



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

**Tuesday March 19, 2019 - 6:00PM PST  
Minutes**

**Attendees**

Jamey Mills	REVP-B.C. (Chair)		
Antony Paller	East Fraser Valley	Leanne Hughes	National Officers
Bert Farwell	North Vancouver Island	Linda Harding	Health & Safety
Carolyn McGillivray	Southern Interior	Nia Gillies	LGTBQ2+
Ernest Hooker	South Vancouver Island	Ron Hardy	Northeast B.C.
James Brierley	Young Workers	Sky Belt	Metro Vancouver
Jennifer Horsley	Metro Vancouver (tentative)	Stephen Torng	Racially Visible
Jill MacNeill	Northwest B.C.	Terri Lee	Metro Vancouver
Karen Sutton	Alternate Southern Interior	Todd Smith	Alt REVP-B.C.
Johann Ackermann	West Fraser Valley	Trish Martin	South Vancouver Island

**Staff**

Patrick Bragg	Political Communications Officer	Luc Guevremont	B.C. Regional Coordinator
Kim Nguyen	EA to the REVP-B.C.		

**Regrets**

Jeanne Olineck	Southern Interior	Shane Polak	MWD
David Schinbein	DCL/SSE		

**Absent**

Jenny MacLeod	Indigenous Peoples	Kelly Sidhu	Women's
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## **1. Adoption of the Agenda**

Jamey Mills called the meeting to order at 6:02PM and welcomed all in attendance. The meeting agenda has 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**

Jamey attended the AEC meeting in March which was shortened by one day due to the snow storm in Ottawa.

During the meeting, the BC Young Workers proposal was approved by the AEC. There was discussion about Indigenous lobby day which we will be sending Jenny Macleod, Mike Ballard, and Jill MacNeill to attend.

The National PSAC Staff conference will be taking place April 9-11. The Regional Convention planning meeting is taking place on April 11-12 following the National PSAC Staff conference. This year, the planning will take place 12-months in advance with REVP's and EA's in attendance.

Jamey will be attending the University Sector Round Table next week in Ottawa. PSAC is joining the infinity program called Union Savings. Jamey will be attending as a delegate to represent PSAC. This program will give member discounts and benefits to commercial retailers such as amusement parks, insurance, travel, etc. For more information, please check [www.unionsavings.ca](http://www.unionsavings.ca)

The NBoD met in Ottawa. The agenda was also shortened due to the snow storm. For that reason, the anti-oppression training was moved to June. The Board participated in the blanket exercise. This was the second time Jamey participated in the blanket exercise and expressed how enlightening and eye opening it is every time. The blanket exercise is an important first step in reconciliation.

During the meeting, there was mainly discussion surrounding administration, specifically around finance. A significant number of dues in arrears has been collected for members.

There was no constitutional review report, and no health & safety report.

Jamey sits on the adhoc Phoenix Committee. Hundreds of federal government workers affected by the problem-plagued Phoenix pay system will take to the streets of downtown Ottawa on Thursday to demand the government hasten efforts to finally fix the system. Jamey, Chris, and Magali will also be in Victoria to rally as well.

The practice of MIGS started at UTE CRA. Moving forward, this status will no longer be granted to members requesting for it. Anyone that has been granted MIGS has now been grandfathered in. No new individuals will be able to apply.

## **b. Negotiation updates**

### **Treasury Board**

Following more than six months of frustrating talks and delays by the government, PSAC bargaining teams finally received some responses to the union's proposals in February. The government's small movements were a noticeable change from previous meetings but they fell significantly short of the progress needed at the table.

While the last session of talks in February yielded a few small steps in the right direction, there was no agreement to the proposal.

The next meeting is scheduled for March 19 to 21 in Ottawa.

### **Purolator**

PSAC is happy to announce that a new Collective Agreement has been ratified by members of UPCE Local 20095 working at Purolator Courier in BC.

The new contract, which expires in December 2022 and was achieved with the help of a conciliator, includes wage increases, improved leave provisions including extra flexibility and time for bereavement leave, and stronger anti-harassment language. The agreement also includes the creation of a joint Union/Management Committee mandated to discuss and resolve issues relating to inadequate long term disability benefits.

The PSAC/UPCE bargaining team, comprised of Joanne Hay, Jennifer Horsley, and Erna Post would like to thank all the members of Local 20095 for their participation in the bargaining meetings, for their messages of support, and for their solidarity during a tough round of bargaining.

**CRA**

Federal mediator has been appointed by the board.

**CFIA**

The CFIA bargaining team met with the employer last week.

**CBSA (FB)**

The FB bargaining team's second meeting with the employer took place the last week of February and limited progress was made. Limited progress there.

**Swissport (YVR)**

The team will be meeting with the employer the first week of April. Optimistic.

**Commissionaires**

Bargaining dates have been scheduled for May.

**c. Members dues**

Jamey provided an update to the council regarding members due.

**3. BC Staff Conference**

Staff from the BC Region attended the BC Staff Conference held at the Pinnacle Harbour Hotel in the last week of February. The conference was 2 full days, and 1 half day, and included Chris Aylward and Marc Pecek in attendance.

Chris talked about the Strategic Focus and three priorities with the staff and discussed the status of the Phoenix Pay System issue.

The conference was a combination of different sections of our work combined into one discussion. The agenda included discussions of current issues, an anti-racism workshop, facilitating techniques training session, breakout group work, hands on work, an indigenous facilitated session, and social event for everyone to get together in a casual environment.

The conference was an opportunity to talk about the current issues and discuss how to operate the strategic plan with the 3 priorities. This was a great way to see what kind of work we have for the new few years.

**4. Political Action Update****a. Phoenix**

Chris, Magali and a legal representative from PSAC will be meeting with the Treasury Board this week to negotiate a damage reward system for everyone affected by Phoenix. This will be a tiered system to reimburse members who are out of pocket or faced financial hardship due to Phoenix. We will be reimbursing not just current

members, but any members affected since the implementation including those who are retired or have left organizations.

There will be a rally in Victoria on March 22<sup>nd</sup> to voice the ongoing frustration over Phoenix and will include Laird Cronk from BC Fed, Chris, and Magali.

The next big event is April 4<sup>th</sup> in Vancouver at St. Regis restaurant. The event will be a bit different and more of a membership mixer. It will be a way to engage members and mobilize coordinators. There will be members doing plantgating work as well.

### **b. Federal Election**

NDP Leader Jagmeet Singh has been elected in the Burnaby South by-election. Leading up to the election, we encouraged members to be involved and vote.

The federal election is coming up in October. The CLC Federal Election campaign is focused around four main issues: Pharmacare, Done Waiting, Pensions, and Just Transition. The campaign is strategically identifying progressive minded voters and encouraging them to vote

Bill C-67 the (Federal) Elections Modernization Act became law in December 2018 and Elections Canada is currently preparing to ensure that the changes will be implemented by October. These changes include strengthening transparency around third party spending, tightening restrictions around foreign money, and improving access for people with disabilities. The key takeaway from the CLC meeting is that affiliates can no longer share or borrow voter contact lists.

The support for bargaining has been strong in BC. We have printed 10,000 "I support my team" placards. The union is only as strong as their members. At each event, members need to bring someone else with them next time. We need to get more members out and involved.

Jamey has talked to MP's about hiring more compensation advisers and all have agreed. Until the system is replaced this is how we fix the problem.

Jamey has also been attending and speaking at AGMs and continuing to listen to what our constituents are saying.

The Employment Standards Act is a legislation that sets minimum standards for workplaces in B.C. It has been 15 years since any major changes were made to the Act and 25 years since government's last comprehensive review. To reflect modern workplaces and to ensure that employment standards are evenly applied and enforced, the Ministry of Labour is making changes to the Act. Along with this report, the Ministry of Labour has heard from workers, employers and groups such as the BC Employment Standards Coalition and BC Federation of Labour.

BC currently has the lowest minimum age workers. We want to transform the BC Employment Standards Branch, which is the arm of government that administers

employment acts. We want more support for workers who need LOA for family, clarify the hours of work and overtime, and better support for terminated workers. We encourage members to send an email to government with what changes we want.

PSAC and the BC Federation of Labour made a submission in the fall regarding the BC Labour Relations Code legislation that govern how bargaining and unions engage with employers/government.

Deb Seaboyer has launched the Education survey on the PSACBC website. If you have taken a course with us, please complete a survey. <http://psacbc.com/psac-bc-education-survey-2019>

Patrick has “Retired from the Public Service” booklets if any one is interested.

## **5. Vancity Board of Directors Endorsement**

Jamey attended the Westminster Savings Credit Union picket line along with MoveUp members on March 16.

MoveUp members are on strike due to employers treating them unfairly. The employers are governed by a Board of Directors which guides the direction a company should go. MoveUP represents workers at the Shaughnessy Station (Port Coquitlam) and Landmark (Maple Ridge) branches of Westminster Savings Credit Union and they are currently being confronted with the employer’s demand that new employees don’t receive the same pension benefits as existing employees.

For this reason, it is important to select the right people to guide the direction of these credit unions. PSAC would like to endorse the following individuals to become on the Vancity Board of Directors.

For the Board of non-profit organization, the Board sets the way an organization is run. The CEO of the organization is responsible to Board.

**Motion:** PSAC to endorse the Vancity Board of Directors.

**Second:** Jennifer Horsley, Todd Smith

Sky questioned that these individuals do not qualify to be on the Board of Directors a bank. What qualifies them?

Jamey explained that these individuals may not have a bank acumen, but they lead the direction a bank should go.

Caroline asked if the BC Regional Council has done this previously? She expressed that the credit union is supposed to be about the community and Vancity has nothing to do with her regional area. Can this be dealt with the VDLC? Or Vancouver area?

Jamey responded that the BC Regional Council has endorsed different organizations in different regional areas.

Johann explained that this is like when we support municipal election. These are people that have union values and are good people to vote for.

## **6. Bear Witness Day**

Jill discussed that at the last Triennial convention, PSAC express full support of Jordan's Principle by promoting Bear Witness days every year on May 10th to ensure we do not lose sight of the importance of First Nations children accessing government services on the same terms as other children.

Bear Witness day will take place in BC and we hope to have people come show their support and have activism on the day. Deanna will work with the Indigenous group for further activities.

Jamey will speak with Jill to see how this can be rolled out and executed.

## **7. DASH Committee update**

There has been one request since the last BC Regional Council meeting. The request is help finish the indigenous film "Brother, I Cry".

The committee voted against the motion to support the film.

The DASH committee will be meeting in-person to discuss and draft the Recognition Award plan document. This document would provide specific details and definitions leading the administration of the recognition award plan, including but not limited to, oversight, review, and approval; eligibility requirements; performance standards; award limits and restrictions; and conditions.

## **8. Round Table Discussion**

Bert and the NVIC is working with locals and area councils to support the Union Protein Project. The Union Protein Project is a community partnership to address the shortages of protein at BC's food banks and the shortages of an economy that leaves people vulnerable. If we pooled our resources, we can get more spending capacity to purchase more protein to support BC's food banks. For more information about the project, check out this link <https://www.proteinproject.ca>

Linda informed the council that the National PSAC Health and Safety conference is coming up in April. The H&S committee met last week and discussed potential speakers and workshops for the conference.

Trish will be participating with the Victoria rally on Friday and looks forwards to seeing everyone there.

Jennifer discussed that the Metro Vancouver Alliance is having their AGM on March 26. The location is TBA at the moment.

Stephen Torng has secured dates for the Racially Visible Conference. This will be held on February 28 – March 1, 2020. If anyone is interested, please let Stephen know.

James asked if there was potential funding for regional people to attend the Victoria rally. Unfortunately, there is no additional funding for different parts of the island, but there will be a bus for those coming from the Esquimalt.

## **9. 2019 Federal Budget**

The Federal budget was released today. Below are the highlights Patrick reviewed below:

### **Phoenix**

- Budget 2019 provides an additional \$21.7 million in 2018–19 to address urgent pay administration pressures (partially sourced from existing departmental funds).
- New money - \$523.3 million over five years, starting in 2019–20, to ensure that adequate resources are dedicated to addressing payroll errors and system improvements. This does not include the Next Generation Pay system.
- Canada Revenue Agency will receive \$9.2 million in 2019–20 to help deal with pay issues.
- Re-announced gross versus net from their January 15 announcement, probably so that the legislation can be in the budget implementation act.
- The total new money is \$523.3 million over five years. Other money has been reallocated. Including new money and reallocated money, there is \$553. for PSPC and \$25 million for Treasury Board. This means that currently for the next 5 years, including new money and carried over money, there is a total of \$578. million for the next 5 years.

### **Investing in Service Canada**

Budget 2019 proposes to provide \$305.3 million over five years to Employment and Social Development Canada to continue improving and modernizing service delivery systems. They will mainly do three things:

- Make improvements to the Old Age Security and Canada Pension Plan delivery platforms;
- Migrate Service Canada's call centers to more modern phone and information technology platforms, which will help to ensure faster and better quality service to Canadians.



- It is unclear how the new technology will impact our members, but there is money to hire additional staff at Service Canada to assess and process Old Age Security benefit claims.

## **Canada Revenue Agency**

\$150.8 million over five years, starting in 2019–20.

CRA resources will be reallocated internally to improve service delivery for Canadians. This includes:

- *Improved digital services*—Canadians will be notified promptly as progress is made on their file, and will be able to view this progress online.
- *Timely resolution to taxpayers' objections*—Disputes with the CRA will be resolved in a more timely manner, allowing the CRA to more consistently meet its published service standards.
- *Additional liaison officers to reach 1700 more businesses a year*—experienced auditors currently visit about 9,500 new unincorporated businesses each year to guide them through the tax assessment prior to filing their tax returns

## **Employment Insurance**

\$253.8 million over five years, starting in 2019–20, with \$56.7 million per year ongoing.

Money will be used to:

- make the recourse process for EI, CPP, and OAS easier to navigate and more responsive;
- fund a series of proposed changes that build on the recommendations of a 2017 independent review of the Social Security Tribunal of Canada and that will ensure that decision timelines are shortened at every stage of the process.

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

The next BC Regional Council meeting will be in-person in Vancouver on April 26, 2019. All council members must send Kim their year-end reporting.

### **11. Meeting Adjournment**

Motion to adjourn meeting at 7:23pm.