

**RECORD OF MEETING
B.C. REGIONAL COUNCIL MEETING
HELD FRIDAY, NOVEMBER 3 AND SATURDAY, NOVEMBER 4, 2017
IN THE BACCARAT ROOM AT THE HILTON VANCOUVER METROTOWN,
6083 MCKAY AVENUE, BURNABY**

In Attendance:

Jamey Mills, REVP-B.C. (Chair)	Terri Lee, Metro Vancouver
Johann Ackermann, West Fraser Valley	Jill MacNeill, Northwest B.C.
Sky Belt, Metro Vancouver	Trish Martin, South Vancouver Island
James Brierley, Young Workers	Jeanne Olineck, Southern Interior
Bert Farwell, North Vancouver Island	Antony Paller, East Fraser Valley
Nia Gillies, Pride	Shane Polak, MWD
Linda Harding, Health & Safety	David Schinbein, DCL/SSE
Ron Hardy, A/Northeast B.C.	Kelly Sidhu, Women's
Giselle Henry, Aboriginal	Todd Smith, Alt REVP-B.C.
Jennifer Horsley, Metro Vancouver	Astrid Stoker, A/South Vancouver Island
Leanne Hughes, National Officers	Stephen Torng, A/Racially Visible

Regrets:

Jennifer Chieh Ho, Racially Visible	Tiffany Hobbins, Northeast B.C.
Colleen Girard, South Vancouver Island	Carolyn McGillivray, Southern Interior

Staff:

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

Guests:

Dean Babuin, Agriculture RVP	Dave Knoblauch, CIU Branch President
Kirsty Havard, USGE RVP	Vanessa Miller, CEIU BC/YT RVP
Stephen Klaver, CEIU Alternate BC RVP	Virginia Vaillancourt, UVAE NEVP (Friday only)

Jamey Mills called the meeting to order at 9:00 AM and welcomed all in attendance.

Aboriginal Territory Acknowledgement

Jamey then asked Aboriginal Coordinator Giselle Henry to provide the acknowledgement for the Aboriginal territories upon which the meeting was taking place.

Moment of Silence

A moment of silence was held to acknowledge workers killed on the job and those individual who have passed since the last in-person meeting. Particular mention was given to Sister Daphnie Gaudreau from the Agriculture Union who recently passed away.

Scent Free and Anti-Harassment Statements

Jamey reminded the Regional Council that the PSAC statements on harassment and scent-free environments had been circulated to all participants in advance of the meeting and asked Linda Harding to read the statements aloud.

Welcome and Introductions

Jamey Mills provided some opening remarks and conducted a round of introductions for the B.C. Regional Council, National Officers and staff in attendance.

Discussion on Implementation of the Special Dues Levy

Jamey Mills asked for the indulgence of the Regional Council to address the situation with the implementation of the Special Dues Levy before proceeding with the meeting agenda.

Jamey began by explaining there were two distinct issues the NBoD dealt with at their October meeting: the first was the PSAC staff pension plan special dues levy and the second was the Special Dues Levy - General Fund. On the former, Jamey provided that a brief history on the genesis of the pension solvency dues levy that began in 2012, which was continued at the 2015 PSAC National Triennial Convention at a rate of 0.0593% (or approximately \$2.45/member). As of August 2017, the health of the staff pension plan was good and the PSAC's pension consultant recommended that the dues levy could cease. The NBoD decided to cease the levy at the October meeting, effective December 31, 2017.

On the matter of the Special Dues Levy - General Fund, Jamey explained that there has been a significant impact on the PSAC's ability to collect dues under the Phoenix Pay System. At present, the PSAC does not know when dues corrections will occur. Currently the PSAC is facing a loss of approximately \$6M per year and growing as a result of Phoenix. To mitigate this shortfall, the PSAC had to cash out some long-term investments in order to free up necessary capital for operations costs.

Last week, the PSAC was advised by the Employer that the change tapes would not run on November 15 as originally planned with PSPC. It is assumed that this, too, is due to Phoenix. Jamey explained that the change tapes were traditionally run monthly whereby the PSAC would send membership files to the Employer with employment changes, updating dues amounts and rates.

In addition, we have just found out that the Treasury Board collective agreements won't be implemented within the 150-day requirement, which means a further shortfall of dues for the PSAC.

Jamey then noted that the PSAC has a policy by which it will only recover dues owing for the preceding 12-month period no matter how long the dues are in arrears (no matter the circumstance). Moreover, dues in arrears are only collected at the rate by which regular dues are paid. That said, the PSAC fully intends to go after the Employer the dues that cannot be recovered from members given the lengthy delays and continual issues with Phoenix. Moreover, the NBoD is committed to seeking full damages that have been incurred as a result of Phoenix.

At present, we are not able to change members' dues within the Phoenix pay system. That means any new Local dues that voted in cannot be initiated through Phoenix. These new dues are consequently paid out by the PSAC from their revenues to Locals and the PSAC absorbs this dues shortfall as well.

This situation was discussed at length by the NBoD in October, and the NBoD decided to implement the Special Dues Levy – General Fund as a means to bridge the dues shortfall. The levy, which was passed as part of the budget at the 2015 National Triennial Convention, can be initiated when there is a fall in revenue of 2% or greater. Jamey confirmed that currently the loss in dues revenue is more than the 2% threshold.

Jamey then advised that the NBoD further agreed that the amount of the Special Dues Levy – General Fund would be set at the same rate as the pension solvency levy, effective January 1, 2018

(immediately after the pension solvency levy ceased). This was an intentional decision of the Board to ensure that it did not trigger further Phoenix issues for members.

The PSAC will track this amount and watch for any surplus of funds. Jamey then reiterated that the transition from the pension levy to the special dues levy will take effect January 1, 2018. At the 2018 PSAC National Triennial Convention, delegates will look at the dues rate going forward.

Sky Belt commented that a cash flow problem does not equate to a revenue shortfall. She added that in her opinion, the PSAC is asking for a loan from members that members haven't agreed to. Why is the PSAC not taking out a bank loan to address the cash flow problem?

Jamey advised that the special dues levy was voted upon and agreed to at the PSAC National Triennial Convention in 2015. While he could not speak on behalf of the PSAC's Finance Committee, Jamey didn't believe that a bank loan was being considered as an option at this time. Jamey further clarified that there will be no change in dues for members: one levy is ending and a second levy of an equal amount is beginning.

Trish Martin commented that she would have liked better communication from PSAC. Members don't understand what has happened. Trish then asked if the decision to implement the special dues levy was due to that fact that they cannot stop Phoenix from deducting the pension levy or if the decision was made because the PSAC had surpassed the 2% threshold. Jamey answered the dues revenues had dropped past the 2% threshold some time ago. But as Trish noted, the PSAC is not able to stop the original pensions levy due to Phoenix issues. This way the PSAC is able to appropriately reallocate the levy to the general fund to offset some of the dues shortfall caused by Phoenix.

Jamey then agreed that the communication on the levies could be better. However, everyone in this room can now be a spokesperson to dispel some of the misinformation within the membership. Member questions can also be directed to the REVP Office.

Stephen Klaver asked when the PSAC recognized shortfall. Jamey answered that the shortfall was known before he joined the NBoD. He added that because of this he cannot speak to any of the conversations the PSAC had with the Employer at that time.

Stephen then asked what the PSAC has done to recover the funds from the Employer. Jamey advised that the PSAC filed a writ of mandamus and confirmed that the PSAC will be the lost revenues when an accurate total has been calculated.

Patrick added that PIPSC is facing a similar situation and they decided to go public with their situation much sooner, asking the government for a loan. At the time, the PSAC was focused on getting members' pay fixed first, dues collection was secondary. However, the situation for the PSAC has now become a serious issue in terms of the PSAC's operational ability.

After further discussion, Patrick then provided the history for the Special Dues Levy – General Fund, noting that it was a proactive response to cuts threatened by the Harper Government if reelected in 2015. No one anticipated that the levy would be needed for Phoenix. However, revenue has dropped as a result of the Phoenix pay system, which allows the PSAC to use the levy as a mechanism to mitigate the situation.

Dean Babuin remarked that he appreciates the fact the NBoD chose to be transparent with members regarding the levy changes. However, Dean would like to see the PSAC do something more drastic in response to the Phoenix situation. Can we not just rid of the system and go back to

paper and pencils? Jamey advised that the PSAC is pushing for more compensation advisors. He added that at this point we don't have another payroll system to go to and the Employer is still committed to fixing Phoenix. Jamey added that the PSAC will also be running a national campaign on the Phoenix disaster. This should not be taken likely as the PSAC does not have a history of running campaigns on pay issues. Further discussion ensued.

Sky commented that she understood the reason for the implantation of the dues levy. However, she disagreed with the messaging around it: in her opinion, there has not been a drop in revenue. There is simply a problem with cash flow. The union is funding a government mistake with this levy.

Vanessa added that wished the communication around the levy had been more timely. It would have been better if the PSAC had issued a statement before news of the levy hit social media. Now that the levy has passed by the NBoD, she urged the PSAC to have stronger message than "Fix Phoenix."

Following the discussion, Jamey thanked everyone for their participation. Jamey also committed to forwarding their comments to the AEC at their November meeting.

GUEST SPEAKER: Aaron Eckman, BC Federation of Labour

Jamey introduced Secretary Treasurer Aaron Eckman of the BC Federation of Labour.

Aaron Eckman began by noting the change the BC Federation of Labour has realized in the working relationship with the provincial government. Since the election of the BC NDP/BC Green government the BCFED has been receiving nearly daily requests for consultation from the Provincial government on a number of board and committees. Over the last 16 years of BC Liberal rule, the BCFED had to fight to get a single person to represent labour on these same boards and committees.

Aaron went on to say that the previous government didn't appear to respect working British Columbians, and the BCFED is working to change that with the new Provincial government by continuing to advocate for a \$15/hour minimum wage. Aaron explained that the BCFED has taken on this initiative because it speaks to the history of the Federations of Labour: if it isn't labour who advocates for all workers, who will? Moreover, by raising the minimum wage is inherently raises the floor from which we can negotiate wages. The BCFED is striving to have the \$15/hour minimum wage realized by January 2019.

Aaron then addressed a challenge facing the Federation: it is difficult to serve as the single unified voice of labour in BC as there are differing opinions on major provincial projects and the direction of the Province on initiatives such as the Site C dam and the Kinder Morgan pipeline. Decisions on these projects will inevitably impact hundreds of workers BC.

Aaron commented on the federal voting patterns of union members in the interior, noting that 60% of these union members vote Conservative. This is a situation that the BCFED and the Affiliates must reconcile and ask why. Polling prior to the 2015 federal election showed that those members never hear from the BC NDP or the union and that they're concerned about their resource sector jobs if the province moves away from this industry.

Aaron asserted that we need to have an alternative jobs narrative in BC. A failure to engage with these members and discuss what a just transition will look like will create a political dynamic that will deeply impact all of us.

Jeanne Olineck asked if the BCFED and/or the BC NDP have a strategy for addressing resource sector jobs. Aaron answered that the strategy is largely encapsulated in the [Leap Manifesto](#), which

has been a divisive issue at the NDP. Aaron explained that the problem stems from the assumption of a just transition and the fact that this document was created primarily by individuals whose livelihood is not largely dependent on non-renewable resources. In the current political and economic climate, it has been difficult for many to embrace the idea of a just transition. Adding to the challenge is the fact that there isn't cohesion in the labour movement on this issue.

James Brierley then asked how we are to bridge the gap between the resource-based vote on Vancouver Island (which is largely left wing and progressive) and the resource-based vote in BC's interior, which has traditionally been right wing. Aaron answered that this largely depends on an electoral strategy; unless we engage in a complex discussion on a just transition, it will be difficult to move resource-based voters to the left.

Shane Polak commented that there has also been a shift in non-resource work as well, which centers on automation. In light of these changes, how is Labour going to address this transition? Aaron advised that the ILWU have faced a similar challenge in recent years, and they've developed a different approach rather than resisting automation: the ILWU has tried to incorporate the jurisdiction of IT within their bargaining unit work so their members repair, maintain and service all technology introduced. They've also stipulated that the Employer is responsible for providing their members with any related training. This avoids any contracting out and ensures that any future jobs are included as union jobs.

There being no further questions, Jamey then thanked Aaron for presenting to the Regional Council.

Roles and Responsibilities with PSAC Regional Staff

Luc Guevremont provided an overview of the PSAC structure, including a description of the services provided in each of the branches. Each staff person then introduced themselves and explained their role, responsibilities and portfolio within the organization. Details on the BC Regional staff are available at <http://psacbc.com/our-organization/staff>

Attendees were then broken into groups based on geographic areas to discuss the following questions:

1. How will you engage members (e.g. Worksite visits, Area Councils, Regional Committees, campaigns, mobilization, etc.)?
2. What are your objectives (or goals) for the coming year?
3. How can PSAC staff support you in this work?

Groups then reported back on their discussions/plans:

EAST AND WEST FRASER VALLEY GEOGRAPHIC AREAS

In terms of engaging members, the group agree that they would utilize worksite visits, emails, Mailchimp, communication through equity group networks, and connecting with members at Regional Committee and Area Council meetings.

Their objectives for the next year include: attending Local meetings and AGMs, participating in community events, and conducting worksite visits, being cognizant to include National Officers, the REVP and staff in their plans. In addition, the group plans to continue with MP visits on this issues facing members.

To achieve these objections, the group plans to work with staff to obtain, and update, member contact information, gather speaking notes for events, and carry out outreach events (logistics

coordination, sourcing equipment, etc.). They also plan to have staff attend the worksite visits them, recognizing the staff may have existing relationship with Locals and various worksites.

NORTH AND SOUTH VANCOUVER ISLAND GEOGRAPHIC AREAS

The group talked about holding more face-to-face meetings or cross-component lunch and learns with their constituents. The group is also considering an Island newsletter for members and establishing webpages for their Area Councils and Regional Committees.

A large portion of their discussion looked at how they can move their members from complaining/commenting on social media to activism. One solution was to increase membership engagement in PSAC regional structures where mobilization can be organized and correct information shared.

Plans for the coming year include further involvement in community events to increase public awareness and understanding of PSAC issues and to encourage public buy-in. In addition, they plan to conduct more member outreach through worksite visits and cross-component events/meetings.

The group agreed that they need to work with staff to ensure they have current contact information, updated resources for members. They will also seek staff support to organize worksite visits over the next year.

METRO VANCOUVER GEOGRAPHIC AREA

The group reported that they have been working on listening and responding to members' needs. An example of this is the formation of the Phoenix Public Awareness Sub-Committee of Vancouver Area Council. The group added that they will continue to participate in as many regional committees and Area Councils as possible to ensure that they hear from members.

The group commented that they have had some success with using personalized emails to members rather than just employing large group email blasts. This has facilitated direct communication with members and more member engagement.

The group added that their goals for the next year include:

1. Asking the Region's political officers and staff to invite them to Local AGMs and organizing their own site visits
2. Continuing to foster personal connections and outreach with members
3. Working to narrow the gaps between Locals presidents and the PSAC
4. Better coordinating the work of the Area Councils and regional committees (e.g. scheduling back-to-back meetings and/or coordinating events with weekend courses)
5. Using the Region's Alliance Facilitator Network to conduct lunch and learn sessions with staff reps on Phoenix or other PSAC issues
6. Look at alternating the venue for BRUSH committee meetings to other areas of the Region to engage more members (not just holding meetings in the Vancouver RO)

The group plan to support the work of staff in terms of member outreach, and they will be seeking staff support to gather information that members request as well as member contact information.

NORTH AND SOUTHER INTERIOR GEOGRAPHIC AREAS

The group noted that there have been challenges with engagement and participation at Area Council (AC) meetings. To revitalize AC in the Northwest, the REVP and Jill MacNeill did a series of site visits to talk about the AC and encourage member participation. The response at the first meeting this fall was positive. The group added that communicating with Local presidents in the

In addition to the hours of session, Jamey reminded the Regional Council of the CLIFF movie night at the Vancouver Regional Office beginning at 5 PM on Friday evening.

Approval of Previous Minutes

A motion was made to accept the previous minutes of the June 19, 2017 meeting, which had been circulated in advance of the meeting.

Moved: Shane Polak; seconded: Linda Harding

Carried

A motion was made to accept the previous minutes of the September 13, 2017 conference call, which had been circulated in advance of the meeting.

Moved: Jennifer Horsley; seconded: Shane Polak

Carried

A motion was made to accept the previous minutes of the October 3, 2017 conference call, which had been circulated in advance of the meeting.

Moved: Bert Farwell; seconded: Jill MacNeill

Carried

REVP Report

Jamey Mills turned the Chair over to Alternate REVP Todd Smith for the duration of his report.

Jamey reported that since June of lot of his focus has been on the Phoenix Pay System. Jamey wrote an open letter to all Members of Parliament (MPs) in the Region regarding the situation with Phoenix, and the Office has received written responses from a number of the MPs (provided in the meeting materials). As a result of that open letter, Jamey has also met with a number of the MPs to speak about the situations are members are dealing with. Jamey advised this is work plans to continue going forward.

At the Leadership Summit later this month, plans are being made to conduct an MP Lobby in Ottawa on November 29 with members of the AEC and some selected activists. For the BC Region, Colleen Girard and Sky Belt have been asked to attend the lobby with Jamey.

Jamey noted that he has also focused his energy on the PSAC's anti-privatization campaign. Along with UCTE National President Dave Clark, Jamey co-penned a letter to the cities of Victoria and Richmond on the potential privatization of those airports. Positive responses were received from both mayors, confirming their preference for preserving the airports as not-for-profit entities. Copies of those letters were included in the meeting materials circulated in advance of the meeting.

Before concluding his report, Jamey advised that he's available to meet with members and attend member events. Please get in touch with the REVP Office if any opportunities arise.

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

Moved: Jamey Mills; seconded: Linda Harding

Carried

Jamey then resumed the Chair.

Regional Coordinator and Political Communications Officer Reports

POLITICAL COMMUNICATIONS OFFICER REPORT

Patrick reported on his involvement with a number of BCFED committees and working groups. In particular, Patrick commented on his involvement with the BCFED's Minimum Wage Working Group. Patrick noted that the Provincial government has created a fair wages commission that has been

tasked with figuring out how to implement a \$15/hour minimum wage and a livable wage in BC. The BCFED has made submissions to the commission with the support of the working group. On the *Fight for \$15/hour* campaign, the BCFED is shifting their focus to include not just low-wage earners generally but more specifically servers in BC who have an hourly rate lower than the minimum wage and workers who receive a piece weight wage (e.g. farm workers). The BCFED hopes to bring some public awareness to the low wages received by these groups through public events.

Patrick advised that he's been working with the CLC municipal elections working group, which coordinates Labour's activities around the elections. Patrick reminded the group that the CLC District Labour Councils have traditionally been involved with the election and produce poll cards that identify (and endorse) labour-friendly candidates in their areas. Patrick noted that the CLC is offering training at their Winter School for union members who plan to run in municipal elections.

Patrick has also been involved with the BCFED's Workers Action Centre working group. The working group is examining how the BCFED can create workers' action centres, which will provide services and advice to un-organized workers. The centres will be a place where people can get help with issues they've having with the Employment Standards Branch. The hope is that when these individuals receiving assistance, the BCFED will be able to empower them to advocate for change for themselves (similar to what we've seen in the US with the Walmart workers campaign).

Patrick then reported on the recent Phoenix rallies in BC, noting that it was an organically generated 'Day of Action' on October 18. Events took place in Vancouver, Victoria, Rupert, Nanaimo and Chilliwack, with solidarity actions in other parts of the province from which the Office received member photos. Patrick added that the Region received good media coverage across the province. Patrick added that CEIU also held similar Phoenix rallies in Kelowna and Kamloops in September that were picked up by the media.

With regard to the PSAC's Privatization campaign, Patrick reiterated the earlier comments on Jamey's letters to the Victoria and Vancouver airports. He added that, as part of the campaign, the PSAC is also looking at ship building at DND. The PSAC is currently working on a fact sheet, which will be used to lobby MPs in Parliament and at the committee level. Presently the PSAC is not asking for member engagement on this initiative. However, if members want to get involved they should contact UNDE. Once more information is available, the PSAC will communicate the national campaign strategy.

Patrick then spoke on the ongoing RCMP organizing campaign, which focuses on the civilian members of the RCMP. Patrick explained that many of the RCMP civilian members will be coming over to USGE as they have been "deemed in." There is also another group of civilian members within the RCMP (including 911 operators, intercept operators) who can choose which union to join. The PSAC is actively trying to organizing these members, showing them the benefits of joining the PSAC. The PSAC's campaign website is www.strongerfuture.ca Patrick noted that CUPE is also trying to organize these workers.

Patrick is also working with the PSAC's Loren Crawford to develop a leadership workshop on social media. The workshop will provide members with strategies to engage members online via social media and work to convert 'complainers' into activists.

Finally, Patrick advised that he's hoping to raise the profile of Regional Council members. As a first step, he's planning to add a photo of each Regional Council member to the regional website adjacent to their contact information.

REGIONAL COORDINATOR REPORT

Luc Guevremont reported on a number of different areas under the Regional Office Branch:

Regional Negotiations

ARINC – This unit is located at YVR and includes 18 members and is part of UCTE. Their tentative collective agreement was ratified on October 30. Part of the agreement includes the introduction of long-term service.

Commissionaires Victoria, the Island and Yukon – Ratification votes are underway including a mail-in ballot. It would appear that the majority of members are content with the tentative agreement.

CMHC Granville Island – This unit's collective agreement was ratified in October.

Active regional units include:

- First Nations Health Authority – negotiations began last month. However, it may take a while to develop a tentative agreement for this group. The next meeting dates will take place in the new year.
- IMP Comox – this unit's collective agreement expired in July 2015 and they are currently in arbitration. The next set of dates are in February 2018.
- Sealcove Commissionaires in Prince Rupert – there has been no movement with this group. The Employer is seeking significant rollbacks, so members are currently enjoying a statutory freeze. If they go to the table, they will face concessions. Therefore, progress has been slow and there has been no further update since the last Regional Council meeting.
- Purolator – this unit held their bargaining conference a couple weeks where the bargaining team was selected. Notice to bargain will be served in early December.

Input notices have been issued for the following units: North Peace Airport, Prince Rupert Airport, and the Swissport Supervisors & Admin unit at YVR. In 2018 Swissport Fuelers and the Kamloops Airport will follow.

Regional Education Program

Luc advised that they are coming to the end of the fall course schedule. Currently, staff are working to develop the winter/spring weekend course schedule and the schedule for advanced courses next year. Two advanced courses have already been posted. The REO will be consulting with the Education Committee shortly on the course schedules.

There will also be upcoming Phoenix lunch and learns sessions. Luc noted that this has been flagged as a priority item for Regional Coordinators in all Regions.

Organizing

As Patrick reported, there is the ongoing organizing campaign with the RCMP. As part of the campaign, some members of the Regional Council and/or National Officers may be asked to draft an endorsement or testimonial for the PSAC. The PSAC wants to share the value of joining the PSAC with the RCMP deemed members who have not been unionized in the past.

The other organizing drive in BC is with the Commissionaires. Luc added that they have been successful in organizing another work location. Because the Commissionaires are under the BC Labour Code, they do not have to negotiate a separate agreement once cards are unsigned; they can be absorbed in the existing agreement for DCL 20500.

Regional Staffing

Luc announced that James Little had been appointed to the vacant regional representative position in the Victoria Office, which was created with Dave Jackson's retirement. James' Health and Safety position will be posted soon and a staffing competition will begin for James' former position.

Luc provided that the competition of the Vancouver regional representative position is still ongoing. There have been some issues scheduling dates for the selection board. However, the process is progressing.

Virginia Vaillancourt asked if James Health and Safety position will be returned to the Vancouver Regional Office. Luc provided that the position will likely be returning to Vancouver. However, that decision has not been finalized yet. A staff posting will be going out as soon as possible.

Virginia then asked who will handle the active health and safety files in the interim while James takes on the new position. Luc answered that it will be discussed this week as part of the transition plan. Luc noted that the WCAT case load is not too heavy in December; January will be the focus. The PSAC does have the ability of retain the services of Hastings Labour Law to offset the workload as required.

Negotiations – National Units

CFIA

- The collective agreement expired at the end of December 2014. There are approximately 4,000 members in the unit.
- The last meeting with the Employer was October 16 to 20, and progress was made
- The team is hoping for an agreement when they are back at the table, starting November 6.
- If an agreement is not reached next week, the next step is a Public Interest Commission (PIC)
- Monica Urrutia is the staff person responsible for mobilization and she has been communicating regularly with the regional mobilization committee, which is comprised of mostly the local presidents.

PARKS CANADA

- The collective agreement expired in August 2014. There are approximately 4,200 PSAC members work for Parks Canada.
- The bargaining situation is following a similar route as CFIA. The last meeting was held October 16, but there was not as much progress. The employer is refusing to include some of the same benefits as in the TB agreements. The team is frustrated but wants to reach an agreement.
- Meetings are scheduled this month.
- Jessica Kerek is the staff person responsible for mobilization.

SSO

- Both collective agreement (for the Regional Office Interviewers and for the Field Interviewers) expired in November 2014. There are about 1,200 members in both units. In BC, we only have Field Interviewers.
- The last meeting was in September. The next meeting is scheduled for November 21-23.
- The employer has moved a bit, but concessions around job security remain on the table.
- Monica Urrutia is the staff person responsible for mobilization.

TREASURY BOARD: FB GROUP

- The collective agreement expired in June 2014. There are approximately 8,400 FB members across the country.

- This has been a long round of bargaining and the unit is now in the PIC process.
- PIC dates were scheduled for October 17th and 18th, November 2nd, 6th and 23. By mutual agreement the parties used the first two dates to engage in mediation. However, there was no success with mediation.
- FB members are showing support for the team by wearing orange laces.
- There has been some success with MP lobbying for this group: MP Wayne Stetski has done good work in Parliament raising the issues faced by FB members.
- Robert Strang is the staff person responsible for mobilization.

CANADA POST

- The collective agreement expired in August 2016. There are approximately 1,400 members in the bargaining unit.
- The employer has serious concessions on the table around job security. The new language would make it easier for Canada Post to outsource our work and privatize parts of the business by laying off our members.
- Pensions are another issue for this unit. PSAC wants all members in the defined benefit component of the plan. Currently not all are: new employees go into a defined contribution plan. This was forced on workers after a long difficult strike in 2008, which ended the day before Christmas.
- Solidarity is important. The team held a telephone town hall with members on October 17 and has been doing follow up work around that.
- The team is at the table this week.
- Deanna Kimball is the staff person responsible for mobilization.

NAV CANADA

- Bargaining is underway. The bargaining conference was held Oct 24-26 and the team was elected.
- Dates are being discussed.
- This is a private sector employer, which spun off from the federal government in 1996 as a privately run, not-for-profit corporation, rather like the airport authorities.

MP Lobbying

As reported earlier, Jamey wrote an open letter to all 42 MPs in the Region over the summer and has had face-to-face meetings with a number of MPs over the last few months. Jamey has made it a priority to include a member from the constituency at each meeting (where possible). Jamey went on to say that the NDP MPs have been the most favourable thus far. To date, Jamey hasn't been able to schedule any face-to-face meeting with Conservative MPs. Liberals been very compassionate, but will not bring up Phoenix in the House.

James Brierley advised that he met with his MP, Sheila Malcolmson last month and discussed his concerns on child care. The meeting was very successful and Malcolmson committed to taking the issue to Parliament.

Johann provided that he's planning to meet with his MP, Carla Qualtrough on November 15. There have been some challenges in scheduling a meeting. However, Johann has spoken with the office staff about Phoenix. From that discussed he learned of the idea to file ATIP on Phoenix pay issues.

Jill MacNeill commented that she also had some difficulty contacting her MP, Nathan Cullen. When they held a rally at Nathan Cullen's office on October 18 he wasn't there, but Jill spoke with him by phone and talked with the office staff. The staff were surprised to hear that the Phoenix issues is

still ongoing. Jill added that this should serve as a reminder that we need to keep up our efforts on public awareness.

Todd reported that he and Jamey met with MP Don Davies recently. When they arrived, the office had a "Fix Phoenix" poster on door. Todd went on to say that they had a good discussion and Davies was quite empathetic. Todd plans to continue engaging with Davies and meet with him to discuss issues as appropriate.

Jamey offered that when he spoke with MP Peter Julian, Julian suggested that it's a good idea to give MPs a personal story or a testimonial to use in the House that includes the name (real name or a pseudonym) of a member affected. Jamey added that if Regional Council members need assistance arranging meeting with MPs, please contact the REVP Office. They may also be some funding available through the REVP Office to assist some expenses related to those meetings.

Phoenix Pay System

Jamey began the discussion, advising that MP Carla Qualtrough has been named the new Minister for Public Services and Procurement, and is responsible for Phoenix. To date, the Government has spent \$400M to fix system problems and there is a backlog of approximately 250,000 cases with 8,000 added last month. The PSAC has pushed for the government to bring on more compensation advisers to help address the backlog. Moreover, IBM and Oracle have been engaged further to look at the root causes of the pay issues. Jamey reminded the group that we've now been advised that the change tapes will not be run until 2018 and implantation of the Treasury Board agreement have also been delayed.

Jamey commented that we need to come up with regional and local ways to keep the pressure on the Employer to fix Phoenix. Jamey then provided the example of the USGE information picket organized at Kent Institution. He added that the CEIU has also reminded their members to refuse any voluntary overtime, to not stay late, to take their full breaks, and not to provide any translation services to non-official languages, etc. until Phoenix is fixed.

Jamey stressed that it's critical we educate members on what's happen and the reasons for the decisions made. Jamey added that our Region is an example for the rest of the organization in terms of our mobilization efforts. The October 18 rallies were good examples of this. Jamey then called for questions on Phoenix.

Jeanne Olineck commented that the Government has spent \$400M to fix the Phoenix Pay System that was implemented to save \$73M per year, and it was known that the system didn't work for Saskatchewan Teachers or in Australia. Jeanne voiced her skepticism on the cost-savings motivations claimed by the government. It seems as though the Phoenix Pay System was part of a deliberate union-busting initiative by both the Conservatives and the Liberals. She then asked why the PSAC can't push the Employer to buy back the license for the old pay system or work on a new pay system in-house. Jamey answered that he could not speculate on whether or not Phoenix was a union-busting initiative. He added that unfortunately, the old system is gone and we cannot go back at this point. As the Phoenix Pay System has been in place for nearly two-years there are some pay staff who have never even seen the old system; all they know is Phoenix.

After further discussion, Linda Harding provided that the members in Miramichi struggling and overwhelmed with the backlog of claim files: one week the Employer is telling them to work on certain issues, the next they are directed to work on other files without resolving the initial issues.

Sky Belt asked who put together the Phoenix newsletter that went out to members. She noted that it would be good if the newsletter was more print-friendly, rather than links to web pages so that it could be posted on union bulletin boards in the workplace and/or used more readily as an engagement tool for members. Patrick advised that it was developed nationally, and the REVP Office will convey the recommendation for a more print-friendly version.

Dean Babuin asserted that his members want the Phoenix pay system gone. Why does the PSAC still support the idea of keeping the system? Jamey answered that there is no other system to go to right now.

Trish Martin asked if the PSAC knows what systems are in place in other countries. What other options are there? Jamey wasn't able to answer that question, but said he would raise it at the AEC and report back.

Todd Smith commented that it's not the Union's responsibility to fix the system. However, we need to be vocal that whatever 'fix' is found delivered by our in determinant PSAC members who have been provided with the appropriate training.

After further discussion ensued, Stephen Klaver stated that the PSAC should establish smaller, more achievable goals for Phoenix. He argued that we can't just keep saying "Fix! Fix! Fix!" We need something that is actionable. Jamey provided that the PSAC files a writ of mandamus. However, it has been held in abeyance because they were able to achieve some gains with the Employer: we were able to get system access to members who are not in the workplace, we were able more compensation advisers and access to the decision-making bodies where we could discuss the system problems and potential fixes.

Stephen Klaver then asked if the PSAC considered issuing deadlines to the Employer for finding improvements to the system and/or reducing the number of outstanding case files. Jamey answered that the PSAC is not able to set deadlines because there's very little likelihood that they will be achieved. The union is not able to impose any penalty on the Employer if the deadline is missed. Patrick added that if we can't make the government live up to an imposed deadline, it will make the PSAC look weak. We have no control over software. The only area where we have some control relates to our demand for the Employer to hire more compensation advisors. Further discussion ensued.

Sky Belt advised that at the October 18 rally in Vancouver that was held with PIPSC and CAPE they faced an issue with conflicting messaging: while the PSAC focus on "Fix Phoenix," "Forget Phoenix" was the message expressed by the other two groups. Sky asked if there was any agreement on a comprehensive approach between the unions. Jamey answered that at the national level PSAC, PIPSC and CAPE have been working together. While we cannot force them to have the same message as us, Jamey committed to raising the concern with Robyn Benson.

Kirsty Havard commented that it is an opportune time to mobilize membership. The NBoD Committee needs to take action quickly if they want to monopolize on the current willingness of the membership. Kirsty provided the example that the Correctional union covered the wages for members who did not show up to work for 1.5 hours as part of a job action initiative.

Todd commented that he would like to see some action in February that coincides with the Phoenix implementation anniversary.

Recessed for the day at 4:27 PM.

Saturday, November 4

The meeting reconvened at 10:34 AM.

GUEST SPEAKER: Sam Wiese, BC FORUM

Jamey welcomed Sam Wiese to the meeting, and advised the Sam Wiese is a past members of the BC Regional Council and the PSAC's current representative to BC FORUM.

Sam began by explaining that the BC Federation of Labour was the first Federation to acknowledge retired union members, and took retirees into their fold. Sam added that BC FOUM are recognized delegates to BC Federation of Labour.

In terms of members, Sam advised that members need to be 50 years of age or older to join, and you do not have to be retired. Sam noted that BC FORUM counts on membership fees to cover operational costs. Sam then distributed a pamphlet on the benefits of joining BC FORUM, available at <http://www.bcforum.ca/Resources/BC%20FORUMleaflet2013.pdf> Sam noted that some union Locals have recently started covering the first year of BC FORUM membership for retirees (at a cost of \$20 per member/year). Same encouraged the group to reach out to Local presidents and have them look into BC FORUM and discuss the value of joining BC FORUM with their members.

Some of the work of BC FORUM includes (1) advocacy on pension issues, specifically Bill C-27; (2) awareness on dementia and cognitive issues; (3) affordable housing, which is an issue that affects seniors and many others; (4) the fight for CPP and OAS, and work to increase the amount workers pay in younger years so there is more available at retirement; and (5) universal pharmacare. On universal pharmacare, Sam noted that Don Davies put forward a Bill for universal pharmacare on October 17. The Bill was voted down in the House despite the fact that it would have resulted in a net cost-savings for the country as reported by the Parliamentary Budget Officer. Consequently, BC FORUM is planning to continue their MP lobby for universal pharmacare.

In terms of partnerships, BC FORUM works with the BCFED, the CLC and the Congress of Union Retirees of Canada (CURC) on their campaigns. BC FORUM also works with the National Pensioners Federation. Within BC FORUM, they work with the Council of Senior Citizens' Organization of BC (COSCO) regarding their health and wellness institution. Through this partnership, BC FORUM members facilitate workshops for seniors' groups on a variety of subjects (e.g. sleep, wellness, pensions, sexuality and seniors).

Trish Martin asked if it would be appropriate to contact BC FORUM for assistance with letter writing initiatives and MP lobbies. Sam confirmed that it would be entirely appropriate. BC FORUM has already written a letter to Finance Minister Bill Morneau on the Phoenix disaster, addressing the impact it's having on seniors and retirement. Please contact Sam for BC FORUM assistance and she will bring it forward to their executive.

Todd Smith asked if BC FORUM addresses challenges faced by LGTBQ2+ seniors. Todd noted that in moving to seniors' centres and programs, many are forced back into the closet. Sam answered that issues would likely be handled by COSCO through their health and wellness institution. As Sam hasn't facilitated that workshop yet, she wasn't sure it was included, but it would be worth exploring further.

Sam advised that BC FORUM offers a pre-retirement planning session for the workplace. Please contact BC FORUM if your Local is interested. Sam cautioned that the BC FORUM course is not able to answer personal retirement questions or provide financial advice.

After some further discussion Jamey thanked Same for presenting and for her work with BC FORUM.

Coordinator Reports

Alternate REVP BC Report – Todd Smith

Report moved by Todd Smith; seconded by Sky Belt

Todd advised that he's been busy since the Regional Convention. Todd met with his MP Don Davies along with the REVP and attended a number of summer outreach events that were aimed at increasing public awareness on Phoenix Pay System problems. Todd was also involved with the Vancouver Phoenix rally on October 18.

The motion to accept the report of the Alternate REVP BC was then carried.

GEOGRAPHIC COORDINATOR REPORTS

Metro Vancouver Coordinator Report – Jennifer Horsley

Report moved by Jennifer Horsley; seconded by Linda Harding

Jennifer advised that she's been busy working on the Vancouver Regional Women's Committee Shoebox Project. As part of that work, Jen is also knitting a scarf for each shoebox. A wrapping party is taking place on November 15th at the Vancouver RO.

Jennifer added that she also attended the Vancouver rally on October 18, and it was good to see so many members out despite the weather.

The motion to accept Jennifer Horsley's Coordinator report was then carried.

Metro Vancouver Coordinator Report – Sky Belt

Report moved by Sky Belt; seconded by Kelly Sidhu

Sky conveyed her thanks to all for their support of the activities she's worked on over the past few months. Sky added that she's really excited that the Political Action Committee has decided to take on responsibilities for the Vancouver Area Council's Phoenix sub-committee.

The motion to accept Sky Belt's Coordinator report was then carried.

Metro Vancouver Coordinator Report – Terri Lee

Report moved by Terri Lee; seconded by Kelly Sidhu

Terri commented that she's hoping we continue to put pressure on the employer to fix the problems with the Phoenix Pay System. Terri added that she had the benefit of being in Ottawa during a Phoenix rally, and it was great to see solidarity in action on a national scale.

The motion to accept Terri Lee's Coordinator report was then carried.

West Fraser Valley Coordinator Report – Johann Ackermann

Report moved by Johann Ackermann; seconded by Antony Paller

Johann Ackermann's written report was received at the meeting and is attached to these minutes.

The motion to accept Johann Ackermann's Coordinator report was then carried.

East Fraser Valley Coordinator Report – Antony Paller

Report moved by Antony Paller; seconded by James Brierley

Antony advised that he's been trying to secure a meeting date with his MP Mark Strahl. However, it has been challenging to get a response from the Constituency Office. Currently, Antony is anticipating a meeting in December or January.

The motion to accept Antony Paller's Coordinator report was then carried.

North Vancouver Island Coordinator Report – Bert Farwell

Report moved by Bert Farwell; seconded by Sky Belt

Bert reported that he's been busy working on Component issues and dealing with Phoenix pay issues. Bert noted that he attended the Phoenix rally in Nanaimo on October 18, and advocated for more rallies.

Jamey Mills congratulated Bert on his work with staff to take out bus ads in Victoria, which raised e public awareness on Phoenix pay problems for Coast Guard members.

The motion to accept Bert Farwell's Coordinator report was then carried.

Northwest B.C. Coordinator Report – Jill MacNeill

Report moved by Jill MacNeill; seconded by Trish Martin

Jill extended her thanks to Jamey Mills and PSAC staff for their support with the revitalization of the Northwest BC Area Council. Jill is also looking forward to receiving some support from the By-Laws Committee with the revision of the Area Council's by-laws.

The motion to accept Jill MacNeill's Coordinator report was then carried.

Southern Interior Coordinator Report – West Todd

Report moved by Jeanne Olineck on behalf of Wes Todd; seconded by Nia Gillies

Jeanne Olineck reported on behalf of Wes Todd, advising that Wes had taken a staff position with CEIU in Edmonton. Jeanne noted that she's looking forward to the opportunity assuming Wes' position during his 6-month leave of absence.

The motion to accept Wes Todd's Coordinator report was then carried.

Southern Interior Coordinator Report – Carolyn McGillivray

Report moved by Jamey Mills on behalf of Carolyn McGillivray; seconded by Jeanne Olineck

Jamey moved the report as submitted. The motion to accept Carolyn McGillivray's Coordinator report was then carried.

South Vancouver Island Coordinator Report – Colleen Girard

Report moved by Astrid Stoker on behalf of Colleen Girard; seconded by Giselle Henry

On behalf of Colleen Girard, Astrid spoke to the upcoming Sacred Water Ceremony in Victoria that Colleen is assisting with. Astrid added that Colleen is planning to conduct some work site visits and has made some arrangements with Corrections. Colleen is looking for other worksite in the Victoria area to visit and is hoping to connect to National Officers and Local presidents on this.

The motion to accept Colleen Girard's Coordinator report was then carried.

South Vancouver Island Coordinator Report – Trish Martin

Report moved by Trish Martin; seconded by Kelly Sidhu

Trish commented that she was surprised by number of members who turned out the Victoria rally on October 18. With the 100 members in attendance they were able to block the street during the rally and garner public support. Trish added that newer members at the worksite didn't realize that the benefits of the rally and assumed that it would just be "trashing the employer in front of the building." They've since committed to attending the next rally.

The motion to accept Trish Martin's Coordinator report was then carried.

Northeast B.C. Coordinator Report

It was noted that there was no report of the Northeast B.C. Coordinator because when the call for reports was issued it was just as Tiffany Hobbins had assumed the position from Sharon Bull.

CONSTITUENCY COORDINATOR REPORTS

Aboriginal Coordinator Report – Giselle Henry

Report moved by Giselle Henry; seconded by Sky Belt

Giselle reminded the group that at the June 19 meeting she committed to seeking permission from the Coast Salish Elders to work on their unceded territory on behalf of the Regional Council. The request has since been granted.

Giselle went on explain the challenges associated with consulting and connecting with the indigenous elders for the many diverse peoples in the Region. Realistically, this may not be possible for the Coordinator to do.

Giselle then reported on her activities for the last few months, noting that she's still facing some challenges with email and funding request proposals. Giselle added that she's learning to work within the PSAC structures.

In December Giselle, the Vancouver Island Human Rights Committee and NAPC are organizing a Sacred Water Ceremony in Victoria. Giselle has also been providing a monthly indigenous calendar of events for members. Giselle has also been working with the BCFED's aboriginal caucus.

Over the summer, Giselle attended the Saanich Fair and spoke to the public about the Phoenix pay problems as well as the PSAC's *Thirsty for Justice* campaign.

Over the next three months, Giselle is planning to work with NPAC on a Canada-wide action to bring attention to the *Indian Act* and how it is still discriminatory toward women.

The motion to accept Giselle Henry's Coordinator report was then carried.

Women's Coordinator Report – Kelly Sidhu

Report moved by Kelly Sidhu; seconded by Terri Lee

Since her report was submitted, Kelly attended the BCFED Union Renewal Conference in Victoria. Kelly noted that it was a good conference that explored the situation with precarious work, changing workplaces and the impact on public sectors. Another highlight at the conference was listening to Sharon Gregson from CCCABC. Kelly added that she had conducted interview on child care issues in her local community, which was shown at the conference.

The motion to accept Kelly Sidhu's Coordinator report was then carried.

Racially Visible Coordinator Report – Jennifer Chieh Ho

Report moved by Stephen Torng on behalf of Jennifer Chieh Ho; seconded by James Brierley

On behalf of Jennifer Chieh Ho, Stephen conveyed Jennifer's thanks to the members of the West Fraser Valley Area Council who came out to Fusion Festival during the summer where they brought some public attention to the Phoenix pay issues and collected over 400 Fix Phoenix postcards. Stephen also extended Jennifer's thanks to the REVP Office for arranging for the ASL interpretation at Fusion Festival.

Stephen added that Jennifer is planning to hold a meeting for the Region's Racially Visible caucus later this month. Details are to follow.

The motion to accept Jennifer Chieh Ho's Coordinator report was then carried.

Pride Coordinator Report – Nia Gillies

Report moved by Nia Gillies; seconded by Trish Martin

Nia commented that she attended a number of Pride events in the summer that had good support from other members. Going forward, Nia plans to focus her energy on having gender neutral washroom as all union events.

The motion to accept Nia Gillies' Coordinator report was then carried.

Young Workers Coordinator Report – James Brierley

Report moved by James Brierley; seconded by Antony Paller

James reported that he's been busy with a number of site visits over the past few months, including visits at YVR, Metro Vancouver and in the Southern Interior. James has also been working to establish a Young Workers Committee in the Southern Interior.

In October James met with his MP, Sheila Malcolmson, to talk about child care. It was a successful meeting, which resulted Malcolmson speaking to the issue in the House of Commons.

James added that he's also be elected as the North Vancouver Island Area Council's delegate to the PSAC convention next spring.

The motion to accept James Brierley's Coordinator report was then carried.

Health and Safety Coordinator Report – Linda Harding

Report moved by Linda Harding; seconded by James Brierley

Linda reported that there have been a number of BCFED OH&S Committee meetings and BRUSH meetings since the June 19 Regional Council meeting. She noted that the October BRUSH meeting had to be rescheduled for later in November.

The motion to accept Linda Harding's Coordinator report was then carried.

National Officers Coordinator Report – Leanne Hughes

Report moved by Leanne Hughes; seconded by Astrid Stoker

Further to Leanne's written report, Leanne added that she's been having some difficulty scheduling a meeting with her MP, Randall Garrison. Leanne will reach out the REVP Office as necessary to resolve.

The motion to accept Leanne Hughes' Coordinator report was then carried.

Directly Chartered Locals and Small Separate Employers Coordinator Report – David Schinbein

Report moved by David Schinbein; seconded by Leanne Hughes

David noted that there hasn't been a lot of activity in recent months as he's been focused on his Local's negotiations. A ratification vote is currently underway and he is optimistic that the tentative deal will be ratified.

David's plans going forward are to meet with the other DCLs and small separate employer groups in the Region.

The motion to accept David Schinbein's Coordinator report was then carried.

Members With Disabilities Coordinator Report – Shane Polak

Report moved by Shane Polak; seconded by Jennifer Horsley

Shane advised that he started in in the Metro Vancouver Coordinator position, but with Joshua Miller's resignation he took in the MWD Coordinator role in the summer. Shane noted that he attended his Component's convention this fall and was also able to affiliate his Local to the VDLC.

One of Shane's focuses going forward will be on mental wellness as it relates to Phoenix issues.

The motion to accept Shane Polak's Coordinator report was then carried.

Standing Committee Reports

DASH COMMITTEE

Report moved by Jennifer Horsley; seconded by Antony Paller

On behalf of the Committee, Jennifer reported that the Committee had elected her Chair and discussed their plans for the remaining 2017 Donations and Memberships budget, awards and subsidies. Jennifer noted that the Prairies Region has an "emerging activist" award that they offer every three years at their convention. The Committee thought this is an idea worth exploring for the BC Region.

Jennifer then reported on the Regulation 7 subsidies reviewed and recommended by the Committee over the last few months:

- BC Federation of Labour Union Renewal Conference, October 2017 – Todd Smith, \$250
- BC Federation of Labour Union Renewal Conference, October 2017 – Kelly Sidhu, \$250
- CEIU National Women's Conference, November 2017 – Jennifer Barbe, \$500
- CEIU National Women's Conference, November 2017 – Sargy Chima, \$500

With regard to Donations and Memberships, Jennifer reported that \$1250 of the remaining \$1700 is already committed to sustaining donations and membership renewals, which leaves a balance of \$450 for the year. Donations reviewed by Committee since the last conference call were:

- Tears for Justice, \$300 donation
- Vancouver & District Labour Council/Queen Alexandra School Wishing Tree, \$250 donation
- Canadian Red Cross – BC Wildfires Appeal, \$1000 donation
- Pollution Probe, donation denied
- Surrey Christmas Bureau - In lieu of a donation a toy drive was conducted at this meeting.

The motion to approve the report of the DASH Committee was then carried.

INTERNATIONAL SOLIDARITY COMMITTEE

Report moved by Linda Harding; seconded by Nia Gillies

On behalf of the Committee, Linda advised that the Committee met and elected her as the Committee Chair. A copy of the Committee's written report is attached to these minutes.

Linda advised that the PSAC's Social Justice program was organizing an education action in Guatemala in the spring of 2018. Four subsidies will be offered to members who wish to attend.

CoDevelopment Canada is also planning an excursion to Guatemala this spring, and the Committee is encouraging the PSAC to continue its involvement and working relationship with them. Linda then reminded the group of CoDevelopment Canada's [Café Ético](#) that's available for purchase, which could be used for Local meetings and/or swag.

Linda concluded the Committee's report by advising that Committee plans to review their current terms of reference and report back at the next meeting.

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

CONVENTION COMMITTEE

Report moved by Bert Farwell; seconded by Shane Polak

On behalf of the Committee, Bert advised that the Committee met that morning and elected Bert as the Committee Chair and Sky Belt as the Vice Chair.

The Committee discussed the process followed for the gaming license for the raffle and 50/50 draws at convention and the need to contribute funds to the Greater Vancouver Food Bank rather than Protein for People: Protein for People is not a registered charity and therefore cannot be a recipient of funds raised under the BC gaming license.

The Committee also discussed some of the challenges and concerns that came up at the last convention, and looked at ways to mitigate these issues going forward. A copy of the Committee's written report is attached to these minutes.

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

BY-LAWS COMMITTEE

Report moved by Trish Martin, seconded by James Brierley

On behalf of the Committee, Trish advised that the Committee met that morning and elected Trish as the Committee Chair and James Brierley as the Vice Chair.

The Committee spent some time talking about by-laws and is considering offering their assistance to Area Councils to review their by-laws for consistency with the regional by-laws and the PSAC Constitution. Working with the REVP, the Committee would also make suggestions for revision that would allow Area Councils to run for efficiently/effectively. Trish added that the Committee plans to meet at Leadership to discuss this initiative further.

After some further discussion the motion to accept the report of the By-Laws Committee was carried.

ENVIRONMENT COMMITTEE

Report moved by David Schinbein; seconded by Leanne Hughes

On behalf of the Committee, David reported that the Committee had met and elected David as the Committee Chair. The Committee had also discussed a number of initiatives and action items that they plan to work on. A list of their plans is included in the Committee's written report, attached to these minutes.

On the suggestion to source environmentally friendly products for PSAC events, Jamey Mills reminded the group that any products sourced must meet the PSAC purchasing requirements: union made and Canadian made where possible.

After some further discussion the motion to accept the report of the Environment Committee was carried.

POLITICAL ACTION COMMITTEE

Report moved by Todd Smith; seconded by Giselle Henry

Todd advised that the Committee had elected him as Chair and Sky Belt as Vice-Chair. The Committee also talked about how they want to carry out their work, noting that one of their main focuses is to work with the Region's Area Councils. Todd added that the Committee will be holding conference calls on the Phoenix Pay System, to which they will be inviting Area Council executive members.

Todd further advised that the Committee is mindful of NBoD's Phoenix Committee that is being struck, and will take some guidance and/or direction from them. However, the Political Action Committee will have their own actions, plans etc.

Another focus of the Committee will be on privatization concerns in the Region, specifically looking at the situation with DND and at the Victoria and Vancouver International airports.

Sky added that the Committee talked about having another Phoenix rally in Vancouver on December 13 to raise further awareness on the outstanding problems. Sky noted that December 13 is the last pay day before the holidays, which will likely direct their theme and messaging.

The motion to accept the report of the Political Action Committee was carried.

EDUCATION COMMITTEE

Report moved by Johann Ackermann; seconded by Linda Harding

On behalf of the Committee, Johann reported that the Committee had met that morning with Regional Education Officer (REO) Deb Seaboyer. During their meeting the Committee elected Johann as the Chair and Nia Gillies as the Committee Vice-Chair. A report on the Committee's discussion is attached to these minutes.

Johann reported that the BC Region is offering four \$500 subsidies for the 2018 CLC Winter School: two of the subsidies for general interest courses and two are for health and safety courses. The deadline for submitting subsidy applications is November 17. The REO will send the Committee copies of the applications (with names redacted) so that the committee can provide recommendations.

Johann further advised that the Committee plans to meet again with the REO during the Leadership Summit in Ottawa.

After further discussion the motion to accept the report of the Education Committee was carried.

Support for the KDocs Film Festival

On behalf of Jennifer Chieh Ho, Stephen Torng proposed that the Regional Council support the KDocs with a bronze sponsorship at their 2018 film festival.

Jamey then relayed Jennifer's comments that she had provided on the subjection, noting that the Regional Council was a bronze support and exhibitor at the 2017 KDocs film festival. Jennifer was also served as a panelist for one of the films screened in 2017. The 2018 film festival will have a strong labour focus. To recognize the support KDocs received from the labour community in 2017, the organizers have selected several films this year that directly explore the exploitation of labour and, indirectly, many of the other themes that concern the labour movement.

A motion was then made for the Regional Council to commit \$1,000 from the 2018 Advertising and Visibility budget line for a bronze sponsorship at the 2018 KDocs Film Festival.

Moved: Stephen Torng; seconded: Giselle Henry

After some discussion the motion to approve the bronze sponsorship was carried.

ACTION ITEM: REVP Office to look issue a cheque for \$1,000 to KDocs for a bronze sponsorship of the 2018 KDocs Festival

Sacred Water Ceremony

Jamey began the discussion, noting that there has been some interest from Regional Council members to attend the upcoming Sacred Water Ceremony in Victoria on December 10. Jamey then proposed that the Regional Council allocate some of its funding through the Special Events and Meetings budget line to assist Regional Council members with their attendance.

A motion was made to provide Regional Council members with a subsidy of up to \$60 to assist with their attendance at the Sacred Water Ceremony in Victoria on December 10.

Move: Jamey Mills; seconded: Terri Lee

Sky Belt asked if there would be any additional water ceremonies in the Region in the coming month. Giselle Henry answered that water ceremonies are being planned for March 22 in Chilliwack (coinciding with International Water Day) and on April 22 in Northern BC (coinciding with Earth Day).

Giselle went on to explain that the Sacred Water Ceremony was born out of the PSAC's Thirst for Justice campaign, which recognizes the human right to have access to clean drinking water not just for Indigenous communities but for all people. Giselle then explained the format of the ceremony and symbolism of the four doorways included at the event. Giselle has been working with the Vancouver Island Human Rights Committee and NAPC to organize the event. She then encouraged other PSAC and Component structures to lend their support.

The motion was then carried.

Before concluding the discussion, Giselle added that the program for the Victoria event includes the participation of one of the international grandmothers. Her participation has some significant cost implications and the Committee is looking for some financial assistance from regional and Component structures to covers these expenses.

Membership Engagement Discussion

Trish began the discussion, soliciting suggestions on how the Regional Council and National Officers can get the membership out to PSAC meetings and events.

Jill MacNeill commented that a recent meeting of the Northwest BC Area Council a member voiced similar question and suggested that the PSAC initiate a campaign to explain why unions are important and relative to members and the community. She added that it would easily fit in a Labour Day events across the province.

Terri Lee advised that she's had some success with holding coffee break and/or lunch meetings at the worksite to engage members. She added that meeting with members in the worksite is the best way for them to know who you are and where they can go when they have concerns or issues. That said, these worksite initiatives have not resulted in greater committee or event participation outside of the worksite in her experience.

Giselle Henry commented that it has been a struggle for her to participate in the union as there can be a unwelcoming tone at times. Giselle was very grateful for the support of Colleen and Trish who made space for her to attend PSAC events and meetings. Giselle added that a good way of engaging members would be to share the stories of our leaders and activists (not just the leaders at the national level but those who quietly lead in the Regions and in the workplace as well).

Giselle went on to explain that scheduling of meetings can also pose a barrier for some meetings, especially when several meetings are booked in the same week. Giselle then suggested that invitation to members could be conducted one-on-one to garner better participation.

Todd commented that during the summer outreach events, members were surprised (and happy) to see the PSAC in the community. Public visibility may also encourage greater engagement from the membership.

Vanessa provided that the Young Workers caucus has had some success with holding socials and fund events rather than traditional meetings that focus on specific issues. These types of events make it more comfortable for members to get involved. At the Component level, CEIU has been using NationBuilder to build their membership database and gain current contact information for their members. CEIU held a contest (via NationBuilder) that asked members to text the union and provide contact info for a prize. The results were 11,000 member responses.

Sky added that having teleconference services at every meeting fosters greater participation by members. CUPE conducts a draw at every meeting for non-executive members. The winner receives a small sum of money for their attendance, which is an incident for attendance.

Jeanne Olineck commented that for a rally in Kamloops CEIU BC/YT provided \$5 gift certificates for members who attended; members had to sign to receive the gift certificates, which is also another way to collect member contact information.

Jamey suggested that sometimes it's as easy as going back to the collective agreement: the Employer is required to provide the union with time to give members an orientation. If Locals have new hires, they should take the time to talk to them about the union, how they can participate, and the value the union provides in the community.

Jamey went on to say that when he was an Area Council president, he ensured that meetings centered on a variety of discussion topics that interested members, which would encourage them to attend (e.g. child care, pensions, being part of the community, etc.) Focusing on the interests of members gives them a sense of ownership to the Committee/Area Council and a reason for them to attend.

Several attendees stressed the importance of using different types of communication to reach members: Skype, Facebook groups, email, worksite flyers, etc. Further discussion ensued.

Stephen Torng cautioned that we need to avoid making assumptions on what group may want to participate with. For example even if a members is a young workers, they may not be interested in the Young Workers Committee and may be a better with the Area Council. We need to listen to our members and find out their needs and interests.

Area Council and Regional Committee Participation

Jamey began the discussion, reminding the group that it is incumbent on the Regional Council and the Region's National Officers to encourage member participation in Area Councils (ACs) and Regional Committees. A number of the Region's ACs and committees are struggling with member participation and meeting quorum requirements.

After some discussion, Johann suggested that ACs and committees consider creating Facebook pages to encourage member engagement. He added that it would be helpful if the REVP Office provided information on how to set up pages effectively. Further discussion ensued.

Before the discussion concluded, Kristin advised that there are three ACs in BC that are not eligible to send a delegate to the 2018 PSAC National Triennial Convention next year because they were not able to meet the quorum/participation requirements for delegate entitlement. The Region's leadership needs to support our PSAC structures to ensure regional representation at national events.

PSAC Social Justice Fund

Jamey Mills reminded the group of the PSAC Social Just Fund and the projects that are supported financially by the PSAC. Jamey then went on to explain the funding for BC specific projects are outlined in the attached table. The Region receives \$10,000 for Social Justice projects, and the allocation thereof is decided annually by the REVP.

Finance Committee Report – 2017 Financial Statements as at September 30, 2017

Report moved by Terri Lee, seconded by Antony Paller

On behalf of Finance Committee Chair Shane Polak, Terri Lee reviewed the 2017 Financial Statements as at September 30, which had been circulated in advance of the meeting.

Stephen Torng asked if the Region had any investments apart from its chequing account. Terri advised that the BC Regional Council holds a number of one-year redeemable, variable rate GICs as provided on the balance sheet contained within the financial statements.

Jeanne Olineck inquired about the printing costs associated with the Regional Triennial Convention. Terri answered that per PSAC policy a unionized printer had to be utilized for convention materials (delegate guides, resolutions packages and REVP reports). Given the volume and the type of printing required it was not possible to do this printing in-house.

Sky Belt asked what costs were included in the group meals budget line for the Regional Convention. Terri advised that this included all coffee breaks and the Reception banquet costs for the Friday evening at the hotel.

Sky then asked what the registration fee was charged to each Regional Council Coordinator's Allowance. Terri answered that this was the delegate registration fee for the PSAC BC Regional Triennial Convention

There being no further questions, the report of the Finance Committee was then carried.

Johann asked for clarification on the changes to union and corporate donations in BC given the recent announcement on legislation changes. Jamey answered that the legislation, once passed, will

be similar to the federal [Fair Elections Act](#) in terms of spending limits and restrictions. Patrick confirmed that once the proposed legislation passes, unions and corporations will not be able to give directly to an individual or a political party in BC. However, they will still be able to spend limited funds or contribute in-kind donations for advertising and campaigns that support candidates or ideas.

Question and Answer Session with National Officers

The National Officers in attendance did not have any questions or concerns to raise with the REVP or the BC Regional Council at this time.

PSAC National Triennial Convention

Jamey advised that the deadline for Area Councils to submit resolutions had past, and a number of resolutions had been received from the BC Region. Those resolutions have now been reviewed by the NBoD and will be included in the packages send to the Convention Committees for consideration.

Jamey further advised that five of the eight PSAC BC Area Councils will be entitled to send a delegate to the 2018 PSAC Convention. Delegate names have already been submitted for these individuals.

The BC Region has traditionally held a one-day Pre-Convention Strategy meeting for BC delegates prior to the PSAC National Convention. The budget for this meeting is included in the PSAC BC Priority Proposal, and will take place in the spring of 2018. The purpose of the meeting is to provide BC delegates with a forum to discuss resolutions, Committee reports and priority lists, and to strategize as appropriate on regional priorities. The tentative date for this meeting is Saturday, April 7, 2018 subject to hotel availability. Traditionally, a PSAC BC National Officers meeting is held the day before the Pre-Convention Strategy meeting. Further details on the meeting will be communicated as they are available.

Sky Belt asked if the Regional funding for the event was limited to Convention delegates. Jamey confirmed that funding was for delegates only.

Round Table Discussion

Bert Farwell suggested that the Region consider purchasing some pop-up feather flags to increase our visibility at outdoor community events. Bert further suggested that it would be useful to have two flags per geographic area based on an online cost of \$150 per flag. Jamey agreed that the feather pop-ups would be useful at outdoor events and committed to looking into costs for feather flags that are union-made. Depending on cost, the Region will assess the quantity to be purchased.

<p>ACTION ITEM: REVP Office to look into the cost of union-made feather pop-up flags for outdoor events and report back</p>

Antony Paller raised a concern regarding the Region's existing sound system. Given its limitation, he wondered if the Region would look into getting a better portable sound system. Jamey advised that the Vancouver RO is already looking into the acquiring a new portable AV system for outdoor events.

Kirsty Havard added that the Region may also want to look into some new/additional megaphones as the existing one didn't work properly at the recent USGE rally in Chilliwack. Jamey advised that the REVP Office has already purchased a new megaphone for use at events.

Jen Horsley reminded the group that the Vancouver Regional Women's Committee is still looking for donations and support for their Shoebox Project. There will be a wrapping party at the Vancouver RO on Wednesday, November 15. Details are available at <http://psacbc.com/events/its-wrap-vancouver-regional-womens-committee-shoebox-wrapping-party>.

Scheduling of Next Conference Call and the Next In-Person Meeting

Jamey advised that the REVP Office would be sending out a doodle poll for the next Regional Council conference call. He then reminded Coordinators to invite their alternates to attend the conference call if they're not able to make it.

ACTION ITEM: Kristin Schnider to send out a doodle poll to the BC Regional Council for the next conference call

Jeanne Olineck asked if it would be possible for Alternates to attend along with this to assist with communication and capacity-building. Jamey answered that it was not the past practice of the Regional Council. However, he would be open to the suggestion if there was a desire for alternates to attend.

For the next in-person meeting, the REVP Office suggested the weekend of March 2-4 as there are no current conflicts in the PSAC national calendar of events. This weekend falls after the February NBoD meeting and the national pre-Convention committee meetings, which would allow Jamey to report on these events. All agreed.

ACTION ITEM: Kristin Schnider to send out a calendar appointment to the BC Regional Council for the tentative March dates of the in-person Regional Council meeting, venue TBD

Meeting Adjournment

Before adjourning the meeting, Jamey Mills thanked everyone for their engagement and participation during the meeting. He then thanked everyone for fostering a respectful environment for some challenging discussions.

A motion was then made to adjourn the meeting.

Moved: Linda Harding; seconded: Trish Martin

Carried

The meeting was adjourned at 3:51 PM.

Minutes recorded by: Kristin Schnider

Minutes published: December 2017

Report to the PSAC B.C. Regional Council

Name: Johann Ackermann	Date: November 3, 2017
Constituency (area, equity, etc.): West Fraser Valley (WFV)	
Activities Since the Last Regional Council Meeting	
Activity	How it fulfilled role on the Regional Council
BRUSH Conference call July 26th	Health and Safety issues for WFV
BC Regional Council Meeting Conference call September 13th	Representing the WFV
WFVAC September 18 th AGM	Representing Council to WFV
BC Regional Council Meeting Conference call October 3rd	Representing the WFV
WFVAC October 5 th Triennial Delegate election	Representing Council to WFV
Meeting with MP, Carla Qualtrough's staff – October 13th	Representing the WFV membership. Discussed Phoenix problems. Another meeting has been set up (Nov 15 th) as Carla Qualtrough was not present due to an internal scheduling problem in the MP's office. Todd Smith attended the meeting with me.
Challenges you had to cope with since the last meeting	
I missed a BRUSH conference call due to other events. The October meeting with my MP had to be rescheduled due to an internal communication problem in the MP's office. However, Todd Smith and I were still able to discuss some member problems with the Minister's staff.	
What would you like to work on next?	
Meeting with as many locals in the WFV area as possible.	

**Activity Report for Jennifer Chieh Ho,
PSAC BC Regional Coordinator for Racially Visible Members
July 2017 – September 2017**

It was an honour to be re-elected for the role of PSAC BC Regional Coordinator for Racially Visible Members at the PSAC BC Regional Convention in June 2017. I am pleased to welcome and introduce the two alternates, Stephen Torng and Eamon Myagi. We look forward to working with the 2017 – 2020 BC Regional Council and the members in our Racially Visible (RV in short) caucus.

At the March 2017 PSAC National Equity Conference for Racially Visible workers in Toronto, both Stephen and I had the opportunity to attend a workshop on Racism “Impact of Systemic and Structural Racism in Our Workplaces” facilitated by our very own PSAC BC regional representative, Monica Urrutia.

Workshop description: Impact of Systemic and Structural Racism in Our Workplaces – Racism exists today, even though we have systems and processes such as human rights and employment equity legislation to address it. This workshop will examine how racism in society (e.g. justice system, immigration, education, political systems, etc.) continues to create barriers and impacts career opportunities for RV workers.

Stephen and I approached Monica to discuss making this workshop available to our Racially Visible members who were not able to attend the Conference. We had a date set for our first RV meeting and the offer of this specific workshop in September. Unfortunately, due to low number of registrants, the workshop did not take place. We continue to consider further dates soon.

Union of National Employees Triennial Convention – August 2017

I have reached my two term limits as the Regional Vice President of BC and Yukon in August of 2017. It was my honor to be acclaimed as the BC Yukon Regional Human Rights Representative.

On August 27, the last day of our convention, two young workers from UNE Whitehorse, Yukon region came up with an idea of doing a rally on Phoenix at the Parliament Hill. As it was a spontaneous rally being suggested by these two young workers, we did not get a permit ahead. When we got to the Hill, I approached the police officer who was on duty to explain what we were doing, and we got approval right on the spot. We got to educate the public on what the issue was and received support from most of them.

Community Engagement

I continue to work with community networks such as the followings:

- NEVR (Network of Eliminating Violence in Relationship)
- PRAC (Poverty Reduction Action Plan) of BC
- David Suzuki Blue Dot Movement
- Migrants BC Youth
- Greater Vancouver Japanese Canadian Citizens' Association

Issues

One of the many issues I would like to share in this report is on BILL C23, sharing quotes below (cited: <http://www.cbc.ca/news/politics/border-precleanance-bill-trudeau-1.3994264>)

“Critics have concerns about the legislation, arguing that it would lead to the erosion of rights of people travelling both to the United States and Canada.

The bill "does not address Canadians' concerns about being interrogated, detained and turned back at the border based on race, religion, travel history or birthplace as a result of policies that may contravene the Canadian Charter of Rights and Freedoms," NDP public safety critic Matthew Dube said in putting forward a motion that could effectively kill the bill.

"What we're seeing right now is a reality where people are being discriminated against at the border," Dube told reporters."

Details and information is available below for your reference:

- <http://www.cbc.ca/news/politics/pre-clearance-u-s-travellers-bill-c-23-reaction-1.4213797>
- <https://act.leadnow.ca/billc23/?source> where there is a sample email for us to send to our Senate decision makers which I urge PSAC members to consider sharing and sending forward, please:

Dear Senators and Minister Goodale,

I am writing to you to express my concern with Bill C-23. While I recognize the benefits preclearance brings about for tourism and trade with the US, I strongly believe the issues around the rights and freedoms of Canadian travelers must be addressed before this bill is passed by the Senate.

Travelers must have the right to withdraw from a preclearance area, the powers of interrogation, search and detention given to US border officers must be checked and there must be sufficient ability for Canada to assert criminal jurisdiction if the US does not prosecute appropriately.

As a concerned citizen, I urge you to oppose the bill in its current form. For more information on the concerns I have raised in this e-mail, please review the submission of the British Columbia Civil Liberties Association.

We must ensure that Bill C-23 upholds the Canadian Charter and protects Canadian travelers' fundamental rights and freedoms. The bill cannot pass in its current form.

Upcoming Events being organized and to be organized:

November – Canadian Labour International Film Festival

Nov/Dec – Rally at the Parliament Hill during PSAC leadership training weekend

December 6 – National Day of Remembrance and Action on Violence Against Women, Surrey and Ottawa

February – Black History Month

March 21 – International Day of Elimination of Racial Discrimination

May 2018 – Asian Heritage Month

Racially Visible Caucus meetings – Four times a year

Challenges:

Due to unforeseen family obligations and work assignments, I had to step down in a couple of union roles I held: President of the PSAC West Fraser Valley Area Council(WFVAC) and Co-Chair of the PSAC Mainland Human Rights Committee (MHRC) At this time, I would like to thank the WFVAC and the MHRC members for their support and help with the area council and committee during my time there. One of the challenges I face is when council meetings are scheduled in conflict of my component meetings/events, I will have to send my regrets to one of the two due to the respective roles I hold. Having said that, I am pleased to see that opportunities arise for my alternates when I am unable to participate at council meetings when that happens. This is a learning opportunity for alternates to learn about the business that council works on.

Goals:

I would like to:

- Encourage more RV members to be involved by supporting and sharing information/their knowledge
- Promote different events/campaigns
- Encourage RV members to be involved with PSAC committees/area councils/community organizations
- Work closely collaboratively and mentorship with my alternates, Stephen Torng and Eamon Myagi

Conclusion:

I would like to welcome all new members to the BC Regional council. At the same time, I am pleased to see the return of previous council members.

My apologies for not being able to join you at our very first regional council meeting due to a mandatory component leadership training being held in Ottawa taking place on the same weekend.

Lastly, I want to thank Stephen Torng for stepping up the plate in my absence to represent the RV caucus.

Respectfully submitted by:

Jennifer Chieh Ho
PSAC BC Regional Coordinator for Racially Visible Members

Metrotown Hilton, Burnaby November 4, 2017
BC Regional Education Committee

Present: James Brierley, Johann Ackermann, Linda Harding, Nia Gillies, Ron Hardy (alternate for Tiffany Hobbins), Stephen Torng (Guest) and on the phone Deb Seaboyer (Regional Education Officer)

The members of the committee choose Johann Ackermann as the Chair of the committee and Nia Gillies as the Alternate Chair.

The Terms of Reference (TOR) were reviewed. Deb mentioned a five hundred dollar (\$500) subsidy was in place for members attending the CLC Winter School for courses not offered in-house by the PSAC. She also mentioned that at this time the subsidy was not included in the TOR. The rules for the application for the subsidy are online. The deadline for submissions is November 17th and Deb will send a copy of the applications to the committee with the names redacted so the committee can review them with impartiality to give recommendations on who should receive the subsidies. Three (3) applications have been received to date.

It was decided that we could have a brief meeting at the Ottawa Leadership Forum to review the TOR to include the subsidy for CLC Winter School. Deb will also be present in Ottawa.

Deb stated the following:

- that the committee will be asked to give input on advanced courses;
- that the budget was \$186,000 of which 50% was to fund the basic courses;
- that there were five education regions in the province (Vancouver Island, lower mainland; Fraser Valley; the Northern interior and the Southern Interior;
- that courses are planned using all available resources such as Council, Locals, Area Council, members etc;
- the other 50% of the budget is administered by Deb to cover other expenses

There are two courses coming shortly: Representing and advocating against racism (January 13 & 14) and the Advanced Representative training for stewards (February 4 to 9). There are prerequisites for these. There are 20 seats available for each of the two advanced courses

Program section is still writing a course called Introduction for racialized members.

An advanced Duty to Accommodate for disabilities is a two day course of which National is funding \$21,600.00.

Still being considered is whether a Union School will be held in the coming year. An Advanced Local Officers Training will be held in the next year.

Meeting adjourned at 9:30 AM.

Environment Committee Report - November 4, 2017

Environment Committee members:

David Schinbein (Chair)

Giselle Henry

Leanne Hughes

Jill MacNeill

Shane Polak

The Environmental committee will complete the following:

1. Recommend measures, programs and campaigns to the Regional Council to ensure that environmental issues remain a priority for the Union.

Action: Jill MacNeill to draft resolution to show that PSAC meaningfully supports indigenous communities and municipalities in their stands to protect land/water/air throughout the country, then share with the committee by e-mail for comment.

Action: Look for video or speaker to educate on recycling process and waste material. Films, slideshows in regard to environment protection – one idea – the story of stuff video, thirsty for justice, council of Canadians videos,

<http://www.cbc.ca/canada/britishcomunbia/research-gather-to-curb-plastic-pollition-crisis>

2. Invite the Regional Council to refer environmental issues to the Committee for discussion and advice

Action: Contact various environmental friendly product and producers for samples to be shared at conferences as an information table and awareness. David to identify and contact varies companies for samples.

3. Increase PSAC members' knowledge of environmental issues

Action: Shane Polak to draft resolution in recommendation in eliminating plastics and where used are disposed of responsibility.

Whereas studies suggest four to twelve million tonnes of plastic are dumped into the ocean each year, leading many researchers to refer to this problem as an ecological crisis; and

Whereas it is in our best interest as stewards of the environment to eliminate plastic waste everywhere around the Earth:

Be It Resolved that the PSAC utilize wherever possible plant based food packaging and recyclable containers at PSAC events

Be It Further Resolved that the PSAC ensure that any and all plastics used in PSAC events are disposed of in an environmentally responsible way so that the plastics don't end up in landfills or oceans

Be It Further Resolved that the PSAC be engaged in campaigns that support the use of recyclable and compostable plastics at PSAC events whether it be at the local or national level.

4. Support PSAC members in developing and carrying out work on environmental campaigns

Recommend an environmental statement be added to meeting joining instructions – i.e. please remember to carry your coffee cup and that this be added to the resolution package

5. Assist in the development of resolutions related to national, provincial and local environmental issues
6. Serve as a mechanism to gather and vocalize environmental concerns of PSAC members

Action: Follow up conference call scheduled for February 2018.

7. Liaise with environmental groups around the province on issues of mutual interest or concern

Action: Deferred to conference call to be scheduled in February 2018.

8. Participate in environmental conferences and forums

Action: Attend the various National Conventions to move forward resolutions.

OTHER ACTIONS

- lobbying on environmental issues
- Suzuki Foundation (to become a member)

CONVENTION COMMITTEE REPORT - November 4th 2017

Committee Members: Sky Belt, Bert Farwell, Nia Gillies, Carolyn McGillivray (regrets), Kelly Sidhu

The Committee met on November 4 at 9:30 AM

During that meeting, Bert Farwell was elected as Committee Chair and Sky Belt was elected as Committee Vice-Chair.

The Committee had an open discussion on what how to proceed with the money raised from the raffle in the last convention and decided to follow the last minute change to the Greater Vancouver Food Bank instead of Protein for People. Protein for People is not a registered charity and do not have a charity number. Therefore, they could not be use them as a charity under the BC gaming licence.

The Committee also discussed problem from last convention and have come up with some ideas to help fix these and take it forward.

Submitted by

Bert Farwell

International Solidarity Committee Report - BC Regional Council

November 4, 2017

Present: Terri Lee, Kelly Sidhu, Giselle Henry, Astrid Stoker (for Colleen Girard), Linda Harding

Linda Harding was elected Chair of the committee.

The committee will promote the PSAC's Social Justice Fund activities. The SJF is planning an Education Action in Guatemala in March 2018. The 12 person delegation will work and learn from with grass roots organizations within the Mayan community. The Applications closed on Oct 31, 2017. The SJF will subsidize 4 young workers up to \$2500 not including loss of salary for the action. The Agriculture Union will cover the loss of salary for its members, should they be selected by the PSAC.

<http://psac-sjf.org/invitation-participate-education-action-project-guatemala-march-2018>

Members are encouraged to visit the PSAC's Social Justice Fund website for more information.

<http://psac-sjf.org>

BC PSAC has participated in activities organized by CoDevelopment Canada in the past. They are also organizing a delegation to Guatemala in March 2018. They will meet and visit the projects of Atresana, the Guatemalan Women's Sector of the Highlands and the producers of Cafe Etico's Guatemalan coffee.

The committee recommends continued involvement with CoDev Canada and its solidarity activities. The purchase of Etico Coffee, which is ethical, green and fair trade as gifts for local meetings, members and other activities, supports the development of farmer associations in Latin America.

<http://www.codev.org>

<http://www.etico.ca/etico/>

The committee encourages members to subscribe to news on Labourstart. This website provides a collection of news and action from unions around the globe. They highlight labour abuses as well as labour gains from around the world. Their news often contains action links where activists can send emails to foreign leaders and companies demanding they improve working conditions.

<http://www.labourstart.org>

The committee will review the current terms of reference and report back at the next meeting.

In solidarity,

BC Regional International Solidarity Committee

SOCIAL JUSTICE FUND PROJECTS - BC REGION

Group	Activity proposed	Union Connections & Support	Amount	Beneficiaries
<p>Prince Rupert Unemployed Action Centre Society - PRUAC</p>	<p>PRUAC provides advocacy services for unemployed, underemployed, and other vulnerable groups in the Prince Rupert area. It is the last remaining Unemployed Action Centre following drastic cuts to social services introduced by the Liberal governments. The PRUAC remains very active in the fight against poverty.</p>	<p>The Action Center was created by the labour movement and is sponsored by a dozen unions in northern BC, including PSAC. Two PSAC members currently sit on the PRUAC board.</p>	<p>\$2,500</p>	<p>Employed and retired workers. Large Aboriginal membership.</p>
<p>The Pivot Legal Society NEW</p>	<p>Pivot Society is a Human Rights organizations that combines litigation with public education and an advocacy campaign. Protecting the constitutional rights of sex workers; breaking down the legal barriers to life-saving harm reduction and drug substitution treatments; support for victims of police misconduct and excessive force; legal support for the rights of homeless people to shelter</p>	<p>Recognized by many unions, such as CUPE and BCGEU as the key organization working on police accountability, health and drug policy, homelessness and sex workers' rights in BC.</p>	<p>\$2,500</p>	<p>Works in partnership with marginalized people and grassroots organizations to challenge legislation, policies and practices that undermine human rights, intensify poverty and perpetuate stigma.</p>
<p>The Downtown Eastside Women's Centre NEW</p>	<p>The Women's Centre provides safe, non-judgmental environment for women who live and /or work in the Downtown Eastside. The Centre provides supportive environment for counseling, advocacy and programs that nurture and empower women. The Centre has also helped developed a Women's Fair and market so women can supplement their income.</p>	<p>Key organization identified by the PSAC Vancouver Women's Committee</p>	<p>\$2,000</p>	<p>Women and children who are in urgent need of transitional housing, protection. In 2017, the Centre will be concentrating on Indigenous Women who form a large part of their clientele.</p>

<p>Metro Vancouver Alliance</p>	<p>MVA is a broad based alliance of over 50 community groups, labour, faith and educational institutions working together for the common good.</p> <p>MVA was recently successful in getting the City of Vancouver to agree to become a living wage employer. MVA is currently working with the city to make this happen. MVA is also working on a plan that will increase the number of affordable housing units in Vancouver and is actively campaigning for better transit and transportation in the region.</p>	<p>Active involvement of the PSAC Vancouver Area Council and several other public sector unions in the Vancouver area.</p>	<p>\$2,500</p>	<p>Women, aboriginal groups, immigrants, unemployed and other vulnerable groups on the mainland.</p>
<p>Prince George Native Friendship Centre, Prince George, BC</p>	<p>The SJF is supporting Tse'Koo Huba Yoh transitional housing unit for aboriginal women.</p> <p>The Prince George Native Friendship Centre has joined with BC Housing to operate a 17 unit supported housing for adult women, who face multiple barriers that keep them from living stably and independently. Tse'Koo Huba Yoh is designed to address the needs of the most vulnerable people in the community through the provision of an affordable and safe "home" supportive atmosphere thereby facilitating their transition to greater stability.</p>	<p>This project has been developed to respect the collective agreement reached with the Prince George Port Authority, whereby the SJF would receive funds from the employer under the understanding that the SJF would be supporting initiatives to fight fighting poverty in Prince George.</p>	<p>\$500</p>	<p>Aboriginal women</p>

Total for BC region: 5 Projects = \$10,000

