

DRAFT MINUTES

**PSAC B.C. REGIONAL COUNCIL MEETING
FRIDAY, APRIL 15 THROUGH SUNDAY, APRIL 17, 2016
AT THE PSAC BC VANCOUVER REGIONAL OFFICE,
200 – 5238 JOYCE STREET, VANCOUVER, BC**

In Attendance:

Bob Jackson, REVP-B.C. (Chair)	D. Jill MacNeill, A/Northwest BC
Johann Ackermann, West Fraser Valley	Patricia (Trish) Martin, South Vancouver Island
Jennifer Chieh Ho, Racially Visible	Carolyn McGillivray, Southern Interior
Paul Croes, Pride	Vanessa Miller, Youth
Parveen Deepak, Northeast B.C.	Jamey Mills, Alternate REVP-B.C.
Bert Farwell, North Vancouver Island	Antony Paller, East Fraser Valley
Colleen Girard, South Vancouver Island	Jim Sidel, DCL and SSE
Linda Harding, Health & Safety	Joyce Slett, MWD
Jennifer Horsley, Metro Vancouver	Barry Tchir, Metro Vancouver
Ruby Langan, Aboriginal	Virginia Vaillancourt, Women's
Terri Lee, Metro Vancouver	Susan Yaciw, Southern Interior

Regrets:

Benilde Gomes, Northwest BC	Joyce Slett, MWD (Friday)
Terri Lee, Metro Vancouver (Sunday)	

Guests:

Laura Aucoin, PSAC BC Young Worker (Saturday)

Staff:

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

Friday, April 15, 2016

CALL TO ORDER

Bob Jackson called the meeting to order at 9:02 AM and welcomed all in attendance.

Bob then took a moment to acknowledge the traditional Coast Salish Territory upon which the meeting was taking place and gave his thanks to the Musqueam, Squamish and Tsleil-Waututh First Nations for allowing us to be here.

MOMENT OF SILENCE FOR WORKERS KILLED ON THE JOB AND HONOUR ROLL

Bob Jackson commented that at the national level time is given at the start of each NBOD meeting to read out the names of any members lost since the last meeting. Bob added that it's fitting that we expand this practice to Regional Council meetings going forward.

A moment of silence was held to recognize and acknowledge the lives of PSAC members and all workers who have been lost since the last Regional Council meeting.

OPENING REMARKS

In his opening remarks, Bob Jackson commented that it has been a busy time since the November meeting, particularly in light of collective bargaining. He noted that the Treasury Board (TB) had met in Ottawa this week and CFIA will be back at the table next week. Parks and CRA are still bargaining as well.

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Jamey Mills commented that UTE has a CRA mobilization activity that they're inviting all PSAC members to participate with: members are being asked to email TB President Scott Brison to let him know that we expect to be treated fairly and that after three years, it's time for TB and CRA to agree to a fair deal.

ADOPTION OF AGENDA

The meeting agenda had been circulated electronically in advance of the meeting. Bob then called for any additions to the agenda. Two additional items were added under other business:

A discussion of the Phoenix Pay System, as requested by Colleen Girard

A funding request for the Asian Heritage Month event on May 29 as requested by Jennifer Chieh Ho

A motion was then made to adopt the agenda as amended.

Moved: Virginia Vaillancourt; Seconded: Bert Farwell

Carried

HOURS OF SESSION

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

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

Friday, April 15 from	9:00 AM to 12:15 PM 1:00 PM to 4:15 PM BCFED Fight for \$15 Rally at 5:00 PM and after party at the Rogue Wetbar
Saturday, April 16 from	8:30 AM to 10:30 AM Committee Working Groups 10:30 AM to 12:15 PM 1:00 PM to 4:30 PM
Sunday, April 17 from	9:00 AM to 12:00 PM or completion

Moved: Virginia Vaillancourt; seconded: Colleen Girard

Carried

Before proceeding with the agenda, Bob reminded the Regional Council that a group dinner had been organized at Burnaby Trattoria for the Saturday evening.

STATEMENTS ON HARASSMENT 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.

Bob noted that at the February NBoD meeting that Board had received a presentation on Multiple Chemical Sensitivities (MCS) from Dr. John Molot. The presentation brought to light some of the issues surrounding MCS that hadn't previously been recognized. The presentation was filmed and will be available soon for member use. Bob then suggested that it be brought forward for inclusion in the fall Regional Council meeting agenda.

<p>ACTION ITEM: REVP Office to obtain a copy of Dr. Molot's MCS presentation for inclusion in the Fall Regional Council meeting agenda</p>

Luc Guevremont was then identified as the harassment coordinator for the duration of the meeting.

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PREVIOUS MINUTES

Terri Lee commented that she felt the previous minutes were too long and too detailed. She asked if it would be possible to get an abbreviated synopsis of the meeting instead rather than the full detail. Bob answered that the detail had been useful in the past and would likely continue to be so going forward.

Susan noted that she found a few typos in the minutes. Kristin asked that Susan please email her the errors so they could be corrected.

After further discussion, a motion was made to accept the minutes of the November 27-29, 2015 Regional Council meeting.

Moved: Linda Harding; seconded: Susan Yaciw
Carried

A motion was made to accept the minutes of the March 2, 2016 Regional Council conference call.

Moved: Bert Farwell; seconded: Colleen Girard
Carried

BUSINESS ARISING

Bob called for any business arising from the previous minutes. No items were brought forward for discussion.

REVP REPORT

Bob turned the Chair over to Alternate REVP Jamey Mills for the duration of his report. Bob Jackson then provided a supplemental verbal report to his written report, which has been circulated in advance.

Bob commented that in the six months that have passed since the federal election, we can see how the Liberal Government intends proceed in terms of Treasury Board (TB) bargaining. Bob added that in his opinion it will be increasingly difficult for the PSAC if a deal is not achieved at the bargaining table soon.

Bob then touched on the MP lobbying campaign that began at the start of the year. He noted that it's important we continually remind this government, and all elected MPs, of our issues and the promises that were made during the election campaign. This is particularly important within the context of collective bargaining for TB and other Agencies.

Continuing on with TB bargaining, Bob advised that a Q&A document is now available, which talks about the Parties' different proposals. The document outlines the questions the Union had for the Employer on their proposals and the answers they've received so far. One of the questions addresses the anticipated implementation date for their proposed short term disability plan (which would replace current sick leave provisions); the Employer indicated that it would take approximately 40 months to implement their plan given its complexity. Bob commented that this would be a huge and expensive undertaking.

Bob then addressed the activity of the Region's Area Councils (ACs), referencing the Summit that was held in late January. All in all, the results of the Summit were positive, but there are a couple ACs that are still struggling. The REVP Office will continue to monitor the situation with ACs and provide the necessary supports. Bob added that he plans to have Alternate REVP Jamey Mills working with the ACs on their structure to ensure that we're building our ACs in the right direction.

ACs will also be encouraged to participate in the provincial election. Bob noted that preparations are already underway at the BCFED for the election next May. Specifically, the BCFED is working on a survey

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to solicit the election issues for affiliates and find ways of building momentum as we head toward May 2017.

Some PSAC members may also be seeking nomination for candidacy in the provincial election. Already, the REVP Office has been approached by Sister Bowinn Ma who is running for the BC NDP nomination in North Vancouver. Bob advised that he, Jamey and Patrick met with Bowinn and believe that she would be a great candidate.

Bob then noted that there are a number of regional conferences scheduled in the next six months: up first is the Racially Visible Conference this May. In September the Regional Women's Conference will take place and the Young Workers Conference is slated for November.

In terms of national events, the National Health & Safety Conference is taking place this November in Montreal. Linda Harding, staff regional rep James Little and REVP Bob Jackson have been working on the conference for some time. Linda has been asked to sit on the conference resolutions committee and Bob is on the Conference steering committee. More details on the conference will be available in May when the conference call-out is sent to members.

Bob then addressed the changes on the Regional Council. He noted that Nic Humphreys made the decision to retire from the Regional Council and from his job after many years of dedicated service. Bob then recognized Nic for his work in the Region over the years, including Nic's participation on the first BC Regional Council. Bob added that Nic will be missed by this group, by his Component, by the Region, and by the whole PSAC.

Bob went on to say that Crystal Warner has also left the Regional Council and a couple other PSAC positions as a result of the situation with CEIU. Bob then read aloud an email he had received from Crystal Warner for the Regional Council (as attached to these minutes). Bob then thanked Crystal for her contributions to the Regional Council. He commented that the CEIU Trustee and Deputy Trustees are working hard to continue the day-to-day operations of the Component. They are also working to get the Component back a position where they are able to serve their members in a very positive way.

With regard to staffing, there have been a couple significant changes. Executive Director Jennifer Howard has been hired to work with the AEC and the National Executive. Jennifer is a former MLA from Manitoba with an extensive background. This new position will allow the PSAC National President to focus more on political aspects of organization instead of administrative issues. The other major staffing change impacting the AEC is the retirement of the National President's administrative assistant France Belanger. An active staffing competition is underway to identify someone to fill the vacancy prior to France's retirement this summer. Bob stressed that this will be a difficult position to fill. There are two other admins in the executive office who are also retiring this summer and staffing competitions are underway for those positions as well.

Carolyn McGillivray asked if Bob could provide some further clarification on the new Executive Director position and the related staffing changes at the PSAC in relation to the staffing envelope discussed at the National Triennial Convention. Bob explained that the search for Executive Direction involved a third party executive head-hunting firm. The search was conducted over 2.5 months and resulted in four potential candidates. Those four were then interviewed and the successful candidate was identified from within that group. Bob added that the PSAC does not routinely use a head-hunting firm and the decision to do so was specific to the position being filled. Other positions that have been filled by an

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internal process recently include the Director of the Membership Programs Branch, the Director of the Collective Bargaining Branch and coordinator changes.

Bob then clarified that the salary envelope discussed at Convention speaks to the staffing of PSAC positions. It denotes the finite amount staff that the organization can have to operate. The transition plan will allow the PSAC to move some of those positions around to allow for a more efficient organization. Bob added that the transition plan is not about downsizing or layoffs.

Virginia Vaillancourt asked if there would be a way to get a list of all the position in each of the PSAC branches. She added that it would also be useful to know the number of members being served by each position, particularly with respect to grievances and adjudication. Bob advised that the various branches of the PSAC are going through a period of reorganizing. As part of that process, new org charts will be prepared. In terms of how many members are served by each position, that structure does not exist within the PSAC. Bob went on to explain that in the Regional Offices reps are assigned locals based on geography and not necessarily the number of members per local. Moreover, there is no established national staff to member ratio. Staff do not work in isolation; workloads and member files are shared. With respect to the Representation section, the backlog of grievances is actively being worked upon. A Board committee has been struck that is assessing the caseload and determining how the PSAC can process cases more efficiently with the resources available, both nationally and regionally.

Virginia then asked about the transfer of membership data to Iron Mountain. She questioned why it appears that the PSAC was contracting out some its work. Bob answered that the PSAC does not have the ability or capacity to store the massive amount of documents we have. This results in situation where we have to go an outside organization. That said, the PSAC is reviewing how we retain, process and manage documents. This review is part of the IT modernization project.

Colleen Girard asked if Bob could share some of the results of the Area Councils & PAC Summit. She asked to what extend other Area Councils (ACs) had engaged in MP lobbying. Bob answered that several ACs have engaged in the MP Lobbying and reports are still coming in. He added that the motivations for holding the Summit were to: (1) bring all ACs together to ensure that we are building what was accomplish with the last AC training in 2013 regarding best practices, and (2) look at political action, which should be a focus of all ACs.

Patrick reported that MP lobbying in the Region has been quite successful, particularly on Vancouver Island where ACs have existing relationships with NDP MPs. In other areas where ACs didn't have existing relationships, lobbying was more challenging. Nonetheless, BC has done very well in terms of the numbers of MPs reached relative to other Regions.

Jennifer Chieh Ho commented that her AC has been struggling to get members involved in lobbying. One of the challenges is the limited funds available to cover loss of salary (LOS) for meetings with MPs. She asked if additional funds could be made available to cover LOS for more than one member attending a meeting with an MP. Bob acknowledged that the funds are limited to LOS for one member attending a meeting with an MP in the AC's geographic area. However, the Region does not expect members to be out of pocket for expenses. Therefore, needs must be balanced with fiscal responsibility and be assessed on a case-by-case basis. Jamey Mills commented that some Components have funding available for MP lobbying. Further discussion ensued.

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Carolyn asked for clarification on the rules around lobbying. Patrick provided that the PSAC can have paid lobbyists provided that they are registered. However, members - who are volunteer lobbyists - are different. They attend these meetings more as constituents of the MP. Expenses can be reimbursed. Bob added that meetings do not need to take place in person or in the riding. They can take place by phone or in Ottawa if convenient. The PSAC will assist as necessary to ensure that there aren't any unnecessary barriers to members participating in MP lobbying.

There being no further question, a motion was made to accept the report of the REVP.

Moved: Bob Jackson; seconded: Linda Harding

Carried

Bob then resumed the Chair.

ALTERNATE REVP REPORT

Jamey Mills began his report, noting that he has been elected Vice President of his Local as well as Chief Shop Steward. He added that his Component has largely been focused on bargaining and mobilization.

Jamey was also recently acclaimed as the PSAC Vancouver & District Area Council (AC) President. In his work with the AC, the main focus is on MP lobbying. The AC identified two target MPs to approach first: Joyce Murray and Jenny Kwan. However, one of the issues the AC faced was the fact that a lot of new MPs didn't have constituency offices right away. This made meetings more challenging.

Going forward the AC hopes to regularly schedule meetings with labour-friendly MPs in the Metro Vancouver area. The AC is now targeting two Liberal Ministers for meetings as well. They hope to establish a working relationship with Justice Minister Jody Wilson-Raybould and National Defense Minister Harjit Sajjan. Colleen Girard then offered to provide the AC with UNDE information on contracting out (P3s) for their meeting with Minister Sajjan.

Jamey went on to say that he's looking forward to the PSAC's community outreach this summer at events such as May Day, National Aboriginal Day, Pride, Labour Day, etc. With regard to Labour Day, Jamey is involved with the BCFED's organizing committee for the event at Swanguard Stadium in Burnaby.

Jamey then spoke about his involvement with the Metro Vancouver Alliance (MVA), noting that they have recently established a research action team that will be speaking with Translink. The MVA also held a strategy meeting to discuss the focus of their work going forward. Stemming from that meeting, the MVA has decided to embark on a new listening campaign to determine community priorities.

In addition to the MVA's work in Vancouver, they're also looking into the possibility of establishing a new alliance in the Greater Victoria area. To date, some preliminary contacts have been made to test the feasibility of an alliance.

Jamey has also been busy assisting UCTE member Bowinn Ma with her bid to seek the BC NDP nomination in the North Vancouver riding. In concert with her nomination campaign, they're hoping to reestablish an NDP presence in that riding. Jamey added that if Regional Council members know of any members who reside in North Vancouver that they encourage them to sign up with the BC NDP riding association and support Bowinn Ma's nomination bid.

Virginia asked if the PSAC would be supporting all members running for provincial politics regardless of what party they align with. Jamey answered that from the AC's perspective, it depends on the candidate's platform. Regardless of party stripe, the AC is looking for labour-friendly candidates who

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support public services. Bob echoed Jamey's comments, adding that the PSAC is not a partisan union. The PSAC aligns with those who support our principles. At the same time, the PSAC acknowledges that we have a diverse membership with diverse views.

Virginia asserted that because the PSAC has a seat on the NDP's national council the PSAC is in fact a partisan union. Patrick answered that unions don't occupy seats on the national executives of the Liberal Party of Canada or the Conservative Party of Canada. The seat on the NDP's national executive is based on our affiliation with the CLC: all affiliates of the CLC are inherently affiliated to the NDP by virtue of the fact that the CLC was one of the founding groups of the Party. So insofar as the PSAC is affiliated with the NDP as a member of the CLC, it does not necessarily mean we are a partisan union. Our communication with members is significantly different than the messaging partisan unions have with their members. Patrick clarified that the PSAC is nonpartisan in the way we deliver our political message to members. Bob added the Robyn Benson recently attended the NDP convention as an individual member of the NDP, not as the voice of the PSAC. Further discussion ensued. Vanessa Miller commented that when she attended the recent NDP Convention, Robyn Benson made it clear that there were differing political opinions within the PSAC membership and PSAC delegates were not expected to vote as a block.

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

Moved: Jamey Mills; seconded: Vanessa Miller

Carried

REPORT OF THE POLITICAL COMMUNICATIONS OFFICER

Patrick reported that he's been working with regional staff reps Monica Urrutia, Dave Jackson and Robert Strang on bargaining communications for a variety of units, but particularly for Treasury Board (TB), CFIA, and CRA. Patrick went on to report that he had been able to segment the Region's newsletter distribution list by bargaining unit so that he could target specific messages to each group.

Patrick noted that in BC we have done a good job of sending out bargaining notifications and updates to members who have provided email addresses. This speaks to the success of the WAAA card signing campaign. Currently, BC has approximately 7,000 email addresses for members in the Region. Of those that are receiving the updates, between 30-50% of them are opening the notice. Relatively speaking, this is a high percentage.

Patrick reminded the Regional Council that 2016 marks the 50th Anniversary of the PSAC. With that, the PSAC has been working on communications materials, including forthcoming weekly updates, memes for social media, etc. The content includes some historical photos of PSAC members and events, showing the important contributions the PSAC has made to Canadian labour history. Additional materials for the 50th anniversary will be available soon, and members can expect a large celebration on Founders' Day.

Patrick then advised that the REVP Office ordered some swag items for summer outreach events as well as some swag for member events. In terms of public swag, this summer there will be stickers, waterless tattoos, whistles, flyers, and balloons. As there is no national public-facing campaign, the theme of this swag is "Public Service for All Canadians." For members, the REVP Office has order new water bottles and baseball caps.

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Patrick then addressed the federal budget that had been recently announced by the Liberal Government. Patrick commented that it could be viewed as “the most progressive budget in a generation.” The budget appears to be good relative to previous Conservative budgets. The budget includes some BC-specific items that the PSAC has been pushing for: the re-opening of the Kitsilano Coast Guard Base, the creation of a pollution response team, bringing back the environmental emergency response coordination team, the expansion of EI in northern BC (meaning it will be easier for British Columbians in the north to access EI), as well as a new Veterans Affairs Office in Surrey.

Virginia added that they’re currently looking at potential locations and figuring out allocations for the Surrey Office. Currently, Veterans Affairs is waiting on the fulfillment of hires from the 2015 budget prior to addressing 2016 budget hires. They expect the office to be operational by the end of the year.

Patrick has also continued his work with the Metro Vancouver Alliance (MVA). Patrick then encouraged the Vancouver Area Council and members in Metro Vancouver to get involved. Membership to the MVA provides access to leadership training opportunities, and it is a good way to get PSAC members involved in our issues through another avenue.

Patrick reported in the absence of a National Officer Coordinator, we have postponed any follow up work with the NO survey results. Survey questions centred on what the PSAC can do to better involve Components and their National Officers in the Region. Bob added that both Nic Humphreys and Crystal Warner played key roles in getting the survey off the ground, thanking them for their efforts.

Terri Lee asked if there were any regional plans for Founders’ Day and the 50th anniversary of the PSAC. Bob answered that activities will be planned throughout the year for the anniversary throughout BC. The most likely venues for these events are the ROs. However, as there are only two in BC, we’ll have to look at other options as well. Further details to follow. Bob added that if members have ideas to celebrate the 50th anniversary, they should send them to the REVP Office.

Bob then circulated a copy of the PSAC’s 50th anniversary logo.

REPORT OF REGIONAL COORDINATOR

Luc Guevremont advised that he attended a TB mobilization meeting for Regional Coordinators across the country. During that meeting they received an update on NSCC discussions. Luc reported that TB mobilization is going to ramp up over the next couple of months, culminating in a national Day of Action (DOA) on June 8. The DOA is expected to include a lunchtime activity where TB members will write messages of support for the bargaining teams on picket signs and hold them up for photos. This is intended to be a visible activity in the workplace for members to show their solidarity with the teams.

Luc then reported on regional staffing, noting that regional rep Janelle Ho-Shing is still on extended leave. Her position is currently being backfilled by Jessica Kerek until the end of April. After that time, there may be a possible extension. Luc noted that Jessica was second on the existing eligibility list, after Karoline Klug who has since been assigned to a term rep position in the North. Luc added that Vancouver RO secretary Katherine Kirkwood is also on leave, and her position has been posted. That competition is currently underway. Katherine’s expected return is at the end of May.

In terms of regional negotiations, Luc reported that since the last face-to-face Regional Council meeting two collective agreements have been ratified: the Swissport Fuelers and Swissport Supervisors and Admin at YVR.

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Other units that are currently in negotiations include the following:

- Vancouver Island and Yukon Commissionaires – negotiations began in December; however, they are currently on hold because the CEO passed away unexpectedly.
- Victoria Airport – negotiations began last month.
- Prince George Airport - negotiations are scheduled for May 2.
- Sealcove Commissionaires in Prince Rupert – while their agreement expired a couple years ago, there is still no activity as there are too many concessions on the table.
- MDS Nordion – the Parties will be exchanging proposals next month.

Luc went on to advise that regional education been busy as well with the successful completion of advanced courses and weekend courses. There are also a couple Local Officers training courses taking place this weekend in the Fraser Valley and Southern Interior. Luc commented that the AFN is now running as well. However, it has been a challenge with all the other education activities taking place. Nonetheless, AFN will be a priority in the coming weeks.

Staff reps have also been working with Locals, regional committees and ACs on MP lobbying efforts, regional conference preparations, and other local initiatives. Luc noted that while there are a lot of demands on staff, workwise and resource-wise, the overall performance of the BC ROs has been good.

Bob then provided some comments on regional mobilization, offering that the DOA on June 8 will draw the Employer's attention to our displeasure with what's (not) happening at the bargaining table. A high level of membership participation is expected to show our solidarity with the bargaining teams.

The week after the DOA is National Public Services Week (NPSW), which has been boycotted for the past few years. Bob advised that the boycott will continue this year in light of the current bargaining situation with TB. That means that members are asked not to participate in Employer-sponsored events. Instead, members are encouraged to organize their own events and the PSAC will provide support as needed.

Virginia Vaillancourt asked when Locals can expect to receive the placards for the DOA, noting that it's always a challenge to get supplies to outlying areas in a timely manner. Luc answered the staff have started shipping out the supplies already to address this concern.

Colleen Girard raised a concern with the DOA noting that some Components will have a problem wearing a placard. She then asked what the communication has been with the NBoD regarding the DOA, and if Component Presidents have signed on to the idea of using placards. Bob answered that members need to be ready to mobilize for a strike. While we're not there yet, this exercise is in keeping with the mobilization aims for all TB units and getting members sensitized to the possibility of a strike. Bob went on to say that the message regarding DOA will be coming both from the PSAC and from the Components. A Board meeting will follow after the DOA and there will be a discussion in advance. Bob then committed to raising the concern with Robyn Benson and the Component as needed.

DISCUSSION ON PROVINCIAL ELECTION AND REGIONAL POLITICAL ACTION

Patrick began the discussion on the 2017 Provincial Election, reporting that the BCFED has begun the planning process for the campaign. The BCFED and Affiliates are pooling their resources to fund a unified campaign with a consistent theme. Patrick went on to explain that in previous elections, affiliates have run their own campaigns geared to their specific issues. However, with the 2017 election, the BCFED, the CLC Pacific Region and labour affiliates are working on a joint plan for the provincial

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election that will build on the energy and lessons learned during the federal election campaign. Campaign messaging is still being determined; however, it will be along the lines of 'building a better BC' (positive) or 'Christy Clark isn't working for you' (negative).

A progressive communication firm has been contracted by the BCFED that has previous experience with the NDP and the Broadbent Institute. The firm is currently conducting focus groups to flesh out the campaign theme for the labour audience. The firm is aware that whatever the theme, it needs to be modular so Affiliates will be able to pick out the piece(s) that will resonate the most with their members. It's expected that Affiliate ranking officers will review the proposed campaign and messaging at their June meeting, and the campaign will roll out in the summer. Patrick noted that the campaign will be based on Alberta's successful NDP provincial campaign.

In terms of PSAC involvement, the hope is to reengage members and ACs that volunteered on the federal election campaign and seek additional election campaigners from the membership. Patrick noted that for the provincial election there will be more of an effort to flow PSAC members into the BCFED campaign. From an AC perspective, Bob suggested that they need to get to know who the candidates are in the ridings within their geographic area. This information will be useful as the election period proceeds.

Carolyn McGillivray commented that one of the things that came out of federal election campaign work was an understanding that communication needs to be such that members don't feel put upon when the tasks for members are outlined. One of the frustrations was ensuring that there were some avenues or opportunities for members to pursue individually, apart from the PSAC national plan.

Bob acknowledged that the Region will need to look for ways that will work for members across the province; there cannot be a cookie cutter approach for the provincial election. Patrick reiterated that the BCFED's provincial election campaign will be modular in a way so the PAC will be able to pick pieces out that will make sense to our membership. Traditionally, it has been a struggle to get PSAC members involved in provincial elections. Therefore, the campaign has to appeal to the wide variety of issues concerning union members.

REGIONAL COUNCIL COORDINATOR REPORTS

EQUITY COORDINATOR REPORTS

Aboriginal Coordinator Report – Ruby Langan

Report moved by Ruby Langan, seconded by Carolyn McGillivray

Ruby reported that she's been busy preparing for the National Aboriginal Day event that takes place on June 21 at Trout Lake in Vancouver. Ruby has also been involved with the sit-ins at Indigenous Affairs Offices across the country. She noted that in Vancouver the INAC Office was locked down in anticipation of protestors. The sit-ins were spurred by the recent suicides at the Attawapiskat First Nation in an attempt to bring awareness to the rash of suicide attempts occurring in many aboriginal communities and to call on the Federal Government to take action.

Racially Visible Coordinator Report – Jennifer Chieh Ho

Report moved by Jennifer Chieh Ho, seconded by Virginia Vaillancourt

Jennifer advised that the bulk of her attention has been on the upcoming Regional Racially Visible Conference, taking place this May. Jennifer noted that the organizing committee has confirmed a great

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lineup of speakers, including keynote Marie Clarke Walker from the CLC. The conference will also include three workshops for participants. Two of the workshops were developed nationally and the third is a regional workshop that has been customized based on survey responses.

The registration deadline was extended to April 14. Currently 35 of the 45 seats had been filled. Regional Office staff will continue taking conference registrations to fill the remaining seats depending on travel requirements. The event will be held at the Hilton Vancouver Metrotown from May 13 to 15.

Jennifer then extended her thanks to staff rep Monica Urrutia and the conference organizing committee for their work on the conference.

Johann Ackermann asked if the venue was contingent on the negotiations between UniteHere! Local 40 and the hotel. Bob confirmed that the PSAC will be advised of any potential strike/lockout situation at the hotel. Luc added that the PSAC held off signing a contract with the hotel in order to put pressure on the employer to reach an equitable deal with UniteHere! members. While we will be signing a contract with the hotel shortly, the contract language gives the PSAC the ability to cancel without penalty if a strike or lockout situation arises.

Women's Coordinator Report – Virginia Vaillancourt

Report moved by Virginia Vaillancourt, seconded by Linda Harding

Virginia noted that she will start working with staff on the Regional Women's Conference soon. As part of that work, Virginia plans to solicit input from PSAC BC women in terms of their preference for a political tone at the conference. The theme of the conference will be on domestic violence. Given the topic, they will need to ensure they have trained support in attendance to assist as required.

Virginia advised that she has reached out to the RWC chairs in the Region, asking them to participate on the organizing committee for the conference. The committee's first conference call will take place at the end of April. Virginia added that she is also seeking ideas for potential workshops and speakers. She asked Regional Council members to forward suggestions to her within the next week.

The next big step in organizing the conference is securing a venue. Given the date of the PSAC National Equity Conferences (NEC), scheduled for in March 2017, it has been challenging to find dates and a venue for the regional conference that will allow them to meet the resolutions deadline for the NEC. The likely timeframe for the conference is in late September.

Pride Coordinator Report – Paul Croes

Report moved by Todd Smith, seconded by Antony Paller

Todd reported that he met with Paul Croes last week and discussed Paul's report. Much of Paul's focus this summer will be on community Pride events. Todd noted that an email will be sent out through the BCFED to begin working on Multi-Union Pride's presence and messaging at the Vancouver Pride parade and festival. At this point, it looks like 'human rights' will be the focus of the group's parade entry.

Todd further reported that Paul is putting together a calendar of all BC Pride celebrations that will be shared out. Both are hoping to see PSAC involvement in other Pride events across the province.

All the Equity Coordinator Reports had moved and seconded. The motion to accept the reports of the equity coordinators was then carried.

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CONSTITUENCY COORDINATOR REPORTS

Youth Coordinator Report – Vanessa Miller

Report moved by Vanessa Miller, seconded by Todd Smith

Vanessa began by advising that the Young Workers (YW) conference planning committee met earlier this week to review plans for regional the YW Conference taking place for November 26-27. These dates were chosen because they immediately precede BCFED Convention, which will allow more YW to attend the convention. On the Sunday afternoon, the BCFED will host a mock convention for YW.

Vanessa went on to provide that the YW Conference will be held at the Pinnacle Harbourfront Hotel in Vancouver and is expected to include 25-30 participants and 10-15 observers. As part of the conference agenda, the organizing committee is hoping to have NBoD members and young workers Francois Paradis and Carl Gannon come and speak about their experiences.

The motion to accept the report of the Youth Coordinator was carried.

Directly Chartered Locals and Small Separate Employers (DCL and SSE) Coordinator Report – Jim Sidel

Report moved by Jim Sidel, seconded by Virginia Vaillancourt

Jim moved his report as submitted, noting that he was successful in certifying another Commissionaires site on Vancouver Island. While one lead was lost, it's clear that the union is making strides in Nanaimo and Duncan.

The motion to accept the report of the DLC and SSE Coordinator was carried.

Health & Safety Coordinator Report – Linda Harding

Report moved by Linda Harding, seconded by Colleen Girard

Linda advised that at the last BRUSH meeting a call-out was issued for resolutions to the PSAC National H&S conference. The next BRUSH meeting is scheduled for May 25 and they hope to have two resolutions to put forward. At this point, there is no determine content or issues for the resolutions; the call-out was a request for ideas that could be drafted into resolutions format.

Linda then reported that she was part of the BCFED OH&S group that went to Victoria in early April to lobby the provincial government on workplace OH&S issues. Linda will also be attending the BCFED Day of Mourning event at the Golden Tree Monument in Abbotsford.

The motion to accept the report of the Health & Safety Coordinator was carried.

GEOGRAPHIC COORDINATOR REPORTS

North Vancouver Island Coordinator Report – Bert Farwell

Report moved by Bert Farwell, seconded by Jennifer Chieh Ho

Bert reported that the North Vancouver Island AC elected a new executive at their AGM. The new AC president is Rick LeVigne. On behalf of the geographic area, Bert then extended their thanks to Past President Tom Hopkins for all his work with the AC.

South Vancouver Island Coordinator Report – Trish Martin

Report moved by Trish Martin, seconded by Vanessa Miller

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Trish commented that she's been busy participating in UDP this year. Part of the program includes drafting an action plan for an event. To accomplish this, Trish has been interviewing members on what they'd like to see.

Trish has also been working with Colleen Girard on plans for the Victoria AC. Some of those plans include participating in the Victoria Day parade. They're hoping that this kind of community engagement will bring more members out the AC.

South Vancouver Island Coordinator Report – Colleen Girard

Report moved by Colleen Girard, seconded by Jennifer Chieh Ho

Colleen reported that she's been busy with MP lobbying over the last couple months. Along with the Victoria AC, Colleen has met with a number of MPs in the Greater Victoria area including Green MP Elizabeth May.

Apart of MP lobbying, the AC is also working to increase their presence within the community and garnering support within the public for PSAC issues. As reported by Trish Martin, the AC will participate in the Victoria Day parade this May.

The AC also met with Alistair McGregor who is the MP for Cowichan—Malahat—Langford. Colleen noted that the MP was previously unfamiliar with the PSAC and its structure and the meeting proved very beneficial. They have since received an invitation for another meeting.

Southern Interior Coordinator Report – Susan Yaciw

Report moved by Susan Yaciw, seconded by Linda Harding

Susan commented that she met with Liberal MP Steven Fuhr recently. During their meeting the MP asked a lot of questions about the PSAC and it was evident that he has a fairly steep learning curve to overcome regarding the PSAC and public service workers.

Southern Interior Coordinator Report – Carolyn McGillivray

Report moved by Carolyn McGillivray, seconded by Ruby Langan

Carolyn advised that over the last few months she's had some personal challenges: her father has moved in with her, which led her to postpone her meeting with her new MP. However, Carolyn still plans to meet with her MP soon.

Northeast BC Coordinator Report – Parveen Deepak

Report moved by Parveen Deepak, seconded by Susan Yaciw

Parveen advised that the Northeast BC AC is also planning to get involved in MP lobbying.

Prior to that exercise, they are working on building the AC and partnering with the North Central Labour Council to increase their visibility in the community. As part of that initiative, the AC will be participating in the Prince George May Day event, which is well attended by other unions in the area. Another outreach activity the AC will be involved with is the Prince George Pride parade this summer.

Parveen then reported that the AC has recently elected a new executive with Ron Hardy as the new President. Parveen is now the Vice President.

Northwest BC Coordinator Report – Benilde Gomes

Report moved by Jill MacNeill, seconded by Jim Sidel

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Jill reported that the Northwest BC AC has also elected a new executive. Shawn McGovern is the new President. Barry Cunningham has agreed to stay on as an interim Treasurer until a new one can be identified.

Metro Vancouver Coordinator Report – Jennifer Horsley

Report moved by Jennifer Horsley, seconded by Barry Tchir

Jen advised that she went to the Purolator location in Richmond to work on member engagement. While there she asked members about their interests in union education opportunities and talked with them about steward work. Through those conversations, Jen found the members are totally disengagement and she's looking for some help to re-engage these members. Jen added that there are additional challenges that the PSAC needs address with small separate employer groups.

Jen then spoke on UPCE's bargaining, noting that CUPW is going into conciliation, which will affect bargaining with UPCE. Updates will be provided to the membership. Jen asserted that as a Region we really need to support these members as it will be a challenging round. The current contract expires at the end of 2016.

Metro Vancouver Coordinator Report – Terri Lee

Report moved by Terri Lee, seconded by Jennifer Horsley

Terri moved her report as submitted.

Metro Vancouver Coordinator Report – Barry Tchir (verbal)

As Barry Tchir had only recently assumed his Coordinator position on the Regional Council, there was no requirement for him to submit a written report. However, Barry provided a verbal update on his activities.

Barry noted that he had been busy with bargaining for the two Swissport units at Vancouver Airport, which successfully concluded in the spring. One of the large issues for the units was wages. Upon ratification of the deal, the starting rate for these members was moved up to \$11.50 per hour. Unsurprisingly, members at Vancouver Airport are pretty excited about the BCFED's *Fight For \$15* campaign and getting more involved in the union. Already two new hires have asked about becoming stewards while they're still on probation.

Bob noted that two of the three Metro Vancouver Coordinators are based in Richmond. He then asked if there is a coordinated plan for outreach to the outlying areas in the geographic areas. Barry acknowledged this is on the radar for all three Metro Vancouver Coordinators and there will be plan going forward.

West Fraser Valley Coordinator Report – Johann Ackermann

Report moved by Johann Ackermann, seconded by Virginia Vaillancourt

Johann Ackermann commented that he'd like to conduct some worksite visits over the next period and plans to coordinate this activity with PSAC staff rep Robert Strang.

East Fraser Valley Coordinator Report – Antony Paller

Report moved by Antony Paller, seconded by Carolyn McGillivray

Antony Paller reported that he attended the Agriculture regional seminar in March. At the seminar a PSAC staff person delivered MP lobbying training, which Antony was able to relay to the Fraser Valley District Labour Council. He explained that the DLC has members in the Mission area who met with their Liberal MP and found the lobbying information useful.

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All the Coordinator Reports had moved and seconded. The motion to accept the reports of the geographic coordinators was then carried.

BCFED EXECUTIVE COUNCIL REPRESENTATIVE POSITION

Bob Jackson reminded the Council that Crystal Warner had been elected as one of the two the PSAC Executive Council representatives to the BCFED by the Regional Council in 2014. The other position is held by the REVP. However, now that Crystal is no longer a member of the Regional Council the second representative position is currently vacant and needs to be filled by a Regional Council member.

Bob went on to explain that with previous Regional Councils, the second position has gone to the Alternate REVP. However, the BCFED requires that at least one of the two representatives is a women or a member of an equity seeking group. For this reason Alternate REVP Jamey Mills cannot hold the position.

Jennifer Chie Ho asked if the Regional Council would consider appointing the previous nominee for the position who stood for election when Crystal Warner was voted into. Bob noted that when the election was held in 2014 an alternate was not elected. Moreover, there have been a few changes to the Regional Council since that time. Therefore, an election needs to be held for the position.

Susan Yaciw asked if the position needs to be filled by a member who resides in the Lower Mainland. Bob answered that the member could be from anywhere in the province. The Executive Council meets a couple times per year in different locations across BC. Funding for the position (travel costs and/or loss of salary) comes from a PSAC national budget line, not the BC Regional Council budget.

Johann then suggested that an alternate Executive Council representative also be elected at this time. That individual could then be called upon if the Executive Council representative had to step down from their position. The Regional Council agreed.

After some discussion, it was agreed that there would be a call from nominations for the Executive Council representative today and the vote would take place on Saturday morning. The floor was then opened for nominations:

- Virginia Vaillancourt (moved: Jennifer Chieh Ho, seconded: Bert Farwell)
- Colleen Girard (moved: Vanessa Miller, seconded: Trish Martin)

The election was then suspended until the following morning.

NATIONAL OFFICER COORDINATOR VACANCY

With the retirement of Nic Humphreys and the situation with CEIU, the National Officer Coordinator position on the BC Regional Council is currently vacant. Therefore, a by-election needs to be conducted.

Bob explained that the process is complicated by the fact that many Component National Officers have changed since the PSAC BC Regional Triennial Convention in 2014. In terms of voter eligibility, only those National Officers who were part of the caucus in 2014 who are still National Officers can vote in the election. National Officers who may run for the position include those voting National Officers as well as any member who is currently a National Officer who attended the PSAC BC 2014 Convention as Delegate.

The by-election will be conducted by email ballots. Patrick explained that an email voting system is available that protects the confidentiality of voters. In total, only a maximum of seven votes can be cast.

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Carolyn McGillivray asked what happens if no one steps forward for the position. Bob answered that the position will then go vacant until the next PSAC BC Regional Triennial Convention.

Bob then commented that as soon as the situation with Jessica Kerek becomes clear, the REVP Office will initiate the by-election, beginning with a nominations process.

APRIL 28 DAY OF MOURNING

Bob advised that there are several events taking place on April 28 to commemorate the Day of Mourning. In particular, there are events in Abbotsford at the Golden Tree Monument, at the Legislature in Victoria and another in Prince George at their Workers Memorial.

Bob encouraged all members to attend events in their areas if there are able. He noted that posters are available for the workplace through the PSAC and BCFED. Please contact the PSAC Regional Office to obtain copies.

UNITED WAY 2016 CAMPAIGN

Bob Jackson commented that much of the work on the United Way Government of Canada Workplace Charitable Campaign (GCWCC) has centred on the Lower Mainland and Greater Victoria.

Bob then explained the structure of the United Way of the Lower Mainland, which he is involved with. Bob noted that he and Crystal Warner sat on the Lower Mainland cabinet. However, Crystal has now taken a step back from this role. If there is a Regional Council member interested in joining Bob on the Lower Mainland cabinet, they are asked to email Bob directly. By sitting on the cabinet as a labour representative, Bob has been able to speak to the importance of the PSAC in the GCWCC. Bob added that they're in the process of including representatives from PIPSC and CAPE on the cabinet as well.

PHOENIX PAY SYSTEM

Colleen Girard began the discussion, noting that UNDE was already facing challenges with the Phoenix Pay System. With more Departments bringing in the system next week, it's likely that members' pay issues will grow exponentially. She added the pay issues stemming from the system have created a lot of work in the Region for UNDE members and it's posed a real challenge for members.

Bob commented that nationally, PSAC NEVP Chris Aylward and GSU National President Donna Lackie sit on a working group to look at the issues around the Phoenix Pay System and they are dealing directly with Government departments and the Components.

Antony Paller commented that CFIA has already switched over to the system, and they also facing a lot of issues with the payment of OT. There have also been instances of member receiving duplicate pay. Members with pay issues are further challenged by the fact that when they attempt to report issues through call centres, their calls aren't being answered. Emails also go unanswered. Virginia Vaillancourt advised the UVAE members are experiencing similar issues.

Colleen Girard further commented that UNDE rolled over to the new system in February. Since then they've experienced a number of problems with emergency salary advances.

Bert Farwell commented that the Phoenix Pay System doesn't recognize the lay-day system and members on the lay-day system have gone weeks without pay. These members are further challenged by the fact that when ships crews are at sea they don't have access to services or communication tools to fight their pay errors.

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Bob reminded the Regional Council that those members working at the Miramichi Pay Centre are working under very challenging circumstances. There are lots of mental health issues with their current work environment. Often times, those members feel that the payroll issues are their fault and they're not able to provide the service needed.

Virginia then asked if any work had been done on communicating these issues to the Government and Treasury Board. Virginia then reminded the Regional Council that pay centralization was an idea of the previous Conservative Government. She also asked if there was anything that members to do to help the members at Miramichi. Bob answered that members could speak with their MPs about the issues. Patrick commented that we need to be careful on how we message this situation in public. Pay centralization was a Conservative idea, which was done to save money. In some cases centralization initiatives such as this lead to privatization. If we claim that it's not working, we need to be clear that privatization is not the resolution for this matter.

Patrick concluded the conversation by encouraging members to continue sharing phoenix pay system issues with their Components and the PSAC national office.

The meeting recessed for the day at 4:03 PM.

Saturday, April 16, 2016

The meeting resumed at 10:38 AM.

INTRODUCTION OF JOYCE SLETT

Bob Jackson resumed the meeting by welcoming Joyce Slett to the BC Regional Council. Joyce has assumed the position of the Members With Disabilities Coordinator during Ken Waldron's leave of absence.

BCFED EXECUTIVE COUNCIL REPRESENTATIVE POSITION CONTINUED

The election for the Executive Council representative resumed from the previous day. Both nominees spoke on their behalves and a vote was conducted by paper ballot. The successful candidate was Virginia Vaillancourt.

A motion was made to destroy the ballots cast for the Executive Council representative.

Moved: Linda Harding; seconded: Terri Lee

Carried

Three nominations were then made for the Alternate BCFED Executive Council representative position:

- Colleen Girard (moved: Susan Yaciw, seconded: Trish Martin)
- Terri Lee (moved: Jamey Mills, seconded: Ruby Langan)
- Parveen Deepak (moved: Jennifer Chieh Ho, seconded: Bert Farwell)

Both Colleen and Terri accepted their nomination. Parveen respectfully declined.

After balloting was conducted, Colleen Girard was elected as the Alternate BCFED Executive Council representative for the PSAC.

A motion was made to destroy the ballots cast for the Alternate Executive Council representative.

Moved: Linda Harding; seconded: Jennifer Chieh Ho

Carried

GRANT'S LAW SIT-IN

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Jamey Mills advised that the BCFED Young Workers Committee had organized an overnight sit-in for Saturday, April 16 from 8 PM to 6 AM. The sit-in is in memory of Grant DePatie, who was tragically killed on March 8, 2005 during a gas-and-dash when he was working alone as a gas station attendant. Following the tragedy, laws were put in place to better protect workers. However, the BC Liberal government weakened these laws in April 2012 after facing pressures from big businesses. The aim of the sit-in is to bring attention to this matter and call on government to reinstate worker protections.

Jamey noted that the Vancouver AC passed a motion to buy coffee and show solidarity with the young workers at the sit-in. He then encouraged Regional Council members to stop by the sit-in following the Regional Council dinner that evening.

A suggestion was made to draft a letter of solidarity with the Young Workers Committee to the BC Liberal government regarding the weakened legislation. All agreed.

ACTION ITEM: Health & Safety Coordinator Linda Harding to draft a letter to the BC Liberal Government, conveying PSAC support for the BCFED Young Workers Committee and condemning the weakened worker protections pertaining to Grant's Law

BC FEDERATION OF LABOUR CONVENTION - NOVEMBER 28 THROUGH DECEMBER 2, 2016

Bob Jackson began by noting that he had spoken with BCFED President Irene Lanzinger and she confirmed her intention to stand for reelection at the fall convention.

In addition to the executive elections, there will be a number of interesting speakers at the Convention, particularly in light of the fact that the BCFED convention precedes the provincial election by just over six months. A number of resolutions will likely speak to the provincial election as well. Bob added that he will be chairing Resolutions Committee and working with Val Avery from HSA.

Bob went on to advise that he's also taken on the role of chair for the BCFED's standing committee on OH&S, joining PSAC committee reps James Little and Linda Harding. Together, the full Committee will deliver their report at the BCFED Convention.

In terms of PSAC representation at Convention, Bob commented that he would like to see a good showing of PSAC members. In recent years, there has been a steady increase in the number of PSAC member who have attending; Bob would like that trend to continue.

To facilitate this aim, members need to be aware of convention dates and deadlines, and affiliated Locals need to provide the BCFED with current contact information so credential papers are received. If Locals will not be using their credentials, they are asked to send them into the REVP Office so they can be reallocated to other Locals/members wishing to attend.

Members requiring financial assistance to attend the BCFED Convention should be made aware of the PSAC BC funding available through Regulation 3 of the PSAC BC By-Laws and Regulations. Funding may also be available through Area Councils and District Labour Councils.

Bob then reminded the Regional Council that the Young Workers' mock convention takes place on the Sunday before Convention (November 27). Young Workers should be encouraged to attend where possible.

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Bob then provided some information on how Locals can affiliate to the BCFED. To do so, a Local must pass a motion at a meeting and have it recorded in their minutes. A copy of those minutes must then be sent the REVP Office, which will be sent to the PSAC national office for further action.

ACTION ITEM: REVP Office to send out information to Locals on affiliating to the BCFED and on convention credentials

ENVIRONMENT COMMITTEE REPORT

Report moved by Terri Lee, seconded by Barry Tchir

To begin the Committee's report, Terri extended the Committee's thanks to past Committee Chair Nic Humphreys for all his work. Terri then advised she had been acclaimed as the Committee's new chair.

Terri then reported that the Committee met and discussed their priorities going forward. Specifically, the Committee is hoping to promote alternative fuel sources to replace fossil fuels. The Committee would also like to continue its efforts to communicate the threat of zebra mussels in BC.

The Committee also plans to begin work on a regional newsletter for members that Jill MacNeill will assist with. Terri asked that if Regional Council members have items from inclusion in the newsletter, they should forward them to her.

Terri noted that the Committee is also involved with the BCFED's Climate Change Working Group. The next meeting of the Group is on April 25, which Patrick will attend for the Committee. Terri added that the Committee would like to focus on climate change and the provincial election going forward.

Bob Jackson noted that the NBoD has reestablished its Environment Committee. For some time, the Committee had been included as part of the Board's Health & Safety Committee. However, as part of BC resolution on a national water policy that passed at the National Triennial Convention, the Environment Committee has been reinvigorated as a standalone Board committee. Bob Jackson will be chairing the Committee and committee members will include Todd Panas (UEW), Mike Sargent (NRU), and Howie West (PSAC staff).

The motion to accept the report of the Environment Committee was carried.

PRESENTATION FROM YOUNG WORKER LAURA AUCOIN ON THE SOCIAL JUSTICE FUND

The Regional Council received a presentation from Young Workers and CEIU member Laura Aucoin regarding her participation with the Social Justice Fund.

Laura travelled to Guatemala in February 2016 as part of the PSAC Social Justice Fund's Education In Action delegation. Along with ten other PSAC members from across the country, Laura was there to learn more about the culture and some of the struggles Mayan people face daily and build solidarity between Canada and indigenous communities in Guatemala.

Further details on the Social Justice Fund's Education In Action Program and Laura's experience in Guatemala can be found at <http://psacbc.com/video-laura-aucoin-psacs-international-solidarity-work-guatemala>

FINANCE COMMITTEE REPORT

Report moved by Jamey Mills, seconded by Terri Lee

Jamey Mills began the Committee's report by thanking Colleen Girard for her participation on the Committee, noting that she has decided to step away from the Committee to assume a seat on the

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Political Action Committee. Replacing Colleen on the Committee is Barry Tchir. Jamey then noted that the Committee had met to review the financial statements and Coordinator budget proposals on April 12.

2015 FINANCIAL STATEMENTS

Jamey reviewed the details of the statements with the Regional Council as provided in advance of the meeting. He noted that UNE member Andy Yung is scheduled to review the Regional Council's 2015 statements on May 5.

A motion was then made to accept the 2015 Financial Statements as presented.

Moved: Jamey Mills; seconded: Terri Lee

Carried

YTD 31 MARCH 2016 FINANCIAL STATEMENTS

Jamey reviewed the 2016 financial statements as at March 31, 2016.

A motion was made to accept the YTD 31 March 2016 Finance Statements as presented.

Moved: Jamey Mills; seconded: Terri Lee

Carried

Colleen Girard asked for clarification on the additional political action funds that ACs had received. She wanted to know if there was the opportunity for ACs to apply for additional funds for specific activity plans. Bob Jackson answered that provided the request for political action funds was accompanied with a funding proposal, it would be looked at on a case-by-case basis. The proposal should include what the event is, where it is taking place, what resources are needed and what the anticipated costs are. The proposal should also include what other sources of revenue the AC is looking into.

Vanessa Miller then asked if ACs can work with TB bargaining team members or the TB Regional mobilization committee to access mobilization funds. Luc Guevremont clarified that funding requests for TB mobilization funds go through the Regional Office Branch, not the REVP Office. Specifically, mobilization funding proposals need to be sent regional rep Robert Strang who will then forward them through the Regional Coordinator to Mobilization Officer Dale Robinson and ROB Director Mark Pecek.

Bob noted that requests to the REVP and the National for mobilization activities should be made in advance of the event and that all goods and services acquired by union-made and Canadian-made wherever possible.

2016 COORDINATOR ALLOWANCE BUDGETS

Jamey noted that the Committee had discussed the 2016 Coordinator Allowance allocations at length, referencing the proposed budgets that had been received from Regional Council members. He noted that the decisions of the Committee were consensus decisions.

Jamey added, that while the Finance Committee reviewed all budget received, the Committee was not approving and/or denying any of the specific activities outlined in the proposals. That responsibility would be left with the REVP. The Committee was simply viewing the proposals in the context of whether or not they would be achievable with the funds allocated in the 2015-2017 PSAC BC Priority Proposal. Jamey went on to explain that all budget proposals received fit within the Priority Proposal provided that the coordinator budget rollover rule was applied (meaning that a coordinator could use remaining 2015 allowance funds in addition to 2016 funds to fulfill the budget proposals). With that, the Committee was recommending the same individual allocation amounts as provided in 2015. Given the

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current net asset in the 2016 budget, the Committee was also recommending that a 10% overage be allowed for 2016 budgets. (A copy of the individual amounts is attached to these minutes.)

A motion was made to allocate the 2016 Regional Council Coordinator Allowances with the same amounts as in 2015 with the provision that coordinators be allowed a 10% overage for the year. Any overages incurred will be applied to the net asset of the 2016 Regional Council budget.

Moved: Jamey Mills; seconded: Terri Lee

Carried

FALL REGIONAL COUNCIL MEETING LOCATION

Jamey reminded the Regional Council of the successful meeting held in Victoria last fall and noted that the 2015 the budget for Regional Council meetings finished under budget. He noted that holding a meeting there this fall may cost more given the demographic changes on the Regional Council; however, the Committee felt that hosting a meeting outside of Metro Vancouver this fall was still worth pursuing. Jamey noted that only other cost-effective location outside of Metro Vancouver is Victoria, given the concentration of members there. Therefore, the Committee was recommending that the fall meeting be held in Victoria.

A motion was made to adopt the Finance Committee's recommendation to host the fall Regional Council meeting in Victoria.

Moved: Jamey Mills; seconded: Terri Lee

Bob commented that if the meeting is held in Victoria, it would be good idea for coordinators to schedule site and/or Local visits in conjunction with the meeting. Terri Lee added that the Committee had talked about the possibility of setting up a pub night or evening event while the Regional Council was in Victoria. That way members in the Greater Victoria area would have the opportunity to meet with members of the Regional Council from outside that area. Virginia further noted that it might also be a good idea to organize a rally with one of the groups on the Island to establish a greater community presence for the PSAC.

After some discussion, Joyce Slett asked if travelers would be able to book their own flights for the meeting. Kristin answered that the PSAC Travel Policy has had some recent changes. Nonetheless, the 300 KM rule still applies: for distances less than 300 KM the standard mode of transportation is by personal vehicle. For those living more than 300 KM from the meeting site, the standard mode of transportation is by air, and the travel policy restricts the usage of non-unionized carriers. Therefore, it is best if WE Travel is used to book travel to ensure the Travel Policy is followed. When booking with WE Travel, it also provides the PSAC with necessary travel insurances on flights, etc.

Bob then suggested that for the fall meeting, the Regional Council could extend an invitation to the National Officers in BC to attend. His suggested was met with consensus.

Linda Harding raised a concern with respect to the scheduling of the fall meeting. She noted that some members may run the risk of getting into a pay in arrears situation with their Employer: in some cases, members who are away from work for a period of two weeks or longer are automatically moved into this situation. Jamey acknowledged the concern, and confirmed that it would be taken into consideration when booking the meeting.

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DASH COMMITTEE REPORT

Report moved by Virginia Vaillancourt, seconded by Jim Sidel

DONATION REQUESTS

On behalf of the Committee, Virginia reviewed the Committee's donation recommendations:

Camp Jubilee – Donation of \$599 from the Donations & Memberships budget line to send a child in need to a camp for one week

M/S/Carried

Richmond Family Place – Donation of \$500 from the Advertising and Visibility (A&V) line
Jamey Mills asked for clarification on why the Committee was recommending that the funds come from the A&V line especially given that this budget line is already over for the year. Virginia commented that the donation is really a sponsorship for a fundraising event: the organization will recognize the PSAC in their event brochure, in their newsletter and in event materials. In terms of the A&V line being over budget, the excess funds could be sourced from the Regional Council's net asset that they started the year with. In light of this explanation the Regional Council agreed with the Committee's recommendation for this donation.

M/S/Carried

David Suzuki Foundation – Donation of \$50 from the Donations & Memberships budget line

M/S/Carried

RankandFile.ca – Donation of \$100 from the Donations & Memberships budget line

M/S/Carried

Graham Bruce Elementary PAC – Donation of \$250 from the Advertising and Visibility line

Some concerns were raised with respect to this recommendation. Jamey Mills voiced the opinion that he wasn't in favour of going further over budget in the A&V budget line when there appeared to be sufficient funds available in the Donations & Memberships budget line.

After further discussion, a motion was made to amend the recommendation to take the funds out of the Donations & Memberships budget line.

Moved: Barry Tchir; seconded: Jamey Mills

Carried

Another motion was then made to amend the donation amount from \$250 to \$50 using the Donations and Memberships budget line.

Moved: Virginia Vaillancourt; seconded: Antony Paller

Carried

Terri Lee then raised the concern that as a Union perhaps we shouldn't be funding public schools when there's a provincial funding deficit. Rather than crutching a couple schools, the PSAC should be advocating for increased funding for all BC public schools.

Protein for People – Donation of \$300 from the Donations & Memberships budget line

M/S/Carried

Rick Hansen Foundation – Donation of \$100 from the Donations & Memberships budget line

M/S/Carried

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SOLIDARITY EXCELLENCE AWARD NOMINATION FOR CRYSTAL WARNER

Virginia advised that the Committee had received the Solidarity Excellence Award (SEA) nomination for Crystal Warner in January. Subsequently, the Committee met via teleconference in February to review it. That discussion resulted in proposed changes to the Committee's terms of reference, including the following:

- Removing the word "DRAFT" from the title
- Removing the words "[and adopted]" from the first line
- Removing any reference to words "Honours & Awards" from the terms of reference and replace them with "Donations, Awards, Subsidies and Honours (DASH)"

A motion was made to accept the Committee's amended Terms of Reference as outlined above.

Moved: Virginia Vaillancourt; seconded: Jim Sidel

Carried

The Committee also reviewed the SEA criteria during that call and recommended the following changes:

- To the second bullet, removed the words "period of time" and replace them with "minimum period of seven years"

A motion was made to accept the Committee's amendment to the SEA criteria as outlined above.

Moved: Virginia Vaillancourt; seconded: Jim Sidel

Trish Martin asked the amendment to the award criteria would be used to vet the SEA nomination received or if the original award criteria would be used. Virginia answered that any change to the criteria would be effective as of today's date and would not impact the Committee's recommendation for any nominations received prior to the changes.

Discussion ensued on the recommendation to set a minimum time period for the award. Trish asserted that the award should not require a time period; the award should be based on the work accomplished. After further discussion, the motion to amend the SEA criteria was carried.

On behalf of the Committee, Virginia then addressed the award nomination for Crystal Warner, advising that the Committee's recommendation (based on the original SEA criteria) was to decline the nomination. Discussion then continued on the Committee's rationale for their decision.

After further discussion, a motion was made to uphold the Committee's recommendation not to award Crystal Warner the SEA at this time.

Moved: Virginia Vaillancourt; seconded: Jim Sidel

Carried

Jamey Mills then motioned that Nic Humphreys be recommended for the SEA.

Moved: Jamey Mills; seconded: Jim Sidel

Jamey then spoke on Brother Humphreys' many contributions to the PSAC, nationally and regionally. The motion then carried unanimously. The award for Brother Humphreys will be presented at the 2017 PSAC BC Regional Triennial Convention.

SUBSIDY APPLICATION FROM BOWINN MA

The REVP Office received a Regulation 7 subsidy application from Bowinn Ma for her attendance at the upcoming CanRoots conference in Vancouver.

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It was noted that the subsidy application was not received three weeks prior to the registration deadline, as required by the Regulation. As such, the REVP ruled that the application was out of order and could not be funded.

ACTION ITEM: REVP Office to advise Bowinn Ma that her subsidy application had been denied as it was received too late to be considered

EDUCATION COMMITTEE REPORT

Report moved by Colleen Girard, seconded by Linda Harding

On behalf of the Committee, Colleen reported the results of the education survey that had been conducted within the Region (as attached to these minutes). As incentive for members to participate in the survey a prize was offered, and Sister Jean Olinek had been drawn as the winner.

Colleen went on to report that the Committee had met earlier in the day to discuss the process for education subsidies. The current freeze on education subsidies that was put in place will continue until the end of June. After that time, and going forward, funding for education subsidies will be assessed annually to determine if there are funds available within the regional education budget. Colleen went on to explain that the participants in that assessment will include the REO, the Regional Coordinator, and the REVP with input from the Regional Council's Education Committee.

Colleen added that the Education Committee would like to schedule a conference call with the REO to discuss the 3-year education plan as they ran out of time to discuss it during this meeting.

Jamey Mills asked if the Committee had discussed any tentative plans for a union school in the current cycle. Colleen answered that this is something the Committee plans to look into as it was a recommendation found within the education survey.

Bob then acknowledged the hard work of REO Deb Seaboyer and Patrick Bragg on the education survey.

The motion to accept the report of the Education Committee was then carried.

INTERNATIONAL SOLIDARITY COMMITTEE REPORT

Report moved by Todd Smith, seconded by Ruby Langan

On behalf of the Committee, Todd spoke to the Committee's written report (attached to these minutes). He highlighted the article written by Ruby Langan on International Earth Day and the planning that's underway for the International Day for World's Indigenous People in August. Todd also reported on his engagement with a Mexican labour activist who had visited Vancouver recently.

The Committee will also be working with the Region's Human Rights Committees for a regional approach/plan for the December 10 Human Rights Day. Todd then encouraged members to get involved with the International Solidarity (IS) Committee and their initiatives by joining the IS email list that staff rep Monica Urrutia is compiling.

The motion to accept the report of the International Solidarity Committee was then carried.

POLITICAL ACTION COMMITTEE REPORT

Report moved by Colleen Girard, seconded by Vanessa Miller

On behalf of the Committee, Colleen advised that she had been elected the new committee chair, replacing Crystal Warner. Colleen then extended the Committee's thanks to Crystal for all her efforts.

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Colleen reported that since the federal election the Committee has been less active. Nonetheless, there was still a focus on MP Lobbying regarding TB bargaining and the Employer's call for a short term disability program.

The Committee also discussed the upcoming TB national day of action on June 8. In that conversation the Committee wanted to clarify their role. There is still some confusion between TB mobilization activities versus political action. Nonetheless, the Committee hopes to work closely with the Regional TB Mobilization Committee to assist them with Regional activities.

The Committee also discussed the 2017 provincial election and the Region's involvement with the labour campaign as coordinated through the BCFED.

The motion to accept the report of the Political Action Committee was then carried. A copy of the Committee's written report is attached to these minutes.

BY-LAWS COMMITTEE REPORT

Report moved by Susan Yaciw, seconded by Johann Ackermann

On behalf of the Committee, Susan reported that the Committee had begun reviewing the Regional By-Laws for housekeeping changes that will be addressed through a resolution at the Regional Convention. Some items already identified include the change the age of young workers, the wording in the PSAC's statement on harassment, etc.

The Committee was also tasked with looking at Regulation 3 prior to the BCFED Convention this fall. Regulation 3 outlines the allocation subsidies available for members attending the Convention. To begin this work the Committee looked at the work of the previous Regional Council that began in 2013. With that information, the Committee was proposing an amendment to the Regulation that would change the current number of subsidies for Metro Vancouver from one (1) to two (2) and add two (2) additional subsidies for members outside of Metro Vancouver who self-identify as equity-seeking members.

The cost implication for this Regulation change would increase the required amount of funds from the current \$16,000 to \$18,500. In the Regional Council's discussion of the proposed regulation change, it was noted that the current PSAC BC Priority Proposal only allocates \$15,000 to this regulation.

A motion was then made to refer the Committee back with the following instructions:

The By-Laws Committee will draft a proposal based on representation by membership population in each geographic area of the province.

Moved: Jamey Mills; seconded: Antony Paller

Carolyn McGillivray raised the concern that the referral instructions will not account for equity when allocating subsidies. Jamey answered that when the Regional Council looked at amending this Regulation in 2013 it was presented with two proposals when that addressed equity and the other than looked to allocate subsidies based on geography and membership density. With regard to the latter proposal, Jamey noted that Metro Vancouver has the highest number of members in the Region, and it makes sense that they received the largest number of subsidies geographically.

Terri Lee commented that under these referral instructions, the proposal would have no way of guaranteeing any equity representation. She added that there needs to be some way to ensure an allocation of subsidies to equity seeking groups.

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After further discussion, the referral was lost.

Another motion was made to refer the Committee back, instructing them to draft a proposal that looks at allocations based on representation by member density and that applications be considered based on equity and gender balance.

Moved: Jamey Mills; seconded: Terri Lee

Vanessa Miller asked if those instructions would allow the Committee to allocate funds specifically for young workers and/or health and safety activists. Jamey answered no.

After a vote, the referral was lost.

After further discussion, Jamey Mills asked where the \$18,500 needed for the draft regulation would come from, noting that the 2015-2017 PSAC BC Priority Proposal only allocates \$15,000 in 2016 for this activity. He then asked if the PSAC national budget line for involvement in Federations of Labour Committee involvement could be utilized. Kristin answered that per the 2007 AEC Guidelines, that budget code could not be used for expenses related to the conventions of Federations of Labour. However, if the PSAC BC budget for Regulation 3 subsidies was exhausted overages would be covered by the Regional Council's existing net asset.

After further discussion, a motion was made to refer the committee back with the following instructions: to draft a proposal based on Proposal 1A (prepared by the previous Regional Council in 2013) and expand upon what expenses could be subsidized, including registration fees and loss of salary.

Moved: Jamey Mills; seconded: Terri Lee

After further discussion the referral was carried.

Jennifer Chieh Ho raised a concern regarding the roles and responsibilities of Regional Council members as found in the Section 7, Sub-Section 6 of the By-Laws. Specifically, Jennifer wanted to know if Coordinator reports were sent to all locals and equity groups by the staff. Bob answered that all Regional Council reports have been posted to the regional website and emailed to all Locals.

Jennifer then questioned whether or not they should also be sent in hard copy as previously discussed at a past Regional Convention. Bob replied that paper copies would be provided on a 'by-request' basis.

CONVENTION COMMITTEE REPORT

Report moved by Virginia Vaillancourt, seconded by Bert Farwell

On behalf of the Committee, Virginia advised that the Committee met for the first time today. During that meeting, the Committee talked about which charity they would select to be the recipient of raffle proceeds. The Committee also assigned tasks for obtaining the gaming license and donations for the raffle. Two other discussions that Committee had were on the booths they would like to have at Convention and swag ideas for delegate kits.

In terms of a theme for the Regional Convention, the Committee is awaiting further direction from National. Bob then asked if the Committee had considered incorporating the 20th anniversary of the PSAC BC Region, which occurs in 2017. The Committee liked the idea and agreed to look into it.

The motion to accept the report of the Convention Committee was then carried.

Recessed for the day at 4:26 PM.

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Sunday, April 17, 2016

The meeting resumed at 9:05 AM.

BY-LAWS COMMITTEE REPORT CONTINUED

On behalf of the Committee, Susan Yaciw presented the Committee's new proposal for amending Regulation 3 as required by the motion to refer that passed the previous day. A copy of the proposal is attached these minutes.

Jamey Mills asked why National Officers had been included as potential recipients for subsidy funds given that the majority have their own budgets to attend. Bob answered that there had been a previous case where a National Officer sought subsidy funding to attend the BCFED convention.

The Committee's motion to amend Regulation 3 as provided in the attached proposal carried.

The motion to accept the report of the By-Laws Committee was then carried.

REGIONAL TRIENNIAL CONVENTION RESOLUTIONS

Bob advise that in 2014 the By-Laws of all PSAC Regions were looked at by the Executive Office for their consistency with the PSAC Constitution. However, that review was interrupted last cycle and will be have to be repeated prior to the 2017 regional conventions.

Bob went on to say that outside of the By-Laws review, the Regional Council still needs to look at the PSAC BC Regional By-Laws and the organization in terms of structural or fundamental changes that may be needed. Bob added that he is looking to the Regional Council for leadership in making changes to the PSAC through convention resolutions.

Jamey commented that one resolution he'd like to work on relates to the funding model for ACs. Currently, ACs only receive \$768 annually to conduct their work as the political arm of the PSAC. In BC, ACs are fortunate to receive supplemental political action funds from the REVP. However, this is not the case in all Regions. Moreover, with AC dues being voluntary under the current constitution, it is difficult for ACs to seek additional revenues to carry out their important work. As such, Jamey would like to advocate for increased funding the ACs through a convention resolution. Colleen echoed Jamey comments and offered to work with Jamey on this resolution.

Bob cautioned that in proposing any change to AC funding, it may also be prudent to look at the AC structure itself. Colleen agreed with Bob's comments, noting that we need to be realistic about what works and where. She added that ACs don't necessarily work in all geographic areas. As such, we need to look at the organization as a whole. In addition, a lot of Components feel that AC dues are a double-dip, and this is a view that we'll need to address with any proposed change to AC funding.

Further discussion ensued.

On the issue of member engagement, Bob commented that as an organization we need to understand why members aren't involved with the ACs. Parveen Deepak offered that a lot of members in her area are on a path to retirement and don't want the extra work at this time. Susan Yaciw commented that there are many term employees that are hesitant to get involved with the AC due to a fear of the Employer.

After further discussion, Bob asserted that to address membership engagement we need to understand what is important to members: collective agreements, pensions, protecting their livelihood, health and

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safety, etc. With that, we need to get past the issue of terms being resistant to being involved with the union. We need to provide a basic education on what their rights are and how that can be involved without repercussions from the Employer.

Jennifer Chieh Ho suggested that this member outreach could be conducted via member-to-member door knocking and phone banking much like the election mobilization we carried out. Patrick commented that while we're well within our rights to knock on members' doors to conduct this outreach, it would be more efficient to facilitate the outreach through worksite visits.

After further discussion, Vanessa commented that some of the resistance to involvement that she's found relates to the fact that members don't want to "look like us." They see Regional Council members and AC activists giving so much time, and they aren't able to commit that same level of commitment. It's important that activists explain the range of involvement that members are able to undertake; they don't all have to be Local Presidents and Regional Council members.

Susan asked if the Regional Council would like to pursue a resolution to allow for the election of an 2nd alternate REVP at future Regional Conventions. Bob commented that the Regional Council had previously talked about expanding the role of the Alternate REVP, which had proven difficult on at the AEC level; not all Regions recognize the role of the Alternate REVP in the same way that BC does. Perhaps the Region could draft a resolution to address this and suggest a progressive approach the role of the Alternate REVP.

Vanessa commented that one area she'd like to change within the Region relates to awards. Specifically, Vanessa suggested expanding the awards available to include one that would recognize new activists or young workers, similar to what is done in the Prairies.

Bob advised that at the fall Regional Council meeting there would be time allocated to review draft resolutions. Before then all Regional Council members should be working on draft resolutions for presentation and discussion at that meeting.

Bob also asked all Committees to review the BC Regional By-Laws and Regulations for any changes/updated need for areas that pertain to their Committee. That input can then be fed into the By-Laws Committee

ACTION ITEM: Regional Council Committees to review the BC Regional By-Laws and Regulations for any changes/updated need for areas that pertain to their Committee and feed that input into the By-Laws Committee
--

ACTION ITEM: Regional Council members to come prepared with draft resolutions for the next in-person Regional Council meeting, scheduled to take place this fall
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CONVENTION COMMITTEES

Bob advised that Regional Council members who are not already on the Standing Finance or By-Laws Regional Council Committees need to advise if they are interested in sitting on one of the three committee for Regional Convention: By-Laws, General, Finance. National Officers will also be asked for their interest in participating on Convention Committees, following the same process that was conducted in 2013.

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Bob noted that the fall meeting agenda will include time to discuss Convention Committees, roles and responsibilities.

ACTION ITEM: REVP Office to send out a call for interest for the Regional Convention Committees (By-Laws, Finance and General) to BC Regional Council members

STRATEGIC PLAN

Bob advised that following the National Triennial Convention last year work began on the organization's new strategic plan, which included a lot of Convention decisions and debate. In February, the NBoD reviewed and approved the draft of that plan, which will form the basis of what the PSAC does over the next three years. Bob noted that the plan is a living document that will be carried out in all aspects of the PSAC.

The PSAC's strategic plan from the previous cycle had three primary goals regarding collective bargaining, defending public services and changing the federal government. In the last cycle, a lot of this work was accomplished. Bob then noted, however, in the previous plan the PSAC had been playing "defense" for a number of years, which forced us into a reactionary role. Under the new strategic plan, the PSAC can now start working on an offense. We can take our message to the Liberal Government and put them on the "defense." Bob added that the overall goal in this regard is to get back some of what we lost with the Conservative Government.

Bob then explained that the new Strategic plan includes five main goals that build upon the three goals found in the PSAC's previous strategic plan. In broad terms, over the next three years the PSAC will:

- Resist concessions at every bargaining table, negotiate real wage increases and improve our collective agreements
- Increase membership participation in all aspects of the PSAC, and help Locals and Branches function at their highest levels
- Become more effective, efficient and forceful in representing members, and in mobilizing for healthy, safe and respectful workplaces
- Get better organized to advance members' interests in the political and legislative arenas, both federally and provincially
- Campaign for positive change to public services and programs that better meet the needs of Canadians and address the growing economic and social inequalities in our country.

Bob then reviewed the Strategic plan in depth, commenting on the different focus areas within the plan.

After some discussion, Johann Ackermann raised the matter of the hit-and-run that occurred at the OLG Rideau-Carleton Raceway last evening where PSAC members were picketing.

Jennifer Chieh Ho then motioned that the Regional Council provide a \$500 donation for the UNE Local's strike fund to assist the members locked out at the OLG raceway.

Moved: Jennifer Chieh Ho; seconded: Ruby Langan

After some discussion, Barry Tchir voiced concern over the Regional Council providing funds to groups/situations outside of our Region. He commented that we wasn't opposed to the donation; however, we should be cautious of the potential for a slippery slope. Further discussion ensued.

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Jamey Mills suggested that perhaps more appropriately the Regional Council could send a letter of support to the workers and write letter to the Employer, urging them to get back to bargaining table. Virginia echoed Jamey's comments, noting that Donations & Memberships budget line is typically exhausted annually. She noted that while she's wasn't opposed to a donation, we felt that the DASH Committee would have to look at the budget more carefully to ensure that it fit within the Committee's plan for 2016 donations and memberships. After further discussion, the motion was lost.

Patrick then suggested that the Region could distribute information to all Locals on how to support the workers at OLG Rideau-Carleton slots. Patrick then agreed with Jamey's suggestion to have the REVP issue a letter of support and urge the Employer to get back to the table with a fair deal.

<p>ACTION ITEM: REVP to draft a letter to the OLG Rideau-Carleton Raceway Slots General Manager, conveying the Region's support for the workers involved and to call upon the employer to return to the bargaining table with a reasonable wage offer</p>
--

With respect to the Strategic Plan, Virginia commented that it would be helpful if resources were allocated to improve and update member contact information and lists within UnionWare (UW). In particular, Virginia commented that it would be useful to track and generate lists for union positions in UW. Patrick advised that an upgrade is underway to track this in UW. However, it has been a slow process. He added that steps are also being taken to capture equity and age within UW.

Virginia then asked when grievance tracking would be available in UW. Bob commented that not all Components are on UW, and that he's couldn't speak to a specific roll-out date. Patrick added that PSAC Collective Bargaining Branch (CBB) does track grievances in UW, but access is limited to CBB staff.

Another aspect of the Strategic Plan relates to membership participation. With that, Bob noted that the PSAC aims to have every new member in every Local receive a new member orientation. It was agreed that there are a variety of challenges to this aim varying from a lack of communication by the Employer on new hires to reductions of HR staff, etc. However, Bob commented that we need to address these challenges through UMCs. It's our contractual right to have access to new hires and new hire information. Further discussion ensued.

Another component of membership participation is ensuring that we have up-to-date, accurate member contact information. This will ensure that we have the means to connect with members, especially those in unique worksite situations.

Virginia asked what the staff role was with respect to following up with course participants after courses are concluded. Luc answered that this is an exercise that the Regional Offices would like to further develop. Colleen provided that Rosemary MacKenzie, the admin assistant in the Victoria RO, routinely sends Local Presidents information on any members that have taken PSAC courses. This gives Local Presidents the opportunity to follow up with those members and provide them with future course information. Luc added that National Officers also contact the REO regularly for information on members who have taken courses.

On the part of the plan that speaks to privatization and contracting out, Colleen asked when the PSAC's campaign on contracting out will be launched. She added that the situation with contracting out has been getting worse and worse within some worksites. Bob answered that there's not time frame presently. However, it is a high-level priority for the PSAC. As such, it will be a full scale campaign,

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recognized throughout organization. He added that if there are increasing concerns and/or issues of contracting out at worksites they should be communicated to National Officers and the NBoD by the Locals involved.

After further discussion, Virginia noted that the copy of the Strategic Plan provided was marked as an internal document and wasn't to be share with the general membership. The document also indicated that a short version would be made available soon. Virginia asked when that shorter version would be available. Patrick advised that the PSAC is currently working on a more concise version of the plan that will be shared with the membership. In the interim, there is a two-page document with speaking notes for elected members to use when speaking with members about the Plan.

ACTION ITEM: Patrick to email the Regional Council the speaking notes for the PSAC Strategic Plan for use with the general membership

Bob concluded the discussion, stressing that it's not simply a matter of handing out an official strategic plan to all members. The plan is to be used by the PSAC to help communicate and understand where we are and where we are going as a collective. Bob added that the plan is a living document and a member in the workplace may have a different view than the AEC and/or NBoD regarding the PSAC's position. That will only spur further communication and adjustments. Going forward, we will need to revisit and continue discussing the strategic plan at future Regional Council meetings.

CAMPAIGN TO SUPPORT NEW CANADIANS

Todd Smith reported that the BC Mainland Human Rights Committee (BCMHR) undertook a campaign to support new Canadians arriving from Syria. The BCMHRC partnered with the Immigrant Services Society of BC to join their Family Basket campaign. As part of the campaign, the BCMHRC called on Locals, Area Councils, Regional Committees and members to donate household items, basic toiletries, grocery store voucher cards, and food. The campaign concludes on April 18, after which the Committee will review the campaign and determine its success.

Regional Council members were also asked to participate in the campaign, and a large number of items were collected at during the April meeting.

ASIAN HERITAGE MONTH EVENT

Jen provided background on last year's Asian Heritage month event, which took place at the Unifor Hall in New Westminster. She then advised that another event is being place for May 29th. The organizing Committee is anticipating attendance between 100 to 150 people, and they are currently looking into potential venues, including the Unifor Hall.

The cost of the event has been budgeted at \$2,400; however, the budget will be adjusted as required if funding is not secured. Jen added that the organizing committee is looking to cost share the event between the PSAC, CLC and BCFED (up to \$800 each). Currently, there are verbal agreements from both the CLC and BCFED to undertake this event. Jen then asked if the BC Regional Council would be willing to commit up to \$800 to fund the Asian Heritage Month event on May 29 with the BCFED and CLC.

A motion was made to provide up to \$800 from the Special Events and Meetings budget line to assist in funding the Asian Heritage Month event on May 29.

Moved: Jennifer Chieh Ho; seconded: Joyce Slett

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Virginia asked if Jennifer had reached out the BC Mainland Human Rights Committee (BCMHR) for funding and if Jennifer planned to use any of her coordinator allowance for the event. Jennifer answered that she has budgeted an additional \$200 from her coordinator budget and has informally reached out the BCMHR for additional financial support. It's expected that the BCMHR should be able to provide funding for the event.

The motion was then carried.

Before moving on, Bob took a moment to acknowledge Jennifer Chieh Ho and Paul Croes for their good work on the BCFED Executive Council as equity representatives.

POLICY CHANGES WITH OAS AND GIS BENEFITS

Trish advised that there has been a policy change regarding Old Age Security (OAS) and Guarantee Income Supplement (GIS) benefits. When a senior notifies Service Canada of a change to their marital status, it takes significant amount of time to update the file given current staffing levels. The new policy stipulates that any overpayment of benefits paid in the period from the notification to the finalized file change will be charged to the senior in full. Trish noted, however, CEIU is of the opinion that seniors should not have to pay back the overages given that they resulted from a lack of resources available to implement the change when notified by the client. Trish noted the Government has taken a similar approach with EI. Members seeking additional information on this issue can contact Trish directly.

SCHEDULING OF NEXT CONFERENCE CALL

It was agreed that the next conference call should be scheduled after the June NBoD meeting. As such, Kristin will send out a list of potential dates for a call in early July.

ACTION ITEM: Kristin to send out Doodle poll for the next Regional Council teleconference, to take place during the first week of July
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SCHEDULING OF NEXT FALL REGIONAL COUNCIL MEETING

After some discussion on potential dates, it was agreed that Kristin will send out a Doodle poll with a few potential dates for a fall face-to-face meeting. It was recommended that November be avoided given the heavy schedule that month with the BCFED Convention, PSAC National Health & Safety conference, Young Workers Conference, etc.

ACTION ITEM: Kristin to send out Doodle poll for the fall Regional Council meeting, to take place in Victoria

MEETING ADJOURNMENT

Before adjourning the meeting, Bob took a moment to thank all for attending.

A motion was then made to adjourn the meeting.

Moved: Carolyn McGillivray; seconded: Linda Harding

Carried

The meeting was adjourned at 12:38 PM.

Minutes recorded by: Kristin Schnider

Minutes published: May 2016

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>>> Crystal Warner < > 4/15/2016 7:57 AM >>>

Hi Bob,

I understand the regional council is meeting this weekend. I hope you will convey my greetings. I wanted to thank the regional council for their hard work and the opportunity I've had to serve the members of BC alongside them. At some junction or other everyone around that table has made an impact on my ability to be a better activist for our union.

These are challenging times for CEIU. I want to thank the council members so many of whom without hesitation have reached out to me to lend their support. It's a testament to the power of our regions Solidarity. And to you Bob, for picking up the phone without hesitation to lend your guidance and for being there to help calm our members through this storm. In return, I look forward to occupying Mark Wawara's office with you. Please confirm a line item for bail monies with Kristin and the regional finance committee.

Although I wish I was there with all of you, plugging away on political action and contributing to our region, I know that right now, my time and attention are where they need to be - focused on representing the members of CEIU in BC/YT and helping to build a stronger component for the next generation. I have no doubt Barry will well serve Metro Vancouver.

I hope one day in the not too distant future to put my name forward to join you all again around that table. But until then, on behalf of myself and the members of CEIU in British Columbia, thank you for the Solidarity.

Crystal Warner
CEIU Deputy Trustee BC/YT

Name: Johann Ackermann	Date: April 13 2016
Regional Council Position: West Fraser Valley	
Reporting Period: Nov 2015 - March 2016	
Activities Since the Last Regional Council Meeting	
Activity	How it fulfilled role on the Regional Council
Nov 30 - WFV Area Council Meeting	Represent WFV
Dec 8 – Local 20029 Exec Meeting	Mentioned updates from BC Regional Council etc
Jan 18 - WFV Area Council Meeting	Represent WFV
Jan 19 - Local 20029 Exec Meeting	Mentioned updates from BC Regional Council etc
Jan 29/30 – Area Council Summit	Represent WFV – Dealing with budgeting and lobbying
Feb 23 - Local 20029 Exec Meeting	Mentioned updates from BC Regional Council etc
Mar 2 – BC Council conference call	Represent WFV
Mar 7 – Parliament Question and Answer period - Ottawa	To observe our government representatives
Mar 16 – Regional Education Committee Conference call	Committee meeting
Mar 22 - Local 20029 Exec Meeting	Mentioned updates from BC Regional Council etc
Challenges you had to cope with since the last meeting	
There's never enough time to do everything.	
What would you like to work on next?	
Connecting with the locals and members in the West Fraser Valley and to lobby politicians in WVF and others in important positions/portfolios.	

Coordinator Allowance Allocations

BC Regional Council Coordinator	2015-2017 CYCLE					
	2015 Budget	2015 Actual	2015 Balance Remaining	2016 Budget *	2016 Total Available	2017 Budget
Reserve (est. Spring'12)	-	-	\$ -	-	\$ -	-
Alternate REVP	\$ 1,095	\$ 80	\$ 1,015	\$ 1,095	\$ 2,110	TBD
Metro Vancouver 1	\$ 450	\$ -	\$ 450	\$ 450	\$ 900	TBD
Metro Vancouver 2	\$ 450	\$ 388	\$ 62	\$ 450	\$ 512	TBD
Metro Vancouver 3	\$ 450	\$ -	\$ 450	\$ 450	\$ 900	TBD
DCLs	\$ 450	\$ -	\$ 450	\$ 450	\$ 900	TBD
South Vancouver Island 1	\$ 900	\$ -	\$ 900	\$ 900	\$ 1,800	TBD
South Vancouver Island 2	\$ 900	\$ -	\$ 900	\$ 900	\$ 1,800	TBD
Health & Safety	\$ 450	\$ -	\$ 450	\$ 450	\$ 900	TBD
Youth	\$ 1,080	\$ 713	\$ 367	\$ 1,080	\$ 1,447	TBD
Racially Visible	\$ 1,080	\$ 388	\$ 692	\$ 1,080	\$ 1,772	TBD
Members with Disabilities	\$ 1,080	\$ -	\$ 1,080	\$ 1,080	\$ 2,160	TBD
Aboriginal	\$ 1,080	\$ 657	\$ 423	\$ 1,080	\$ 1,503	TBD
Women's	\$ 1,080	\$ 286	\$ 794	\$ 1,080	\$ 1,874	TBD
Pride	\$ 1,080	\$ 890	\$ 190	\$ 1,080	\$ 1,270	TBD
East Fraser Valley	\$ 810	\$ -	\$ 810	\$ 810	\$ 1,620	TBD
West Fraser Valley	\$ 675	\$ -	\$ 675	\$ 675	\$ 1,350	TBD
Vancouver Island North	\$ 1,440	\$ 704	\$ 737	\$ 1,440	\$ 2,177	TBD
Northwest B.C.	\$ 1,890	\$ -	\$ 1,890	\$ 1,890	\$ 3,780	TBD
Northeast B.C.	\$ 1,890	\$ 387	\$ 1,503	\$ 1,890	\$ 3,393	TBD
Southern Interior 1	\$ 1,890	\$ 191	\$ 1,699	\$ 1,890	\$ 3,589	TBD
Southern Interior 2	\$ 1,890	\$ 1,122	\$ 768	\$ 1,890	\$ 2,658	TBD
National Officers	\$ 1,890	\$ 1,376	\$ 514	\$ 1,890	\$ 2,404	TBD
TOTAL	\$ 24,000	\$ 7,182	\$ 16,818	\$ 24,000	\$ 40,818	\$24,000

* Plus a 10% overage allowance

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Education Committee Report

February – Back and forth email traffic regarding input to the upcoming education survey.

March 17th – Committee conference call.

The committee discussed the education survey and the questions and concerns that were being putting forth for the survey.

Deb Seaboyer presented a draft survey that would go out to the committee for suggestions on wording, length etc.

The discussion on the survey was to make suggestions and collect data towards the decision making process in ways of regular courses, advanced courses, timings for courses etc.

The committee discussed the subsidy allocations for coursings held outside the PSAC. We discussed setting a standard implementation process for screening applicants for outside coursings.

April 16 – Meeting Face to Face

Agenda included the following:

- Education Survey results
- Education allocation for subsidies
- Draw for participation of Survey
- 3 year Education cycle

Education Survey Results:

The survey was emailed out to approximately 570 members. 92 members completed the survey, 22 members participated but did not complete the survey. The findings of the survey were as follows:

Area – What part of the province do you live in?

8 – Fraser Valley

26 – Greater Vancouver

9 – Northern BC

17- Southern Interior

32 – Vancouver Island

66% of participants stated they found out about education opportunities through the PSAC BC E-newsletter.

Applying for Courses – Considerations for factors of applying for courses were ranked in the importance of timing and date, practicality and relevance of course material, ease of use of information, location, topic, size of course and location.

The biggest barrier accessing education is the course not being in the member's area.

From existing courses the most members are interested in the facing management course, harassment awareness and training, creating respectful workplaces and bargaining from strength.

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From advanced courses the members are most interested in advanced local officers training, violence prevention in the workplace, advanced duty to accommodate and the ARTS course.

Other in person education ranks in the following order:

1. Union School
2. Seminars/Webinars
3. Lunch and learns

The Committee made recommendations for future surveys with regards to the length of the survey, using a two-step process as well as the timing of the survey.

Sister Harding drew the winner for the participation in the education survey. We are happy to announce Jeanne Olineck from the South Interior Okanagan won the SWAG items.

The Committee discussed the allocation of subsidies. We currently have a freeze for subsidy allocations until the end of June. The Committee had a lengthy discussion on this issue. The Committee came to the conclusion that allocations of subsidies would be considered on a yearly basis. The Committee would be provided the budget for education course costs by Deb Seaboyer in September of each year. After receiving the budget #'s, the Committee would make the recommendation of the amount of subsidies issued as well as for which type of specialized training. This would allow for a transparent process for members as those budgeted allocations would be posted on our website.

The Committee discussed the application form for subsidy to attend Non-PSAC education courses. The Committee made the recommendation to include at the top of the application form a line, which detailed the importance of providing detailed information on the form to avoid vague responses. The Committee also agreed to remove a section of the document pertaining to specialized training. The Committee clarified some information required for course information.

Due to time constraints the committee was unable to discuss the 3-year cycle for courses. The Committee agreed to send suggestions for their geographic areas the REO via email. The recommendations would be discussed via email.

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BC Education Survey - All Responses

Area - what part of the province do you live in?

Response	Chart	Percentage	Count
Fraser Valley - Abbotsford, Chilliwack etc.		8.7%	8
Greater Vancouver - Vancouver, Surrey, North Shore, etc.		28.3%	26
Northern BC - Prince George, Prince Rupert, Haida Gwaii etc.		9.8%	9
Southern Interior - Okanagan, Kootenays etc.		18.5%	17
Vancouver Island		34.8%	32
		Total Responses	92

How do you currently find out about PSAC BC education opportunities?

Response	Chart	Percentage	Count
PSAC BC E-newsletter		66.3%	61
Poster on union bulletin board		13.0%	12
From someone in my Local/Branch		32.6%	30
From the PSAC Regional Office		29.3%	27
From a BC Regional Council member		13.0%	12
At the PSAC BC website		77.2%	71
Other(s), please specify...		6.5%	6
		Total Responses	92

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How do you currently find out about PSAC BC education opportunities? (Other(s), please specify...)

#	Response
1.	AGMs
2.	PSAC office in Whitehorse
3.	Various E-mail
4.	Area Council mtgs
5.	While on a course I found out about another course I was interested in taking
6.	usualy i do not, would good to get info in an email or news-letter

Applying for courses - please rate the following factors in terms of importance to you when deciding whether or not to apply for a course ...

	Most Important	2	3	4	5	6	Least Important	Total Responses
Topic	54 (64.3%)	15 (17.9%)	10 (11.9%)	4 (4.8%)	1 (1.2%)	0 (0.0%)	0 (0.0%)	84
Location	15 (17.6%)	14 (16.5%)	12 (14.1%)	20 (23.5%)	11 (12.9%)	8 (9.4%)	5 (5.9%)	85
Duration	0 (0.0%)	2 (2.5%)	5 (6.2%)	12 (15.0%)	27 (33.8%)	24 (30.0%)	10 (12.5%)	80
Timing or dates	11 (12.6%)	20 (23.0%)	27 (31.0%)	17 (19.5%)	5 (5.7%)	6 (6.9%)	1 (1.1%)	87
Practicality/Relevance of material (course content)	9 (10.3%)	31 (35.6%)	18 (20.7%)	20 (23.0%)	8 (9.2%)	1 (1.1%)	0 (0.0%)	87
Ease of use of information (applicable content)	1 (1.2%)	4 (4.7%)	14 (16.5%)	12 (14.1%)	26 (30.6%)	26 (30.6%)	2 (2.4%)	85
Size of course	0 (0.0%)	1 (1.2%)	2 (2.4%)	1 (1.2%)	3 (3.7%)	15 (18.3%)	60 (73.2%)	82

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What barriers, if any, do you experience accessing union education?

Response	Chart	Percentage	Count
Course is not in my area		63.6%	56
I am not selected		26.1%	23
I don't hear about education opportunities		13.6%	12
I hear about education opportunities too late		18.2%	16
I can't give up my weekends		20.5%	18
The topics don't interest me		15.9%	14
I have taken all the education that is available		27.3%	24
Other, please specify...		18.2%	16
		Total Responses	88
















What barriers, if any, do you experience accessing union education? (Other, please specify...)

#	Response
1.	There is only one date offered and it conflicts with something else.
2.	weather, driving conditions in the winter
3.	The topics are not offered in my region and I am not selected to take it another region.
4.	It's hard to work all week and then spend 2 days in training. Maybe 2 Saturdays in a row, or a Friday night and Saturday (1.5 day course) could work?
5.	Hate doing role-playing
6.	I prefer to attend during my days of work, doing a 2 day course on days off is just too taxing, and I get paid for it.
7.	Cost of getting to location
8.	I'm a shift worker, depends if I have the days off or if I can get leave off from work
9.	sometimes the time lines just do not work
10.	barriers are related to my personal life
11.	None really
12.	Dates don't often work with my schedule

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13. cost of travel is too high, can't use online courses as don't have enough bandwidth
14. Willing to travel but course is not offered in my catchment area
15. none
16. The availability of a particular course topic

Existing basic courses - please select all that you are interested in taking ...

Response	Chart	Percentage	Count
Convention Procedures		36.0%	31
Creating Respectful Workplaces		45.3%	39
Creating Workplace Change Through Employment Equity		37.2%	32
Bargaining From Strength		45.3%	39
Duty to Accommodate		38.4%	33
Facing Management		53.5%	46
Grievance Handling (Core Course)		30.2%	26
Harassment Awareness Training		50.0%	43
Health and Safety Activism		33.7%	29
Health and Safety – Canada Labour Code Part 2		40.7%	35
If People Counted! Economics Through a Union Lens		45.3%	39
Local Officers Course (Core Course)		37.2%	32
Public Speaking For Trade Unionists		27.9%	24
Representing Members with Mental Illnesses		34.9%	30
Talking Union Basics (Core Course)		22.1%	19
Total Responses			86










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Please select/rank your preference(s) for attending PSAC basic courses

	Best choice	2	3	Worst choice	Total Responses
Evening Sessions – all in one week	1 (1.2%)	21 (24.4%)	37 (43.0%)	27 (31.4%)	86
Evening Sessions – over consecutive weeks	8 (9.5%)	14 (16.7%)	36 (42.9%)	26 (31.0%)	84
Week Day(s)	30 (34.5%)	26 (29.9%)	8 (9.2%)	23 (26.4%)	87
Weekend Day(s)	53 (58.9%)	26 (28.9%)	3 (3.3%)	8 (8.9%)	90

Regional and advanced courses - please select all that you are interested in taking

...

Response	Chart	Percentage	Count
Advanced Duty to Accommodate		51.8%	44
Advanced Representation Training for Stewards (previously Advanced Stewards Training)		45.9%	39
Advanced Local Officers Training		60.0%	51
Alliance Facilitator Training		44.7%	38
National Aboriginal People’s Circle (NAPC) Course		14.1%	12
Unionism on Turtle Island		21.2%	18
Violence Prevention in the Workplace		52.9%	45
Women Rising Higher (or equivalent)		41.2%	35
Young, Organizing, Unionizing and Resisting!		15.3%	13
Total Responses			85

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International Solidarity Committee Report

The International Solidarity Committee has the following to report:

- An article on International Mother Earth Day, also known as International Earth Day, has been drafted by Sister Ruby Langan and will be shared with the Environment Committee.
- An event or action is being planned by Sister Ruby Langan for the second annual International Day for World's Indigenous People to happen close to August 9th, 2016.
- A Mexican labour and human rights activist paid a visit to Vancouver recently. Brother Todd Smith reports that he learned a lot about labour and human rights issues in Mexico:
 - Our Mexican brother is a professor of Public Health Promotion at the public university in Mexico City.
 - Post-secondary education is free through the public university though barriers still remain to access it.
 - Our Mexican brother has engaged in public actions to expose corruption within the University thereby effecting positive change.
 - Mexicans and Canadians alike are fighting against privatization of public services in various forms.
 - Union structures in Mexico are mostly around work sites and, in the case of our Brother, his union represents all staff in the university.
- The BCTF is hosting the 12th Conference of the Tri-National Coalition in Defense of Public Education from May 13-15. Brother Todd Smith is hoping to meet with labour activists attending from Mexico and will see if there's interest to meet with some other PSAC activists.
- The International Solidarity Committee will work together with the Mainland Human Rights Committee to put on an event for International Human Rights Day on December 10, 2016. We will reach out to the other two regional Human Rights Committee's to see if there's interest in working on a regional event.
- Invitations to join the International Solidarity mailing list will be extended to the regional Human Rights Committees. This email list has recently been reactivated.
- Sister Ruby Langan will be writing an article for the International Day for Non-Violence on October 2 and another for International Day for Eradication of Poverty on October 17. Both will be shared widely.

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Environment Committee Report

BC PSAC Regional Environment Committee meeting - April 16, 2016 9:30 am

Terri Lee
Benilde Gomes - Alternate Jill MacNeill present
Carolyn McGillivray
Joyce Slett
Barry Tchir

The committee thanked Nick Humpreys for his past service to the committee. His retirement is celebrated and he will be missed.

A new chair was elected. Terri Lee was acclaimed.

The committee's previous activities included lobbying for clean water, clean job promotion and education. There was a discussion regarding priorities for the next year. Some items discussed were green jobs, reducing waste, improving public transit, linking with First Nations communities who are involved on environment issues. We will also promote alternatives to fossil fuels, such as wind power and slow the LNG pipelines. In the Okanagan and Kootenays the Zebra mussels are a threat to lakes and water. A resolution was previously submitted to the BC Fed, but was not debated.

Jill volunteered work on a newsletter with information for the BC Region. We could also send information to Patrick to attach to the monthly BC Regional Newsletter. We will request from the members to send us information on the environment that they are passionate about to engage the members. We would like to acknowledge Earth Day on April 22.

There is a meeting of the BC Fed Climate Change Working Group on April 25. The meeting will discuss developing a workplan to include ways to address issues including the Provincial Government climate plan, carbon tax consultation, the CLC's job plan, Green Jobs BC and the climate and the upcoming Provincial election. Patrick Bragg will attend on behalf of the PSAC.

In solidarity,

The BC Regional Environment Committee

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Political Action Committee Report

The political action committee has been less active post election period. We have been focusing on lobbying the MP's as a part of the Area council summit that most of us attended. In addition the Chair Crystal Warner stepped down from her position. The Committee thanks her for her efforts.

The committee met at 8:30 am April 15 2016. In attendance we had Carolyn McGillivray, Jamey Mills, Colleen Girard, Vanessa Miller, Jill MacNeill, Jennifer Chieh Ho and Patrick Bragg.

The Agenda was set as follows:

1. Selection of new chair for committee
2. June 8 2016 events
3. Provincial Election
4. Grants Law Sit In

Discussion ensued around the expectations for the role of the chair. Carolyn stated that her requests would be that when the chair speaks for the committee there is full discussion prior to ensure that the voices of the committee is reflected in the report accurately. It was also stated that the committee is about working for political change and we are wanting to have some anonymity from Ottawa in order to do the work that we agree is important here in the region. There was committee agreement.

At that time the committee indicated that there was only one person who had put their name forward for the position of chair. Colleen Girard was named chair by acclamation.

The committee then discussed the national day of action on June 8 2016 in order to get further clarification on what is a part of the purview of the political action committee and what is mobilization. The Committee agreed further that the mobilization committees should work closely with the area councils and should identify themselves if they have not already done so. Patrick indicated that the listing of the mobilization coordinators were on the website as well.

The Committee then had a preliminary discussion around the Provincial election. Patrick indicated that the campaign is being directed by the federation of labour. He stated that there are documents which show the campaign program. Patrick provided these documents including the document on how PSAC will do the implementation of the strategy. The Committee agreed that we really liked the direct NDP campaign action that was a part of the plan at the end of the campaign. We agreed that we would be starting to reach out to all of our membership and gain some momentum going forward so that we continue to work on this issue and do not lose the activism we gained during the federal election.

Lastly, the Committee discussed the Grants Law sit in that is happening today. We discussed how we could support. Jamey provided an overview of how the law came into effect and that the companies has worked to water down the law. Jamey also stated that the Vancouver area Council had motioned to provide coffee to those doing the sit in and invited the committee to attend. The Committee agreed that those who were able would attend.

Meeting was adjourned at 9:30 am

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By-Laws Committee – Regulation 3 Amendment Proposal

Proposal #1 (a)

BC Federation of Labour Convention Subsidy

Section 1: Purpose

As part of its strategy to increase our visibility and participation in the broader labour movement, the BC Regional Council will provide a subsidy to assist, encourage, and promote attendance of the PSAC members at the Biennial Convention of the BC Federation of Labour.

Section 2: Eligibility

Subsidies will be allocated preferentially to one (1) delegate from each of the following constituencies:

North Vancouver Island	South Vancouver Island
Northeastern BC	Northwestern BC
Southern Interior (Okanagan/Kootenay)	
East Fraser Valley	West Fraser Valley
Women	Pride
Racially Visible	Aboriginal
Members with Disabilities	Directly Chartered Locals/Separate Employer Units
National Officers	Health and Safety
Youth	

Subsidies will also be allocated preferentially to two (2) delegates from each of the following constituencies:

- Metro Vancouver
- Equity members from outside Metro Vancouver

Delegates residing outside Metro Vancouver and East Fraser Valley may be eligible for up to \$1,000 to help defray the costs of travel, hotel, registration, loss of wages and per diem expenses.

Delegates residing in Metro Vancouver and West Fraser Valley may be eligible for up to \$500 to subsidize costs of commuting, registration, loss of wages and per diem expenses.

If the above number of delegates cannot be met based on the applications received by the application deadline, residual funds may be reallocated to more than one/two applicant(s) per constituency, based on available funds.

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Section 3: Applications

Applications for the subsidy should be made in writing to the office of the REVP not less than six (6) weeks prior to the opening of the Convention. Applicants should indicate what other sources of funding are available or being pursued and an estimate of costs. Any funding available from the local, component, Area Council, Women's Committee, etc. must be reported and preference will be given to those with greatest need.

Section 4: Reports

There shall be a written report to the REVP's office within one month of the event.