



**Public Service Alliance of Canada  
B.C. Regional Council Conference Call**

**Wednesday February 6, 2019 - 6:00PM PST  
Minutes**

**Attendees**

Astrid Stoker	First Alternate for South Vancouver Island	Maggie Humen	Young Workers (alternate)
Ernest Hooker	South Vancouver Island	Shane Polak	MWD
Jennifer Horsley	Metro Vancouver (tentative)	Sky Belt	Metro Vancouver
Jenny MacLeod	Indigenous Peoples	Stephen Torng	Racially Visible
Karen Sutton	Alternate Southern Interior	Terri Lee	Metro Vancouver
Kelly Sidhu	Women's	Todd Smith	Alt REVP-B.C.
Leanne Hughes	National Officers	Ron Hardy	Northeast B.C.

**Staff**

Jamey Mills	REVP-B.C. (Chair)	Kim Nguyen	EA to the REVP-B.C.
Patrick Bragg	Political Communications Officer	Luc Guevremont	B.C. Regional Coordinator

**Regrets**

Antony Paller	East Fraser Valley	Jill MacNeill	Northwest B.C.
Bert Farwell	North Vancouver Island	Johann Ackermann	West Fraser Valley
Carolyn McGillivray	Southern Interior	Linda Harding	Health & Safety
David Schinbein	DCL/SSE	Nia Gillies	LGTBQ2+
James Brierley	Young Workers	Trish Martin	South Vancouver Island
Jeanne Olineck	Southern Interior		

## **1. Adoption of the Agenda**

Jamey Mills called the meeting to order at 6:02PM and welcomed all in attendance. The meeting agenda had been circulated electronically in advance of the meeting. No additional agenda items were added.

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

## **2. REVP Report**

### **a. AEC & NBoD updates**

Since the last Regional Council meeting, Jamey has attended one AEC and NBoD meeting.

The third anniversary of the implementation of Phoenix is approaching on February 28<sup>th</sup>. Jamey has been meeting with locals, attending AGM's, and speaking with members with updates on the Phoenix issue. PSAC has made positive gains since the new pay system was implemented 3 years ago.

It is unfortunate that employers did not consult with our members when implementing the pay system, as our members are end users and the ones helping to resolve these issues. The root problem still has not been solved, members are still not being paid or not being paid correctly. On a positive note, backlogs are significantly less. Public Services and Procurement Canada is currently looking to replace the Phoenix pay system.

More compensation advisors have been hired and trained to assist in getting problems resolved and we have seen protection plans implemented for members not in the workplace, such as those on parental/maternity leave.

The most recent Phoenix victory is when the government announced a new legislation that would relieve the burden it has put on members who have been overpaid.

*“To alleviate this burden and help affected employees, the Department of Finance Canada is releasing draft legislative proposals that would—under certain conditions—permit an affected employee to repay to their employer only the net amount of the overpayment received in a previous year, rather than the gross amount (including taxes, CPP, and EI). Under the proposed legislation, the CRA would be able to refund directly to the employer the income tax, CPP, and EI withheld on an overpayment that occurred through a system, administrative, or clerical error. As a result, affected employees—who received overpayments through no fault of their own—would no longer be responsible for recovering these amounts from the CRA and repaying the gross amount of the overpayment to their employer.”*

Jamey has met with multiple MP's to discuss establishing timeframes and deadlines on the implementation of the new pay systems and to ensure Public Inquiry occurs.

Canadians deserve to know why this has happened. We are seeking damages for all members on a tiered system.

On another note, Scott Brison has resigned as the president of Treasury Board. Jane Philpott is the new president of the Treasury Board. We will need to see what impact this has on Phoenix.

Victoria, BC was selected as the site location to test new pay systems. Members were strongly encouraged to attend and test the system. The new system will take at least 24-26 months to implement. The goal is to have the new system run parallel to the current pay system to ensure all bugs are fixed before switching completely over to the new system.

Stephen commented that people were invited for pay system testing on the island in Victoria but will there be one in Vancouver? Who was in attendance of this test group in Victoria?

Jamey answered that we were not consulted for this and was not successful in having this come to Vancouver. The test invites went to the Coast Guard, DFO and members with National Defense. There were 3 systems that were tested. Facilitators took names, phone numbers, and email address from individuals that were interested in becoming involved in the testing.

Stephen expressed that PSAC employees should be invited for testing and that the facilitators are targeting the wrong people to be involved in this process.

## **b. Negotiation updates**

### **Treasury Board**

There have been three rounds of bargaining with TB group. They did not go with the mandate PSAC proposed which was a 4% wage raise increase. The Government proposed to increase wage rates by only 0.75% per year for 4 years, well below the rate of inflation, and refused to make the increase retroactive to the start of the term of the collective agreement. After months of Government delays and insulting offers, PSAC bargaining teams representing 90,000 federal public service workers have declared impasse. The team is going back to Ottawa next week to meet.

### **CRA - UTE members**

The team tabled a wage proposal two months ago that would ensure fair increases that keep up with the rising cost of living. However, the CRA opted not to make a wage counterproposal this week and told the bargaining team it had no mandate to table anything beyond what was offered by Treasury Board in bargaining with PSAC. Given

this lack of progress in negotiations, PSAC-UTE is declaring impasse and moving to the next step in the bargaining process prescribed by law—the establishment of a Public Interest Commission.

### **CFIA**

The bargaining team has been trying to meet with the employer since November of last year. The Employer has finally agreed to meet last week of February and last week of March.

### **FB Group**

Will be meeting with the employer soon.

### **Parks Canada**

Will be meeting with the employer soon.

### **Purolator**

Our bargaining team achieved a tentative agreement for members working at Purolator on February 4 2019. The ratification vote kit and meeting schedule will be available soon

## **c. Update from the BC Fed Convention**

BCFED Convention took place last week of November last year. There was a large PSAC caucus. Resolutions were prioritized; one was around Phoenix and legislative employment act changes.

Laird Cronk has been elected as the new President.

Suzanne Skidmore has been elected as Secretary Treasurer.

Sky Belt has been elected as LGBTQ workers representative now sits on the Executive Council.

## **d. Members dues**

Jamey provided the following update from headquarters

*“Approximately 130,000 letters and emails have been sent to the members around November 8, 2018, in regard to their union dues.*

*Regular dues are recovered over 2 pay periods each month however arrears and refunds are only dealt with on the first pay of the month.*

*As of today, over 70 members have requested and been approved for hardship. We are able to stop the arrears deduction (not the dues) as of January 2019 and they will be deferred to the spring and summer of 2019. We are unable to reverse the arrears for December 2018 since the change file for December has been with the Employer since*

*November 16, 2018. We have until December 14, 2018 to reverse the arrears for January 2019.*

*Regarding the January PSAC rate change as well as Component and Local rate changes, all the letters were sent to the employers on October 5, 2018.*

*As for the new collective agreements, they will be updated in the system in April 2019 and there will be no retroactivity on union dues for the members.*

*There have been 420 voicemails since November 20, 2018, and a total of 3,486 phone calls received. We have answered a total of 273 emails.*

*A breakdown of the dues is provided when members request it.”*

Since then, PSAC advisors have been trying to respond as quickly as possible with a response rate of no more than 5 business days.

In one month (end of November), \$4,317,489.51 in arrears have been recovered.

#### **e. Other updates**

As previously stated, Jamey has sent an email to all Liberal MP's in the lower mainland area and has met with six MP's already regarding Phoenix and bargaining. Four major TB units declared an impasse back in the middle of December. Some of the MP's Jamey met with were shocked with proposals TB has put forward.

Jamey traveled to Prince George with Ron Hardy and did site tours to mobilize traction for the Northeast Area Council.

PSAC Northeast Area council hosted an AGM and, in the meeting, electing a partial executive. Three of the previously inactive area councils are now constitutional

### **3. RC Coordinator Travel**

Jamey has reached out to the RC Coordinators to start planning for regional events. Hotels book up quickly around festival events and we need to make sure we plan early to ensure we have proper insurance, equipment, and volunteers in place.

**Action:** Jamey would like everyone to think about member outreach for their portfolio by the next in-person meeting.

### **4. Political Action Update**

#### **a. Phoenix**

In terms of Phoenix action update, we were able to do some MP lobbying.

Sheila Malcolmson is running for MLA in Nanaimo and a good friend of PSAC. We did some campaigns around her such as member-to-member phone calling which Patrick put a script together. In addition, Jamey will send a letter to PSAC members in the riding.

#### **b. Federal Election**

The NDP is working hard to have Jagmeet Singh elected in the election for Burnaby South. Every weekend from now until February 25, the campaign team will be organizing labour canvasses. Patrick is trying to setup a meeting with Jamey and Jagmeet.

Once MP's are back in ridings in March, if there is anyone that is interested and would like to talk to MP's, we would love to see people speak to them (especially the Liberals). We can assist in providing speaking notes and can have Jamey attend with them as needed.

#### **5. West Coast LEAF Equality Breakfast - sponsorship request**

The council must decide about becoming a bronze sponsor of the Westcoast LEAF equality breakfast. The cost is \$1,200 and includes four tickets to the event. We have sponsored this event in past using the Regional Council advertising and visibility line item in the budget.

A motion was made to become a bronze sponsor for the Westcoast Leaf equality breakfast.

#### **6. First Call Gala Ticket distribution**

The council must discuss and make a decision regarding the two tickets we are entitled to as sponsors of the First Call Gala. The council voted by email to become sponsors, but Trish suggested we donate the tickets back to First Call to give to people in the community.

A motion was made to donate the tickets back to First Call to give to people in the community.

#### **7. DASH Committee update**

Jennifer Horsley provided a DASH Committee update.

<b>Recipients of Donations</b>	<b>2018</b>	
	<b>Amt</b>	<b>Date</b>
DEWC - Christmas Wish List	\$250.00	19-Dec

Camp Jubilee (sponsor one camper to attend)	\$600.00	8-Feb
Council of Canadians	\$100.00	12-Mar
Everywoman's Health Centre	\$50.00	20-Sep
Amnesty International	\$100.00	20-Sep
BC Fed Annual Christmas Dinner	\$400.00	6-Nov
David Suzuki Foundation	\$50.00	30-Jun
The Realistic Success Recovery Society	\$200.00	14-Nov
First Call - BC Child & Youth Advocacy Coalition	\$500.00	20-Dec
Coalition for Child Care Advocates of BC Membership	\$100.00	1-Jun
Metro Vancouver Alliance	\$100.00	5-Mar
Greater Vancouver Food Bank	\$400.00	9-Apr
Co-Op Radio	\$50.00	21-Nov
Union Gospel Mission	\$200.00	5-Nov
Richmond Family Place	\$250.00	5-Mar
Michael Wayne McDonell Labour Community Services Fund	\$500.00	19-Feb
CFOX Santa Anonymous	\$250.00	15-Nov
Watari	\$100.00	17-Dec
Victoria Transition House	\$200.00	3-Dec
Many Rivers Strike	\$500.00	17-Dec
Indspire	\$50.00	20-Sep

## **8. Round Table Discussion**

Todd discussed the third anniversary of Phoenix is coming up February 28. It would be great to have locals and area councils interested and becoming involved. Planning around Phoenix events will commence.

Jamey advised funding for the phoenix activities can be made available. This will be discussed at the AEC on Monday in Ottawa. If anyone has questions, please get in touch with Jamey for funding and human capital.

Kelly informed the council that there are two events happening for black history month. African heritage walk happening on Feb 24 and walking tour on Keefer street.

## **9. Scheduling of Next Conference Call (if necessary)**

The next conference call will be schedule for March. Kim will send out a doodlepoll to confirm dates.

**Action:** Kim to send a doodlepoll to set next conference call date.

## **10. Reminder and Details: Next In Person Meeting – April 26,27,28**

The next in-person meeting is scheduled for April 26, 27 and 28. It was agreed that we will have a group dinner on Saturday April 27 as part of the agenda. This will be a great way for new members on council to get to know each other better.

A block of rooms has been booked at the Hilton Vancouver Metrotown for out of town members. Kim will send over information on how to book your room.

**Action:** Kim to send a reminder when the year end reporting and funding proposals are due.

## **11. Meeting Adjournment**

Motion to adjourn meeting at 7:06pm.