

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL MEETING
HELD FRIDAY, NOVEMBER 2 THROUGH SATURDAY, NOVEMBER 3, 2018
AT THE PSAC VANCOUVER REGIONAL OFFICE,
200 – 5238 JOYCE STREET, VANCOUVER**

In Attendance:

Jamey Mills, REVP-B.C. (Chair)	Terri Lee, Metro Vancouver
Johann Ackermann, West Fraser Valley	Jenny MacLeod, Indigenous Peoples
Sky Belt, Metro Vancouver	Jill MacNeill, Northwest B.C.
James Brierley, Young Workers	Trish Martin, South Vancouver Island
Bert Farwell, North Vancouver Island	Jeanne Olineck, Southern Interior
Nia Gillies, LGTBQ2+	Antony Paller, East Fraser Valley
Linda Harding, Health & Safety	Shane Polak, MWD
Ron Hardy, Northeast B.C.	Kelly Sidhu, Women's
Joanne Hay, Alternate DCL/SSE	Todd Smith, Alt REVP-B.C.
Ernest Hooker, Alternate South Vancouver Island	Karen Sutton, Alternate Southern Interior
Jennifer Horsley, Metro Vancouver	Stephen Torng, Racially Visible
Leanne Hughes, National Officers	

Regrets:

Colleen Girard, South Vancouver Island	David Schinbein, DCL/SSE
Carolyn McGillivray, Southern Interior	Todd Smith, Alt REVP-B.C. (Friday morning only)

Observers:

Keith Palmer, CIU Branch President

Staff:

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

Friday, March 2, 2018

Jamey Mills called the meeting to order at 10:47 AM and welcomed all in attendance.

Aboriginal Territory Acknowledgement

Jamey acknowledged and thanked the Coast Salish nations of the Musqueam, Squamish and Tseil Waututh Peoples on whose traditional, unceded territories the meeting was taking place.

Moment of Silence

A moment of silence was held to acknowledge workers killed on the job and those individuals who have passed since the last in-person meeting.

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 were posted in the meeting space.

Jamey advised that for the duration of the meeting B.C. Regional Coordinator Luc Guevremont would serve as the anti-harassment coordinator.

Welcome and Introductions

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

Jamey noted that there have been some changes to the B.C. Regional Council since the last in-person meeting: (1) Northeast BC Coordinator Kim Koch has resigned from her position, and Alternate Ron Hardy has permanently assumed to position for the balance of the term; (2) Racially Visible Coordinator Jennifer Chieh Ho has resigned her position, and Alternate Stephen Torng permanently has assumed the position for the balance of the term.

Jamey then noted at that there has also been a recent change on the PSAC NBoD with respect to UVAE. Effective September 26, Carl Gannon Jr. was removed from office and UVAE NEVP Virginia Vaillancourt assumed the position of Acting National President for UVAE. Details surrounding the change are posted on the UVAE website. Jamey added that any questions regarding the change be directed to the Component. Per the Component By-Laws, an election for the UVAE National President will be conducted within 90-days of September 26.

Adoption of Agenda

The meeting agenda had been circulated electronically in advance of the meeting.

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

Moved: Linda Harding; seconded: Johann Ackermann

Carried

Hours of Session

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

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

Friday, November 2 from 8:30 AM to 10:30 AM Committee Working Groups
 10:45 AM to 12:00 PM
 1:00 PM to 5:00 PM

Saturday, March 3 from 9:00 AM to 12:00 PM
 1:00 PM to 4:30 PM or completion of the agenda

Moved: Leanne Hughes; seconded: Antony Paller

Carried

Approval of Previous Minutes

A motion was made to accept the previous minutes of the March 2-3, 2018 meeting, which had been circulated in advance of the meeting.

Moved: Shane Polak; seconded: Trish Martin

Carried

A motion was made to accept the previous minutes of the May 15, 2018 conference call, which had been circulated in advance of the meeting.

Moved: Jenny MacLeod; seconded: James Brierley

Carried

A motion was made to accept the previous minutes of the June 26, 2018 conference call, which had been circulated in advance of the meeting.

Moved: Jeanne Olineck; seconded: Jennifer Horsley

Carried

A motion was made to accept the previous minutes of the September 18, 2018 conference call, which had been circulated in advance of the meeting.

Moved: Sky Belt; seconded: Shane Polak

Carried

Guest Speaker: Alex Hemingway, Canadian Centre for Policy Alternatives

Alex Hemingway of the Canadian Centre for Policy Alternatives (CCPA) provided a presentation for the Regional Council entitled, "Towards tax fairness and increased public sector capacity in BC." A copy of the presentation was sent out to all Regional Council members.

Following the presentation, Regional Council members asked Alex some questions on the CCPA's stance on a variety of issues:

Jeanne Olineck asked if the CCPA had looked at the validity to the BC NDP Government's statement that the Site C Dam project had to proceed because they couldn't afford to not go through with it. Alex answered that they did look at the numbers and the argument put forward by the BC NDP Government was a bit of stretch based on generally accepted accounting principles.

Johann asked about the new 'Employer Health Tax,' which is replacing MSP premiums, and the impact it has had on the non-profit sector. Alex answered that this did receive media attention over the summer and the Government has announced some special provisions that would raise the tax threshold for non-profit and/or charitable organizations. This move by government should mitigate the potential for a negative impact on these entities.

Shane Polak asked if the CCPA had looked at Community Land Trusts (CMT) in their research with respect to housing affordability. Alex answered that his colleague Mark Lee had addressed CMT in a recent report, which is available on the CCPA website.

After some further discussion, Regional Council members were encouraged to visit the CCPA website to access their many reports and to subscribe to the CCPA's [Policy Note blog](#).

BC Federation of Labour Convention

Jamey reminded the Regional Council that the 58th BC Federation of Labour (BFL) Convention will be taking place November 26-30 in Vancouver. In conjunction with the Convention, the BCFL will be holding its Human Rights and Young Workers Forums on November 25. Registration and details regarding the forums can be found at <http://convention.bcfed.ca/events>.

Jamey noted that there will likely be fewer PSAC members at this year's BCFL Convention due to numerous PSAC conflicts with the Convention dates, including Treasury Board (TB) bargaining. Nonetheless, the Region will still book a caucus space at the Convention for PSAC delegates in attendance.

During the Convention a number of Equity and District Labour Council (DLC) Executive Council positions will be elected. If any PSAC members are interested in running for these position, they must first seek consent from the REVP Office as there are related financial obligations for these positions for which the PSAC would be responsible.

a. Regulation 3 Subsidies

In accordance with Regulation 3, thirteen subsidies had been awarded by the REVP Office to PSAC members who will be attending the BCFL Convention. Jamey reviewed the recipient names with the Council and advised that the subsidies are contingent upon the recipients submitting a written report on their attendance at the Convention within one month of the convention close. It was

further noted that subsidy recipients must be fully accredited delegates who attend the full five days of the BCFED Convention in order to receive their subsidy.

b. Reminders on Delegate Registration Deadlines

It was noted that the online registration deadline for delegates is Sunday, November 11.

PSAC members who are planning to attend the BCFL Convention, who have not yet secured delegates credentials through their Local or Component are asked to contact the REVP Office as we may have extra delegate credentials available for use.

Linda noted that members of the BCFL Standing Committees do not need to be accredited delegates to sit with their respective committee during the Convention reports. Committee members may attend as guest while their committees present on the floor.

c. BC Federation of Labour Standing Committee Reports

Linda Harding advised that she wasn't able to attend the recent Occupational Health and Safety Standing Committee meeting where they reviewed their convention report and resolution recommendations. However, after the Convention the Committee will be meeting again to determine their priorities, which will be established as a result of the Convention resolutions debate. Linda will report back on the priorities following that December meeting.

Sky Belt reported that the BCFED's Community and Social Action Committee had met to review resolutions that dealt with affordable housing, the construction of cooperative housing, the Living Wage campaign, and the Union Protein Project. The Committee also looked at a resolution that dealt with child care, but it was subsequently sent to the BCFED Women's Rights Committee for consideration.

With regard to the Union Protein Project, the Committee was still waiting on some related costing before a recommendation could be made on whether or not to become an endorsed partner of the program. Jamey noted that the PSAC faced some challenges with Union Protein Project (formerly known as "Protein for People") in that it was a for-profit organization and did not have a registered charity number. Sky noted that she had looked into this concern and was able to confirm that the Union Protein Project was now a not-for-profit organization and has a charitable organization number.

Kelly Sidhu reported that the BCFED Women's Rights Committee discussed a number of recommendations that they will be bringing forward to the Convention:

1. The BCFED will lobby the Provincial government to provide paid leave in the Employment Standards Act for victims of domestic violence, intimate partner violence, or personal violence, and that the BCFED will encourage Affiliates to bargain additional paid leave in their collective agreements.
2. The BCFED will lobby the Provincial government to amend the Workers Compensation Act to include gender-based violence, including sexual assault and sexual harassment.
3. The BCFED will continue to support women getting elected into leadership, and continue a relationship of support afterward
4. The BCFED will lobby the Provincial government to put a permanent solution in place for public transit in the northern regions of BC, as well as cell phone service in these areas, to alleviate the crisis in those regions created by Greyhound's cancellation of service, the lack of Telus service in those communities.

Shane Polak reported that the BCFED Climate Change Working Group met and discussed several general resolutions that deal with climate change and/or green jobs. The Committee's report

speaks to acting on climate change, international and local strategies for just transition, and green jobs initiatives. In addition, the Working Group will be putting forward four recommendations:

1. To hold all levels of government accountable for climate change initiatives;
2. To recommit to working collaboratively with Indigenous leaders on green jobs initiatives;
3. To reinvigorate the green jobs economy; and
4. To work with the CLC and DLCs on green jobs initiatives.

Patrick reported that the BCFED's Political Action Committee will be putting forward the following recommendations:

1. To support and participate in CLC campaigns, including the universal Pharmacare campaign and the campaign regarding protections for domestic violence victims;
2. To continue the work on the Pro Proportional Representation campaign and advance the "Level the Playing Field" campaign by continuing to lobby the Provincial government;
3. To continue working toward improved labour standards and making workplaces safer; and
4. To continue to advocate for better access to apprenticeships and training opportunities for workers in BC.

Patrick then spoke to some of the resolutions that the Committee discussed. One deals with the state of readiness for a provincial election and the BCFED's continued support of the BC NDP. Another speaks to continual support for organizations that strengthen democracy in BC (such as the CCPA). The last resolution Patrick spoke to calls for the BCFED to advocate for changes to local government rules that would allow school district employees to retain their employment status within the school district if, and when, they are elected to a school board position within that school district. Currently, successful candidates must resign for their positions in the school district if elected as Trustee for that same school district.

Jamey reported that the BCFED's Constitution & Structure Committee has looked at a number of resolutions. One resolution of significance has to do with the mandatory retirement of Officers at age 65, which currently exists within the BCFED's Constitution. Given that many workers now continue working beyond age 65, the Committee is recommending that this age restriction be removed from the Constitution.

James Brierley advised that the BCFED's Young Workers Committee had reviewed a resolution regarding the election of the Young Workers Representative on the BCFED Executive Council. James went on to explain that traditionally President, Secretary-Treasurer, and the Executive Council equity seats have been elected during the Convention. However, the Young Worker representative election has typically taken place at the BCFED's Young Workers December Committee meeting instead of the Convention. The reason for this is that there are few Young Workers who attend the Convention and the committee meeting provides a more accurate representation of Affiliate Young Workers. Postponing the election to the Committee meeting therefore ensures more fairness and transparency. James concluded noting that the Young Workers Committee is also putting forward recommendations regarding Grant's Law and child care.

Discussion then turned to the BCFED Travel Pool. Jamey noted that some affiliated Locals received a "0 Delegate entitlement" because they had outstanding Travel Pool fees from the 2016 BCFED Convention. To avoid this in future years, Jamey reminded the Regional Council that all Delegates (or their Locals) are responsible for paying into the Travel Pool. At the same time, Delegates who incur travel costs to attend the Convention are encouraged to submit a Travel Pool claim form while at Convention to recoup some of their travel costs from the Travel Pool.

For PSAC members who use Convention Delegate credentials from a Local other than their own, Jamey reminded them that they are responsible for the Travel Pool fee, not the Local that contributed the delegate credential.

After some discussion, it was suggested that the REVP Office request that the Fed direct all Travel Pool invoices be sent centrally to the REVP Office, so the invoices can be directed as appropriate to the Local and/or Delegate who used to Delegate credential.

ACTION ITEM: REVP Office to request that the BCFED send copies of all Travel Pool invoices to the REVP Office so that they can be directed to the appropriate to Local Officers and/or Convention Delegates

Before concluding the discussion, Jamey noted that there will two resolutions regarding the Phoenix pay system at the BCFL Convention. Jamey added that he would like to see PSAC delegates who have been affected by Phoenix speak to the resolution on Phoenix so affiliates can hear personal accounts on the Phoenix pay system disaster.

d. Candidate Endorsements

During the lunch break earlier today, the BC Regional Council heard from two candidates running for election at the BCFL Convention later this month: IBEW Vice President Laird Cronk is running for BCFL President and BCGEU Executive Vice President Sussane Skidmore is running for BCFL Secretary Treasurer.

Jamey opened the discussion on whether or not there was any appetite for the BC Regional Council to endorse any candidates for the BCFL elections. Several Regional Council members advised that they were not comfortable making any endorsements at this time given the limited number of declared candidates at present. The consensus of the Regional Council was to wait until the PSAC caucus meeting at the BCFL Convention where an endorsement could be considered as appropriate.

Antony Paller asked if the PSAC BC Region had endorsed BCFL candidates in the past. Jamey advised that the PSAC has endorsed candidates for the last three BCFL Conventions. At the BCFL Convention in 2010 BCFL President Jim Sinclair was elected by acclamation; no endorsement was required.

Regional Coordinator Report

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

STAFFING

Three new staff have been hired for the BC Regional Offices:

- Sharon Barbour was hired as the permanent Health & Safety Representative in July. Formerly, Sharon was a member of UCTE and a staff representative for CEIU in the Atlantic.
- Vic Johal was hired as a Regional Representative in the Vancouver RO in August. Vic is a former PSAC member who worked at Veterans Affairs and CRA.
- Patty Ducharme was hired as a one-year term Regional Organizer who is working out of the Vancouver RO. Patty is a former CIU member and previously held the elected positions of REVP BC and PSAC National Executive Vice-President.

MEMBER EDUCATION

Luc reported that the fall/winter education schedule is well underway. Most recently, the “Unions Work for Women” course was held in Victoria and participant feedback was very positive. For the balance of the year, there are two basic weekend courses remaining: “Talking Union Basics” (TUB) will be held in the East Fraser Valley and Victoria. There are also two advanced courses that will be

held before the end of the year: the Advanced Local Officers Training will be held in November and the Advanced Duty to Accommodate course will be held in December.

Currently, staff reps are consulting with Locals and National Officers to develop the spring education schedule, which will be released at the end of November.

REGIONAL CONFERENCES

Two regional conferences will be taking place before the end of the year: the Young Workers Summit will be taking place November 24-25 in Vancouver and the Regional Health & Safety Conference will be taking place December 15-16 in Richmond.

REGIONAL BARGAINING

- North Peace Airport: a tentative agreement was reached a couple weeks ago. A ratification vote is scheduled to take place next week. The tentative agreement includes a respectable economic increase.
- Kamloops airport: the bargaining team exchanged demands with the employer last week.
- Swissport Fuelers: negotiations for this unit will commence in January.
- Commissionaires: negotiations will begin in 2019.

ORGANIZING

Luc reported that with Patty now in the term organizer position, a lot of her worked has been focused on the Commissionaires. Patty met with the Local Executive and a Local Development plan has been established to expand the Local in the Region and explore further organizing opportunities on Vancouver Island.

Luc then spoke to another organizing opportunity that Patty has been investigating within the Region.

Patty has also been working on some potential decertification and/or raid rumors within the organization. These challenges have been keeping internal resources busy; a lot of work is being done to continue mobilizing members, and to keep members informed and engaged.

To conclude his report, Luc noted that the Regional Offices have been very busy over the last several months. Luc extended his thanks to staff for their efforts, especially over the spring and summer months when the full staff compliment had not yet been achieved.

Phoenix Pay System Campaign Update

a. Report on Regional Campaign Activities/Here for Canada Update

To begin the discussion, Jamey provided a background on the Phoenix backlog of pay issues and the impact that the pay system has had on members. He further advised that the government is consulting with key stakeholders (PIPSC, CAPE and PSAC) on a more significant basis lately, asking what would work best to resolve the problems as quickly as possible. The government is still trying to recruit more compensation advisors to address the backlog and further pay issues. At present, there is still no plan to replace Phoenix, although the last federal budget did commit \$16M to investigating alternate pay system options. A tender notice has been put out by the Federal government for alternate pay system options, but the closing date on the posting is August 2020.

Linda added that the PSPC has moved to a pay pods model where compensation advisors are working in groups within each department. The advantage of this model is that compensation advisors can deal with all pay issues within a department. At present there are 30 pay pods within the Region receiving their pay files directly from Miramichi.

Jamey went on to explain that Phoenix and TB Bargaining will now be election issues in the upcoming federal election if they're not resolved prior. As such, members need to keep pressure on MPs (especially Liberal MPs) and speak with them about how both Phoenix and TB bargaining are impacting members and their families.

After further discussion, Patrick reminded the Regional Council that the PSAC is also seeking a public inquiry on Phoenix so we can determine the actual reasons for the pay system disaster. Patrick added that public inquiries can impose binding recommendations.

After further discussion, Jill asked about the supports available to members in relation to tax implications. Jamey answered that members can apply online for up to \$200 in financial support to assist with costs associated with accounting services. That said, the PSAC will continue to advocate for further supports for members facing these issues.

Sky raised the concern that we are only talking about pay increases in relation to Phoenix. This diminishes that fact that federal government workers should be receiving an increase because they are owed a cost of living increase. Further discussion ensued.

b. October 31 Report Back

Todd Smith began the discussion by reporting that the Political Action Committee (PAC) and the Phoenix Sub-Committee held a call in September to organize a Phoenix mobilization event around Halloween. In Vancouver, Todd assisted with the organization of two rallies at member worksites on the 31st and the related plant gating for the rallies. Jamey commented that it was good that the PAC was able to coordinate their mobilization efforts with the Treasury Board Regional Mobilization Coordination Committee (RMCC) in BC. Members of the RMCC were also present at the Vancouver rallies and assisted with plantgating.

Linda Harding commented that communication at 800 Burrard regarding the rally was problematic: the Employer advised that it was a demonstration outside rather than a rally and members were encouraged to use the entrances at the back of the building rather than using the front doors where the rally was taking place. This is likely part of the reason that the membership numbers at the Burrard rally weren't as high as hoped (despite advance plantgating efforts).

Jeanne Olineck advised that in Kamloops members are tired of holding mobilization rallies. Instead, members in her worksite decided to organize a pumpkin carving event to express their Phoenix frustrations. The event brought new members out and received good feedback.

Jill MacNeill commented that her Prince Rupert local is like Jeanne's Kamloops worksite in that they're not in favour of rallies either. They, too, held a pumpkin carving event at the worksite. Members enjoyed the event and are hoping to hold the event again next year (albeit for a different reason).

Shane advised that during his coffee break on October 31 he and two other members from his worksite walked down to the Vancouver rally. He viewed this as a success as members in his worksite wouldn't typically walk to a rally offsite. Jamey thanked Shane for his comment, adding that we need to look at mobilization success in the context of little wins as well as bigger wins. Further discussion ensued.

c. Update on Dues Change File – Dues Recovery Process

Jamey reported that currently the PSAC has a shortfall of approximately \$20-25M of dues in arrears. To correct this the PSAC will be running the dues change file on November 14. The running of the change file has been delayed for over a year due to Phoenix issues. Consequently, once the dues

rates are corrected for members by the change file, it will show which members have underpaid dues and which members have overpaid dues. Members who have overpaid dues will receive a full refund from the PSAC. Members who owe dues to the PSAC will have it recovered in installments with their regular pay. Jamey noted that the majority of members who owe dues to the PSAC owe less than \$300. However, there are some unique situations where members owe more.

As a longstanding policy, the PSAC does not collect more than 1 year's equivalent of dues at the rate upon which dues are paid. Situations of hardship can be extended to up to a repayment term of 24 months if requested. If members need more than 24 months to repay dues, the PSAC may ask for some additional information before approving.

Jamey went on to explain that all affected members will receive a letter (by post) from the PSAC explaining their individual dues correction situation: whether they have overpaid dues or underpaid dues and what the anticipated repayment will be. Letters should be received no later than November 30. However, the rotating postal strike may have an impact on this estimated timeline. Jamey noted this is a correction of pay and is not considered a pay recovery. As such, there should be no disruption in pay for members.

In BC, two townhall meetings were held last month to clarify the dues change file and dues recovery process for members. The first was held in Vancouver on October 23 (which provided members with an opportunity to phone in for the meeting) and the second was held in Victoria on October 25.

Shane asked how members can be confident that the dues rate they're paying is correct. Jamey answered that the PSAC's Membership Administration staff are aware of the correct dues rates for members. Moreover, the change file, itself, will indicate where members are working, in which classification and at what rate. It will also indicate if members are on leave, receiving acting pay, etc. With this information, an accurate dues rate can be determined. If members have any concerns that the dues rate they're paying is incorrect they can contact Membership Administration for more information.

Shane then asked if the PSAC would be refunding members their dues overpayment even if they exceeded the 12-month threshold. Jamey confirmed that the PSAC would refund all dues paid in error by members.

Ernest what percentage of members owe dues to the PSAC. Patrick answered that 80 percent of members have been affected by Phoenix, which will have affected their dues in some way.

Sky asked if there was any timeline or information on T4 updates that will be required as a result of the dues adjustments. Jamey answered that he couldn't speculate on how quickly the Employer will issue amended T4s for 2017 and this year. However, the Employer is required to prepare them.

Patrick then stressed that the dues change file is an automatic process that is intended to implement the required dues adjustment system-wide. It is not run in Miramichi and will not be run at the expense of getting members' pay problems fixed.

Further information on the dues recovery process has been posted at the national website at: <http://psacunion.ca/phoenix-government-correct-membership-dues-errors>. Answers to FAQs about the change file and dues recovery process are posted at <http://psacunion.ca/dues/FAQ>.

d. Employer Computer Messages Regarding Phoenix

Jeanne raised a concern regarding Employer messaging on computer workstations. The messaging in question implies that Phoenix issues are the result of members not submitting

requests for acting assignments, leave or other pay-related transactions on time. Jeanne added that she would like to put pressure on the Employer to discontinue with messaging and stop blaming members for Phoenix pay problems.

After some discussion, it was determined that the employer messaging was specific to ESDC. Jamey then suggested that CEIU members bring this issue up through workplace UMCs and push the issue through the Component.

Bargaining Updates

In addition to the negotiations updates provided in the Regional Coordinator report, Jamey provided the following bargaining updates:

NATIONAL UNITS

- Treasury Board: The Teams met with the Employer in October. Unfortunately, it was evident that the Employer did not come to the table with a mandate and there was no meaningful response to PSAC demands. The table-specific bargaining teams will return to the table end of November. The Common Issues table will meet with the Employer December 4-6. Issues being addressed at the Common Issues table include the proposal on economic increases, wage adjustments, an extension of the parental leave top-up to 63 weeks, and other non-monetary improvements. There is also a demand for a special allowance for compensation advisors to ensure their retention. Table specific bargaining updates are available on the PSAC national website at <http://psacunion.ca/employer/treasury-board>
- CRA: The team last met with the Employer October 23-25. However, the Employer did not come to the table with a mandate. The team will meet with the Employer again in November.
- Parks: Bargaining conference held September 25-27 and the bargaining team was elected.
- SSO: The team last met with the Employer in June and are now going to arbitration.
- FB: Bargaining conference held October 10-12 and the bargaining team was elected. For BC, Leanne Hughes was elected to the team.
- CFIA: Bargaining conference was held in early October and the bargaining team was elected. For BC, Terri Lee elected to the team.

Jamey noted that we are hoping to see bargaining dates set before the end of the year for Parks, FB and CFIA.

REGIONAL UNITS

- IMP Comox (UNDE): This unit received an arbitrated award in the summer. While the arbitration award did not include any concessions, it also did not include the gains the unit had hoped for.
- First Nations Health Authority (DCL): This unit ratified their collective agreement in September. PSAC NEV Magali Picard attended the signing ceremony as she is a self-identified Indigenous member of the AEC.
- Purolator (UPCE): The team met with the Employer October 19-20. As a result of those meetings, the bargaining will be proceeding to the conciliation process. The Employer appears to be looking for a number of concessions and caps on benefits with a reference to “cost containment.” The Component is seeking a legal opinion on this matter, which will be brought forward to conciliation.

Political Communications Officer Report

To begin his report, Patrick thanked the RMCC, the members of the Political Action Committee and the Phoenix Sub-Committee who have been involved in mobilization efforts. Patrick noted that the

Nanaimo rally in the summer was recognized nationally in the monthly reports sent out by headquarters. Well done, BC!

PRIVATIZATION CAMPAIGNS

Patrick then reported that the PSAC and UNDE launched a campaign this summer to stop job losses at CFB Greenwood and CFB Kingston. Both bases were faced with potential contracting out of cleaning services to private, for profit companies.

The campaign included meetings with MPs, letter writing, postcards to community members, information pickets and advertising. As a result of these campaign efforts, along with public pressure and political action, DND decided not to contract out these services and committed to creating a new process for future reviews.

PSAC CHILDCARE CAMPAIGN

Yesterday, the PSAC launched three new childcare videos as part of our ongoing childcare campaign. The videos highlight the absurdity of bringing a child to work because you don't have quality, affordable child care options, which is the current situation faced by families in Canada. As it stands now, the majority of parents must rely on a patchwork of largely unregulated childcare, with no guarantee of quality.

The videos ask on Canadians to sign an online petition, calling on the Federal government to take action implement a high-quality, universal non-profit child care system. It also calls on all levels of government to make major investment in child care, starting in 2019 and increasing each year until Canada meets the accepted international child care spending benchmark of 1 percent of GDP. The petition can be found online at: <https://childcareforall.ca/>

The remainder of the Political Communications Officer report was then suspended for an order of the day.

Metro Vancouver Alliance Housing Research Action Team Presentation by Jennifer Horsley, Shane Polak and MVA members

Since the summer, Shane and Jennifer have been working with the Metro Vancouver Alliance (MVA) as members of their Housing Research Action Team. Shane and Jennifer then provided an update on their progress to date.

Two other members of the Housing Research Team then spoke on Community Land Trusts, non-profit organizations whose mandates are to hold land in perpetuity (e.g. City land). The Housing Research Action Team has been looking into Community Land Trusts as a potential solution to help mitigate the affordable housing crisis in Metro Vancouver.

The Regional Council then broke into small groups to discuss the following questions and debriefed as a whole:

1. How is housing affordability affecting me and the PSAC?
2. Why would the PSAC want to be part of the solution?
3. Which values/principles of CLTs match the values of our organization, and what are the areas of concern?

To conclude the discussion, Regional Councils members were encouraged to get involved with the MVA or their sister organization in Victoria, [Greater Victoria Action Together](#).

After some brief announcements, the meeting recessed for the day at 4:53 PM.

Saturday, November 3, 2018

The meeting reconvened at 9:00 AM.

Political Communications Officer Report (Continued)

HERE FOR CANADA CAMPAIGN UPDATE

Patrick reported that the feedback on the *Here for Canada* campaign has been really good. To date, the 30-second campaign video has been viewed over 500,000 times online and there have been two million views of the campaign videos and their iterations in total. As of two weeks ago, there were 20,000 signatures on the campaign's petition. The ads will continue running online after the TV ads conclude at the end of their 6-week run.

Trish raised a concern regarding the *Here for Canada* swag that was received in the Region. As a member of the RMCC, Trish found that she didn't receive enough swag to equitably disperse items to the members within her geographic area. She added that with limited supplies, it hard to make a visual impact in the workplace for the Employer to see and to mobilize members. Luc advised that swag distribution is proportionate to the Regional Offices. From there swag is further distributed to the Locals that respond and request items, which can mean that distribution may be slanted a bit more in favour of those who request items from the ROs. Jamey added that going forward we can look at different methods for swag distribution.

Further discussion then ensued on alternative swag items for future campaigns. Jamey noted that one item that was produced for the *Here for Canada* campaign was pinnies (in lieu of t-shirts and other clothing items). These can be worn by members in all types of weather (especially during winter months in Canada when they can be worn over jackets).

Antony asked if the videos will stay up on YouTube or if they will be taken down after some time. Patrick answered that the PSAC has full copyrights for the videos so they will be available indefinitely through the PSAC.

MUNICIPAL AND LOCAL GOVERNMENT ELECTIONS

Patrick reminded the Regional Council that we participated in CLC's local government elections campaign and endorsed CLC process for endorsing candidates through District Labour Councils (DLC). While the CLC is still going through the results, early reports show that 70 percent of the DLC endorsed candidates were elected.

Two PSAC members were successfully elected in the elections as well: Barry Cunningham (a UCTE member in Prince Rupert) was reelected to City Council and Val van den Broek (a USJE member in Langley) won 51% of vote against Peter Fassbender's 49% in City of Langley for mayor. Both Barry and Val were endorsed by their respective Labour Council.

Patrick added that media reports have indicated that the anti-SOGI (sexual orientation and gender identity) candidates were decisively defeated across BC.

Further discussion ensued regarding the elections and the VDLC endorsements in the City of Vancouver.

LABOUR CODE REVIEW

Patrick reported that the one of the election promises of the BC NDP was to overhaul the BC Labour Code. A Committee consisting of an employer representative, a union representative and a neutral party was struck to review the Code. The committee's report was released last week, which included 29 recommendations that (for the most part) will be good for union members who fall under the BC Labour Code (including our members at FNHA and the Commissionaires). These recommendations include:

- Restoration of language around employer free speech during organizing drives, which will limit the amount of free speech employers currently have
- Shortening to a five-day vote window and no mail ballots for union certifications
- That memberships be valid for six months during an organization drive (Currently membership cards are only valid for three months during an organizing drive.)
- Adjust the BC Labour Code such that education is no longer considered an essential service
- The Section 3 Committee is to remain seized to consult on the Code with regular reviews

The most significant win within the recommendations relates to successorship rights for the cleaning, security, transportation and healthcare sectors. Currently, if the contract is flipped and the employer changes, the unionized unit is dissolved and needs to be reorganized. This has been a constant struggle for HEU, UniteHere, and BCGEU. Patrick further added that this recommendation would be good for the PSAC in the context of the Commissionaires who are on contract at the Esquimalt Graving Dock: if DND contracts this work out to another group, the Commissionaires who are members of the PSAC will still fall under the PSAC and would not need to be reorganized.

The big disappointment with the report is the absence of a recommendation on card check. However, there was a dissenting opinion on this within the report.

The BCFL will be encouraging the Provincial government to move forward with all the recommendations contained within the report, and the PSAC will echo the stance of the BCFL.

Jeanne asked what the odds are of the recommendations being actioned by the government. Patrick answered that because we currently have a progressive government in BC, he felt it is likely that the recommendations will be approved.

PROPORTIONAL REPRESENTATION REFERENDUM

Patrick advised that the BCFED and the Region have been sharing out messaging to members regarding the Pro Proportional Representation campaigns, which has been endorsed by the PSAC and Affiliates. PSAC BC members will receive an email from the REVP next week encouraging them to support Proportional Representation.

Members are also encouraged to speak to their family, friends and colleagues about the about the importance of voting in the referendum. Information on the Pro Proportional Representation campaign can be found at www.VotePRBC.ca.

Todd asked what, if any, steps are being taken by Elections BC to mitigate the impact of the Canada Post rotating strike. Patrick advised that if necessary Elections BC has indicated they will make adjustments around the date ballots will be accepted. At present, they don't anticipate that the rotating postal strike will impact the timely return of ballots.

Karen voiced the concern that people don't understand what the different voting systems are so they aren't casting their ballots. Karen stressed that we need to talk about the referendum and the different voting systems with members, family and friends. All agreed.

PROVINCIAL BY-ELECTIONS

Patrick noted that with the local government elections last month there will be a provincial by-election in Nanaimo as MLA Leonard Krog was elected as the mayor of Nanaimo. The NDP has already announced that they will run MP Sheila Malcolmson as their candidate in the by-election.

Patrick also noted that there will not be a by-election in Burnaby North just yet as it was not called by the Federal government as part of the recent batch of by-elections for this spring.

MP Lobbying

Jamey asked Regional Council members to report on any MP lobbying they had conducted since the last in-person meeting.

Todd advised that he hasn't spoken with his MP since the last face-to-face meeting. However, Todd did speak with his MLA regarding housing issues.

James advised that met with Sheila Malcolmson along with other members on Phoenix-related issues. James will also be travelling the Ottawa later this month to participate in a national PSAC lobby on child care.

Jill advised that she regularly meets with Nathan Cullen or his constituency office staff. Most recently Jill was at the constituency office on October 31. Jill added that she's interested in speaking with Nathan Cullen about a public inquiry on the Phoenix pay system disaster.

Sky advised that while she hasn't met with her own MP recently, she did meet with both MP Kennedy Steward and MLA Harry Bains. Sky also met with NPD Leader Jagmeet Singh. On all three occasions she spoke about the impact of Phoenix on members.

Kelly reported that she contacted her MP's office (Conservative Alice Wong), but received an email back advising that she couldn't schedule a meeting with her. Kelly also reached out to other MPs in the Richmond area who advised her to raise her Phoenix issues with Minister Carla Qualtrough

who is responsible for Public Works and Government Services. Jamey commented that if members are having trouble arranging meetings with MPs, please let the REVP Office know so we can assist.

Shane advised he hasn't met with his own MP recently, but he does have a good relationship with NDP MP Peter Julian. The two will be having a lunch meeting this December.

Antony commented that he's been corresponding with his MP (as well as the federal Transportation Minister) via email regarding issues related to the Trans-Canada Highway in his area.

Karen explained that she hasn't met with her MP, but she is setting up a meeting with her mayor to discuss childcare concerns in her community.

Bert advised that he meets with his MP quite often. MP Alistair MacGregor was invited to the Phoenix rally in Nanaimo and spoke to the attendees there. MacGregor has also spoken about Phoenix in the House on behalf of his constituents who have been affected by Phoenix.

Nia reported that she met with her MP, Randall Garrison, to discuss Trans discrimination issues specific to housing and also raised the issues around the impact of Phoenix on members and their families.

Trish advised that Colleen Girard-Strong met with MP Murray Rankin several times and has a good working relationship with him: MP Rankin advises Colleen when he has been in touch with PSAC members or when he'll be speaking about PSAC issues in Parliament. The Victoria Area Council has in turn invited MP Rankin to attend a meeting over the next year.

Johann stated that he will be meeting with his MP, Carla Qualtrough, in the coming weeks along with a couple other members of the West Fraser Valley Area Council.

Terri reported that she hasn't met with her MP lately but did speak with Premier Horgan and Kennedy Stewart about PSAC issues recently.

To conclude the discussion, Jamey thanks all for the work with MPs and offered REVP Office support (as needed) with scheduling meetings and providing speaking notes for MP meetings.

2019 Federal Election

Jamey advised that the AEC spoke about the upcoming federal election at the recent AEC retreat. At present, they're not sure what it will look like as TB bargaining is still ongoing. It appears that the best outcome we can hope for (at present) is a Liberal minority government with the NDP in opposition.

The AEC further decided that each Region will be tasked with determining their focus for the election, which may include member outreach, direct work with MP candidates in target ridings, etc. Jamey then reminded the Regional Council that due to the *Fair Elections Act*, the union cannot provide financial support to parties and/or candidates. Related, the union cannot book off members to work on campaigns. However, we can conduct direct member engagement and members are able to use their own, personal time to participate in candidate or party campaigns.

Sky asked if the PSAC could sponsor non-partisan debates or town hall meetings. Patrick answered that he believed that this would be allowed under the legislation.

Jamey noted that he met with the MVA recently and spoke with this about how they may be able to partner with them on for the federal election. Jamey added that as plans are made he will keep the Regional Council apprised. Jamey ended the discussion by noting that Treasury Board bargaining will absolutely shape our plans for the federal election.

REVP Report

Jamey Mills turned the Chair over to Alternate REVP Todd Smith for the duration of his report. Report moved by Jamey Mills; seconded: Terri Lee

Jamey provided a brief supplement report to his written report, noting his concerted efforts to get out to see the membership in their worksites. One outstanding area that Jamey would still like to visit is Northeast BC. Jamey plans to make arrangements with Ron for a visit this January.

Another priority of Jamey's has been his work with Area Councils and Regional Committees. Some good progress has been made over the last year to reinvigorate the Area Councils and Regional Committees that have been struggling due to a variety of challenges. There is still some work to do in this area, and Jamey hopes that the Area Council Summit this weekend will help address this.

Jamey then addressed the situation with Phoenix and commented that it has been an emotional challenge for many; they didn't expect to be dealing with the Phoenix disaster more than two years after it began. However, the PSAC will keep fighting this fight. Jamey extended his thanks to the Regional Council and the membership more broadly for the support and efforts.

The motion to accept the report of the REVP was carried. Jamey then resumed as the Chair for the duration of the meeting.

Coordinator Reports

Alternate REVP BC Report – Todd Smith

Report moved by Todd Smith; seconded by Shane Polak

Todd advised that since the March meeting he has been busy. In late April, Todd attended the NTC, which included a rally in front of Finance Minister Bill Morneau's office. As part of that rally, Todd and some other members occupied the Minister's office and expressed their Phoenix frustrations.

During the summer, Todd was busy with both member and public outreach events. One of the highlights of the summer, was Todd's participation in the Cumberland Miners' Memorial weekend, which commemorated the 100th anniversary of assassination of "Ginger" Goodwin.

More recently, Todd has been busy with the upcoming BCFL Convention. As a BCFL Executive Council member, Todd was asked to sit on the Resolutions Committee for the convention. The Committee will be meeting a few more times in advance of the Convention later this month.

This fall, Todd also assisted the VDLC with the municipal elections. On E-Day Todd volunteered to pull the vote in East Vancouver.

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 Bert Farwell

Jennifer reported that she has been busy with the MVA in recent months, focusing on their work around affordable housing and transit. Jen then encouraged other members in the Metro Vancouver area to get involved with the MVA and noted that there is a labour caucus taking place on November 8 to discuss their involvement.

Jennifer also advised that she met with the UNITE HERE Local 40 representative at the Vancouver Airport and discussed the issue of contract flipping and the challenge of continually reorganizing

there. Jen then asked for anyone with contacts at YVR to let her know so she can make further connections at the airport.

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 Jeanne Olineck

Further to her written report, Sky explained that it's been a tough year for members. They're tired and defeated due to Phoenix. Consequently, several member events fell through this summer. That said, Sky is hoping the October 31 rally will have reinvigorated members. Sky added that she hopes to see more member engagement next summer, especially in light of the federal election.

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 Joanne Hay

Terri added that she's been busy with her Component working on health and safety initiatives regarding mental health. Terri noted that there is a public service survey with a focus on mental health in the workplace.

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 Jenny MacLeod

Johann moved his report as submitted. 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 Karen Sutton

In addition to his written report, Antony noted that there is an East Fraser Valley Area Council meeting scheduled for November 8. The focus of the meeting is member engagement and reinvigorating the Area Council. Participants at the meeting will also discuss the scheduling of Area Council meetings given the challenges they've had in the past with the varied work schedules of members in the area.

The motion to accept Antony Paller'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 the position has only recently been filled by Ron Hardy. The previous Northeast B.C. Coordinator did not submit a written report for this meeting.

North Vancouver Island Coordinator Report – Bert Farwell

Report moved by Bert Farwell; seconded by Jennifer Horsley

Bert advised he's been busy with a variety of member events over the last few months: Bert attended the Victoria Area Council's softball tournament during NPSW on behalf of members from the North Island. Bert also walked in the Nanaimo and Victoria Pride parades.

In June, Bert attend the Miners' Memorial Weekend in Cumberland, which commemorated the 100th anniversary of "Ginger" Goodwin's assassination. Bert noted that there was good PSAC representation at the event and he was proud to lay a wreath at the event on behalf of the union.

In July, Bert participated in the Phoenix rally at the Pacific National Rim Park in Tofino. Given the weather, the event did receive the member turnout they had hoped. However, the rally did receive good coverage from local media. During the event, they found out that Prime Minister Trudeau was in the area on vacation, which spurred the rally tagline, "Trudeau, you surf; we suffer. Fix Phoenix!"

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 Bert Farwell

Jill reported that she's been busy with the Northwest BC Area Council. Their next meeting is taking place November 13.

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

Southern Interior Coordinator Report – Jeanne Olineck

Report moved by Jeanne Olineck; seconded by Trish Martin

Jeanne supplemented her written report by noting that she was in Kelowna conducting some site visits in October. At the same time, she also visited the picket line at the Gateway Casino where workers were on strike. Jeanne was shocked to find out that the Chamber of Commerce in the community had recently given the casino the business of the year award given the fact that over 700 workers were on strike after the employer failed to bargain in good faith at the table. In response, Jeanne wrote a letter to the Chamber of Commerce, voicing your concerns to the Chamber.

Jeanne added that her plans for the coming month include reaching out to additional Locals within her constituency to organize further worksite visits. Jeanne hopes to carry this work out with Carolyn in the coming months but noted that there are always geographic of seasonal challenges in the Southern Interior.

The motion to accept Jeanne Olineck's Coordinator report was then carried.

Southern Interior Coordinator Report – Carolyn McGillivray

Report moved by Karen Sutton; seconded by Jennifer Horsley

On behalf of Carolyn McGillivray, Alternate Karen Sutton moved the report as submitted. Karen then thanked the Regional Council for the opportunity to attend the meeting as an alternate.

The motion to accept Carolyn McGillivray's Coordinator report was then carried.

South Vancouver Island Coordinator Report – Colleen Girard-Strong

Report moved by Ernest Hooker; seconded by Antony Paller

On behalf of Colleen Girard-Strong, Alternate Ernest Hooker moved the report as submitted. The motion to accept Colleen Girard-Strong's Coordinator report was then carried.

South Vancouver Island Coordinator Report – Trish Martin

As no written report was submitted in advance of the meeting, Trish provided some comments on her activities over the last few months. Trish noted that she spent time doing member outreach and mobilization. Trish also spent some time working in the Victoria Regional Office updating PSAC Local contacts, which she hopes to continue with the upcoming AGM season.

James added that Trish also contacted several members in Victoria regarding the Nanaimo rally. The group was planning to bus to the rally. However, due to a serious highway accident, the Victoria members weren't able to attend.

A motion was made to approve the verbal report of given by Trish Martin.
Moved: Trish Martin; seconded: James Brierley
Carried

CONSTITUENCY COORDINATOR REPORTS

Aboriginal Coordinator Report – Jenny Macleod

Report moved by Jenny Macleod; seconded by Sky Belt

Jenny advised that she's still settling into her role on the Regional Council. In doing so, Jenny has been making connections with other unions to assist her in her role. Jenny will be taking the "Blanket Exercise" course in Ottawa in the coming months and is hoping to become a facilitator for the course so she can deliver the training in the Region.

The motion to accept Jenny MacLeod's Coordinator report was then carried.

Women's Coordinator Report – Kelly Sidhu

Report moved by Kelly Sidhu; seconded by Linda Harding

Kelly advised that the PSAC's Programs section delivered a pilot training session on domestic violence recently. In the coming months the workshop will be rolled out to the Regions. Kelly added that she'll be attending the PSAC NHRC meeting this December and will seek an update on the timeline for the workshop at that time.

Kelly went on to report that she was recently advised that the Provincial government is conducting a pilot of the \$10/day daycare program. Under the pilot program, 50 daycare centres were selected equating to 2,000 spaces where families will be paying approximately \$200 per month for full time quality, licensed child care.

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

Members With Disabilities Coordinator Report – Shane Polak

Report moved by Shane Polak; seconded by Jennifer Horsley

Shane reported that he will be attending the PSAC NHRC meeting this December where the group will be working on the Access portion of the upcoming National Equity Conferences.

Shane added that his Local renewed its affiliation to the VDLC and received funding support from the REVP Office (through the regional Political Action budget). Jamey further commented that Components provides full or partial funding to their Locals to assist with DLC affiliation fees. There is also \$400 per Area Council available per year to assist Locals with affiliation fees.

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

Racially Visible Coordinator Report – Stephen Torng

Report moved by Stephen Torng; seconded by Jennifer Horsley

Stephen advised that he plans to hold a Racially Visible caucus meeting in the New Year once staff rep Monica Urrutia returns from leave. In the interim, Stephen is working with Jennifer Chieh Ho to transition to his new role on the Regional Council.

The motion to accept Stephen Torng's Coordinator report was then carried.

Pride Coordinator Report – Nia Gillies

Report moved by Nia Gillies; seconded by Shane Polak

Nia noted that for much of the last reporting period she was recovering from her surgery. However, during that time Nia continued to work on the development of support materials for Trans members in the workplace for the Employer. Once the materials are finalized, Nia will share them out to the Regional Council. Nia concluded her report by thanking members who came out of the various Pride events on the summer months.

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 was busy over summer with membership mobilization events including the August rally in Nanaimo. In concert with that rally, James had the opportunity for an impromptu meeting with Treasury Board President Scott Brison along with Jamey Mills and PSAC National President Chris Aylward. The three asked Brison about Phoenix, who had a lot of positive things to say.

This fall James has been busy with the planning for the Young Workers' Summit that is taking place November 24-25 in Vancouver. Currently the organizing committee is working to finalize the presentations for Summit details. The Summit will include the participation of 29 delegates and 2 observers.

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 Trish Martin

Linda advised that she's been busy assisting with the planning for the PSAC BC Regional Health & Safety conference this December. Due to time constraints, the planning for this conference has differed somewhat from previous conferences. Applicants to the conference will be notified this week and advised if they will be delegates or not.

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 Joanne Hay

Leanne reiterated the success of the Nanaimo rally in August, noting the great turnout with 100% of the CIU members in Nanaimo (two members).

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

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

Report moved by Joanne Hay; seconded by Shane Polak

On behalf of David Schinbein, Alternate Joanne Hay moved the report as submitted.

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

Standing Committee Reports

FINANCE COMMITTEE

Report moved by Shane Polak; seconded by Terri Lee

On behalf of the Finance Committee, Shan Polak reported that the Committee met via teleconference on October 24 to review the 2018 Financial Statements as at October 15.

Shane then reviewed the 2018 Financial Statements as at October 15.

Some questions were raised on whether or not the Regional Council subsidy needed to keep being directed to the Regional Convention budget now that a resolution had passed at the 2018 PSAC National Triennial Convention (NTC), which provided for fully funded Regional Conventions. Jamey answered that the Regional Council subsidy for the 2020 BC Convention was approved as part of the 2018-2020 Priority Proposal, which passed at the 2017 BC Regional Convention. As such, it would need to continue until the next Priority Proposal is passed at the 2020 BC Regional Convention. At the next Convention, unused or surplus regional conventions funds could be redirected under the 2021-2023 Priority Proposal.

Jamey then provided that the AEC had discussed the funding of regional conventions at a recent meeting in the context of the resolution that had passed at the NTC. At this point, it is unclear if Regions can use supplemental regional funds (such as the Regional Council subsidy) for regional conventions going forward. The AEC will be discussing this further and a decision is expected in early 2019.

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

DASH COMMITTEE

Report moved by Jennifer Horsley; seconded by Jeanne Olineck

Jennifer reported that the Committee has received a two donation requests and one subsidy request since the last conference call.

A motion was made to approve the recommendation for the \$200 donation to the Union Gospel Mission.

Moved: Jennifer Horsley; seconded: Trish Martin

Carried

A motion was made to approve the recommendation for the \$400 donation to the BC Federation of Labour’s annual Labour Christmas Dinners.

Moved: Jennifer Horsley; seconded Sky Belt

Carried

A motion was made to approve the recommendation for the \$500 subsidy to Emily Craddock for the “Creating Safer Spaces for LGBTQ2S+ Emerging Adults in Health Care” conference, taking place in Ottawa.

Moved: Jennifer Horsley; seconded Antony Paller

Carried

Jennifer then spoke to the Committee's recommendations regarding three new recognition awards for PSAC BC members. The first proposed award was the *Emerging Activist Award*, which would be an annual award available to multiple new activists within the PSAC each year. Nominations would be vetted by the DASH Committee, and recommendations for recipients would be put forward to the BC Regional Council. Recipients could receive their award at Local AGMs, Area Councils meetings or BC Regional Council meetings where possible. The award would be a certificate so no costs are associated with the award.

A motion was made to approve the *Emerging Activists Award* as a new membership award in BC.
Moved: Jennifer Horsley; seconded: Antony Paller

Jeanne asked if opening the award up to multiple activists per year would take away from the significance of the award. Several Regional Council members indicated that they liked the idea of the award being open to multiple recipients each year. The award would then be a good mechanism to recognize and engage new activists within the PSAC. Recipient names could also be posted on the regional website or in the regional monthly newsletter.

Trish advised that all three proposed awards could also have their recipients announced at the PSAC BC Regional Triennial Convention, which would be done at no cost.

Johann asked how the award would be publicized to the membership. Jamey suggested that an award description, criteria and nomination form could be posted on the PSAC BC regional website.

The motion to adopt the *Emerging Activist Award* was carried.

The second award proposed by the Committee was the *Community Champion Award*. Jen advised that the award would be available annually, and could be presented at Local AGMs, Area Council meetings, or Regional Council meetings as deemed appropriate. The award is to recognize members who are active in the community. Members would have to be nominated by other members; self-nominations would not be accepted. The DASH Committee would vet nominations and make recommendations to the Regional Council. The award would be a certificate so there are no costs associated with award.

A motion was made to approve the *Community Champion Award* as a new membership award in the BC Region.

Moved: Jennifer Horsley; seconded: Trish Martin

After some further discussion, the motion to adopt the *Community Champion Award* was carried.

The third award proposed by the Committee was the *Union Warrior Award*. Jen advised that the award would be an annual award, available to one recipient per year. Unlike the existing Solidarity Excellence Award, there is no time requirement attached to a nominee's activism within the Union. The DASH Committee would vet nominations and make recommendations to the Regional Council. The award would be a certificate so there are no costs associated with award.

A motion was made to approve the *Union Warrior Award* as a new membership award in BC.

Jennifer Horsley; seconded by: Antony Paller

After some further discussion, the motion to adopt the *Union Warrior Award* was carried.

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

BY-LAWS COMMITTEE

Report moved by Trish Martin, seconded by Jennifer Horsley

On behalf of the Committee, Trish advised that the Committee met briefly to review some of the housekeeping amendments required for the BC Region By-Laws in light of the constitutional changes adopted at the 2018 PSAC National Triennial Convention. Some of the changes include the following:

- Changing all references to “Pride” to “LGTBQ2+”
- Changing all references to “Aboriginal” to “Indigenous Peoples”
- Revising Section 9 of the BC Regional By-Laws to reference the newly adopted delegate entitlement formula for regional conventions found in the PSAC Constitution.

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

INTERNATIONAL SOLIDARITY COMMITTEE

Report moved by Stephen Torng; seconded by Linda Harding

On behalf of the Committee, Stephen reported that the Committee met and agreed to Linda step back as Committee Chair and have Stephen assume the role. A full report on the Committee’s discussions is attached to these minutes.

As part of the Committee’s report, Stephen advised that the Committee was putting forward a recommendation that the Regional Council support [Café Justica](#) through the purchase of their fair trade coffee, which could be used at AGMs and member meetings as swag giveaways. The cost of the coffee could be applied to the Advertising and Visibility line within the Regional Council budget.

Jamey Mills advised that the REVP Office would like into the purchase of the coffee as a swag item.

ACTION ITEM:	REVP Office to look into the purchase of Café Justica coffee as a swag item for AGMs, membership meetings, etc.
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After some discussion the report of the committee was carried.

CONVENTION COMMITTEE

There was no formal written report of the Convention Committee given the amount of time before the next Regional Triennial Convention in 2020. However, Bert provided an informal verbal report. Moved: Bert Farwell; seconded: Karen Sutton

Bert advised that the 2020 BC Regional Triennial Convention dates and venue had been confirmed as May 1-3, 2020 at the Pinnacle Harbourfront Hotel in Vancouver. Part of the decision for the selection of the Pinnacle relates to the new size requirements and cost constraints surrounding the PSAC National Triennial Convention resolution that passed regarding fully funded regional conventions and the related delegate entitlement formula. Jamey added that another reason for selecting the Pinnacle is that members of UNITE HERE Local 40 work there.

Jamey went on to advise that in light of the ongoing discussions at the AEC regarding the implications of the resolution on fully funded regional conventions, there is still a lot of uncertainty if Regions may subsidize Convention costs with regional funds. If Regions are limited to the \$50,000 allocated in the resolution for non-member costs, there may be areas where convention costs will have to be reduced and/or eliminated: convention swag, printing, hospitality suites, etc.

Another unknown is whether or not Regions may charge a registration fee for conventions. When discussed at the AEC, there was some debate on this matter as regional conventions are to be fully funded. However, the PSAC National Triennial Convention is fully funded event and a delegate registration fee is charged. This matter will be further discussed at the AEC. Once a decision is made Jamey will report back to the Regional Council.

Linda Harding asked if this is why regional conferences aren't able to charge delegate registration fees. Kristin advised that during the 2013-2015 budget cycle, then National President Robyn Benson made the ruling that Regions could not charge delegate registration fees for regional conferences. However, regional conventions were distinguished from regional conferences within the ruling. Regions were left with the autonomy to make their own decisions regarding delegate registration fees at regional conventions given the different convention funding models employed by Regions at that time.

After some further discussion, the verbal report of the Convention Committee was then carried.

ENVIRONMENT COMMITTEE

Report moved by Shane Polak; seconded by Joanne Hay

On behalf of the Committee, Shane reported that the Committee met and prepared the attached written report on their discussions and plans moving forward.

Shane then highlighted the draft resolution that the Committee was putting forward for Regional Council consideration regarding single-use plastics. A copy of this resolution is attached to these minutes.

A motion was made to approve the resolution on single-use plastics as put forward by the Environment Committee (as attached to these minutes).
Moved: Shane Polak; seconded: Johann Ackermann

Sky Belt asked if the Committee would be making a distinction between recyclable and biodegradable plastics with this resolution. Shane answered that the resolution was targeted to all single-use plastics, including recyclable plastics.

Jamey Mills asked if the Committee had thought about situations where members with disabilities require the use of single-use plastics (e.g. plastic straws) and alternative re-usable items present cost or logistical barriers. Further discussion ensued.

James Brierley asked if the Committee had prepared any costing for the membership education piece within the resolution. Shane advised that they had not.

After some discussion, Karen Sutton advised that she had some concerns with the use of the word "Ban" within the resolution. Karen then suggested that an alternative would be change the language of the resolution to reinforce the positive: "promote the use of reusable items and educate members on the impact of single use of plastics."

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

- Change the wording of the resolution to more positive direction (e.g. the PSAC BC Region will promote the use of reusable items and educate members on the environmental impact of single use plastics).

Moved: Johann Ackermann; seconded: Karen Sutton

After some debate on the referral, Terri applauded the committee on the efforts and noted that BC, as a province, is already ahead of the rest of Canada regarding to environmental issues and awareness. In that context, Terri suggested that the Committee look at focusing the resolution on a more specific action that PSAC BC members can take (i.e. limiting or eliminating the use of single-use plastic straws where possible).

After further discussion, Jamey confirmed that while we await a revised resolution from the Environment Committee we can encourage members not to use single use plastics were possible.

ACTION ITEM: Environment Committee to present a revised resolution on single-use plastics at the next in-person Regional Council meeting

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

EDUCATION COMMITTEE

Report moved by Johann Ackermann; seconded by Linda Harding

On behalf of the Committee, Johann reported that the Committee met with REO Deb Seaboyer on November 2. A report of the Committee is attached to these minutes.

Of particular note, Johann reported that the REO will be sending out a survey to all members who have participated in a union course over the last three years. The purpose of the survey is to help guide the planning for the next three-year regional education plan.

The Committee also discussed potential education subsidies for CLC training for the next three-year education cycle. At present, the REO is planning to offer two \$500 subsidies for the 2019 CLC Winter School and four \$500 subsidies for the 2019 Summer Institute for Union Women, which is taking place in BC.

The last discussion item to note from the Committee's discussion with the REO is a proposal to adjust the distances for "travel status" in BC for education courses. Currently "Travel Status" is applied to members who travel more than 60 KM to an education event.

The proposed adjustment is as follows:

- a) Up to 60 KM – \$50 weekend education subsidy / day
- b) 61 to 80 KM - \$50 weekend education subsidy / day + lunch allowance each day*
- c) 81 to 100 KM – Travel status but travel in on first day of a 2-day training, hotel first night and travel home immediately after training (only one-night stay in the hotel)
- d) 101 to 300 KM – The standard mode of travel is by POMV and members are in full travel status (in accordance with the PSAC's national Travel Policy)
- e) Over 300 KM – The standard mode of travel is by commercial air and members are in full travel status (in accordance with the PSAC's national Travel Policy)

*For inclement travel conditions, discretion will be given for members to stay in a hotel for the first night of a 2-day course.

The above-noted adjustments would allow for more participants overall in the PSAC BC education courses. It would allow four members to attend for the cost of one member in the 61 to 80 KM range without significantly negatively impacting the individual member. The areas mostly affected by this adjustment would be:

- Southern Interior: Penticton to Kelowna – affected members are about 64 KM from the education venue (about a 50-minute drive)
- Vancouver Island – Victoria to Duncan – affected members are about 61-65 KM from Victoria Regional Office (about a 60-minute drive)
- Lower Mainland – the distance between the Vancouver RO and members in Abbotsford is between 65 and 75 KM. This adjustment would give some flexibility for members to attend in either Metro or East Fraser Valley courses if space was available and would the Region to increase attendance on courses in East Fraser Valley.

Trish asked if consideration could be given to delaying the start time for courses in these adjustments are adopted. Jamey agreed that the staff would look at the course start times as necessary in these situations.

After some further discussion, a motion was made to accept the recommendation from the Education Committee to amend the PSAC BC distance thresholds for travel status at PSAC BC education courses.

Moved: Johann Ackermann; seconded: Linda Harding
Carried

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

POLITICAL ACTION COMMITTEE

Report moved by Todd Smith; seconded by Sky Belt

On behalf of the Committee, Todd Smith began his report by thanking the Regional Council for engaging in political action activities across the Region. Todd went on to say that the Committee met by teleconference four times with Area Council representatives. The meetings provided opportunities for participants to share mobilization and action ideas while providing support to each other.

Todd then spoke to the recent Phoenix mobilization event held on October 31. Todd noted that going forward the Committee planned to reach out to Locals earlier to secure their buy-in for the event. This will better allow for collaboration and the avoidance of any potential conflicts with other events happening at the worksite.

Todd further noted that he's been busy working on a project related to his enrolment in the CLC's Labour College: his project focuses on membership mobilization and engagement. To assist him in his research, Todd will be reaching out the leaders in the Region to hear about their membership engagement success stories and to find out what tactics or best practices they have for mobilization and engagement.

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

Membership Engagement Presentation by Trish Martin

Trish Martin delivered a presentation on membership engagement.

Throughout the presentation the Regional Council discussed a variety of strategies for improving membership engagement within the workplace, within Locals or Branches, and within other PSAC structures. Trish also highlighted some of the reasons for lower member turnout/engagement and suggested that Council members map the location of worksites within the Local or members within the constituency, etc. The REVP Office can provide logistical assistance with this exercise.

REDress Campaign Update

Jamey Mills advised that the REDress campaign was born out of a resolution that passed at the PSAC 2015 National Triennial Convention. The campaign rolled out on June 21 this year, National Indigenous Peoples Day, and has been well received within the PSAC, by Affiliates, and by the public.

The campaign includes Red Dress pins that were designed and produced to raise awareness on the national issue of missing and murdered Indigenous women and girls (MMIWG) in Canada. Along with the pins, an online petition was set up and postcards were produced for member and the public to complete and send to the Federal government to urge the government to bolster the efforts of the National Inquiry into MMIWG.

The PSAC is planning to deliver the post cards to the House of Commons on December 5. Members who have any signed cards in their possession are asked to return them to the PSAC by November 30 so they can be included in the batch that will be presented to the Prime Minister this December.

Discussion on Regulation 3 and Regulation 7 Subsidies

Jamey began the discussion on Regulation 7 advising that previously the Regional Council had noted the need to create a fourth category of subsidies within Regulation 7 to delineate member travel by BC Ferries. Jamey added that the cost of travelling by BC Ferries nearly consumes the entire \$250 subsidy that is currently available to members with the existing Regulation language.

As such, Jamey proposed that the BC Regional Council consider adding a fourth category:

“Convention or conference in B.C. where participant has to travel by BC Ferries: \$375.00”

After some discussion on the suggestion, Sky Belt asked if the amount could be higher than \$375. Jamey advised that the current subsidy amounts are not intended to provide for the full cost of member attendance at conference and conventions. For subsidies where members have to travel by commercial air the \$500 does not cover the full cost of air travel and other related travel costs. That said, Jamey suggested that the Council start with the \$375 amount for situations involving BC Ferries travel and reassess as needed in the next cycle.

A motion was then made to add the following bullet to Regulation 7 under the “Subsidies” section:

- Convention or conference in B.C. where participant has to travel by BC Ferries: \$375.00

Moved: Jeanne Olineck; seconded: Trish Martin

Carried

Jamey advised that Regulation 3, which deals with subsidies to assist Delegates to the BC Federation of Labour (BCFL) Convention, currently stipulates that applicants must submit their subsidy requests to the REVP Office no later than six (6) weeks prior to the start of the BCFL Convention. Given the number of issues Locals receiving a “0 Delegate” entitlements and delays with delegate credential packages, Jamey suggested that the Regional Council consider amending the Regulation to allow for applications no later than four (4) weeks prior to the start of the BCFL Convention. Moving the deadline for four weeks prior should not pose any issue with the delegate registration deadline as the BCFL sets that at 15 days prior to the start of Convention.

It’s hoped that moving the subsidy deadline to four (4) weeks will increase the number of subsidy applicants submitted.

A motion was then made to amend Regulation 3, Section 3 as follows:

Section 3: Applications

Applications for the subsidy should be made in writing to the office of the REVP not less than ~~six (6)~~ **four (4)** weeks prior to the opening of Convention. Applications should indicate what other sources of funding are available or being pursued and an estimate of costs. Any funding available from the local, component, Area Council, Women's Committee, etc. must be reported and preference will be given to those with greatest need.

Moved: Shane Polak; seconded: Antony Paller

Carried

Round Table

Jeanne began the round by suggesting that Committee meetings be preset ahead of time. Jamey replied that Committee meetings are not scheduled as part of the in-person Regional Council meeting. It is incumbent upon Committees to self-organize their meetings. Committee Chairs should be consulting with their Committee members and other Committee Chairs in advance of the in-person meeting to schedule these meetings. At each in-person meeting a block of time is set aside for this purpose. After some discussion, the Council decided to hold the Regional Council Committee meetings on Friday of the next Regional Council meeting.

Linda advised that she was in Ottawa last week for FPSLRB training, which largely dealt with staffing complaints. She further added that she's available to help members with their workplace situations. Linda then commented that recently she had a discussion with two lawyers on the Canadian Human Rights Commission (CHRC) in relation to grievance cases that have a human rights component. It was interesting to learn that member grievances don't necessarily go to the CHRC for a variety of reasons. However, members can still contact the CHRC for guidance and information.

Jamey noted that the CLC is seeking applications for the *Carol MacGregor Disability Award*. The CLC created the award to recognize the outstanding contributions of a worker with a disability who has made a significant and lasting impact on their union and/or the community by promoting and defending the rights of persons with disabilities. Nomination forms are available online at <http://documents.clc-ctc.ca/whr/DISAB-Rights/CarolMcgregorAWARD-NominationForm-2018-10-12-EN.pdf>. The deadline for nominations is November 16, 2018. Regional Council members were encouraged to share this information with their constituents.

Joanne extended her thanks to the Regional Council for having her at the meeting as David Schinbein's Alternate. Joanne then reminded the Regional Council to encourage members to support CUPW members in their ongoing labour dispute. Many of the issues CUPW members are facing are also issues that UPCE members are dealing with. Joanne encouraged members to promote and support postal banking as well as reviving the Food Meal Program (which used to have Canada Post handle the transportation of food to the North), which was privatized by the Conservative government.

James commented that he's looking forward to attending the BCFL Convention later this month.

Sky reminded the Regional Council about the ongoing Pro-Proportional Representation campaign and the upcoming televised debate between the Premier and the Leader of the Opposition this Thursday evening. The VDLC and BCFED have organized a viewing party at Toby's Pub in Vancouver.

Sky went on to comment that she was approached by a member who is interested in setting up a PSAC sub-committee on mental health and wellbeing. If others are interested in participating, please contact Sky. Jeanne noted that her CEIU Local in Kamloops already has a mental health committee and would be interested in sharing ideas.

Karen commented that she enjoyed the experience of attending the meeting as an Alternate and wondered if Alternates could attend Regional Council conference calls. Jamey confirmed that Alternates are invited to attend Regional Council calls as well as the relevant Committee conference calls.

Bert commented that he was grateful to have the new voices around the table at this meeting who brought new ideas and a different perspective. Ernest echoed these comments and thanked the Regional Council for allowing him to attend as an Alternate.

Stephen thanked Trish for her presentation on membership engagement and noted that he's looking forward to mapping his Locals to assist him with his outreach. He then queries if UnionWare could assist with this process. Patrick noted that any reports generated would be limited to UnionWare's data and reporting functionality. Members' self-ID equity information could not be provided for privacy reasons.

Luc commented that it had been a very good meeting where the discussion had been very positive and effective. Luc extended his thanks to the Regional Council for a great two days.

Shane queried if sound amplification could be provided at the next Regional Council meeting (whether at the Regional Office or offsite). Jamey committed to looking in to options for the next meeting.

ACTION ITEM: REVP Office staff to investigate sound amplification options for the next BC Regional Council meeting

Patrick thanked the Regional Council and activists in the Region for their hard work over the past few months with membership engagement and community outreach. Patrick looks forward to continuing to support the members in the Region with this important work.

Kristin extended her thanks to the Regional Council for their generous baby gifts. She further commented that while she's excited to be going off on maternity leave, it's tough to leave the REVP Office. That said, Kristin looks forward to hearing all about the Regional Council's successes over the next year.

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

Based on the national calendar of events it was suggested to have the meeting April 26-28, 2019 in Vancouver. A save-the-date notice will be sent out by the REVP Office.

Jamey advised that the REVP Office will send out a doodle poll for the next Regional Council conference call. It was suggested that the call be scheduled for January 2019. Regional Council Alternates will be invited to participate in the January call once scheduled.

ACTION ITEM: REVP Office to send out a doodle poll to the BC Regional Council for the next conference call, which is to take place in January
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Meeting Adjournment

Before adjourning the meeting, Jamey Mills thanked everyone for their engagement and participation during the meeting.

A motion was then made to adjourn the meeting.

Moved: Todd Smith; seconded: Shane Polak

Carried

The meeting was adjourned at 2:53 PM.

Minutes recorded by: Kristin Schnider

Minutes published: November 2018

Minutes from International Solidarity Meeting on November 2, 2018

Attendees: Terri Lee (Metro Vancouver Coordinator), Linda Harding (Health & Safety Coordinator), Stephen Torng (Racially Visible Equity Coordinator)

Absent: Jenny Macleod (Aboriginal Equity Coordinator), Kelly Sidhu (Women's Coordinator)

- Linda Harding has stepped down as the Chair; Stephen Torng will be assuming this role going forward.
- Supported the CoDevelopment Canada annual solidarity dinner that was held in June. The dinner provided a venue for members to network with like-minded organizations and individuals working toward social change and community empowerment.
- We are putting forward a recommendation to support Café Justicia (<http://cafejusticia.ca>) by purchasing their roasted coffee beans from the PSAC Regional Council budget. The coffee purchased would be used as swag for various PSAC BC events or activities. This is to support social justice in Guatemala. All profits from sales in Canada are returned to the Campesino Committee of the Highlands (CCDA) and other social justice organizations in Guatemala. The coffee is imported and roasted in Canada by BC CASA, a BC-based solidarity organization. BC CASA is a Vancouver-based volunteer group that works in solidarity with human rights and community organizations in Guatemala.
- A CoDev article was emailed out in August urging members to support the action to call on Columbian authorities to stop the killings, stigmatization and death threats against social leaders and human rights defenders in Columbia.
- An email call-out was also sent out in August to young workers to participate in the PSAC Education in Action project in Guatemala in Spring 2019. The PSAC Social Justice Fund (SJF) has agreed to provide subsidies for four (4) younger workers (aged 18-35 years) to assist with the costs of travel, food, and accommodation. Although the application deadline had recently passed for young workers to apply for this subsidy, individuals are still welcome to apply for this self-funded trip. Sister Kelly Megyesi self-funded her trip to Guatemala with the PSAC - SJF in March 2018 and presented her report to the Vancouver Area Council on September 12.
- The report is moved by Stephen Torng and seconded by Terri Lee.

PSAC BC Regional Education Committee meeting

Friday, November 2, 2018 at the PSAC Vancouver Regional Office

Present: Johann Ackermann (Chair), Nia Gillies, Linda Harding, James Brierly, Ron Hardy, Deb Seaboyer (Staff)

- Deb briefed the committee on the Regional budget of which approximately \$127,870 has been spent to end of September and it is still expected that another \$20,000 to \$25,000 is still to be expended for the remainder of the fall basic courses plus about \$80,000 for two of the advanced/region-wide courses being held in the fall. (It was noted that an in-residence course costs approximately \$10,000 per day.) The Regional education budget does not include courses like bargaining and Local Development courses which are covered by the other budgets. We won't know what the new Regional budget coming out of the recent National Convention will be until the New Year.
- Deb was really happy about the amount of courses that have been put on over the last budget period. There were also several pilot courses held nationally such as Leadership for Indigenous Women and a Domestic Violence course.
- A survey will be emailed out and posted on the Regional website similar to the one that was previously done. The survey will be emailed to all course participants from the last three years. It will be used to help create the next 3-year education plan and inform decisions on how and what courses will be offered.
- CLC Winter School subsidies should be posted. Two \$500 subsidies will be for CLCL Winter-school participants and four \$500 subsidies will be for Summer Institute for Union Women participants. The latter is being held in BC in 2019 and will include participants from Washington, Oregon, California and B.C. and possibly Alaska and Hawaii.
- Some problems were encountered with hopeful participants being denied leave by their employer for the Unions Work for Women course which was held in Victoria.
- There is a proposal coming for a change in travel status funding to encourage better course attendance and for more efficient spending of the education budget.

The meeting concluded shortly after 10 AM.

BC Regional Council Environment Committee
Friday, November 2, 2018

Vancouver Regional Office – 10AM

In attendance; Michael (Shane) POLAK (Chair – UVAE), Leanne HUGHES (CIU), Jenny MacLeod (CIU), Jill MacNeill (UHEW), Joanne HAY (UPCE Purolator, Alternate DCL/Small Separate Employers Coordinator for David SCHINBEIN, DCL 20050).

Regrets; David SCHINBEIN (DCL 20050)

AGENDA

- Roll Call
- Accepting the Agenda
- New Business
 - Terms of Reference
 - BC Fed Climate Change Working Group
 - BC Government's Environmental Assessment Process
 - Plastic Straws
- Round Table
- Next Meeting
- Adjournment

MEETING MINUTES

- Shane called the meeting to order at 10:08am

Accepting the Agenda

- The agenda was unanimously accepted with no changes.

New Business

Terms of Reference

- Shane explained that the committee had recommended Terms of Reference recommended by the BC Regional Council.
- Jill volunteered to read the recommended Terms of Reference to the committee
- The Terms of Reference was unanimously approved (M; Joanne / S; Jill)

BC Fed Climate Change Working Group

- Shane explained he represents the PSAC on the BC Fed Climate Change Working Group, a sub-committee of the General Resolutions Committee.
- Convention;
 - In advance of the 2018 BC Fed Convention, the Working Group discussed, determined their position on and prioritized resolutions that were submitted by affiliate unions.

- Of 9 resolutions, the committee recommended concurrence of 8 and non-concurrence of 1
- The Working Group will be presenting their report to the Convention Delegates on the morning of Wednesday November 21.
- Shane encouraged the committee members who will be at Convention to support the resolution on marine traffic and safety because it directly affects PSAC members employed by Coast Guard.
- The Climate Solutions and Clean Growth Advisory Council is a provincial body that provides strategic advice to the BC Government on climate action and clean economic growth.
 - The BC Fed Working group was invited by the Council to provide input on three intention papers; Clean Growth Program for Industry, Clean Efficient Buildings, and Clean Transportation.
 - The Working Group's input centered on supporting Green Jobs and the "*just transition*" framework with the goal of promoting jobs that are good for the economy and the environment, and to ensure workers' jobs and livelihoods are secure as the economy shifts toward sustainability.
- **ACTION: Shane will follow-up by sending the resolutions and the BC Fed Working Group's report to Convention to the committee members**

BC Government's Environmental Assessment Process

- Shane explained that Environmental Assessments (EAs) are required when major projects are proposed in BC to ensure potential environmental impacts are assessed.
- After years of BC Liberals leadership, the EA's became non-objective, green lighting process for industry.
- Jill added that EAs often involve industry conducting "self-assessments"
- Shane provided a Discussion Paper prepared approximately one year ago by West Coast Environmental Law and several other legal groups that made 10 recommendations to revitalize the EA process in BC and encouraged committee members to review it.
- It includes recommendations like greater First Nations recognition and collaboration and strengthening the information base.
- **The committee discussed their desire to Lobby MLAs in support of revising the EA processes by adopting the 10 recommendations.**

Ban on Single Use Plastics

- The committee prepared and unanimously approved the following resolution (M; Leanne / S; Joanne) to present to Regional Council and further discussed lobbying plans;

Whereas single use plastics are detrimental to the environment and recycling is ineffective and inefficient;

Be it resolved that;

- The PSAC BC support the ban of singled use plastics (e.g. straws, bags and Styrofoam)
 - The PSAC BC educate members in the environmental impacts of single use plastics
 - The PSAC BC membership be encouraged to support the ban of singled use plastics
 - The PSAC BC support and encourage businesses that include alternatives to single use plastics.
- **ACTION: The committee would like to compile a list of businesses that are reducing their use of single use plastics, so they can encourage PSAC BC members to support them.**

Lobbying - Additional Discussion

- ACTION: The committee wishes to lobby various levels of government on the Environmental Assessment Process and in support of banning single-use plastics**
- It was suggested that the RC members could work together in lobbying efforts during travel around the province in early 2019.
 - Leanne suggested that some speaking points be developed
 - **ACTION: Sharon will research the best time to lobby MLAs, and coordinate with the committee to develop lobbying speaking points**

Next Meeting

The committee members agreed to meet again by conference call in late January. Typically Wed or Thurs at 6pm is a good time for the group.