

PSAC
 Victoria Area Council
 General Meeting
 January 10, 2018
 PSAC Victoria Regional Office 5:45pm

Attendees:

*	Trish Martin – President (CEIU 20975)	*	Marcelo Lazaro – VP (UNDE 21016)
*	Ian Wiggs – Treasurer (UNDE 21008)	*	Astrid Stoker – Secretary (CIU 20042)
*	Josh Peterson – UNDE 21009		Carolyn Sampson – USJE 2C086
*	Julie Bussiere – CEIU 20975	*	Ken Turpin – UNDE 21010
*	Colleen Girard - UNDE 21008	*	Nia Gillies – CEIU 20975
*	Scott Parker - UTE 20028		Melanie McGarry – UTE 20028
*	Ernest Hooker - UCTE 20220		Denis St. Onge – UNE 20088
*	Brad Klein - UNDE 21016	*	John Davies - DCL 20500
*	Leanne Hughes - CIU 20042	*	Giselle Henry – USGE 2C089
	Paul Jones - UNDE 21008	*	Shawn Creamer – UNDE 21016
*	STAFF REP – James Little		

1750hr – Trish Martin called to order.

AGENDA:

Motion to accept Agenda as modified (moving Phoenix Presentation to end of Agenda) –M/ Josh Peterson, S/ Marcelo Lazaro. CARRIED.

SPECIAL GUESTS:

Trish – in support of nonunionized workers, we have special guests tonight

Guest speaker: David Huxtable (ESLAP – Employment Standards Legal Advocacy Project)

- starting work with Worker’s Solidarity Victoria (legal side)
- David helps workers in dealing with the Employment Standards Branch (ESB)
- Currently: You have to confront your Employer yourself first, then go through Mediation, and only then goes into Arbitration process. Found that Employers are showing up to mediation with their lawyer. David helps people with how their Employer

is breaking the law, and then go through the process of mediation. Act as “staff reps” for non-union workers. Works with organizers on the Island who are familiar with the organizations that have these problems.

- At present, ESB thinks they are successful if resolved in 6 months
- Bad Boss Alert on Facebook (Employers who defy the law, even after being ordered to correct action)
- Have tent cards, “Workers Rights Card”, to leave behind on your table at low wage businesses (Tim Hortons, Starbucks, etc)
- Primarily working with: young workers, Indigenous, new to Canada workers.
- Seeking out Teen groups, youth groups, etc.
- Email: eslap@tapsbc.ca or dhuxtable@tapsbc.ca

Guest speaker: Kaitlyn Matulewicz (RAN – Retail Action Network)

- Kaitlyn is on the “action side” of Worker’s Solidarity Victoria
- Started about 2 yr ago because wanted to change low wage, terrible working conditions, and workers who were just starting out.
- Currently, there is no legal requirement for Employers to post the Employment Standards Act in the workplace and new/young workers do not know their legal rights.
- Focus on direct action groups, education, workshops with other organizations.
- Email: Info@RetailAction.ca

PREVIOUS MINUTES:

Motion to accept the minutes of October 17, 2017 Annual General Meeting, as presented. M/ Leanne Hughes. S/ Brad Klein. CARRIED.

NATIONAL DAY OF ACTION IN FEBRUARY:

Note - there is a National Area Council conference call on Jan 17th - 10am to 1pm: (all Area Council Presidents). Trish – is anyone available?

Action:

- members please check schedules, and respond to Trish. Colleen to check if anyone in her Executive is available.

National Day of Action:

- Feb 28th

- Will probably be at lunch time. Possibly 2 events? (at Base & downtown)
- Walk streets, chants, signs
- National event

Discussion:

- Need information on what action PSAC is asking for and what they want it to be about.
- 7 million dollars in dues owed to PSAC currently
- Is it possible to combine with a different (bigger) event?
- Plug in with BCFed, they will support us. Noted that BCFed would have to travel, as all are from Vancouver.
- Is it possible to make day of action to file grievances? But some components don't file grievances over pay because they have Compensation department that puts ticket in.

Action:

- Trish: will email to get more information from PSAC, and then send out to everyone. Let Trish know if you can attend Area Council conference call.

FINANCIAL REPORT: Ian Wiggs

- Handout
- Need volunteers for audit? – possibly Melanie McGarry & Scott Parker.
- 8 cent mistake from last report (missed)

Questions?

- Can we increase expenditure for give-aways because we always run out at Saanich Fair?

Motion to accept 2018 Budget, as modified to expand Saanich Fair line to \$1000. M/ Ian Wiggs, S/Marcello Lazaro. CARRIED.

Motion to accept Financial Report as presented. M/ Ian Wiggs, S/ Colleen Girard. CARRIED.

PLANS FOR YEAR:

- Propose 2 joint meetings per year with North Island Area Council.
- Victoria Day Parade (May 21st): will rent van for those with mobility issues (Colleen is the lead). Trish: swag – please approach components to get swag. Colleen: new float?
ACTION: members please seek swag for event. Colleen to organize van rental.

- Ball Tournament (June 22nd). Last year, there was no tournament because of convention. Letter to locals in next couple of months. Colleen: suggestion, not enough people in some places – can we add to letters and have pay per person instead of per team, and allow people to participate even if not big enough for a team (make one team out of remaining members).
ACTION: Field rental – James Little. BBQ – Brad Klein (large bbq). Mark – will deal with food.
- Saanich Fair: September. Marcelo (will help with set up / take down) - need volunteers, not enough volunteers last year. Josh – suggestion, maybe do campout and then just leave your family for a few hours to volunteer, then return to your family. Julie – do you have to sign up with Saanich for whole Fair? Yes.
ACTION: please assist in finding volunteers.
- Labour Day Picnic: no date for September, yet.

PHOENIX PRESENTATION: James Little

- Slide presentation takes a little more than 30 min. Lunch & learn. 54 slides.
- Looking for locals that would be interested? Looking for Pay Advocates. PSAC will provide training; don't have to be a steward to be a Pay Advocate. Feb 10th is training - one day training at Coast Harborside. Jamey Mills, coming over to train, as well as some others.
- Burnt By Phoenix
- In conjunction with Feb 28, Day of Action
- 500 million pay errors as of June 2017
- Member must report overpayments before Jan 19th
- Please assume everyone is in good standing right now, because there are too many Phoenix errors. They can be corrected with PSAC – there is a form online <http://psacunion.ca/migs>
- Document your issues, talk to union steward or pay advocate
- Take new Human Resources pay training
ACTION: looking for Pay Advocates to attend training.

Trish Martin – meeting adjourned 1933hr.