

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL CONFERENCE CALL
HELD MONDAY, SEPTEMBER 21, 2015 AT 6 PM**

In Attendance:

Bob Jackson, REVP-B.C. (Chair)	Terri Lee, Metro Vancouver
Johann Ackermann, West Fraser Valley	Trish Martin, A/ South Vancouver Island
Jennifer Chieh Ho, Racially Visible	Vanessa Miller, Youth
Paul Croes, Pride	Jamey Mills, Alternate REVP-B.C.
Parveen Deepak, Northeast B.C.	Antony Paller, East Fraser Valley
Bert Farwell, North Vancouver Island	Jim Sidel, DCL and SSE
Benilde Gomes, Northwest B.C.	Virginia Vaillancourt, Women's
Linda Harding, Health & Safety	Ken Waldron, MWD
Jennifer Horsley, Metro Vancouver	Crystal Warner, Metro Vancouver
Ruby Langan, Aboriginal	Susan Yaciw, Southern Interior

Regrets:

Nic Humphreys, National Officers	Liz Oliphant, South Vancouver Island
Carolyn McGillivray, Southern Interior	

Staff:

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

Bob Jackson called the meeting to order at 6:05 PM.

ADOPTION OF AGENDA

Bob Jackson called for any additions to the agenda, which had been circulated in advance via email. Three items were added under Other Business: (5 f) the Regional Health & Safety Conference, (5 g) Leave Without Pay (LWOP) for Member Canvassing, and (5 h) Staff at the Fall Regional Council meeting. Bob noted that item 5 g may be covered earlier in the agenda.

PREVIOUS MINUTES – JULY 22, 2015

Bob advised that the draft minutes from the July conference call had been circulated in advance. He reminded the Regional Council that the minutes would be formally adopted at the fall meeting. Bob then went on to provide a few updates for the items discussed during the July call. In particular, Bob commented that the Vancouver Island Political Action training discussed on the call had been completed and a canvassing team been sent out last weekend. Bob then clarified that the October session of the NBoD had not been a strategy session, as reported in the minutes. Instead it was a team building exercise. The NBoD strategy session is scheduled to take place during the first two days of their October meeting.

Bob went on to report that since the July teleconference, REVP Jeannie Baldwin had been successful in her run for the NDP nomination in the riding of Avalon in Newfoundland and Labrador. While Sister Baldwin is busy running her election campaign, her REVP duties have been absorbed by National President Robyn Benson. If Jeannie Baldwin is successful on October 19, the Alternate REVP for the Atlantic Region will be asked to assume the REVP position going forward.

REVP REPORT

a. AEC Update

Bob reported that while the AEC didn't meet over the summer months, they did meet last week for two days and during the NBoD meeting the week before. Bob added that the NJC also met last week,

with Robyn Benson representing the PSAC. Through the NJC, we are working with the Affiliates to ensure that there is a common labour voice during the election period.

Bob then provided some of the highlights from the recent AEC and NBoD meetings: he noted that considerable time was spent discussing the federal election at the recent AEC meeting. The AEC also talked about Young Worker initiatives. Bob added that he will be connecting with Vanessa Miller to discuss the plans for the balance of the year.

Bob then reported that the PSAC will be undergoing a migration from GroupWise to Microsoft Outlook in the coming months. This will be a significant shift in how the PSAC conducts business, and the hope is that the migration will be concluded by the end of the year.

Also, while Bob was in Ottawa he, and other members of the AEC, had the opportunity to attend APSAR's AGM. In BC, we had been represented by Joy Harris for a number of years. However, she has now moved up in the APSAR national executive and now hold the Executive Secretary position. Our Region is now represented by Pam Jabal from Surrey. A list of revised APSAR contacts was forwarded to Sam Wiese who represents the PSAC on BC FORUM.

Finally, Bob reported that the Representation Committee also met during the NBoD and AEC meetings earlier this month. The Representation Committee is tasked with addressing the backlog of members' grievances. The Committee is working on developing a plan to effectively deal with this situation and streamline the process. The Committee is scheduled to report to the Board at the October meeting.

Bob then called for questions on his report. Crystal Warner asked why REVP Jeannie Baldwin's Alternate had not been brought in when Jeanne announced she was seeking the NDP nomination. Bob answered that the PSAC Constitution provides for the election of an Alternate REVP, and in some Regions that has come to mean that the Alternate only assumes the role if the REVP can no longer hold the position. Not all Regions share the same view as BC where alternates are called upon to fill in as needed. Bob added that this is something he'd like to see changed within the PSAC. However, under the current language of the Constitution and with the interpretations by current and past presidents, the role of the Alternate REVP has not been expanded. Bob then suggested that this may be something for the By-Laws Committee to look at when we begin drafting resolutions for Convention.

Crystal then raised another concern. She advised that she received an email from Jeannie Baldwin's campaign office soliciting donations. Crystal wanted to know how Jeannie's campaign office obtained her personal email address as she didn't recall giving the PSAC permission to release it. Crystal added that she felt it was inappropriate for the campaign office to be contacting PSAC members for financial contributions. She then asked that Bob raise this issue with Jeannie Baldwin and convey her concerns. Bob agreed to follow this matter up and report back.

b. Negotiations Update

i) Treasury Board

Bob reported that not much is happening with Treasury Board bargaining at this moment. The next dates are scheduled for December. At this point, we've heard nothing with respect to the Government's intent to implement provisions in Bill C-51, which allowed them to impose a short-term disability program. Bob added that he felt it would be unlikely for the Government to introduce anything now given that we're within 30 days of the election.

ii) Regional Units and Non-Treasury Board

Bob advised that national non-Treasury Board units are still in negotiations:

CRA continues to negotiate with the Employer with no real resolution in sight.

Parks is also still in bargaining, but there is nothing new to report at this time.

CFIA is scheduled to meet with the Employer on Sept 29 and 30. They're expected to exchange demands at that meeting. Bob then asked Terri Lee, a team member, to provide some additional detail. Terri reported that the Employer has been pushing the bargaining team to meet since the spring so a decision was made to going ahead and meet this month. The team's plan is to only exchange demands as they don't want to get ahead of Treasury Board bargaining. Terri added that the team doesn't intend to adjust their demands and the Employer isn't likely to be in favour of them.

In terms of regional units, Bob advised that IMP Comox negotiations are now underway and they exchanged demands with the Employer a couple weeks ago. As previously reported, two units at Globe Ground are in negotiations. The fuelers at YVR will exchange demands with the Employer on Friday and the supervisors previously exchanged demands. The aim now is to get the two groups more in sync as they continue in their negotiations. Bob then advised that there was nothing new to report for the Seal Cove Commissionaires in Prince Rupert.

c. Update on Federal Election Regional Action Plan and Member Mobilization Events

i) September and October Activities

Patrick provided an update on the September and October membership mobilization, noting the following activities that have taken place:

In August a membership appreciation and mobilization BBQ was held in Kamloops. NDP candidate Bill Sandhu attended along with some media.

There was also a big membership event at Library Square on September 17 with around 100 PSAC, PIPSC and CAPE members.

This past Saturday there was another mobilization BBQ in Abbotsford coordinated by the East Fraser Valley Area Council. They took that opportunity to talk with members about the importance of the election.

On September 13 there was a one-day steward training course, which had a political action message built into it. During the course the attendees talked about tips for delivering the election message in the workplace and encouraging members to get involved in the election.

The Victoria Labour Day event was very successful with participation at the Saanich Fair and at the Legislature.

In terms of upcoming events, Patrick advised that there is a CEIU mobilization event this Thursday at Harbour Centre. Both Bob and Crystal will be attending and delivering the federal election message.

Patrick added that a CBSA bargaining mobilization event is also being organized for October 8. The event will be a lunchtime meet and greet outside the CBSA office in downtown Vancouver. Event details will be sent out shortly. The REVP will be speaking at the event as well as Treasury Board bargaining team members Jessica Kerek and Tracey Cochrane.

As part of the Region's federal election campaign plan, a province-wide mail-out will be going out to members in early October. The draft of the 3-panel brochure is being finalized this week. The brochure

explains where to vote, how to find out if you're registered, the importance of voting in this election and it also provides a brief summary of the PSAC election issues.

Patrick went on to report that the Metro Vancouver Alliance is hosting a federal election assembly on September 30, targeting the South Granville riding. Crystal Warner has been working to get members who live in the riding to attend and Patrick has been assisting the MVA with communications. The assembly will address the MVA's key issues in the federal election context.

Members at 800 Burrard are also organizing one last mobilization rally before election. The rally will take place on October 15 at the Vancouver Art Gallery. Details will be sent out as soon as they're finalized.

The Vancouver Island Young Workers Committee (VIYWC) is organizing a social event for young workers on Island at a Victoria Giants hockey game. Patrick explained that the event is being modeled after the BC Mainland Young Workers Committee White Caps event held earlier in the summer. Patrick will be connecting with Brittany Wiens, president of the VIYWC to ensure that the PSAC federal election message is delivered at the event.

Patrick then went on to report on member-to-member campaign. To date, several canvassing dates have been scheduled in the Lower Mainland for the Coquitlam-Port Moody and the Surrey-Newton ridings and the canvassing has gone well. Members in the riding have been really receptive to our message. Patrick added that to date, canvassers have spoken with 161 members in these two ridings, and left message or materials for another 120 members. In total, that equates to just under 40% of the membership in those two ridings having been contacted by PSAC canvassers. Going forward, Patrick advised that he's confident 100% of the members in the riding will be reached by October 19 with the additional dates scheduled.

In Victoria, member-to-member canvassing kicked off with the recent political action training that took place. In general, the response from members was positive, except for a small group of members which we'll need to work on. In the Okanagan, members – including the Regional Council's Carolyn McGillivray and Susan Yaciw, have been busy with phone banking. In Kamloops another members is about to start another member-to-member canvass. Currently, he's in the process of assembling a canvassing team. And in the North Vancouver Island area, the Area Councils is getting ready to start their own member-to-member canvass. They will be using their AC meeting on October 3 as a kick-off to this activity.

Patrick then reported on the *Stop the Cuts* campaign, which headquarters is coordinating. He advised that the campaign will be re-launching on September 25. In BC that will include transit posters in Courtenay, Nanaimo, the South Okanagan, Surrey, Victoria, etc. In the ridings of Esquimalt and Port Moody-Coquitlam where we weren't able to secure poster placements, we will be running ads in the local newspapers. Patrick confirmed that the ad spend in the Region is significant and in proportion to what is being spent in the other Regions. The ads will roll out next week and stay up until October 19.

Colleen Girard asked if it would be possible to send Regional Council members a list of all the events taking place in the Region. She commented that she only briefly heard about the veterans event in Victoria, and wished that she had more notice to get member to attend. Patrick answered that all the events are posted on the PSAC BC regional website. On the latter issues, Patrick advised that the Veterans event was a press conference directed to media and not a members' rally. That's why it wasn't promoted with the membership.

Colleen then asked what the cost is for the province-wide mail out. Patrick answered that the regional federal election plan has \$10,000 allocated for this activity.

Colleen then queried if this was the best use for the election plan funds given the age of some the member addresses in the database. She noted that with the door-to-door canvassing they're finding that members' addresses are not all up-to-date. Patrick replied that PSAC and Component staff update address all the time, but we are limited to what members provide. Patrick then commented that what's good about the mail out is that the undeliverable letters are returned and give us information on the addresses that need to be updated and/or deleted out of the system. Bob added that there are some things we can do as Regional Council, National Officer and Local Presidents: we can work with our Locals to ensure that addresses are up-to-date and they are seeking this information from their members and communicating it to the regional offices.

Ruby Langan then asked if it's possible to find out which members in a Local do not have up-to-date addresses. Patrick confirmed that information on missing addresses can be sent out to Locals. He added that after the election period, staff will be going through the canvassing sheets and the returned mail out letters to update the database.

Bob commented that some Components are protective of their member info and who updates the database. Nonetheless, if every Local takes on this responsibility is not an insurmountable task. It is, however, an ongoing task that we need to continue to work on.

Colleen Girard that asked if it would be possible to shift the focus on canvassing team to other neighboring ridings. She noted that, in particular, it would be beneficial to send canvassers out to talk with members in the Victoria riding rather than solely focusing on Esquimalt. Patrick answered that, yes, target ridings are flexible and canvassers can adjust their focuses as needed. He added that if the Victoria canvassers would like to shift their efforts to the Victoria riding, the office can provide membership lists for that riding.

ii) Telephone Town Hall

Bob advised that the federal election telephone town hall (TTH) meeting is scheduled for Tuesday, September 29 at 7 PM. The REVP Office is finalizing the details for the call this week, which will be sent out to all members in BC as soon as they're available. Bob added that the call will follow the same format as previous TTHs with dedicated time for Q & A. The call's panel will include PSAC President Robyn Benson, BC Federation of Labour President Irene Lanzinger and REVP Bob Jackson.

iii) Discussion on member events taking place across the Region (requested by Crystal Warner)

Crystal Warner had asked that this item be added to the agenda so that the Regional Council could talk about the mobilization events taking place in the Region and discuss ways of facilitating greater member participation. She went on to say that this conversation speaks to the discussion of providing Leave Without Pay compensation (LWOP) for members working on the member-to-member campaign.

Crystal went on to say that she had heard that in other Regions members are receiving LWOP for member mobilization, and in the BC Region members are strapped for time. She argued that the BC Region needs to use any resources available for the campaign, including LWOP, to ensure that we win this election. Bob agreed with Crystal's comments and explained that the Region's federal election plan does dedicate resources for member-to-member campaign activities, including LWOP for coordinating mobilization activities.

Bob then went on to explain that in the BC Region work on the member-to-member campaign has been ongoing for some time. Staff reps have taken on much of the coordination work involved, but we can use the regional federal election plan funds to augment this work over the remaining few weeks. Bob acknowledged that we have a number of activists that we can count on to do the member-to-member canvassing, but it would be good to recruit more. The more members recruited, the more the work can be shared. Additionally, we can organize worksite plant gates to connect with members.

Crystal Warner commented that she's noticed the member-to-member campaign has negatively impacted her work on direct campaign work for the NDP: the members she's asked to work on direct campaigns have had to choose between that and working on the member-to-member campaign. Consequently, some members have opted to participate on the latter rather than direct campaign work.

Colleen Girard further commented that the member-to-member campaign in Victoria has been successful, but there have been problems with the mapping of member residences. If LWOP was available, some time could be used to strategically plan routes for canvassers. Bob agreed that this would be a good use of the LWOP available.

Bob went on to reiterate that we're not talking about putting members on LWOP to do the actually canvassing; LWOP would be for a member to come in during the workday to work on the logistics of the canvassing activity or to work on recruiting additional members for the evening/weekend canvassing.

Patrick then provided more detail on the plan to allocation LWOP for the member-to-member campaign. Patrick explained that there's approximately the equivalent of 30 days of LWOP for the Region's eight are councils to use to supplement the work the reps have been doing: recruiting canvassers, planning events, plant gates, engaging canvassers, coordinating the work through mapping, etc. A more detailed plan will be sent out the Area Councils tomorrow. Patrick stressed that under the Elections Act we cannot use the LWOP to pay members to work on direct campaigns or to recruit for direct campaigns.

Bob further clarified that the 30 days of LWOP would not necessarily be split evenly between the area councils. They would have to look at that riding targets and where the concentrations of members are across the province. Bob added that we may also have to consider that some area councils may not be able to do this work, and their share of LWOP could have to be reallocated.

Crystal commented that her hope was the some of the LWOP could be used to help canvassers out, adding that it was her understanding this has been done in the Ontario Region. Bob answered that he wasn't aware of this taking place in other Regions, but that it would be very irregular. This matter has been discussed at the national level and all federal election plans required approval for the Executive Office; this would not likely be approved by the PSAC leadership.

Colleen asked if Regional Council members could use their coordinator budgets for plant gates. Bob answered that it would be possible to use coordinator funds for plant gates. Regardless of what budget is used, LWOP must be properly recorded and accounted for hourly given the high level of scrutiny by Elections Canada. The PSAC must be able to prove that any LWOP provided was not used for direct campaigns and/or the recruitment of members to work on direct campaigns.

Further discussion ensued.

Jamey Mills suggested that Bob contact REVPs in the other Regions to confirm whether or not they are providing LWOP for canvassing, and to check with Headquarters to confirm what limitations there are for LWOP. Bob agreed that he would check with the other Regions and HQ, but regardless of what

other Regions are doing, in BC the LWOP will be for the coordination of member-to-member outreach, not for members canvassing.

After further discussion Bob suggested that we give an opportunity to the members who took the political action training to do the work of the member-to-member campaign. He added that those members volunteering on NDP campaigns need to gauge what time they have available to give to the PSAC's member-to-member campaign. Bob stressed that we cannot expect ourselves to do everything. That's why we've put on the training sessions: to help share the work load and ensure that there are members able to take on different tasks during the election period. Further discussion ensued.

Bob concluded the discussion by committing to sending the plan out to the Area Councils and the Regional Council the next day and go from there. He added that he would also follow up with Headquarters of the matter of LWOP for canvassing.

COMMITTEE UPDATES

- a. DASH COMMITTEE – Recommendation regarding UFCW – Light the Night Walk Donation; Recommendation regarding Raise the Rates Donation; Recommendation regarding Sponsorship Request for the Elizabeth Bagshaw Women's Clinic Fundraiser; Recommendation regarding OpenMedia Membership Renewal**

Virginia Vaillancourt advised that the DASH Committee had reviewed a number of donation requests and a membership renewal request. After deliberating, the Committee was putting forward the following recommendations:

OpenMedia – \$500 for 2015 Membership Renewal (same as 2014 membership fee)

Raise the Rates - \$200 donation

UFCW 'Light the Night Walk' benefitting the Leukemia and Lymphoma Society - \$100 donation (same amount as in previous years)

Elizabeth Bagshaw Women's Clinic Fundraiser – \$50 donation, the minimum donation amount

Virginia reminded the Regional Council that these donation amounts would be ratified at the next in-person meeting this November.

ACTION ITEM	Kristin to issues donations and membership fees as approved by the Regional Council: \$100 to the UFCW Light the Night Walk benefitting the Leukemia and Lymphoma Society; \$200 to Raise the Rates; \$50 for the Elizabeth Bagshaw Women's Clinic Fundraiser; and \$500 to OpenMedia as the Regional Council 2015 membership renewal fee
--------------------	---

OTHER BUSINESS

- a. Regional Purchasing Policy**

Bob advised that as a result of an executive order regarding the use of unionized facilities, suppliers, and goods, the PSAC will be sending out an update for the related resolutions of record that were past at PSAC national conventions some years ago. Bob added that while we do have a regional purchasing policy in effect, we will ensure that we are consistent with the national direction once it's received.

Bob further clarified that our regional policy stipulates that wherever possible we utilize Canadian unionized facilities and suppliers. Goods produced outside of these parameters should not be used. Once we receive the updated information from Headquarters we will adjust our regional policy as necessary to be in accordance.

b. Victoria Regional Office Discussion

Bob began the discussion by asking Luc to give the Regional Council as summary of the incidents that have taken place at the Victoria Regional Office (RO) over the last few weeks. Luc advised that the last couple of months have been quite difficult for Victoria RO in terms of safety and security. A break-in occurred on the between July 6 and 7, and some items were taken. However, the amount was small compared with the second break-in, which took place between September 7 and 8. During the latter break-in three laptops were stolen along with some other equipment.

In the period between the break-ins there was also an incident in the RO where a member of the public came into the office and uttered threats to the staff, referencing his dislike of unions and the “Stop Harper” signs in the window. The RCMP were called and the threats were reported and the individual has been identified. At that point, management made a decision to minimize the risk of recurrence and take steps to increase the safety of staff in accordance with the PSAC’s policy on violence in the workplace and the staff union agreements. Luc stressed that it was a management decision and not a political decision to remove the “Stop Harper” signs. Unfortunately, the individual returned to the RO on September 16 with additional comments.

Luc went on to report that since the break-ins the office locks have been changed, new handles and deadbolts have been installed on the office exterior doors, the damaged interior doors have been repaired, and the office security system has been activated. Luc added that they have discussed protocols with staff for periods when staff members will be working alone in the office. Management is also in discussions with the building landlord for install some additional security measures.

Luc commented that once we feel the situation has stabilized in the office, management will revisit the matter of displaying the signs again. However, at this point the risk of recurrence is too high.

Colleen Girard commented that she had sent an email to Luc regarding the incidents at the RO, asking that the signs be put back up. She added that while she understands the needs for ensuring staff safety, she is frustrated with the situation. She commented that if the security risk has been removed, she didn’t understand why the signs can’t go back up. If we don’t revisit the decision now, the election will be over and it will be too late to put the signs back up. Colleen added that we shouldn’t be allowing one individual to dictate what goes on in office.

Luc commented that he shares the same frustrations; he’s not happy about the situation. Nonetheless, there are too many unknown variables at this point to assume the risk or putting the signs back up. Luc added that further discussion are taking place with the building landlord to take additional measures, and at this point the safety of staff needs to be paramount.

Further discussion ensued. Bert Farwell then asked if a buzzer system could be installed in the Victoria RO similar to what’s in place at the Vancouver Office. Colleen answered that the Victoria Office is a multi-tenant office, which makes the installation of a buzzer more complicated. Luc added the discussions with the landlord include a buzzer for afterhours as well as video surveillance for the lobby of the building.

Trish Martin asked if the data on the three laptops taken pose a risk of a privacy breach of members’ information. Luc answered that he checked with the PSAC’s IT staff and they advised that if all three laptops were password protected – which they were – there would be minimal risk of any comprised information.

c. Nominations for PSAC BC Solidarity Excellence Award

Bob advised the Regional Council that during the fall meeting, they will be discussing nominations for the PSAC BC Solidarity Excellence Award. He then reminded Council members that if they are speaking with Local, Regional Committees or Area Councils, they should encourage them to nominate candidates that meet the award criteria. The nomination application is available online at <http://psacbc.com/call-nominations-%E2%80%93-psac-bc-solidarity-excellence-award>.

The REVP Office is also sourcing the plaque that will be kept at the RO as well as the individual awards, and we hope to have samples at the November meeting.

Bob then reminded the Regional Council that if the Regional Council submits a nomination, the presentation will likely take place at the Regional Convention. Other bodies submitting nominations (Area Councils, Locals, etc.) will be responsible for their own presentations as they see fit.

d. Reminders Regarding Coordinator Reports and the Fall Meeting – November 27-29 in Victoria, BC at Laurel Point Inn

Bob reminded the Regional Council that at the fall meeting will be held November 27-29 at the Laurel Point Inn in Victoria. Those who live outside of Victoria were reminded to advise the REVP Office if they will be staying at the hotel by October 8. Moreover, every Regional Council member must submit their Coordinator report to the REVP Office by Monday, October 26. Standing Committee reports are also due by at that time.

e. Regional Health and Safety Conference

Bob Jackson reported that the Conference Organizing Committee has met several times and the conference application is now available online at the regional website. The application process will follow the same format as the 2012 Regional Health & Safety Conference with around 50 applicant space available.

The organizing committee is now working on the agenda. Bob added that the agenda will provide opportunity for panel discussions and workshop. Time will also be allocated to discussing the role of health & safety reps and the BRUSH Committee.

Bob then asked Regional Council members to share the information on the conference with their network and encourage members to apply.

f. Staff at the Fall Regional Council Meeting

Colleen Girard has asked that this item be added to the agenda. She wanted to know whether or not Victoria RO staff could come to the fall Regional Council meeting to be introduced. She added that she understood staff generally do not attend Regional Council meetings. Luc answered that on the Friday, an invitation could be extended to the Victoria RO staff to attend for an introduction, and that the invitation would likely be well received by staff.

g. Scheduling of Next Conference Call

Bob acknowledged that there wasn't a lot of time before the November meeting to schedule another full conference call. However, he suggested it might be a good idea to schedule a call in the first week of November to discuss the results of the federal election. The Regional Council agreed and the week of November 2-6 was suggested. After some further discussion, it was agreed that Kristin will send out a Doodle poll for Regional Council availability that week.

ACTION ITEM	Kristin to send out a Doodle poll for Regional Council availability to attend a teleconference during the week of November 2-6, 2015
--------------------	--

MEETING ADJOURNMENT

Before adjourning the meeting, Bob reminded the Regional Council to encourage all members to get out and vote on October 19. Bob then thanked all for their attendance on the call.

The meeting was then adjourned at 8:17 PM.

Minutes recorded by: Kristin Schnider

Minutes published: September 2015