local politicians to the assembly to hold them accountable on the priorities established by the MVA. Specifically, the MVA is looking for a commitment from the candidates on the four identified issues: housing, social isolation, public transit, and poverty.

The other two activities that Crystal has been involved with for the last few months are article writing for local newspapers and meeting with local MPs. Both activities have given Crystal a forum for discussing the PSAC's issues and the current campaigns.

Bob provided some further context for the MVA. The MVA has been around for a long time and there have been different attempts in the past to energize it. However, it has really has come together in the last 18 months. Bob added that he's attended some meetings and continues to be amazed by the diversity of the group attending. He noted that the PSAC has always had a strong presence at the MVA

and will continue to do so. He then encouraged others to get involved in the MVA or similar groups within their communities.

Crystal concluded her report by advising that her Local recently affiliated with the Vancouver & District Labour Council (VDLC). Crystal has attended two meetings so far, and has been a little discouraged. The group appears to be held hostage by a couple of the attendees who are pushing their issues at meetings. Crystal went on to say that there was some talk at the VDLC regarding EI, which is concerning because the issues with EI need to be directed at the policies rather than our members, the administrators of the policies. Crystal plans to raise this issue with the BCFED.

#### ***METRO VANCOUVER COORDINATOR REPORT***

Jennifer Horsley advised that she attended the MVA meeting last week and has been active with that group. She added that Labour Day was a really successful event this year in Lower Mainland. Next on Jennifer's schedule is her Component convention, which takes place next week.

Jennifer went on to report on the summer outreach events that she participated with. She noted that Tracy Shudo had asked her to speak on her behalf with respect to the face painting that was organized for the events. Jennifer advised Tracy may not be able to provide the face painting next summer, but that it was hugely successful. Tracy was overwhelmed at some events with long lineups. The hope is that this activity can continue as it was a very successful way of engaging community members.

#### ***WEST FRASER VALLEY COORDINATOR REPORT***

Johann began by advising the he didn't include his involvement in the West Fraser Valley Area Council in his written report. However, he has been present at meeting and is still serving as the Area Council's president. Johann added that he attended the UTE convention over the summer, which unfortunately conflicted with the Surrey Fusion Festival that the Area Council is participates in.

Johann then reported that his plans for the next year include visiting each Local within his geographic area at least once.

For the last four months Johann has largely been involved with municipal politics and related matters.

Bob then asked Johann to comment on his involvement with Cascade labour dispute during the Abbotsford Airshow. Johann advised that he volunteers at the air show as a radio operator, and when he arrived at the event there was a picket line in place for the Cascade plant near the airport. Johann took the opportunity to talk with them and convey our support before proceeding on to the airport with the picketers' consent.

Some discussion was then had on picket line protocol. Bob reminded the Council that when they encounter a picket line they should make contact with the members and the line and identify themselves. He stressed that we need to honour picket lines. He added that it's equally important is the need to have conversation with them on the issues their facing.

#### ***METRO VANCOUVER COORDINATOR REPORT***

Terri Lee began by agreeing with an earlier comment that the Metro Vancouver Coordinators should get together and plan collaboratively for member outreach and events.

Terri then reported on her participation in Car Free Day in Vancouver. While the weather was awful, the event went well. During the event Terri saw the MVA's Deborah Littman. This speaks to the connection that can be made when the PSAC participates in community outreach. Terri went on to

explain that events like Car Free Day are easy for member and community engagement because we can reach them in their own neighbourhoods.

#### ***SOUTHERN INTERIOR COORDINATOR REPORT***

Carolyn McGillivray started by saying that she's still getting her oriented in her position. She plans to meet with Susan Yaciw to discuss their geographic area to ensure that there isn't any duplication of effort. There's still a learning curve for the work ahead, but Carolyn is working hard to establish a PSAC presence in her area. Carolyn noted the geographic challenges with the Southern Interior.

Carolyn added that she was able to attend the BCFED Conference "Good Jobs Strong Communities" that was held in Kimberley in June. The conference was unique in that it talked about using new tools such as social media in new ways for engagement and mobilization. Carolyn commented that it was inspiring to see the acknowledgement of Labour's past and a discussion on the steps for moving forward together.

The conference also provided an opportunity for site visits in Nelson. Carolyn commented on the impact the cuts have had on the area: just ten years ago there were over 40 CEIU members there; now there are only twelve remaining. Of the site tours, Carolyn advised that she'd like to more of them in the coming months. It's good for members to know we're here.

#### ***SOUTHERN INTERIOR COORDINATOR REPORT***

Susan spoke to her report noting that it's been challenging to get members in the Okanagan motivated during the summer. Currently, Susan is organizing a road trip to talk about bargaining and sick leave. The trip is slated for this October.

Susan attended the UTE convention this summer. It was a stressful time given the fires in West Kelowna (where she lives) that were ongoing while she was out of the province.

Crystal Warner advised that she'll be up in the southern interior as CEIU's new NVP and suggested that Susan and Carolyn join her for some site tours. Susan then commented that Kamloops would be the ideal site in her area for young worker engagement. Vanessa added that she will also be travelling to Summerland October 2-3, suggesting that she could also assist with the young worker engagement. Nic added that there is a DFO in Kamloops with 40 UEW members who are becoming more active in the Component. Nic suggested that perhaps they may be ready to take the next step and embrace PSAC. He then offered to connect Carolyn and Susan with those UEW members.

Bob commented that he had been to Kamloops area with Garry Fraser a year ago and they were able to meet with some groups at the Parole Board, Health Canada and UEW members. He stressed that it's good to be engaging these members and we need to continue to do so. Bob added that staff rep Robert Strang has also been to the area and is keen to get is more active, especially with his connections with CEIU. Bob then encouraged Council members work with the staff reps to foster better connections with members and find other opportunities for member outreach.

Susan commented that it would be great to establish an Area Council in Kamloops. Bob agreed, acknowledging that the PSAC has had some discussion on this over the last few years, which will continue.

### ***EAST FRASER VALLEY COORDINATOR REPORT***

Antony Paller reported that he's been attending the monthly Fraser Valley Labour Council (FVLC) meetings and sits on the Labour Council's Executive. The FVLC is currently interviewing municipal election candidates to determine its endorsements for Hope, Kent, Chilliwack, Mission, and Abbotsford. Antony also attended the annual FVLC Labour Day picnic, which continues to grow each year. The PSAC provided ice cream for 700 attendees, including the REVP.

During the BCTF Strike, Antony also went to the line to speak with teachers and show support from the PSAC. Antony expressed that he understands the kind of government the BCTF is facing because the BC Liberals are not unlike the Federal Conservatives.

Antony went on to advise that he attended Agriculture Union Convention in August, noting it was a difficult convention given the tough choices regarding the reduction of RVPs. However, the convention delegates were also able to raise \$4700 for Sunshine House through drink ticket sales and the silent auction put on by the Component's Human Rights Committee.

Bob commented that in the past there were efforts to connect the two Fraser Valley areas through 'East meets West' events. We should continue take advantage of these opportunities -- not to formally join the two Area Councils, but to connect and work cooperatively where possible.

Antony concluded his report by advising that his Local hosted a BBQ this summer at Central Park in Burnaby. This event hasn't been held from a number of years, but it was a good opportunity to see members who don't generally attend meetings. It also provided a venue for members to talk about workplace issues that they wouldn't otherwise talk about in the earshot of the Employer.

### ***NORTHEAST B.C. COORDINATOR REPORT***

Parveen Deepak advised that she's still networking with members and working on the Area Council to ensure that it remains active. They did manage to organize an AGM in January and had some new Components join the AC, including: USGE (RCMP) and Purolator. As the AC is still growing, they've had to piggyback events in the area with bigger, stronger unions. Parveen explained that for May Day, the AC attended the event with Steel and BCGEU.

Parveen added that the Area Councils is still affiliated with the North Central Labour, and Parveen continues to attend on behalf of the PSAC. As with other Labour Councils, they're meeting later this month to discuss endorsements for municipal election candidates.

Parveen advised that she was off for medical reasons during the summer, but is now back and hoping to get started again. In term of next steps, she'd like to organize some more work site visits. She's also working on having the AC participate in the farmers' market event again this year.

Bob commented that when he was last in Prince George he noticed the amount of activity in the area: there are a lot of different Components present and there's a real opportunity to increase member engagement. It would be good to plan another visit to the area along with National Officers, especially those from Components with new National Officers (CEIU, UTE, and USGE).

### ***SOUTH VANCOUVER ISLAND COORDINATOR REPORT***

Colleen Girard started by acknowledging how busy it's been since Convention. She attended the May Day event, which involved a plant gate at the Esquimalt Base. The event received a lot of positive feedback, and it was good to have a PSAC presence there.



Colleen further advised that she and the other South Vancouver Island Coordinator, Liz Oliphant, met following convention to talk about plans for their geographic area. Together they were able to flesh out a better understanding of expectations.

Colleen has been experiencing some challenges with the Victoria Area Council: the Area Council's President suffered a severe accident in the spring and his acting replacement has been busy with bargaining and other priorities. Without their leadership, it's been difficult to get member engagement. However, the annual softball tournament in Victoria went well and had increased participation over last year with more spectators present. Colleen has also been involved with the Vancouver Island Human Rights Committee and helped out at Victoria PRIDE and the Labour Day event.

#### ***SOUTH VANCOUVER ISLAND COORDINATOR REPORT***

Liz Oliphant reiterated Colleen's comments regarding the brainstorming session they conducted, noting that was a good way to start off in the position. She added that the group meeting the Vancouver Island Coordinators had the previous evening was also beneficial, and they already planning two joint events. She commented that figuring out what expenditures are appropriate for coordinator funds has been challenging.

Liz went on to speak about her participation in the Victoria Labour Council's youth volleyball event. There was a lot of good energy with BCGEU, but Liz was disappointed by the poor PSAC turnout.

Liz also attend Cumberland Miners Memorial weekend with the North Vancouver Island Area Council. She was surprised to see so few young workers present. Nonetheless, the graveside ceremony was amazing.

Liz concluded by reporting that she's working on hosting Mental Health Workshop with the JLP this October, and that she wasn't able to attend her Component Convention because she was at sea. However, she was elected to the Alternate Regional Vice-President position for UEW.

#### ***NORTH VANCOUVER ISLAND COORDINATOR REPORT***

Bert Farwell advised that he's been busy emailing his constituents with information on ongoing campaigns, and thanked Rosemary for her assistance with contact information. Already he's received a lot of replies from members. Bert added that there's been a big learning curve since taking on the position, but he will continue to work on improving communication with members.

Bert also participated with the Victoria PRIDE parade walking for the first time. He also spent a couple days in Port Alberni hosting a booth at a Labour Council event.

A motion was made to accept the reports of the Geographic Coordinators.

Moved: Crystal Warner; seconded: Jennifer Horsley

Carried

#### **CONSTITUENCY COORDINATOR REPORTS**

##### ***PRIDE COORDINATOR REPORT***

Paul Croes reported he's been busy over the last few months with PRIDE events. As in previous years, events in the Region had good participation from members, and the events continue to grow exponentially year after year. As a Co-Chair of MultiUnion Pride, Paul was involved with the BCFED's entry in the Vancouver PRIDE parade, which is the 4<sup>th</sup> largest PRIDE event in the world.

Paul added that he also worked with the REVP Office to purchase some swag for member of the GLTB caucus. The dog-tags he ordered with Coordinator funds will be used in his outreach with self-identified members and at PRIDE events across province.

Paul then spoke about his participation at World Pride in Toronto. Paul voiced his frustrations regarding the lack of understanding regarding PRIDE parades, where he saw people flinging swag at crowds and not engaging in any meaningful connections with the public. Another frustration was with the young models hired by the PSAC to walk in the PRIDE parade as PSAC representatives. Seeing that Paul felt it really brought home the fact that we're doing a good job understanding members and representing them properly in the B.C. Region.

Those issues aside, World Pride was an amazing experience. While it was sad to see some of the oppression and hatred for LGBTQ around the world, it was empowering to gather together at World Pride.

Paul reported that he also attended the People Social Forum in Ottawa this August. Paul noted that the PSF was more about activism, and it was very powerful. Overall it was a good conference. Unbeknownst to Paul it was also PRIDE in Ottawa at the same time as the Forum. BC members at the Forum were able to add the PRIDE event into their itineraries and it was a lot of fun.

On the Vancouver PRIDE event, Crystal added that the whistles went well. She was also pleased to see a CEIU member dressed in uniform along with his PRIDE swag. Crystal thought this was a great idea to increase union visibility, and wasn't sure if we needed permission, and if so who need to seek it from, to do this again on a larger scale with PSAC members.

Discussion then turned to the PSAC presence at World Pride and the use of paid models at the event. Crystal Commented that she was not happy about the decision to proceed in this fashion, nor was she pleased with the response she received on the issue when she contact the Ontario Region to voice her concerns. Bob replied that the incident has since resulted in a discussion between the National President and the REVP for Ontario, and the acknowledgment that the decision to hire models was a mistake and is not likely to occur again.

#### ***RACIALLY VISIBLE COORDINATOR REPORT***

Jennifer Chieh Ho reported that one of the first events she attended following her election was the CLC Convention. She explained that at the Convention the delegates elected their first racially visible leader, which has been very exciting for the caucus. Included in the Convention program was a human rights forum on the first evening where equity speakers spoke about concept of courage and speaking out. A full written report of Jennifer's participation at the convention is attached to these minutes.

Jennifer went on to report that she also attended some of the BCFED Human Rights Committee meetings. Within that group, they are discussing the possibility of joining together and cost-sharing for some of the larger and more expensive community outreach events next year such as the Surrey Fusion Festival.

Over the past few months Jennifer has also been reaching out to her counterparts in the other Regions and will be meeting face-to-face during the National Human Right Committee meeting this November.

Jennifer has also been working with the BC Mainland Human Rights Committee (BCMHR) to increase the participation of racially visible members. This past May, Jennifer arranged for BCGEU's Vice-

President to speak at a meeting regarding Japanese Internment and the Chinese Head Tax. Attendance at BCMHRC meetings is increasing and networking within the caucus is growing.

Jennifer's plans going forward include creating bookmarks for members to commemorate significant events and celebrations for the caucus such as Black History Month in February, the day for the Elimination of Racism in March, etc. Jennifer will be working with Patrick on the design and hopes that the bookmarks will generate greater awareness within the membership.

Bob Jackson thanked Jennifer for all her work to date, noting that reaching out and making contact with constituents can be a difficult job initially but very beneficial in the long run.

#### ***NATIONAL OFFICERS COORDINATOR REPORT***

Nic Humphreys began his report noting that he only included activities specific to his Regional Council position in his written report. Nic commented that National Officers have been busy since the PSAC B.C. Regional Convention with their Component conventions. As a result of those conventions, there have been a lot changes within the National Officer caucus.

Nic went on to say that he has been talking with the National Officers about holding a meeting this fall. However, the current plan is to wait until the conclusion of all Component conventions to allow for maximum attendance. Nic asserted that a fall meeting would be great opportunity for the National Officers to meet one another and debrief what happened at their conventions and the potential impact on the NTC.

Another matter for the National Officer caucus to deal with this fall is electing two new National Officer Alternate Coordinators as those elected at the PSAC B.C. Convention are no longer National Officers.

Nic added that there will also be a National Officers meeting this spring in conjunction with Pre-Convention meeting. Scheduling for this meeting will be coordinated by Nic and the REVP Office.

Nic also reported that he had the opportunity to attend another Component convention over the summer when he assisted with the elections during the UNE Convention in Victoria. He found the experience quite interesting. Previously, he had made the assumption that other Components were similar, but discovered that was absolutely not the case. Nic then extended his thanks to UNE and Jennifer Chieh Ho for the opportunity.

Bob agreed that a fall meeting of the Region's National Officers is a good idea, adding that it may provide an opportunity to conduct the by-election for the National Officer Alternate. He then suggested that a National Office meeting could be scheduled in concert with the upcoming BCFED Convention in November. Nic commented that he wouldn't be able to attend at that time, but that the meeting should proceed if the REVP is able to Chair the meeting.

Crystal Warner asked which members would be eligible to vote in a by-election for the National Officer Alternate position. Bob answered that they will likely have to go back to the National Officer caucus present at the PSAC B.C. Regional Convention. However, in light of Component elections and other variables, the Region may have to solicit guidance from the PSAC National Office on how to proceed. Further discussion ensued.

Bob concluded the discussion by noting that there are a number of new National Officers in the Region, and there may be new opportunities for the Regional Council to more fully engage with National Officers in B.C.

#### ***DCL AND SMALL SEPARATE EMPLOYERS COORDINATOR REPORT***

Jim Sidel began by apologizing for not submitting a written report in advance of the meeting, advising that he has been otherwise occupied with other activities. Specifically, Jim has been involved with organizing efforts within the Commissionaires and with the activities of the Victoria Area Council and the Vancouver Island Human Rights Committee. Going forward Jim plans to get further involved with DCLs and will be working with regional staff on obtaining contact information. A copy of Jim's written report that was submitted at the meeting is attached to these minutes.

#### **PRESENTATION FROM HARSHA WALIA**

Jennifer Chieh Ho provided a brief introduction for Harsha Walia, outlining her involvement in the field of social justice and her work as a journalist. Harsha Walia began her presentation, noting her commitment to serving as a legal advocate for the Downtown Eastside and to changing the ways immigrants to Canada are impacted by laws and policies of the Conservative Government.

Harsha Walia went on to speak about the trends she's identified in Canada regarding temporary residents and migrant workers. Harsha spoke about stereotypes and the stigmatization regarding migrant workers and refugees. She then talked about what she believes labour activists can do to assist migrant workers and refugees, referencing her work with *No One is Illegal*.

Following her presentation, Harsha Walia took questions from the Regional Council. On behalf of the Regional Council Jennifer Chieh Ho then thanked Harsha for her presentation.

Following a lunch break, the Regional Council debriefed the presentation received from Harsha Walia. Council members voiced strong concerns regarding some of the comments made by the speaker, noting that some of the information presented included inaccuracies and misrepresented work performed by PSAC members.

Concerns were also raised on the audio recording that was made of the presentation. Council members wanted to know how that recording would be used in light of the false information contained within. After some discussion, Jennifer Chieh Ho confirmed that she would delete the recording and would not share the presentation with others.

Johann commented that he felt it was a good opportunity to hear the inaccuracies out in the public discourse. This provides us with the chance to correct that misinformation. Be added that perhaps the Q&A portion of the presentation would have been an opportunity to discuss the misinformation and correct some inaccuracies in future presentation by the speaker. Ruby agreed with Be's comments, noting that she would like to see members standing up and speaking out when being misrepresented.

After further discussion, Bob commented that he agreed the Regional Council should take the opportunity to go back to the speaker and provide some clarity on the information presented to correct some of the false statements. However, he added that the Q&A session may not have the most appropriate time. He then asked Jennifer to facilitate this, who agreed that she would.

## **CONSTITUENCY COORDINATOR REPORTS CONTINUED**

### ***MEMBERS WITH DISABILITIES COORDINATOR REPORT***

Ken Waldron reported that he's been dealing with some personal issues lately and hasn't been as busy as other Coordinators. Nonetheless, he went on to say that he plans to make contact with his constituents, particularly in light of Bill C4 which will take effect this October. Ken worries that with this legislation public servants will no longer be able to raise issues with the Human Right Commission and will only have the option of using the grievance procedure. Ken went on to say that he's also concerned about members with regard to Return-To-Work and Duty-To-Accommodate issues, noting that without proper diligence in these areas, the rights of members with disabilities are, and will be, impeded. Ken then concluded by thanking the Regional Council members for their time and efforts since convention.

### ***ABORIGINAL COORDINATOR REPORT***

Ruby began by acknowledging the Coast Salish territory upon which the meeting was taking place. She then went on to report that she spoke with staff about her role and possible plans going forward. Ruby noted that she's had some challenges in getting information and is working to improve communication with her constituents.

One action that Ruby was able to organize over the summer was the PSAC's involvement in the National Aboriginal Day event that took place at Trout Lake in Vancouver. A lot of members came out to volunteer at the booth even with the short notice provided. This event also had face painting, which facilitated greater community engagement and also contributed to the number of petition signatures received. Ruby suggested that for next year it might be beneficial to seek a larger space.

Ruby then reported that one of her goals is to reach out and get more involvement from Aboriginal members. She then asked that Regional Council members put the word out that Ruby is looking for new ideas and input/involvement from Aboriginal members.

As an Aboriginal person, Ruby explained that she only got involved in the union recently after she was engaged by her Local president. A little bit of reaching out to members could go a long way. Another avenue that Ruby would like to pursue is through young worker engagement because a lot of her constituents are young workers.

### ***YOUTH COORDINATOR REPORT***

Vanessa Miller reported that she's been very busy since convention. Her first activity was attending the CLC Convention, which was a very powerful experience. She noted that it was an emotional week, but it was great to see what could be done when outreach is conducted with young workers regardless of their affiliation. Young workers were a visible element of Hassan Yussuff's campaign, which ultimately helped him get elected.

Vanessa went on to report that she was also involved in the Victoria Labour Council's volleyball tournament for Young Workers. However, she noted that she was disappointed by the lack of participation by PSAC members. Vanessa plans to try to engage the caucus again this fall with another activity.

The other activity that Vanessa has been involved with is the BCFED's Standing Committee for young workers. The committee has experienced a lot of turnover, but they are still committed to their campaign to raise the minimum wage to \$15/hour. This initiative will be brought forward as a

resolution at the BCFED Convention this fall. Vanessa then called for the support of the Regional Council with this campaign.

Bob commented on Vanessa participation at the CLC convention, noting that he was incredibly proud to be there as a representative from BC and seeing what the young workers were able to accomplish. The actions by the PSAC young workers blew away a lot of very senior members within the PSAC. Bob then thanked Vanessa for her efforts.

### ***WOMEN'S COORDINATOR REPORT***

Virginia reported that she's been very busy since taking on the Women's Coordinator position and the experience thus far has been very eye-opening. Virginia went on to report that she also assumed a temporary PSAC staff position for a number of weeks over the summer, during which time her alternate had to step in and assist with some of the Coordinator work, including the BCFED's Summer Institute for Union Women (SIUW).

Virginia then reported on her involvement with the PSAC's ongoing child care campaign. Virginia has been working with Women's Program Officer on this initiative. She further reported that she was able to bring the campaign to six Component conventions over the summer: several members attended and hosted tables at UCTE and UNE conventions in BC and there will also be a presentation on the campaign at the upcoming UVAE convention.

Bob commented that the childcare campaign is a very worthwhile cause and he will continue to promote it. He added that the PSAC's National President is solidly behind the campaign. He then thanked Virginia for all her hard work in this area.

Virginia went on to explain that one of her goals as the Women's Coordinator is to produce terms of reference for each of the Region's Regional Women's Committees (RWC). The terms of reference will help ensure that the RWC maintain delegate status at future Regional Conventions. Virginia has since conducted a meeting with representatives from three of the four committees where potential terms of reference were discussed. As a result of that meeting, a draft document has been prepared that outlines the content that will be included in each committee's terms of reference. Next steps include sending the document back to each of the RWC for further review and comment. Following that it will be forwarded to the REVP Office and Women's Program Officer to ensure its appropriateness in light of the PSAC Constitution and the Region's financial reporting guidelines for Committees and Area Councils.

Another of Virginia's goals is to connect with the Component Women's Representative and to bridge the gap between them and the RWC. Virginia added that as part commitment to her portfolio and her work to advocate for women's issues across the Region, she's stepped down as the Chair of the Victoria RWC. Virginia asserted that this will allow her to focus on all four RWC rather than just one.

Virginia concluded her report with an update on the plans for the Dec. 6<sup>th</sup> anniversary event taking place in Victoria. She reported that she's hoping to receive support and donations from community groups. Virginia has also contacted some Victoria hotels to inquire about getting a complementary room for the guest speaker, the brother of one of the 1989 Montreal Massacre victims.

Jennifer Chieh Ho commented that she's been organizing the December 6<sup>th</sup> event in Surrey for the last few years, but won't be doing so that year as she'll be attending the Victoria event. Jennifer conveyed that she hopes another members will take on the Surrey event in her absence. Bob answered that

perhaps the Women's Alternate can assist. Virginia replied that Deanna Kimball has already been talking with the Vancouver RWC about this.

A motion then made to accept the Constituency Coordinator Reports as delivered.

Moved: Carolyn McGillivray; seconded: Nic Humphreys

Carried

### **HEALTH AND SAFETY COORDINATOR REPORT**

On behalf of Linda Harding, Bob Jackson spoke to the report of the Health & Safety Coordinator. He commented that the Golden Tree monument that is being pursued by the BCFED along with the support of the PSAC will be a valuable accomplishment. Currently the BCFED is short a few thousand dollars, but they are addressing the shortfall.

Bob then spoke about the Region's BRUSH Committee. The committee, which meets six times a year, is another BC initiative that does not exist in other Regions. Bob encouraged Council members to play an active role in it if they're not already doing so. The next BRUSH meeting takes place in October.

Bob added that the PSAC is working to improve a number of things nationally on Health & Safety, including changes to education program. He also commented that initial planning has begun for the Regional Health & Safety Conference, which will take place next fall. More information will be sent as details are confirmed.

A motion was made to accept the report of the Health and Safety Coordinator as submitted.

Moved: Paul Croes; seconded: Bert Farwell

Carried

Jennifer commented that given the time and effort put into reports, it would be good to have the including in the convention package for all delegates at the next regional convention. Jennifer further asserted that she would like the reports circulated in hard copy rather than just being posted online.

Nic agreed that it would be good to have the reports circulated, but that it may be cost prohibitive. Bob suggested that the report could be made available electronically on a flash drive or similar media, He noted that there may be concerns about the volume of printed materials if provided as a hard copy, especially when the PSAC is moving toward more 'green' events.

### **POLITICAL ACTION**

#### **a. Peoples Social Forum**

Crystal reported that for the most part, the delegation from BC travelled together and attended a lot of the same events. Crystal continued saying that she was most disappointed by PSAC events there: she found that events were not intended for PSAC members. Crystal further reported that she attended some other workshop put on by more militant labour groups, where she got some good ideas on mobilization.

While there Crystal learned about [www.RankandFile.ca](http://www.RankandFile.ca), which is a labour run media group based in the east. They're a unique form of media in that they're biased and labour focused. Their aim is to share stories of interest within the labour movement. Crystal encouraged other Regional Council members to learn more about this group.

Crystal further advised that she attended a huge session with more than 100 people on employment insurance where some erroneous information was conveyed and PSAC members were depicted

negatively. Following the session Crystal was in touch with the workshop facilitators and with Robyn Benson to address the situation. There was a lot of good dialogue and the situation resulted in a positive education opportunity for the PSAC.

Vanessa Miller then spoke on her experience at the PSF. She noted that it was a good opportunity for young workers to discuss what worked for them and what could be replicated elsewhere. It came down members recognizing that they need to stop being afraid that they're going to get in trouble if they take action. She reiterated Crystal's comments, confirming that the PSF was a really good event.

Both extended their thanks to the REVP and the Region for providing the bursaries for members. They both commented that they didn't see a lot of other PSAC members at the Forum. Paul agreed and added that it appeared that only senior elected PSAC officials and staff attended the PSF, not rank and file members from the other Regions, which is surprising given that it took place in Ottawa.

Paul went on to say that he also visited the cultural festival on Sparks Street, which was as good as the sessions he attended. He added that good preparation was required in advance attending the Forum because it was hard to know where to go and what to anticipate once there. Overall, the participants from the B.C. Region learned a lot and will be sharing it with members in the Region.

Bob replied that he wasn't sure why the other Regions weren't better represented at the Forum. The AEC had provided some funding through the Political Action Plan to assist members in attending. There will be a further discussion at AEC to discuss why more members didn't attend.

Overall, the participants from the B.C. Region learned a lot and will be sharing it with members in the Region.

Patrick asked if there were participants at the Forum from other BC unions. Crystal answered that there didn't appear to be a lot there. Vanessa added that she knew of two BCGEU members who attended.

Bob reminded the Council that part of the requirements for the bursaries was for participants to submit a report on their experience at the PSF. The current plan is to publish these reports on the PSAC B.C. website so that they can be shared with members. The Council agreed that this was a good idea.

Antony commented that news of the bursaries came out in the summer during peak vacation time. This made it much more challenging for members to make arrangements to attend the PSF. With at least three months' notice, it would have been easier for members to seek leave from their Employer. Bob answered that, as with any event, the PSAC communicates event details with members as soon as possible. However, Antony's comment was well taken. Patrick then provided some context in terms of the timeline on the bursaries from the national approval of the funding to communication to members.

#### **b. Days of Action on 19<sup>th</sup> of Every Month**

Crystal began by commented that across the country, Regions are organizing events around the 19<sup>th</sup> of each month as part of the lead up to the next federal election, which is currently scheduled for October 19, 2015. Events have been planned to engage members and rebuild relationships after the last round of bargaining. Yesterday's rally at Library Square was one of these events.

Bob commented that as we plan more events, they don't need to take place and in the same location. In fact, it would be advantageous to move them around the Region. However, there are challenges in terms of ownership for events. We need to call on activists and on the Area Councils to organize and



carry out these events. The PSAC will ensure that support and resources are there as well, but members need to be involved.

Colleen advised that Regional Council members from Vancouver Island have already started discussing plans for monthly events on the 19<sup>th</sup> of each month. Tentatively the first event will take place in Esquimalt this October, followed by Service Canada and Downtown Victoria. The aim is to have the momentum build as we move into the spring and have a rally at the Legislature. Hopefully members will become more engaged as the initiative grows. Next month, the 19<sup>th</sup> falls on a Sunday, which may be an advantage for organizing an event.

Bob provided that the PSAC uses the 19<sup>th</sup> of the month symbolically, marking the countdown to the next federal election; however, we don't need to be tied to the date. Originally, this initiative grew out of the Quebec Region where the events started. Bob noted that events have not been uniformly replicated across the country, and they do not always take place on the 19<sup>th</sup>. Bob went on to say that October 19<sup>th</sup> coincides with the next NBoD meeting in Ottawa. There will be something organized for that week, which won't likely take on the Sunday. While the date is important, it's even more important that we take opportunity to reach out and engage members.

Bob went on to say that there will be more mobilization meetings going forward where team members will have a chance to speak to the membership about what's going on at the tables. Bob added that the rally on Friday was relatively easy for members to attend: it was during their lunch hour, it was a short event, and we didn't ask them to travel far, etc.

Patrick agreed with Bob's comments and cautioned that members don't need to get hung up on the 19th date. It makes more sense to do it where we can and on the days that work for members. One of the lessons that we've learned from past events is that we need to go to the members rather than asking them to come to us. Patrick stressed that events need to be easy for our members to attend. He added that we should also keep with the positive messaging we've been employing, and calling events. This keeps the events inclusive for our members.

Colleen urged that people are getting excited about this and that we need to send a loud message to the Conservative Government and to the membership. Patrick then agreed that we need to get the members to come to our events and hear the message. However, the invitation needs to be positive and make them feel good about coming. While the hate may be there for this government and the cuts they've made, the willingness to take action needs to be encouraged in small steps. It's important that whatever events are planned have good attendance. From a publicity perspective, greater numbers are better. From a mobilizing perspective it can't just be the same activists at events. Patrick went on to say that once the members come the events we can deliver the harder message and be more direct.

Bob commented that Friday's rally provided a great opportunity to speak to members afterward, members who he wouldn't generally hear from otherwise. Patrick added that he's hoping members will see these events and be inspired to organize their own events at the Local level.

### **c. Follow up on Political Action Summit**

Bob invited the members of the Political Action Committee (PAC) who attended the Political Action Summit in May to provide a summary on what activities and plans have taken place since then.

Crystal Warner advised that the Summit included a workshop on writing articles, and she has been putting those skills to good use over the summer. She also liked the idea of forming a SWAT team who will respond to news stories slugging public service workers. The Metro Vancouver Area Council also talked about how to organize events that will encourage better attendance. A concern was voiced that members are uncomfortable taking part in events that take place outside their buildings. Already is working on this and considering nearby locations for events.

While Susan wasn't able to attend the Summit, she advised that the Okanagan Area Council developed a plan at the Summit for conduct worksite visits. Work is now underway to organize these visits across the area.

Vanessa Miller advised that the North Vancouver Island Area Council hosted its annual picnic and participated in community outreach events over the summer including Salmon Fest in Campbell River. Members have also been connecting with other unions (BCTF and CUPW), showing solidarity with them.

Nic Humphreys talked about Victoria's Labour Day event hosted by the Labour Council. He thought that it was the best attended event in years. Given the success, there has been some discussion on moving the event to the lawn of legislature. The Labour Council is also looking into different entertainment next year that is more geared to young workers. There has also been some talk about working with the NDP constituency offices.

Benilde Gomes reported that Northwest B.C. Area Council is struggling: their participation numbers are low and are continuing to drop. As a result, activists have been turning to other groups and participating in events with them such as Smithers Fest, beer tasting events with Nathan Cullen and the BC NDP. Members in the north have engaged in more letter writing, and members expressed a desire to stay informed on union matters, especially bargaining.

Another challenge for the Northwest and Northeast areas is getting up-to-date contact information for members. Bob commented that the members' portal will hopefully improve the challenge with contact information: members will be able to update their own information online when they log on to the portal on the national website. In addition, they will have access to a lot of information on the site. Bob then encouraged Council members to start using the portal and promoting it with other members.

Johann reported that the West Fraser Valley met shortly after the Summit and did a lot this summer. A concern, however, is that it's always the same people doing the work. This concern is on the agenda for the next Area Council meeting in October.

Patrick reminded the Council that the Summit involved the Regional Council's PAC as well as two representatives from each of the eight Area Councils. Patrick went on to say that Janelle Ho-Shing is the staff rep assigned to the Political Action portfolio who will be working with the PAC and assisting with the follow up from the Summit. One suggestion for next steps is to establish a regional PAC, with participation from those who attended the Summit. The role of the regional PAC would be to support the Regional Council and the Area Councils, and to talk about ideas for political action in the Region.

Another item discussed during the Summit involved the creation of SWAT teams or "rapid responders" who are tasked with commenting on or countering negative articles as soon as they are published. Patrick further commented that Janelle Ho-Shing needs to be involved in the discussion regarding next steps for this activity.

Parveen, who was unable to attend the Summit, requested a copy of the action plan for her area. Patrick offered to provide it.

ACTION ITEM: Patrick to send Parveen the action plan for the Northeast as developed at the Political Action Summit in May

Crystal commented that the Summit was a good opportunity to sit down with members from across the Region. Johann added that the Summit was also an opportunity to bring someone new to the conversation from his Area Council.

Bob concluded the discussion, noting that while the Regional Council does have a Political Action Committee, we all need to be engaged in political action and with the Region's Area Councils.

#### **d. Municipal Elections**

Bob began the discussion by commenting that the municipal elections will be a testing ground for the upcoming federal election in terms of how to communicate with members and engage them to vote and participate. Patrick added that the elections take place November 15 and CLC is again running the *Municipalities Matter* campaign. As in the past, the PSAC is participating with the campaign. The first step in the campaign is the Labour Councils' endorsement of candidates, which are nearly all complete. Once finished, the CLC will produce poll cards, identifying the labour friendly candidates for each municipality. The PSAC will mail these out to all members across the Region. The PSAC is also encouraging members to get involved in the campaigns.

Patrick went on to speak about municipal elections more generally, noting that traditionally they have very low voter turnout, which we would like to see changed. Patrick asserted that municipal government has the greatest impact on a person's life given that this level of government is responsible for schools, parks, roads, etc. Nic added that with offloading from the Provincial and Federal Governments, municipal governments are becoming responsible for more and more areas, including water.

Patrick then briefly explained what the poll cards will look like, reminding the Council that they will be different for each municipality. For the last municipal election in 2011 14,000 cards were sent out to members and the response was generally positive. However, the CLC campaign walks a fine line because members don't like being told who to vote for. Terri Lee suggested that the cards be accompanied by a letter from the REVP to offset this concern. Patrick agreed that a letter could be enclosed, which would also identify the card as having come from the Union. Further discussion ensued.

Crystal Warner then asked if email was being considered as it would be more cost effective than sending the cards by post. She also asked what percentage of the mail outs were returned. Patrick advised that we don't know which letters are returned as this would be an additional cost on the service we're currently using. He then added that everything mailed out is also distributed electronically. Patrick added that members appreciate having the physical card to take with them to the voting stations.

Ken Waldron commented that it would be better to have National Officers advise that the cards are coming as some members avoid any mailed mail marked as having come from the PSAC. Colleen added that the letter could be sent out electronically in advance to the Region's newsletter distribution list.

Patrick asserted that with the recent card signing exercise and the move to UnionWare the address information the PSAC has for members is likely better than ever. He added that once the members' portal is fully operational, any further address issues can, and will, be resolved.

In terms of the municipal elections, Patrick went on to say that municipal elections used to be easier for the leftwing and Labour; however, the right is paying more attention to municipal elections now. The right has focused its "eye of sauron" on municipal elections now that they've won both federally and provincially. Patrick added that the BC Liberals were very successful in pulling successful municipal politicians into their campaigns and running them in the recent provincial elections. The Labour Movement needs to be doing the same. Bob agreed with Patrick comments and noted that this makes municipal elections even more important as we go forward.

#### **e. Member Engagement Activities**

Patrick opened a discussion on publication tools the PSAC uses to engage members, specifically referencing *Our Union Voice (OUV)* that is published and mailed out three times a year to members. After soliciting feedback from members, it was agreed that members are benefitting from this printed material. Virginia commented that she finds *OUV* to be a great tool. It spreads news of the work done by members in the Regions out to the PSAC membership nationally. Bob added that the Regions do have input on content, noting that a piece on MVA had recently been included in *OUV* after Patrick forwarded an article. Further discussion ensued.

Bob then commented that there was some talk nationally about scaling back the publication, but there has since been a general consensus to continue with print. Bob then made some general comments on the additional resources available to members on the national and regional websites. He added that the PSAC always welcomes new ideas and suggestions for information to post. There have been some problems with 'searchability' on the national website. That feedback has gone to the communications team at the PSAC and they are working to streamline the website content.

Antony then suggested that given the space limitations in *OUV* perhaps Communications could consider posting an introduction to stories within the print publication and then directing members to the website for the rest of the article with a link. Patrick committed to forwarding the idea to his counterparts in Ottawa.

#### **COLLECTIVE BARGAINING**

Bob Jackson initiated the discussion on collective bargaining. He noted that after the last PSAC National Triennial Convention there was a decision to move to electronic voting for ratification votes. A pilot has since been conducted with the CFIA group, and a report is still forthcoming regarding the results of the pilot. Bob commented that the results were interesting: it didn't appear to generate as much in terms of voter turnout as one would have anticipated based on past numbers for ratification votes. In fact, electronic votes were not significantly different than physical votes. Terri Lee then commented that she was disappointed with the pilot. She expected that the PSAC would debrief with the bargaining team and talked about the technical difficulties they experienced with pilot. Terri went on to say that some of the technical issues may have actually turned members away from voting altogether. Consequently, she was not surprised by the lower voter turnout. Antony Paller added that there were also challenges with respect to members seeking and receiving technical support when they resided in areas other than the Ontario time zone. Bob responded that there will be a decision on whether or not to use this process for future ratification votes based on this pilot. He reiterated that

no final report has been released yet and the staff are still collecting information. If bargaining team has not yet been contacted for feedback, he will look into it.

Bob then moved to Treasury Board bargaining, advising that the composition of some teams has changed since the National Bargaining Conference last year: the TC team has changed the most as result of one resignation and another team member taking an elected fulltime national Component position. In order to ensure gender balance an additional team members was added in addition to the two alternates given that the team would have otherwise been completely made up of men.

Bob went on to explain that teams are experiencing some difficulty in dealing with sick leave and the short term disability demand from the Employer. A lot more activity will take place with members around this issuing, including telephone town halls (TTH). Bob went on to say that there is another concern regarding the speed at which some tables are moving. Some tables are actually moving more quickly that the PSAC would have hoped; part of the Union's strategy was to ensure that we extend the bargaining as long as possible to maximize members' severance pay in cases where there are no other alternatives.

Bob then spoke about the how the Treasury Board bargaining sessions have been structured so far. To date, teams have been coming to table at the same time. Negotiators and the PSAC's Collective Bargaining Branch have been talking about strategic approaches at a national level. That direction then is then channeled down to the Region for action. Luc further added that the Region is working to establish a regional strategic committee for Treasury Board bargaining. As we get further in the process, more discussion will be taking place between the staff, the REVP, bargaining team members, negotiators as well as identified regional mobilization committee members.

Ken Waldron that asked about salary claims that have been submitting during the course of bargaining. With the expiry of the agreement with the Employer, Ken asked if retroactive pay be provided for union salary claims once a new agreement is reached. Bob confirmed that the PSAC does keep track of this and members will be compensated with their retroactive pay.

Virginia that spoke on TTHs, noting that they can be problematic for members who cannot attend the calls. While the TTHs are recorded and posted online, members who are at sea do not have access to online resources. Virginia then suggested that perhaps they be copied to other media for mailed directly to ships, etc. for members to access.

After some further discussion, the meeting recessed for the day at 4:21 PM.

#### Sunday, September 21, 2014

The meeting resumed at 9:04 AM.

#### **STANDING COMMITTEE REPORTS**

##### ***FINANCE COMMITTEE REPORT***

Terri Lee provided the Committee's report on behalf of the Finance Committee. To begin, Terri reviewed the financial statements for the Political Action Funds as at August 31, 2014.

Terri then went on to review the financial statements for the Regional Council's General Funds.

On the line regarding conference/convention subsidies, Virginia Vaillancourt sought clarification on who had received subsidies. She then asked that the recipients' reports be sent out to the Regional Council once received by the REVP Office.

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| ACTION ITEM: Kristin to send the Regional Council the reports from Conference/Convention subsidy recipients as they are received |
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Colleen queried the costs related to the recent batch of business cards that were produced for some Council members, noting that a few sets contained an address error. Kristin confirmed that the cards with errors would be reprinted at no cost to the Coordinators' budgets.

Terri then reviewed the convention expenses as at August 31, 2014. She noted that there are still a few remaining expenses to be paid; however, it's expected the 2014 PSAC B.C. convention will be well under budget. Bob provided an explanation for the costs being much lower than budgeted: he advised that the REVP Office was fairly aggressive with the hotel in terms of reducing costs. Part of that was due to the ongoing renovations that were taking place during the convention. There were also some other issues that came up during the course of convention that impacted our program, and we were able to receive compensation for these on our final bill with the hotel. In addition, the complement of delegates at convention was lower than expected, reducing the costs for travel, accommodations and meals allowances.

Bob went on to say that the PSAC is taking a closer look at the money sitting in each of the Regions. Some Regions are sitting on considerable reserve funds. That said, it may be to our benefit that we have this surplus from our regional convention going into the next cycle, especially because our convention follows a different funding model than every other Regions.

Colleen then asked about the Regional Council's investments. Kristin advised that in 2013 \$90,000 of the national convention money was invested into a one-year GIC, which generated \$1,077.08 in interest. Now with the excess funds from the 2014 convention, a new one-year variable rate, redeemable GIC has been set up with \$125,000 invested.

Ken Waldron asked if the reporting could reflect the full cycle rather than just the current year. This would be helpful when dealing with items such as convention, which receives revenue over the course of the cycle. Kristin confirmed that for the next reporting period she would include a report both for the year ending December 31, 2014 and the cycle ending December 13, 2014.

After further discussion a motion was made to accept the financial statements as presented by the Finance Committee.

Moved: Benilde Gomes; seconded: Jim Sidel

Carried

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| ACTION ITEM: Kristin to send the Financial Statements out electronically to the B.C. Regional Council |
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| ACTION ITEM: For the next financial reporting period, Kristin to provide financial statements both for the year ending December 31, 2014 and the cycle ending December 31, 2014 |
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Terri Lee then addressed a costing comparison that the Finance Committee was asked to look at regarding travel to Regional Council meetings. Specifically, the Committee was tasked with looking at the cost to fly to meetings from Victoria via Harbour Air versus travel by BC Ferries. A copy of the

Committees report is attached to these minutes. Based on current prices, the Committee recommended that Council members based in Victoria be provided with the choice to either fly to meeting on the morning of the meeting (Friday in most cases) or travel by BC Ferries the night prior (Thursday in most cases).

Colleen asked if their recommendation applied to committee members who meet the day prior to the Regional Council meeting. Kristin confirmed that travel for Committee members who meet the day prior to the meeting would be addressed on a case by case basis. Further discussion ensued.

Several Council members asserted that flying over the night before was the “cost of doing business” and that it is necessary to accommodate their work-life balance. Nic commented that Council members need to be treated fairly and that no consultation was provided in terms of removing the option of flying over the meetings the night prior.

Bob advised that previously the cost of travelling by air was cheaper than travelling by BC Ferries; however, in recent years the cost of Harbour Air has increased dramatically and is now more than double BC Ferries. Kristin then added that the PSAC Travel Policy stipulates that for travel less than 300 KM (as it is in case of travel from Victoria to Vancouver) air travel is not required. The normal mode of transportation would be by vehicle. In the past when air fares were comparable to ferry travel, the PSAC has accommodated members by allowing them to fly in lieu of vehicle travel as no additional costs were incurred. However, given current realities it may not be appropriate to deviate from the Travel Policy except in cases members seek accommodation for functional limitations.

Further discussion ensued. Susan Yaciw then commented that she objected to having members fly in the day of the meeting, and asked if the same would be required for members in the interior. She then commented on the suggestion that members carpool to meetings, and queried whether or not members would have the appropriate insurance to do so. Kristin answered that travel for members in the interior is generally greater than 300 KM, and therefore the Travel Policy directs this travel differently. Moreover, the Finance Committee’s recommendation for flying to meetings on the day of meetings is being presented as an option for members in Victoria, not a requirement. Members may still choose to travel the night prior by vehicle.

Bob then commented that the PSAC is tasked with applying the Travel Policy to all PSAC-related travel as effectively and as equitably as possible. In doing so efficiency needs to be taken into consideration.

Further discussion ensued.

Upon a vote of the Regional Council, the recommendation regarding travel to meetings as presented by the Finance Committee was lost. REVP Bob Jackson then commented that Regional Council members will be asked to use their best judgment when planning their travel to Regional Council meetings, and that the PSAC’s Travel Policy, as it currently reads, will prevail.

After some further discussion, Bob clarified that requests to travel from Victoria to Vancouver (and vice versa) by means other than BC Ferries would be dealt with on a case by case basis.

Terri then reviewed a cost comparison conducted by the Finance Committee at the request of the REVP. This comparison looked at the additional cost of holding a Regional Council meeting in Victoria versus holding the meeting in Vancouver. A copy of that cost comparison is attached to these minutes.

Nic commented that he would like to give Regional Council members from the Metro Vancouver area to opportunity to be in travel status for a meeting and to use the evenings for team building and/or planning. Nic then noted that the Victoria Regional Office is currently underutilized, but that it would be cramped for a Regional Council meeting. Bob agreed that the Victoria RO would likely be too small. Terri then commented that the Finance Committee had also considered using another unions' space for the meeting as a cost savings measure.

Virginia then commented that the additional cost to have a meeting in Victoria would be substantial, and if the Council decides to proceed they should be prudent to ensure good planning to optimize member engagement while in Victoria. Crystal added she supports hosting a meeting in Victoria because member engagement is hugely important now and going into the next cycle. Members need to see the Regional Council in their communities.

After some further discussion, Carolyn McGillivray commented that she appreciated the advantages, but cautioned that the Regional Council needs to be accountable for costs. She then asked if the Council would soon consider moving the meeting to other parts of the Region, which would necessitate even greater costs. She concluded her comments with a concern over the optics of moving meetings to other locations for the sake of having trips for Council members. PSAC REVP Office staff and facilities that meet Regional Council needs are in Vancouver. Bob answered that the Council wouldn't likely look at other venues other than Victoria. Victoria is being considered given the large concentration of Regional Council members who reside there.

Further discussion ensued. Then Nic commented that he didn't want the scheduling of the meeting to be prescriptive given the upcoming Pre-Convention meeting for PSAC B.C. members this spring. It may then be advantageous to have the Regional Council in Vancouver at that time.

After some further discussion, a motion was made to have one least one Regional Council meeting in Victoria over the next three-year cycle.

Moved: Paul Croes; seconded: Colleen Girard

Carried unanimously

#### **DASH COMMITTEE REPORT**

On behalf of the Committee, Committee Chair Virginia Vaillancourt provided the Committee's recommendations regarding donations requests received since the last teleconference:

- *Friends of Canadian Broadcasting* (previous recipient of Regional Council donation funds) - Committee recommended donation of \$150
- *Sportabilty* (first time applicant) – Committee recommended a donation of \$100
- *Co-Operative Radio* – Committee recommended a donation of \$50
- *Vancouver Rape Relief and Women's Shelter* (first time applicant) – Committee recommended a donation of \$100

All of the above recommendation were motioned for approval by the Regional Council

Moved: Virginia Vaillancourt; seconded: Jim Sidel

Carried

On the motion regarding a donation to Co-Operative Radio, one Regional Council member recorded as opposed.



Virginia then spoke to a subsidy application the Committee received from Sister Tiffany Irwin. Based on the information provided by the applicant, the Committee was recommending a subsidy of \$494.64 to attend the UVAE convention as an observer. Virginia added that the Component does not provide for Observers to attend and that the Local doesn't have the funds to assist this member. However, the UVAE National President has agreed to cover the additional costs related to room sharing with a convention delegate. Bob commented that the Regional Council has never approved funding for a Component convention in the past. After some discussion a vote of the Council was conducted on the Committee's recommendation, the recommendation was lost.

Virginia then spoke on an anticipated funding request for the upcoming United Way Labour Appreciation Night. For the past few years, a table has been purchased for the event at a cost of \$500. The Committee is recommending that the table be purchased again this year and that the cost be allocated to the Advertising and Visibility line within the Regional Council's budget.

A motion was then made to allocate \$500 from the Advertising and Visibility line to purchase a table at the 2014 United Way Labour Appreciation Night.

Moved: Virginia Vaillancourt; seconded: Jim Sidel

Carried

#### ***BYLAWS COMMITTEE REPORT***

On behalf of the Committee, Susan Yaciw provided the Committee's report. She advised that the Committee didn't meet formally during the weekend. However, Susan met with Patrick and discussed the required updates needed for the By-Laws as a result of the Regional Convention. Once updated, Patrick will post the new version to the PSAC B.C. website. The Committee also has work to do regarding a regulation. That work will be carried out via conference call in the coming weeks.

#### ***EDUCATION COMMITTEE REPORT***

Committee Chair Colleen Girard gave the Committee's report. She advised that the Committee had met with REO Deb Seaboyer and received an update on the Region's education program. To date, half of the allotted budget for 2014 has been spent, and 2015 looks to be a busy year for education.

This fall the Region is offering a NAPC course for self-identified aboriginal members. To date, twenty-nine applications have been received for the October course.

As reported earlier in the meeting, UDP will roll out in 2015, which will include participation by seven members from the B.C. Region. (21 members in total for the West). Application deadline is October 3.

Colleen went on to report that the regional education program has received \$5,000 from the PSAC nationally to deliver a one-day course on Bill C-4 and its implications. One offering of the course will take place in Metro Vancouver and there may be a second offering in Victoria.

The regional education program is looking into the delivery of union school for 2015. At present there are two different options being considered: with a March 2015 delivery, the school will focus on the upcoming federal election; if the union school is not delivered until a later in the year, the training will be more school-based, such as how to run meetings, etc.

Colleen then requested that any Regional Council members who have suggestions on which courses should be offered in their areas should forward them via email to the Education Committee so that they can be discussed with the REO.

### **ENVIRONMENT COMMITTEE REPORT**

As the Committee Chair, Nic Humphreys reported on behalf of the Committee. He advised that the Committee had agreed that water will again be the Committee's focus the foreseeable future. He went on to speak about the Water Sustainability Act that will be discussed provincially. Nic also referenced the POLIS water sustainability project and their report that was forwarded to the Regional Council in advance of the meeting. Speaking in support of the work done by POLIS, Nic asked Council members take time to read the report and forward the materials onto other members and politicians to increase discussion on this topic. Nic also reported the Jennifer Chieh Ho had agreed to serve as a liaison between the Committee and UNE for water policy related matters.

As part of the Committee's member outreach, they are planning to submit articles and information for inclusion in the PSAC B.C. regional newsletter. The Committee will coordinate with Patrick and the REVP Office on this.

Nic went on to say that the Committee will also be drafting two resolutions for BCFED Convention. The first is on a policy paper regarding sustainable forestry. The second resolution is on the zebra mussels and their threat to waterways. In order to forward these resolutions to the BCFED the Regional Council needs to endorse the resolutions in principle. After some discussion, a motion was then made to support the support the two resolutions in principle.

Moved: Nic Humphreys; seconded: Carolyn McGillivray

Carried

Terri Lee asked if the Committee had looked communicating the upcoming GreenJobs BC conference to members. Patrick advised that he would send a notice out to members to let them know about it.

ACTION ITEM: Patrick to send a communication out to members regarding the upcoming GreenJobs BC conference

### **CONVENTION COMMITTEE REPORT**

On behalf of the Committee Virginia Vaillancourt delivered the Convention Committee's report. She advised that committee members met briefly on Saturday and looked at what went well at the PSAC B.C. Regional Convention and what needs to be adjusted for future conventions.

The Committee suggested that feedback be solicited from delegates either through a survey or other means so that a full debrief can be conducted. Overall the convention went well with some minor issues, which were all addressed.

One matter to be further considered for the next Regional Triennial Convention is the position of the ASL interpreters. At times it was difficult for those members requiring the interpretation to see the interpreter and the screen in the plenary. A reminder should also be given to speakers to speak slowly to allow the interpreters enough time to fully translate the debate and discussion.

The Committee also suggested that the coffee machine provided by the hotel for break services was too cumbersome, adding that for future conventions it would be easier to have plain black coffee in insulated carafes.

In terms of the host room, Virginia went on to report that the space worked well; however, too much food was purchased for the evenings. The Host Committee's raffle also went well. The Committee received lots of good donations. However, there were problems in having to move the raffle goods

nightly from the halls adjacent to the plenary space. For future conventions it was suggested to that an additional room (that can be locked nightly) be booked specifically for the raffle goods.

Virginia then motioned that the Regional Council accept the Committee's report.

Moved: Virginia Vaillancourt; seconded: Bert Farwell

Bob Jackson commented that this was the first time the Region has had a Convention Committee for the Regional Convention, and that the Committee was an outcome of the 2011 PSAC B.C. Regional Convention. He thought that having the Committee was a really good experience. With regard to the Convention and its organization, Bob advised that he had heard nothing but complements in terms of how well it was run. He added that he is looking forward to the planning of the next Regional Convention, which will likely begin in a year or so.

The Report of the Convention Committee was then carried.

#### ***INTERNATIONAL SOLIDARITY COMMITTEE REPORT***

Paul Croes spoke on behalf on the Committee, advising that the Committee did not meet during the course of the weekend. However, the World Pride and the Peoples Social Forum reports included in the meeting materials represent a lot of the work being done by Committee members in terms of international solidarity. Paul added that going forward the Committee hopes to work with CoDevelopment Canada on sending (a) PSAC member(s) on one of CoDev's social justice trips because this was an outstanding Committee priority from the previous cycle.

Paul then motioned that the Regional Council accept the Committee's report.

Moved: Paul Croes; seconded: Crystal Warner

Carried

#### **BC FEDERATION OF LABOUR UPDATES**

##### **a. Convention and Delegate Credentials**

The BC Federation of Labour Convention is taking place November 24-28 in Vancouver. Bob advised that affiliated Locals will be sent their credentials in the next couple of weeks. If there are Locals not planning on using their credentials they are asked to send them into the REVP Office so that they can be reallocated to other PSAC members. As with the last convention, the aim is to have as many PSAC delegates as possible. In 2013 we had just over 50 delegates. Bob added that this year we hope to be meet or surpass that number. He the encouraged all to go back to constituents promote attendance.

##### **b. Regulation 3 / Convention Subsidies Available through the PSAC BC Region and Travel Pool Reminder**

Bob reminded the Council about the BCFED's Travel Pool and advised that additional information is on the PSAC BC website. The Travel Pool was established to assist locals from outside Vancouver with the travel costs to attend the BCFED Convention.

Bob then moved on to talk about Regulation 3 of the B.C. Region's By-Laws and Regulations. The Regulation provides subsidies for members attending the BC Federation of Labour convention. The funding for these subsidies is found within the Region's Priority Proposal, which amounts to \$13,200 for 2014 as well as the remaining funds from 2013. It's our hope that the line budget is fully depleted for the upcoming convention.

Parveen then asked how members are to seek additional credentials. Kristin answered that the REVP Office has list of members and Locals who have already contacted the office requesting additional credentials for the convention. If there are any other members seeking these, they should get in touch with the REVP Office to be added to the list. Moreover, if there are any affiliated Locals that have unused credentials they should send them into the REVP Office so that they can be redistributed.

**ACTION ITEM:** Any Locals with BCFED Convention credentials that will not be used are asked to send them in to the REVP Office so that they can be distributed to other PSAC Locals

Antony Paller asked if the credentials had been sent out to Locals. Bob answered that they haven't been, but that the REVP Office will find out when Locals can expect to receive them. Bob noted that there have been some problems with Locals updating their contact information and addresses with the BCFED. The REVP Office is looking into this matter and hopes to resolve any issues. Patrick added that in the past PSAC staff would fax updates to the BCFED to advise of any address changes for Locals. The plan going forward is to get a list from the BCFED with of all PSAC BC affiliated Locals and their contact information. PSAC staff will then review the list and identify any updates required.

A query was then raised on how Locals are to affiliate to the BC Federation of Labour. Kristin answered that the process for affiliating a Local to the BC Federation of Labour is as follows:

- A Local must vote to affiliate to the BC Federation of Labour at a Local meeting;
- A copy of the Local meeting minutes with the positive affiliation vote then needs to be forwarded to the REVP-B.C. Office;
- The REVP-B.C. Office will then advise PSAC Membership of the vote; and
- The PSAC will then contact the BC Federation of Labour and initiate payment for the Local's monthly dues.

#### **c. Resolutions**

Bob reviewed six resolutions that were passed at the PSAC B.C. Regional Convention and suggested that the wording be adjusted slightly to allow them to be submitted to the BCFED convention subject to the approval of the Regional Council. Copies of the resolutions are attached to these minutes.

After some discussion, Paul Croes motioned that the six resolutions adopted at the PSAC B.C. Regional Triennial Convention be forwarded to the BC Federation of Labour Convention, providing that the wording be amended to reflect the appropriate bodies involved.

Moved: Paul Croes; seconded: Antony Paller

Carried

#### **DISCUSSION ON JLP "MENTAL HEALTH IN THE WORKPLACE" WORKSHOP**

Carolyn McGillivray raised a concern regarding the facilitation of the JLP's "Metal Health in the Workplace" workshop. She reported that the JLP is short facilitators for this workshop and that the JLP is requiring prerequisite training for this workshop, which is a step away from the traditional process used to seek facilitators. She argued that facilitators are not meant to be subject matter experts. Further discussion ensued.

Bob Jackson advised that he could raise the concern with Catherine Gilbert and the PSAC in Ottawa when he's there in October. He asked that Carolyn provide him with an email outlining the specific concerns regarding the JLP workshop. Carolyn agreed to do so.

|  |
|--|
| ACTION ITEM: REVP to bring this matter forward for discussion with Catherine Gilbert |
|--|

#### **SCHEDULING OF NEXT MEETING DATES**

Given the upcoming PSAC National Triennial Convention and the number of Regional events this spring, it was decided to hold off on setting a spring date. Once tentative dates have been selected they will be sent out the Regional Council via email.

#### **SCHEDULING OF NEXT CONFERENCE CALL DATES**

After some discussion it was decided to solicit preferred dates for the October Regional Council teleconference via Doodle poll.

|  |
|--|
| ACTION ITEM: Kristin to send out Doodle poll for the next Regional Council teleconference, to take place in the last week of October |
|--|

#### **MEETING ADJOURNMENT**

Before adjourning the meeting, Bob thanked all for their attendance on the call. The meeting was then adjourned at 12:03 PM.

Minutes recorded by: Kristin Schnider

Minutes published: October 2014

27<sup>th</sup> Canadian Labour Congress Convention  
Held at Palais des Congres de Montreal  
Montreal, Quebec

**Theme: “Together Fairness Works”**

May 5 – 9, 2014

I had the privilege of attending the 27th CLC Convention in Montreal on May 5 – 9, 2014. I want to thank my Component, Union of National Employees , PSAC BC Lower Mainland Human Rights Committee and the PSAC BC West Fraser Valley Area Council for providing funds which allow me to attend this event.

It was my first CLC convention. The official start of the Convention was Monday, May 5<sup>th</sup> ; however, there was a full program to attend on Sunday. PSAC hosted a two hour caucus where candidates came to speak. It was interesting to see politics already being played even before the Convention started. There was a human rights forum in the evening which featured four equity speakers who spoke of their personal stories of successes and challenges ahead in the fight for human rights for all. One of the speakers, Brother Naveen Mahta spoke about the concept of courage and speaking out on equity issues. Their presentations provided a summary of all forms of discrimination faced by members of Aboriginal, persons with disabilities, racialized and LGBT communities.

Spontaneously the four Equity Vice Presidents self organised, outside the CLC convention agenda, an all candidates debate at which one slate of candidates chose not to participate in.

From my experience at the convention, highlights I would like to share are as follows:

I was happy to see a large group of familiar faces; my PSAC and UNE Sisters and Brothers as well as other networks.

It started off with a huge success of democracy as there was a motion to pass an amendment to the convention agenda to allow for an all candidates debate. This mirrored the success of the first time ever secret ballot at Canadian Labour Congress Convention. Most of day 1 was taken up by convention housekeeping. There were about 1600 attendees on day one and by the time the election was convened on Thursday, there were 4800 attendees.

It was interesting to see that resolutions dealing with one subject were often rolled into one large composite resolution to be voted on. For example, there was one on Migrant workers, a combination of 10 resolutions in which the CLC committed to call for a full, open and transparent review of the Temporary Foreign Workers Program and continue working with affiliates, human rights and community groups to demand full rights for migrant workers and aggressive enforcement against violations of these rights by employers and labour brokers.

Speakers who came to microphones were often the heads of large unions who then seem to make motherhood statements filled with passion and energy. An interesting aspect of speaking at the microphones involved a system of “mic muffins” – mic muffins are individuals who keep a place in the line up at the microphones for a speaker, they can sit in the place up to a day to reserve for a spot.

A large part of the focus on the convention was in support in saving postal delivery and was seen as a Canadian well supported campaign for Public Services.

There were four panel discussions with three panelists’ discussion. For example, one discussion was entitled Creating a better tomorrow; sustainable growth and development. During this panel discussion, one panelist Dr Galabuzi described it as an economy that is upside down “The economy is a human institution that should serve the people”. He said, “But we have an economy that people serve”. The panelists mentioned recent movements such as Occupy and the Quebec students as challenging that system. CLC said that these discussion will be made available on youtube.

At the all candidates debate, one of the candidates for the presidential position thanked everyone for their support and stepped away. There were three candidates for the CLC President - two independent candidates and one who was running with a slate. It is interesting to see how campaigns are managed when a slate is offered on the strength of the recognition of just one candidate and the relative novelty of three others on the slate.

The Mayor of Montreal, Denis Coderre was a guest who, as mayor of one of the largest cities, pledged to fight for postal delivery.

On Election Day, right after the election of the President, there was a noticeable decrease in number of delegates, by almost 1500, after the incumbent President was defeated. For the first time ever in Canadian Labour Congress history a radicalized president was voted in. Proud member of PSAC Quebec, Danielle Dubuc was re-acclaimed as the Vice President of Workers of Colour.

The voting started at 10 and the first ballot count took three hours and by the time the entire election was done, it was 7:30 pm. This is all due to non electronic voting procedure.

Thomas Mulcair was a guest speaker on election day and he appeared in a HABS hockey jersey. Mulcair said “A stronger labour movement means a stronger Canada”. As good as a speaker as he was, there was definitely a sense of anticipation of the first ballot count for the office of president. Significantly, Mulcair promised that the NDP will roll back Old Age Security from 67 years old to 65 years when the NDP wins the next election.

While the thousands of ballots were being counted manually, CLC Convention delegates, carrying hundreds of different sized and coloured union flags, took to the streets to the Victoria

Square in Montreal, in a march against government austerity. There was a drum band in the parade and the parade was about half an hour long.

An International Solidarity Forum on Corporate accountability in the aftermath of the Bangladesh Factory Collapse where panel discussion took place on how the international labour movement is promoting accountability of garment retailers. On April 24<sup>th</sup>, 2013, the Rana Plaza factory collapsed killing over 1100 workers were killed and injuring 2500 injured. The incident placed an international spotlight in the supply chain management for garment retailers around the world including Canada.

Following the successful launch of the CLC ad, there will be a second wave of ads which was shown at the convention. The new website [www.fairnessworks.ca](http://www.fairnessworks.ca) was launched at the convention.

Amongst the more interesting aspects of the convention, were the panel speakers and the play for political positions that was happening throughout the convention. Some of the panelists at the Convention are Dr. Cindy Blackstock, Dr. Louis Francescutti and Dr. Pierre Fortin who talked about the role and importance of public services in building a better and healthier Canada.

There were cultural performances; dances and music presentations throughout the convention. I am glad to have had the opportunity to attend the CLC.

Respectfully Submitted by:

Jennifer Chieh Ho

PSAC BC Regional Co-Ordinator for Racially Visible members

Co-Chair of the PSAC BC Human Rights Committee

Active member of the PSAC West Fraser Valley Area Council



Reference: <http://convention2014.canadianlabour.ca/>



## **Report from Jim Sidel, DCL and Small Separate Employers Coordinator**

**September 2014**

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I apologise for not submitting a report. I have been otherwise occupied.

Since being elected to the position of DCL and Small Separate Employers Coordinator, I have unfortunately not been in contact with the members.

I have been otherwise occupied with getting my Local back in the fold, certifying other sides, working on organizing, and generally pushing to bring in new members.

I have, however, attended Area Council meetings, participated in the preparation for the Victoria Pride Parade, attending meetings for the Vancouver Island Human Rights Committee, as well as BRUSH meeting and all meetings of this Council.

As a matter of note on September 18, 2014, prior to leaving for this meeting, I managed to sign up nine new members.

Although presented in haste, please accept this as my report.

It is my intention to do better and be in contact with others. I will receive contact information for my constituents while in attendance at this meeting.

Thank you.

## Cost Comparison: Harbour Air vs. BC Ferries - Travel to Vancouver from Victoria

|                                      |   |                  |                                    |  |                  |                   |   |                  |
|--------------------------------------|---|------------------|------------------------------------|--|------------------|-------------------|---|------------------|
| <b>Harbour Air - Depart Thursday</b> | Return flight via Harbour Air (Victoria Harbour to Vancouver Harbour) - to depart Victoria Thursday evening/return Sunday evening | \$ 410.00        | <b>Harbour Air - Depart Friday</b> | Return flight via Harbour Air (Victoria Harbour to Vancouver Harbour) - to depart Victoria Friday morning/return Sunday PM | \$ 410.00        | <b>BC Ferries</b> | Hotel Accommodations for Thursday night           | \$ 156.40        |
|                                      | Transit from Harbour to Hotel and Return (1 x weekday evening 2 zone pass + 1 x weekend 2 zone pass)                              | \$ 5.50          |                                    | Transit from Harbour to Hotel and Return (1 x weekday 2 zone + 1 x weekend 2 zone pass)                                    | \$ 6.75          |                   | Return travel via BC Ferries (Driver and Vehicle) | \$ 143.73        |
|                                      | Parking at Victoria Harbour (@ \$13.50/day)   | \$ 54.00         |                                    | Parking at Victoria Harbour (@ \$13.50/day)  | \$ 40.50         |                   | Average return trip mileage (from Victoria)       | \$ 70.00         |
|                                      | Average return mileage to Victoria Harbour terminal   | \$ 15.00         |                                    | Average return mileage to Victoria Harbour terminal  | \$ 15.00         |                   | Parking at Hotel (@ \$11/day)                     | \$ 33.00         |
|                                      | Hotel Accommodations for Thursday night   | \$ 156.40        |                                    |  |                  |                   | Dinner and Incidental allowance for Thursday      | \$ 59.75         |
|                                      | Dinner and Incidental allowance for Thursday  | \$ 59.75         |                                    |  |                  |                   |   |                  |
|                                      | <b>Total Air Travel Cost</b>  | <b>\$ 700.65</b> |                                    | <b>Total Air Travel Cost</b>   | <b>\$ 472.25</b> |                   | <b>Total Ferry Travel Cost</b>                    | <b>\$ 462.88</b> |

### Other Factors for Consideration

Ferry and hotel parking costs can be reduced if Regional Council members are prepared to carpool

The air provider, Harbour Air, is not unionized; only the pilots are unionized. BC Ferries is a unionized provider.

Air travel is contingent upon weather conditions; additional travel costs may be applicable if air travel is grounded due to fog/wind

In the past, the cost of flying by Harbour Air (Victoria to Vancouver) was less than the cost of travelling by car from Victoria via BC Ferries. However, in the past couple years Harbour Air rates have significantly increased.

### **Committee Recommendation**

Based on the forgoing information, the Finance Committee recommends that Regional Council members based on Vancouver Island be provided with the option to fly via float plane in lieu of travel by BC Ferries when travelling to B.C. Regional Council meeting in Vancouver. However, the option to fly is subject to the provision that the air travel to the Regional Council meeting must be carried out in advance of the meeting on the *same* day that the Regional Council meeting begins (e.g. if the meeting begins on a Friday morning at 9 AM, the member would fly from Victoria to Vancouver on Friday morning flight that would allow them to get to the Regional Council meeting before it begins).

If a Regional Council member from Vancouver Island chooses to travel to a meeting in Vancouver by BC Ferries they may do so the evening prior to the start of the Regional Council meeting and be provided with hotel accommodations/meal allowances as necessary.

## Cost Comparison: Regional Council Meeting Costs - Victoria vs. Vancouver

### Flight Cost Comparison based on Spring 2015 Meeting

Air Canada Flex Return Fares, Same departure/Return date (excludes WE Travel booking fee)

|  |               |             |              |             | Additional Cost  | Notes |
|--|---------------|-------------|--------------|-------------|------------------|-------|
|  | to Vancouver  | to Victoria | to Vancouver | to Victoria | for Victoria Mtg |       |
| Flight costs for<br>travellers not<br>from Metro<br>Vancouver or<br>Vanc. Island | Penticton     | \$ 449      | \$ 496       | \$ 47       |                  |       |
|  | Kelowna       | \$ 389      | \$ 407       | \$ 18       |                  |       |
|  | Prince George | \$ 512      | \$ 494       | \$ (18)     |                  |       |
|  | Terrace       | \$ 554      | \$ 540       | \$ (14)     |                  |       |
|  | Total         | \$ 1,904    | \$ 1,937     | \$ 33       |                  |       |

\* would also require additional LOS based on flight schedules

### Ferry Cost Comparison based on Spring 2015 Meeting

|  | Rtn Ferry Fare   | Cost |            |          |
|--|------------------|------|------------|----------|
| Vancouver Island<br>Travellers to<br>Vancouver | Greater Victoria | 6    | 143.73     | \$ 862   |
|  | Nanaimo          | 1    | 143.73     | \$ 144   |
|  | Duncan           | 1    | 143.73     | \$ 144   |
|  | Total            | 8    | x \$143.73 | \$ 1,150 |

|   | Rtn Ferry Fare  | Cost |            |          |
|---|-----------------|------|------------|----------|
| Metro Vancouver<br>Travellers to Victoria | Vancouver       | 5    | 143.73     | \$ 719   |
|   | Coquitlam       | 1    | 143.73     | \$ 144   |
|   | Chilliwack      | 1    | 143.73     | \$ 144   |
|   | Delta           | 1    | 143.73     | \$ 144   |
|   | Langley         | 1    | 143.73     | \$ 144   |
|   | Burnaby         | 1    | 143.73     | \$ 144   |
|   | North Vancouver | 1    | 143.73     | \$ 144   |
|   | Total           | 11   | x \$143.73 | \$ 1,581 |

**Additional Ferry Cost for Victoria meeting** \$ **431**

## Cost Comparison: Regional Council Meeting Costs - Victoria vs. Vancouver

### Hotel Cost Comparison based on Spring 2015 Meeting

|                   | Number of<br>Rooms Required | Hotel Cost<br>per night |            | Total Hotel<br>Cost |
|-------------------|-----------------------------|-------------------------|------------|---------------------|
| Victoria Meeting  | 17                          | \$ 2,131                | x 3 nights | \$ 6,393            |
| Vancouver Meeting | 12                          | \$ 1,877                | x 3 nights | \$ 5,630            |

|                                 |    |     |
|---------------------------------|----|-----|
| Burnaby hotel rate/night        | \$ | 156 |
| Victoria hotel rate/night (Emp) | \$ | 171 |
| Victoria hotel rate/night (HGP) | \$ | 125 |

Additional Hotel Cost for Victoria meeting \$ 762

### Traveller Cost Comparison: Meal & Incidental Allowances

|                   | Number of<br>Members in<br>Travel Status | Daily meal &<br>incidental<br>allowances per<br>traveller* | Total Daily meal<br>& incidental<br>allowances |          | Total meeting<br>meal & incidental<br>allowances |
|-------------------|--|--|--|----------|--|
| Victoria Meeting  | 17                                       | \$ 90.95   | \$ 1,546.15                                    | x 3 days | \$ 4,638.45                                      |
| Vancouver Meeting | 12                                       | \$ 90.95   | \$ 1,091.40                                    | x 3 days | \$ 3,274.20                                      |

\* Meal/Incidental rates as at July 1 ,2014

\* Meal/Incidental rates as at July 1 ,2014

Additional Allowance Cost for Victoria meeting \$ 1,364

### Meeting Space Cost Comparison: Room Rental

|                   | Room Rental | Notes  |
|-------------------|-------------|--|
| Victoria Meeting  | \$ 840      | Quote from Hotel Grand Pacific   |
| Victoria Meeting  | \$ 1,008    | Quote from Fairmont Empress  |
| Vancouver Meeting | N/A         | Currently the Regional Council is able to use the Vancouver Regional Office at no cost |

Additional Meeting Space Cost for Victoria meeting \$ 840

Cost Comparison: Regional Council Meeting Costs - Victoria vs. Vancouver

Meeting Space Cost Comparison: Parking

|                   | Number of<br>Members in<br>Travel Status | Total Hotel<br>Parking Charges<br>(guest rate) |          | Total Hotel<br>Guest Parking<br>Charges |
|-------------------|--|--|----------|---|
| Victoria Meeting  | 17                                       | \$ 342.72                                      | x 3 days | \$ 1,028                                |
| Vancouver Meeting | 12                                       | \$ 147.84                                      | x 3 days | \$ 444                                  |

Hotel Self-Parking Overnight Rates

|                                   |    |    |
|-----------------------------------|----|----|
| Burnaby hotel parking rate        | \$ | 12 |
| Victoria hotel parking rate (Emp) | \$ | 34 |
| Victoria hotel rate/night (HGP)   | \$ | 20 |

Additional Hotel Parking Costs for Victoria meeting \$ 585

|                   | Number of<br>Member Not in<br>Travel Status | Total Non-Guest<br>Parking Charges<br>per Day |          | Total Parking<br>Charges<br>(Non-Guests) |
|-------------------|---|---|----------|--|
| Victoria Meeting  | 6   | \$ 8  | x 3 days | \$ 47                                    |
| Vancouver Meeting | 11  | \$ -  | x 3 days | \$ -                                     |

Notes

\* Daily rate available at Hotel Grand Pacific (6 am - 6 pm)

Additional Meeting Parking Costs for Victoria meeting \$ 47

# Cost Comparison: Regional Council Meeting Costs - Victoria vs. Vancouver

## Summary of Additional Costs for Victoria Meeting

6

|   |           |              |
|---|-----------|--------------|
| Additional Airfare costs for Victoria Meeting         | \$        | 33           |
| Additional Ferry Cost for Victoria meeting            | \$        | 431          |
| Additional Hotel Cost for Victoria meeting            | \$        | 762          |
| Additional Allowance Cost for Victoria meeting        | \$        | 1,364        |
| Additional Meeting Space Cost for Victoria meeting    | \$        | 840          |
| Additional Hotel Parking Costs for Victoria Meeting   | \$        | 585          |
| Additional Meeting Parking Costs for Victoria Meeting | \$        | 47           |
| <b>Total Additional Costs for Victoria Meeting</b>    | <b>\$</b> | <b>4,063</b> |

### Notes

The above calculation does not include staff costs that would be incurred for a Victoria meeting: three (3) staff would have to travel to Victoria for the meeting. This would incur additional hotel, parking and travel costs that would be applied to another PSAC budget line.

The above calculation does not include food and beverage costs. Presently, costs are kept minimal in Vancouver as we're able to provide our own coffee and break service at the Vancouver Regional offices. Hotel food and beverage charges for breaks and coffee service would be significantly more than we currently pay with Vancouver meetings as they would be subject to the hotels catering prices.

Catered lunches for Regional Council meetings Vancouver are based on the current PSAC rate for lunch allowances. Therefore, there would not likely be any additional significant cost for lunches in Victoria if Regional Council members were simply provided with a meal allowance in lieu of a catering lunch.

The above calculation does not include audio visual costs. Presently, there are no a/v costs in Vancouver as we're able to use the equipment available at the Vancouver Regional offices. A Victoria meeting would necessitate a charge for the use of audio visual equipment in a hotel meeting space.

The above calculation does not include additional mileage costs that would be applicable for the increased number of Regional Council members in travel status. As a Victoria meeting would require five (5) more members in to be in travel status, this would be an additional costs as well.

## **Cost Comparison: Regional Council Meeting Costs - Victoria vs. Vancouver**

### **Advantages to Hosting a Regional Council meeting in Victoria**

- Increased visibility of the B.C. Regional Council outside Metro Vancouver
- Engagement with National Officers/Components based on Vancouver Island
- Opportunities for engagement with PSAC members in the Greater Victoria Area
- It would allow members from the Metro Vancouver area to visit another geographic area within the Region and engage in team building during with other Regional Council members in the hours between meeting session time (in the evenings, etc.)
- It would allow the Regional Council to spend PSAC funds in communities other than Metro Vancouver



## **Policy Paper on Water**

**BECAUSE** water can be viewed as Canada's most valuable natural resource, which is essential to the lives of all Canadians;

**BECAUSE** the Federal Government has considerable jurisdiction over water and its uses in Canada, including Navigable Waters, Environmental Assessment, Fisheries Act, International waters and federal lands;

**BECAUSE** the Federal Government's commitments to protect fresh water for all Canadians and to ensure a sustainable resource have declined markedly in the last two decades:

**THAT THE BC Federation of Labour** 2015 National Triennial Convention adopts PSAC BC Region's policy paper on water.

***Submitted by the PSAC BC Region***

## **End the Ban on Blood and Organ Donation**

**WHEREAS** there is a need for blood, bone marrow and organ donations with long waiting lists for life saving transplants; and

**WHEREAS** all blood, bone marrow and organ donations are screened to ensure the health of recipients; and

**WHEREAS** everyone is susceptible to contracting HIV, hepatitis and other viruses; and

**WHEREAS** singling out men who have sex with men for special mention as a high risk group is discriminatory

**BE IT RESOLVED THAT** the BC Federation of Labour will condemn the federal government policy, lobby Health Canada and work with all political parties to amend the regulations and policies that prohibit men who have sex with men from donating blood and make it difficult for them to be bone marrow and organ donors; and

**BE IT RESOLVED THAT** the BC Federation of Labour will partner with social justice organizations to educate about why ostracizing men who have sex with men is discriminatory.

***Submitted by the PSAC BC Region***

## **Transgender Health and Inclusion, Medical Procedures**

**WHEREAS** Transgendered individuals should not be burdened with the costs associated with medically necessary procedures,

**BE IT RESOLVED THAT** the BC Federation of Labour will lobby the Provincial Government to fully fund sex reassignment surgeries, hormone treatments and gender transitioning related procedures and develop access to health care services with the ability to approve surgeries in each jurisdiction.

**BE IT FURTHER RESOLVED THAT** the BC Federation of Labour lobby the Federal Government to fully fund sex reassignment surgeries, hormone treatments and gender transitioning related procedures and develop access to health care services with the ability to approve surgeries in each jurisdiction.

***Submitted by the PSAC BC Region***

## **Transgender Health and Inclusion, Gender Neutral Washrooms**

**WHEREAS** Washroom and changing facility access issues can be particularly acute for people in transition and of ambiguous gender.

**BE IT RESOLVED THAT** the BC Federation of Labour encourage its affiliates and membership to initiate discussions with employers about creating “positive spaces” by implementing “gender neutral” washrooms and changing facilities where necessary.

***Submitted by the PSAC BC Region***

## **DEFINED BENEFIT PROGRAM**

**BECAUSE** the current pension plan contributed to by federal workers is a safe and understandable defined benefit program whereby workers know what their income will be when they retire; and

**BECAUSE** there has been a growing shift in the private sector to defined contribution plans that resemble RRSPs in terms of high risks, high costs, and very uncertain outcomes; and

**BECAUSE** there has been continued pressure on the federal government from right-wing organizations such as the CD Howe Institute and the Canadian Federation of Independent Business to do away with the current defined benefit program; and

**BECAUSE** federal public workers are not retiring in luxury on goldplated pensions;

**THE BC Federation of Labour will** undertake community based education program to inform Canadians about the reality of the public sector pension plan; and

**THE BC Federation of Labour WILL** lobby diligently to protect the current defined benefit plan for public sector federal workers; and

**THE BC Federation of Labour WILL** actively work in concert with the Canadian Labour Congress and other unions to inform Canadians about solutions to ensure all members retire with dignity and respect and not have to live in poverty.

***Submitted by the PSAC BC Region***

## **Species at Risk**

**WHEREAS** the Harper Conservatives have lead a strategic attack on Environmental Protection Legislation in Canada in order to move their agenda of oil and gas extraction forward;

**WHEREAS** protection of the environment is a fundamental value of all Canadians, and Canada is seen as a global leader in management of its natural resources;

**WHEREAS** the recent de-listing of the Northern Right Whale and Humpback Whale under the Species at Risk Act is a further erosion of our Environmental Protection Legislation and is doing harm to Canada's reputation as a Global Leader in protection and management of its Natural Resources;

**WHEREAS** it is the responsibility of the Public Service workers to protect and foster stewardship of our oceans and marine resources including whales and that we take these responsibilities seriously.

**WHEREAS** the de-listing of the Northern Right Whale and the Humpback Whale is not acceptable.

**BE IT RESOLVED THAT** the **BC Federation of Labour** campaign to send a strong message to the Harper Conservatives and to other Canadians that PSAC workers do not accept the de-listing of the Northern Right Whale and Humpback Whale under the Species at Risk Act and that the Public Service Workers are committed to the Protection of these magnificent animals and the marine environment they rely on.

***Submitted by the PSAC BC Region***

## **Temporary Foreign Workers**

Because the Federal Government has announced a temporary moratorium of the Temporary Foreign Workers program in the food service industry on April 24, 2014. There is recognition that this program has been abused by employers in Canada. Temporary foreign workers are paid less than Canadian workers and do not have the same rights as working Canadians.

The **BC Federation of Labour** will:

- work with District Labour Councils, Federations of Labours, and the Canadian Labour Congress to stop the abuse by employers of the temporary foreign workers and the temporary foreign workers program; and
- lobby the Federal Government to strengthen protection for workers, by ensuring jobs are offered to Canadians first, that there are sufficient training programs to develop Canadian workers, and if there is a bona fide need for foreign workers, that they are treated in a safe and fair manner; and
- Call for an expansion of the review into other sectors, such as mining and domestic workers, where abuse has been reported by the labour movement.

***Submitted by the PSAC BC Region***