

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL CONFERENCE CALL
HELD TUESDAY, OCTOBER 3, 2017 AT 6 PM**

In Attendance:

Jamey Mills, REVP-B.C. (Chair)
Johann Ackermann, West Fraser Valley
James Brierley, Young Workers
Jennifer Chieh Ho, Racially Visible
Bert Farwell, North Vancouver Island
Nia Gillies, Pride
Linda Harding, Health & Safety
Giselle Henry, Aboriginal

Jennifer Horsley, Metro Vancouver
Leanne Hughes, National Officers
Terri Lee, Metro Vancouver
Jill MacNeill, Northwest B.C.
Trish Martin, South Vancouver Island
Antony Paller, East Fraser Valley
Shane Polak, MWD
Todd Smith, Alt REVP-B.C.

Absent:

Sky Belt, Metro Vancouver
Colleen Girard, South Vancouver Island
Tiffany Hobbins, Northeast B.C.
Carolyn McGillivray, Southern Interior

David Schinbein, DLC and SSE
Kelly Sidhu, Women's
Wes Todd, Southern Interior

Staff:

Patrick Bragg, Political Communications Officer
Luc Guevremont, Regional Coordinator

Kristin Schnider, EA to the REVP-B.C.

Jamey Mills called the meeting to order at 6:02 PM.

ADOPTION OF AGENDA

Jamey Mills called for any additions to the agenda, which had been circulated in advance via email. Giselle Henry asked that the agenda item for the Sacred Water Ceremony be expanded to include a discussion on invitations to attend the Ceremony.

REVP REPORT

a. BCFED meeting with the Labour Minister

Jamey reported that it has been an interesting time in the labour movement over the last couple of months given that we now have a labour-friendly government in BC for the first time in 16 years. The new BC NDP Government has been actively engaging and consulting with labour representatives since they took office. Jamey went on to advise that the BCFED's Ranking Officers met with the Labour Minister Harry Bains twice already.

During their meeting with the Minister last week, the Officers discussed a number of labour issues including four key areas of focus:

1. Changes to the Workers' Compensation Board and ensuring that a balance is regained on the Board of Directors. Currently, the Board is heavily weighed in favour of the Employer side.
2. Legislative changes with regard to the BC Labour Code and push the agenda on the card check. In the absence of this, the BCFED will otherwise seek changes to make it easier for British Columbians to join unions in BC.

Part of this conversation also includes the problems with contract flipping in BC, particularly in hospitals and in food services. This is when an employer changes its company name, effectively

changing the worksite from being unionized to a non-union workplace. The union then has to reorganize the worksite.

3. Revising the Employment Standards Act – Jamey noted that there have been no changes to the Act since 2001. At that time some serious reductions were made.
4. Pushing for a \$15/hour minimum wage and the elimination of the lower server wage in BC.

b. BCFED Union Renewal Conference

The BCFED's Union Renewal Conference is taking place October 26-27 in Victoria at the Fairmont Empress. The conference includes some great workshops and skill development for community and member engagement.

In conjunction with the conference, the BCFED's Executive Council will be meeting the day prior in Victoria as well, which includes three PSAC members: Jamey Mills (in his capacity of REVP), Todd Smith (as the Alternate REVP) and Kirsty Allen (as an elected representative for the District Labour Councils).

Jamey then encouraged members in the Victoria area to attend the conference if they are able. Through Regulation 7, subsidies may be available for their attendance.

c. Area Councils

Jamey reported that the majority of the Region's Area Councils are expected to send delegate to the 2018 PSAC National Triennial Convention. Jamey was recently in Prince Rupert and Terrace for some site visits and was able to attend a meeting of the Northwest BC Area Council, which has become active again. Congratulations to Jill MacNeill for her efforts to revitalize this Area Council.

POLITICAL ACTION UPDATE

a. Fix Phoenix Actions/Activities

Jamey advised that it appears there are still more than 10,000 pay issues being reported each month. The Employer has now brought in the software development to assist with the system fixes. The PSAC has also been campaigning for more compensation advisers (including some retired members) coupled with double overtime for these individuals.

In the Region a couple actions have taken place: in September CEIU organized rallies in Kelowna and Kamloops outside MP constituency offices. The rallies focus on Phoenix issues as well as CEIU's *Respect Vegreville* campaign.

b. VDAC Phoenix Public Awareness Sub-Committee Update (Item Requested by Todd Smith)

Todd Smith reported that the Vancouver & District Area Council (VDAC) Phoenix Public Awareness Sub-Committee has been quite active over the last month. An event has been organized in Vancouver for October 18, which appears to have spurred events in other areas across the Region. The Vancouver event will be a cohosted event between PSAC, PIPSC and CAPE at 401 Burrard Street. PIPSC National President Debi Daviau will be speaking at the event. The VDAC is also looking for members willing to speak about their personal experiences with Phoenix.

Todd went on to advise that Sub-Committee will be holding a conference call this Thursday, October 5 and other PSAC BC members are welcome to attend the call to discuss Phoenix actions in their areas.

Jamey added that Sky Belt has created a PowerPoint presentation on Phoenix that has been a great resource for members. The presentation speaks to: (1) the problems with Phoenix, (2) what the PSAC

has done to date (3) and next steps. To date, the presentation has been used at two worksites for lunch and learn sessions and is scheduled for use at another event next month. As more of these lunch and learn sessions are scheduled, the REVP will be looking to Council members to attend with him.

ACTION ITEM: Patrick to send out a copy of the Phoenix presentation to Regional Council members

On the October 18 actions, Jamey advised that Phoenix events are taking place in Vancouver, Prince Rupert, Nanaimo, Chilliwack and Victoria. If members would like to organize further events in other areas, please have them contact the REVP Office so we can assist with materials, flyers, communication, etc.

c. MP Lobbying

Jamey reported that there has been good uptake from the membership in terms of engaging their MPs. Moreover, MPs have been very receptive, especially to the letter that Jamey sent out in the summer.

Jamey has attended several meetings with MPs in the Lower Mainland. With each meeting he's tried to have another member who resides in the constituency attend with him. The aim is foster a working relationship with the MP that will extend well after Phoenix pay system issues are resolved.

The FB group has also undertaken MP lobbying as part of their mobilization activities. The PSAC provided some training for interested FB members and meetings have been taking place. As a result of one of those meetings, Wayne Stetski, MP for Kootenay-Columbia stood up in the House and spoke on behalf of FB members and their current bargaining situation (see <https://openparliament.ca/debates/2017/9/21/wayne-stetski-2/>). The take-away from this is that MP lobbying does work, especially in the current political climate.

Jamey noted that if any Regional Council members would like to meet with their MPs, please get in touch with the REVP Office for assistance. Jamey added that there may be some funding available for members to meet with MPs through the Region's Political Action budget.

Johann Ackermann advised that he's hoping to meet with his MP, Carla Qualtrough. Jamey advised that given Minister Qualtrough's portfolio, Johann should coordinate with the REVP Office.

ACTION ITEM: Johann and Jamey to discuss plans for meeting with Carla Qualtrough, Minister of Public Services and Procurement

Jill MacNeill advised that she's been in touch with Nathan Cullen's office to arrange a meeting regarding Phoenix issues. Cullen's office replied that before scheduling any such meeting they want to talk to their Phoenix people. This response is surprising, but fellow constituents have faced some difficulties at this office seeking assistance with Phoenix-related issues. Jill may need some assistance from the REVP's Office on this matter. Jamey agreed.

NEGOTIATIONS UPDATE

COMMISSIONAIRES - The Union team met with the employer the week of July 25 and is scheduled to meet with them again October 23 and 24. In July, the team was able to make some progress on language improvements regarding bereavement leave, staffing and seniority articles.

FIRST NATIONS HEALTH AUTHORITY – The bargaining team met with the employer in the first week of October.

GRANVILLE ISLAND – The team has achieved a tentative agreement and a ratification vote has been scheduled for October 19.

ARINC. – This unit has applied for conciliation and expects to be meeting in the next few weeks.

PUROLATOR – A bargaining conference is scheduled for October 21 and 22 and face to face meetings with the employer will be scheduled after that.

IMP COMOX – The arbitration process is moving forward. After a significant amount of pressure, the employer has finally agreed to arbitration dates in February 2018. Patrick added that as part of the mobilization plan for this unit, bus and bus shelter ads were purchased in the Courtenay/Comox area. Initially the PSAC got in trouble for using the image of the CF helicopter, which had to be removed from the ads. Instead, a silhouette of the helicopter was used, which has proved to be even more effective in terms of messaging.

PRINCE RUPERT AIRPORT – The input call for bargaining demands has gone out.

NORTH PEACE AIRPORT - We have served the employer with notice to bargain, but thus far do not have meeting dates.

SWISSPORT SUPERVISORS & ADMIN (YVR) – The input call for bargaining demands has gone out.

TREASURY BOARD FB GROUP – PIC dates have been scheduled for November and December. The unit is continuing with the MP lobbying efforts, which has proved successful (as reported above).

PARKS – The teams were at the table last week and will be back at the table next month. The issues they face are the same as TB. Updates are available at the national website.

CFIA – The teams will be back at the table on October 16. CFIA has dropped their transformation concessions. It appears that the Employer may be looking to get a deal before year end. Another week of bargaining has been scheduled for the first week of November.

WINNIPEG AIRPORT – A tentative agreement has been reached at the Winnipeg Airport. This unit has been on strike for over 70 days. The tentative deal has been fully endorsed by the bargaining team and a ratification vote will take place tomorrow, October 4.

CANADA POST – The team has received the global offer from the Employer earlier this week. UPCE's counter offer has just been posted on the PSAC national website.

Terri Lee asked if the REVP Office had been asked to provide any names for regional delegate seats to the National Bargaining Conference. Jamey advised that the REVP Office has not been approached yet. However, he anticipates that it will be discussed at the NBOD meeting later this month. Jamey will provide an update to at the next in-person meeting.

<p>ACTION ITEM: Jamey to provide an update on the selection process for the National Bargaining Conferences at the next in-person Reginal Council meeting</p>
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UNITED WAY

Jamey advised that the United Way's Government of Canada Workplace Charitable Campaign (GCWCC) kicks off tomorrow. In Vancouver, a kickoff event is being held at 800 Burrard with PSAC, CAPE, and PIPSC.

Jamey noted that there have been some member concerns regarding payroll deduction donations and potential problems with the Phoenix Pay System. He added that if you have scheduled United Way deductions on your pay cheque, you should not anticipate any issues. However, new donors are encouraged to avoid issues by considering other donation methods: direct debit contributions from

your bank account, month credit card donations, one-time donations by cheque, credit card, etc. Donations do not have to go through payroll.

Jamey then added that this year's United Way Labour Appreciation Dinner conflicts with the PSAC's Leadership Training in Ottawa. As such, the Region will not be purchasing a table for this year's event. However, the Region will look into the United Way's Spirit Awards fundraising dinner in the spring.

NATIONAL TRIENNIAL CONVENTION REMINDERS AND UPDATES

Kristin reminded the Council that the 18th PSAC National Triennial Convention is taking place April 29 to May 4, 2018 at the Metro Toronto Convention Centre. The Convention Call out was sent out in early September and is posted on the PSAC national website:

http://psacunion.ca/sites/psac/files/attachments/pdfs/psac_2018_national_convention_call-final.pdf

All Components have now received their delegate numbers and will be submitting their delegate names to the PSAC. Component delegate names must be received by November 24. Once received, delegate will receive a link to register for Convention. The delegate registration deadline is January 12, 2018.

The Region is anticipated that at least 6 of the 8 Area Councils will be entitled to send a delegate to convention (meaning that they will have held at least four (4) meetings in 2017 prior to October 28 and have submitted their meeting minutes to the REVP Office). Delegate election meetings have been taking place over the last few weeks, and will have concluded by the October 28 deadline. Those meetings are posted on the PSAC BC regional website calendar.

Once Area Council delegates are elected, the Area Council Presidents must file the appropriate paper work with the REVP Office by November 14 to ensure that their delegate will be able to register for Convention.

Beginning January 29, 2018 registered delegates will be able to contact W.E. Travel to make their travel arrangements.

The deadline for Area Council resolutions was September 1, 2017. However, Components have until October 30, 2017 to submit their resolutions.

LEADERSHIP SUMMIT

Kristin reported that the PSAC National Leadership Training is being held November 30 to December 3, 2017 at the Westin Hotel in Ottawa. Attendees include members of all PSAC Regional Councils, Component National Officers, NHRC members and NAPC members.

The program will include guest speakers, panelists and workshops covering a variety of topics related to communication with members; membership engagement and mobilization; equity, human rights and inclusion; and labour relations management as it pertains to mental health and safety in the workplace.

Further details and a link to online registration will be emailed out to applicable members in the next week. Once received the registration link is received, Council members have been asked to please register as soon as possible so the PSAC can begin making travel arrangements as necessary.

REMINDERS REGARDING THE FALL IN-PERSON REGIONAL COUNCIL MEETING

a. Meeting Logistics

Kristin reminded the Regional Council that the in-person meeting is taking place November 3-5 at the Hilton Vancouver Metrotown Hotel in Burnaby. Regional Office staff will be in attendance on the

Friday, and the Region's national officers have been invited to observe the meeting over the three days.

Those members who require air travel for the meeting were reminded to book their flights with W.E. Travel by Thursday, October 5.

A full agenda and meeting materials will be sent out in the coming weeks. If any Regional Council member has an item they'd like included on the agenda, they are asked to email the REVP Office.

b. Coordinator Reports

Kristin reminded the Regional Council that Coordinator reports are due Thursday, October 5. Please email them to Kristin by the deadline so they can be included in the meeting materials.

SACRED WATER CEREMONY DONATION REQUEST

As Colleen Girard was not present on the call, Giselle Henry provided that last year the REVP Office contributed \$500 toward the 2016 Sacred Water Ceremony held in Victoria. This year, the Vancouver Island Human Rights Committee (VIHRC) is planning another ceremony to be held on December 10 in Victoria. Through Colleen Girard, the VIHRC organizing committee contacted the REVP Office and asked if the Regional Council would be able to contribute to the event again this year.

Jamey then advised that a request had been sent out to the applicable Coordinators on the Regional Council: the two South Vancouver Island Coordinators and the Aboriginal Coordinator. To date, we have heard back from one Coordinator who confirmed that she'd like to contribute some of her funding to the event. Once the REVP Office hears back from all applicable Coordinators, the Office will contact the organizing committee members and advise that what funding they can provide.

On behalf of the organizing committee, Giselle then asked if Jamey Mills would be able to attend the ceremony in his capacity of REVP. Jamey advised that he planned to attend.

ROUND TABLE DISCUSSION

Jamey opened the floor to Regional Council members for discussion.

Jill MacNeill thanked Jamey from coming to Prince Rupert last month and attending the Tears 4 Justice dinner with Jill. She then thanked the Regional Council for their \$300 donation (as approved by the DASH Committee) for the Tears 4 Justice "Tamara's Walk" that took place the day after the dinner. The annual walk is to bring attention to the women and girls who have lost their lives or disappeared along the highway 16 corridor.

Jamey reminded the Regional Council that the cumulative amount remaining in each coordinator's budget rolls over into the Regional Council net asset as of December 31, 2017. Therefore, Regional Council members should take advantage of the funds they have remaining before the end of the year. Jamey encouraged Council members to plan some site visits or member outreach with the funds they have available. The REVP Office is available to assist with their plans and budgeting.

Jamey then reminded the Regional Council that Sisters in Spirits Vigils are taking place across the Region tomorrow. The Vigils provide an opportunity to honour the lives and stand in solidarity with the families and loved ones of Missing and Murdered Indigenous Women and Girls (MMIWG). This year, the PSAC has partnered with Pacific Association of First Nations Women, UBCIC, the BC Federation of Labour, the Union of National Employees and Amnesty International to organize the vigil in Vancouver. Jamey then encouraged all Regional Council members to attend a vigil in their area were possible.

James Brierley asked about Area Council delegate elections for the National Triennial Convention and how to find out if his Area Council is in good standing and eligible for a delegate seat. Jamey answered that James should contact the REVP Office for this information as the Office keeps records on the number of meetings held each year, the minutes filed for each year, and whether or not an Area Council has submitted the appropriate delegate paperwork for Convention.

Jill MacNeill asked how the newly reactivated Northwest BC Area Council can regain their bank account again. Jamey Mills answered that they'll need to submit the minutes from their last meeting so that a new account can be opened. The REVP Office will work with Jill to get this actioned as soon as possible.

MEETING ADJOURNMENT

Before adjourning the meeting, Jamey thanked the Regional Council for attending the call.

The meeting was then adjourned at 6:49 PM.

Minutes recorded by: Kristin Schnider

Minutes published: October 2017