

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL MEETING
HELD WEDNESDAY, OCTOBER 28 THROUGH THURSDAY, OCTOBER 29, 2020
VIA ZOOM**

In Attendance:

Jamey Mills, REVP-B.C. (Chair)

Susie Blyth, West Fraser Valley

James Brierley, Young Workers

John Davies, DCL/SSE

Bert Farwell, North Vancouver Island

Linda Harding, Health & Safety

Jennifer Horsley, Metro Vancouver

Leanne Hughes, National Officers

Terri Lee, Metro Vancouver

Jenny MacLeod, Indigenous Peoples (Wed. only)

Jill MacNeill, Northwest B.C.

Marion McLarty, Metro Vancouver

Trish Martin, South Vancouver Island

Jeanne Olineck, Southern Interior

Shane Polak, MWD

Todd Smith, Alt REVP-B.C.

Karen Sutton, Southern Interior

Stephen Torng, Racially Visible

Regrets:

Nia Gillies, LGBTQ2+

Ernest Hooker, South Vancouver Island

Antony Paller, East Fraser Valley

Kelly Sidhu, Women's

Observers:

Tracy Arrowsmith, NEBC Area Council President

Staff:

Patrick Bragg, Political Communications Officer

Luc Guevremont, B.C. Regional Coordinator

Kristin Schnider, EA to the REVP-B.C.

Wednesday, October 28, 2020

Jamey Mills called the meeting to order at 9:34 AM.

Indigenous Peoples' Traditional Territories Acknowledgement

On behalf of the Regional Council, observers and staff Jenny Macleod acknowledged and thanked Coast Salish Nations of the Musqueam, Tsleil-Waututh, and Squamish Peoples the on who's ancestral and unceded lands she was attending this virtual meeting. Jenny then acknowledged that Regional Council members were attending the meeting on the unceded traditional lands of other Indigenous Peoples in BC and reminded all attendees to give thanks to the land care takers in their areas.

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. Particular mention was given to the Tom Bagley, retired UCTE member who was sadly one of the 22 individuals killed in the Nova Scotia shootings this past April; PSAC staff member Bill Leonard, who was a graphic designer with the PSAC for over 30 years and passed away in July; PSAC staff member Eric Tronou, who was a bookkeeper in the Finance Branch who unexpectedly passed away in late September; and the large and growing number of individuals worldwide who have been lost to COVID-19.

Scent Free and Anti-Harassment Statements

Jamey reminded the Regional Council that the PSAC statement on harassment had been circulated to all participants in advance of the meeting and is still in effect for all PSAC meetings and events, either in-person or virtual. Jamey advised that for the duration of the meeting B.C. Regional Coordinator Luc Guevremont would serve as the anti-harassment coordinator.

As the meeting is taking place virtually, it was noted that the PSAC's Scent-Free policy is moot for this meeting.

Attendance, Welcome and Introductions

Jamey welcomed all in attendance and conducted a round of introductions, including Regional Council, observers and staff.

Jamey advised that Ron Hardy had resigned from the BC Regional Council this past Friday and would not be in attendance. Due to the small size of the 2017 Northeast BC caucus at the PSAC BC Regional Convention, there are no further caucus members to call on to take over the Northeast Coordinator position on the BC Regional Council. Recognizing this, the Regional Council extended an invitation to the Northeast BC Area Council to have one executive member attend the meeting as a funded observer on behalf of the constituency. Area Council President Tracy Arrowsmith accepted the invitation and was in attendance as an observer.

General housekeeping items

Jamey then reviewed some general housekeeping items relevant to the meeting's virtual format.

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: Terri Lee

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:

Wednesday, Oct. 28 from 9:30 AM to 12:00 PM
 12:00 PM to 1:30 PM – Lunch Break
 1:30 PM to 4:00 PM

Thursday, Oct. 29 from 9:30 AM to 12:00 PM
 12:00 PM to 1:30 PM – Lunch Break
 1:30 PM to 4:00 PM or completion of the agenda

Moved: Jennifer Horsley; seconded: Shane Polak

Carried

Previous Minutes and Business Arising from the Previous Minutes

a. Minutes for the January 31-February 1, 2020 Meeting

The minutes of the January 31-February 1, 2020 meeting had been circulated in advance.

A motion was made to accept the previous minutes of the January 31-February 1, 2020 meeting.

Moved: Jennifer Horsley; seconded: Jill MacNeill
Carried

b. Minutes for the March 18, 2020 Teleconference

A motion was made to accept the previous minutes of the March 18, 2020 conference call, which had been circulated in advance of the meeting.

Moved: Trish Martin; seconded: Todd Smith
Carried

c. Minutes for the April 21, 2020 Teleconference

A motion was made to accept the previous minutes of the April 21, 2020 conference call, which had been circulated in advance of the meeting.

Moved: Bert Farwell; seconded: Linda Harding
Carried

d. Minutes for the May 27, 2020 Teleconference

A motion was made to accept the previous minutes of the May 27, 2020 conference call, which had been circulated in advance of the meeting.

Moved: Bert Farwell; seconded: Todd Smith
Carried

e. Minutes for the June 23, 2020 Teleconference

A motion was made to accept the previous minutes of the June 23, 2020 conference call, which had been circulated in advance of the meeting.

Moved: Todd Smith; seconded: Linda Harding
Carried

f. Minutes for the July 28, 2020 Teleconference

A motion was made to accept the previous minutes of the July 28, 2020 conference call, which had been circulated in advance of the meeting.

Moved: Trish Martin; seconded: Jennifer Horsley
Carried

g. Minutes for the September 22, 2020 Teleconference

A motion was made to accept the previous minutes of the September 22, 2020 conference call, which had been circulated in advance of the meeting.

Moved: Jill MacNeill; seconded: Bert Farwell
Carried

h. Email vote regarding VDLC Letter to the City of Vancouver, "Unions Support Vacancy Control in Privately-Owned Single Room Occupancy Hotels (SROs)"

An email was sent out to the Regional Council on October 5, soliciting Regional Council support for having the PSAC BC Region sign on to the VDLC's letter to the City of Vancouver, "Unions Support Vacancy Control in Privately-Owned Single Room Occupancy Hotels (SROs)." The letter calls on the City of Vancouver to legislate that rents in SROs are tied to the unit, not the tenant. This City can implement this by using the Business Licence bylaw to impose penalties on landlords who raise rents between tenancies.

A motion was made by email to have PSAC BC added as a signatory on the VDLC letter.

Moved by Jennifer Horsley; seconded by John Davies

Carried on October 6 by email. Ratified at this meeting.

i. Email vote regarding VDLC Open Letter Opposing the Far-right Convergence in Vancouver, Oct. 17-18

An email was sent out to the Regional Council on October 15, soliciting Regional Council support for having the PSAC BC Region sign on to the VDLC's open letter opposing the far-right convergence in Vancouver scheduled for the weekend of October 17-18.

A motion was made to have PSAC BC added as a signatory on the open letter opposing the far-right 'Freedom Rally' in Vancouver, October 17-18.

Moved by Todd Smith; seconded by Jennifer Horsley

Carried on October 15 by email. Ratified at this meeting.

j. Email vote regarding Northeast BC Area Council Executive Member to attend October Regional Council Meeting as a Funded Observer

An email was sent out to the Regional Council on October 26, soliciting Regional Council support for having an executive member of the Northeast BC Area Council attend on the October Regional Council meeting as a funded observer due to the fact that the Northeast BC Coordinator position will remain vacant until the 2021 PSAC BC Regional Convention.

A motion was made to invite an executive member of the Northeast BC Area Council to attend the October 27-28, 2020 PSAC BC Regional Council meeting as a funded observer on a without precedent basis.

Moved by Trish Martin; seconded by Linda Harding

Carried on October 26 by email. Ratified at this meeting.

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: Linda Harding

To begin his report, Jamey noted that it has been an interesting and difficult time since the last in-person meeting. Throughout it all, PSAC members have shown their resilience in their workplaces, in their homes and in their communities. Members continue to provide top-quality services that Canadians rely on. Jamey then thanked all members who have been working incredibly hard and outside their normal job descriptions to support and protect all Canadians.

Jamey went on to acknowledge the hard work of PSAC members in getting out and supporting the new progressive majority government that was just elected in BC. It is a new and exciting time for all. With the previous minority BC NDP government, some progressive changes were made, and now over next four years we can expect to see a government that truly stands for British Columbians and for working people. Jamey noted that Officers of BCFL have had unprecedented access to Premier with the last provincial government. The minority BC NDP government solicited advice and consulted with the working people of BC. With this new majority government, we're hoping to see this continue.

There being no questions on the REVP report, the report of the REVP was then carried. Jamey then resumed the chair for the duration of the meeting.

Political Communications Officer Report – Patrick Bragg

BC PROVINCIAL ELECTION

As reported above, there were good results with the BC provincial election. BC now has a stable majority government that has a solid record of achievement for working people. Unfettered by their agreement with the Green Party, the pressure is now on the BC NDP to take bold steps. We'll have to wait until mid-November or so for the final seat counts.

BCFED FUTURE FOR ALL CAMPAIGN

The BCFED Future for All campaign continues on post-election. The Fed surveyed people who signed up and this will be used to inform future messaging and action, as well as put political pressure on the government to move forward on issues like good jobs, affordable childcare, expanded public healthcare etc. See www.futureforall.ca for more information.

CLC FORWARD TOGETHER CAMPAIGN

The CLC is conducting an MP lobby next week as part of their Forward Together campaign. The CLC's campaign is like the BCFED campaign, which is centred on better jobs (investing in public infrastructure and public services), strengthening healthcare and disaster proofing the social safety net. The CLC's virtual lobby taking place Nov 2-6 has tools, training, and messaging that people can use to set up meetings with their MPs. The purpose of the lobby is to ask the government to develop a plan that replaces lost jobs with better ones, strengthens public health care, and improves our social safety net. You can find additional details about the lobby issues in the [lobby week fact sheet](#) or visit www.canadianplan.ca for more information on the Forward Together campaign.

Jamey noted that this activity doesn't require a lot of time and is fairly low barrier. If members need LOS or LWP to meet with their MP, the PSAC will pay up to two (2) hours of LWP or loss of salary reimbursement for members to participate. Jamey then encouraged the Council to take advantage of this opportunity as the leaders of the Region and asked that they get in touch with the REVP Office to coordinate.

PSAC/UNDE CAMPAIGN: UNCOVER THE COSTS

PSAC and UNDE launched the Uncover the Costs campaign on Monday, starting with a very comprehensive report designed to highlight the cost – both financial and social – of privatization at the Department of National Defence. There's a national media and targeted advertising plan in place and an email action to politicians the public can take. The Regional Offices Branch is coordinating membership mobilization activities – workplace actions and lobbying – starting mid-November. See www.uncoverthecost.ca for more information on the campaign.

NEW REGIONAL WEBSITES AND REGIONAL LOGO

Headquarters has been working from some time on a refresh of all the regional websites, with an eye to improve the search functionality and mobile responsiveness. The current websites are eleven years old and of an update. The launch of the new websites is expected soon, when all seven Regions are ready to go.

As part of the website refresh, Headquarters is also standardizing the regional logos, which means the BC regional logo will change. Some regions have already rolled out their new regional logos, but BC will do so when the new website launches. Jamey added that the new regional logos had been discussed at the AEC with the understanding that the intent behind the new logos was to bring a common and cohesive feel to all the regional logos. This latest rebranding is very close to what we currently have in BC with the continued use of the mountain icon. Jamey did raise concerns on behalf of the Region when the new logos were discussed at the AEC and worked to ensure that it continues to reflect the established identity in the Region.

Regional Coordinator Report – Luc Guevremont

STAFFING

Currently both regional offices have a full staff complements. Since the last in-person meeting, Patricia Mullin retired and Kim Nguyen has replaced her as the Administrative Assistant in the Vancouver RO. In recent months staff were extremely busy with ratification votes, and some staff are

taking some much-needed time off. The rest of the staff continue to be available to meet member needs by phone and email.

EDUCATION

Over the last six months with the pandemic and with many members working from home, the focus had been on hosting educational webinars to assist members as they navigate working from home and other related health and safety issues. Fortunately, the platform used for the webinars was the same platform used for the ratification vote meetings. This provided staff with a good opportunity to get familiar with the software prior to the ratification vote webinars. The focus is now shifting toward online member education and local development. A new education platform will be launching soon and we expect to have three online course modules to start: *Welcome to your Union*, *Stewards Role*, and *Precarious Work*. While the online platform is a new way of doing things for now, it is not meant to replace in-person training that we have traditionally provided for members.

REGIONAL OFFICES UPDATE

Luc advised that the HVAC maintenance work the Vancouver Regional Office, which had been suspended due to the pandemic, is nearly complete now. However, the office isn't ready for the gradual RTW just yet. The situation in the Victoria RO is somewhat different given the office configuration and the number of staff working there. The Victoria RO presents different challenges given the shared facilities and common spaces with other tenants in the building, which need to be addressed.

The PSAC is continuing to work on the development of a RTW plan in consultation with staff and in recognition of BC's evolving situation and the second wave. That plan is still a few weeks away. In the interim, PSAC BC offices remain closed and staff continue to carry out the work of the union remotely. As we continue to work virtually, it has been recommended that we not meet in-person except for situation where it is unavoidable (e.g. hearings). Luc added that there will likely not be any member access of the PSAC BC offices before the new year.

On behalf of the Regional Council and PSAC BC membership, Jamey extended his thanks to staff for their hard work with the ratification vote webinars and their continued efforts to assist members during this pandemic.

Treasury Board, National and Regional Unit Bargaining and Mobilization Activities

a. Bargaining Updates

NATIONAL UNIT NEGOTIATIONS

Treasury Board (PA, TC, EB, SV) and CRA/UTE – PSAC members in the Program and Administrative (PA), Technical Services (TC), Education and Library Science (EB), Operational Services (SV), and UTE/CRA bargaining units voted in favour of their respective tentative agreements. The five units represent nearly 120,000 federal public service workers. The new collective agreements for the PA, TC, EB and SV groups cover the 2018-2021 period, while the new PSAC-UTE collective agreement covers the 2016-2021 period. All agreements provide for fair wages, no concessions and improved working conditions.

The new PA and TC collective agreements and the Phoenix damages agreement were signed on October 23. In the coming weeks, PSAC will meet with Treasury Board and CRA representatives to sign the remaining collective agreements. With the exception of monetary provisions, which are retroactive, new contract terms come into effect on the date of signing. Both employers have 180 days from the signing of the contracts to implement wage increases,

wage adjustments and allowances. As explained in the ratification kits, in view of this extended implementation timeline, PSAC negotiated a \$500 lump sum payment into all contracts.

On the ratification process, Council members commented that members were happy with the webinars. After members attended, they encouraged others to attend as well.

Bert commented that there were some connection issues for ships crew members and that Victoria RO Admin Assistant Rosemary Mackenzie worked extremely hard to ensure these members had an opportunity to attend. Bert suggested that in these situations on 'offline webinar' or print materials could be provided for members in lieu of an online webinar.

Jeanne commented that she attended the webinar by phone rather than through the GoToWebinar application. Consequently, her attendance was recorded despite following the proper steps outlined. It was resolved afterward, but noted this as a bug that needed to be worked out.

Treasury Board (FB) – During the September bargaining dates, the FB bargaining team addressed a number of economic proposals with the employer. In addition to reiterating our position regarding the need for pension reform, the team raised several outstanding issues including:

- A paid meal period;
- An increase in shift and weekend premiums;
- A fitness allowance;
- Two shifts of paid firearm practice time per year;
- A plain clothes allowance for EIOD staff and Hearings Officers.
- access to leave with income averaging and
- telework and potential tax implications

The parties spent time discussing our proposals regarding the grievance procedure. The current grievance process is dysfunctional and takes far too long. In this round of negotiations, we are pushing to streamline the grievance process with CBSA and have made it clear that it is a priority for our team.

Leanne advised that the parties also met during the week of October 20-23. During bargaining last week, the team tabled their financial package. However, there hasn't been much movement on any of the union's bargaining demands. New dates have been proposed for November and we will see where we go from there.

Parks Canada – A tentative deal was reached in early September for Parks members, which includes a competitive economic increase, greater parity with the core public service, no concessions, and improved working conditions and job security. The online voting period ongoing: October 5 to November 4. The BC webinars have already concluded but Parks members in BC may be able to attend a webinar in another Region if dates are still available. Please email the PSAC BC admin staff for information at vote2020_van@psac-afpc.com.

CFIA – A tentative deal was reached in early September that provides fair wages, no concessions and improved working conditions. The online voting period for CFIA is the same as Parks: from October 5 to November 4. The BC webinars have already concluded but CFIA members in BC may be able to attend a webinar in another Region if dates are still available. Please email the PSAC BC admin staff for information at vote2020_van@psac-afpc.com.

Todd commented that some of the messaging around the ratification votes could have been better and may have enabled more participation. Other than that, he hadn't heard any negative feedback. He further noted that the tentative deal also includes a two-year extension on the JLP pilot, which is a win for members.

Nav Canada – Members who work for NAV CANADA met September 29 and 30 to discuss the top priorities for their next collective agreement. It was PSAC's first bargaining conference held entirely online. The Nav Canada bargaining conference took place at a time when the entire airline industry faces COVID-19 challenges and financial uncertainty. NAV CANADA has had to make several layoffs in recent months as many flights are grounded and air travelers have stayed home.

Bargaining conference participants discussed their top bargaining demands and elected a new bargaining team. The current collective agreement expires December 31 and bargaining is expected to commence in 2021 after the current collective agreement expires.

Statistical Survey Operations – The team is in place and waiting for the employer to assign a negotiator.

REGIONAL UNIT NEGOTIATIONS

BWXT Vancouver – Notice to bargain was sent to the employer in January and the first set of dates are expected later this fall.

IMP Comox – The parties were scheduled for arbitration on May 4-6 in conjunction with the unit in Gander. However, the hearing was postponed due to the situation with COVID-19. The parties have further agreed that we both would prefer an in-person hearing and do not want to conduct the hearing by written submissions or conference call.

CMHC Granville Island – The bargaining team met with the Employer September 15-17 and continued to work through a significant number of employer-side proposals. The team is met with the Employer again this week (Oct 27-28) and tabled the monetary proposals.

First Nations Health Authority – This unit's Collective Agreement expired in March 2020. Notice to bargain was filed in February. However, the pandemic has proved to be a challenge in terms of getting a date for their first meeting. Negotiator Erna Post has reached out to the Employer to secure dates this fall. At this point the parties are hoping for November dates, but it's not looking promising.

Victoria Airport – A tentative deal was ratified in early July. The new agreement is a one-year renewal, which expires March 31, 2021. The agreement includes several improvements regarding vacation scheduling.

Prince George Airport Authority – A tentative deal was achieved earlier this year. The new agreement is a one-year renewal, which if ratified by the membership will expire March 31, 2022. This is one of the few airports that still has an intact no layoff clause. A ratification vote meeting has been scheduled for early November.

ARINC – This unit ratified a one-year extension of their collective agreement in July. The expiry of the new agreement is July 31, 2021.

Seal Cove Commissionaires – There has been no movement with this group since my last report. The Employer is seeking significant rollbacks, so members are currently enjoying a statutory freeze. If they go to the table, they will face concessions.

b. MP Lobbying – Anti-Austerity campaign

As reported above, the CLC is organizing a virtual MP lobby week from November 2 to 6 as part of their *Forward Together* campaign and is asking their affiliated unions to enlist their activists to participate. Jamey noted the good timing of the CLC MP lobby as it provides PSAC members with an opportunity to speak with MPs about what may happen next with the federal public services when the Federal government looks at how they'll pay for the costly pandemic response. It would be no

surprise if the Liberal government decided to implement austerity measures at the expense of public service workers. Therefore, it's more important than ever for PSAC members to foster their relationships with MPs and speak with them about the importance of quality public services.

Jamey added that we need to start speaking with MPs now and look to prepare for an anti-austerity campaign.

Regional Council Coordinator Reports

Todd Smith, Alternate REVP

Moved by Todd Smith; seconded by Trish Martin

Todd has been quite busy in his role on the BCFED Executive Council and Resolutions Committee, especially in the lead-up to the BCFED Convention next month. Todd is also a member of the BCFED Political Action Committee and was busy there planning for the recent provincial election, which resulted in a progressive majority government. Todd commented that he was happy to see that the party he voted for was the party that formed government.

Next month Todd will be participating in a PSAC webinar to share about his experience with the SFJ Education in Action trip to Guatemala that took place earlier this year. The webinar will also talk about other international solidarity efforts and how we can continue this work in the current context.

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

Jennifer Horsley, Metro Vancouver Coordinator

Moved by Jennifer Horsley; seconded by Jeanne Olineck

Jen reported that it has been extremely busy at work given the situation with COVID-19 and the current package volumes. Despite this, Jen has tried to participate in the Area Councils and Committees as much as possible. At work they are now heading into what's been dubbed the "super peak" period and expects the same will happen at Canada Post. Most of the members at Canada Post are not back in the workplace yet and they continue to work remotely. There have been some worksite issues/COVID-19 cases or outbreaks in other Regions, but they've been fortunate in BC likely due to remote working arrangements.

Jeanne asked if the Employer had been treating members better as a result of the pandemic. Jen answered that the situation is getting better. At the outset of the pandemic, Jen wrote a letter to the Senior VP of Human Resources outlining issues that members were experiencing in BC. Jen received a very terse response. Jen then spoke with HR representatives a level down and they have now been getting better PPE for the worksites and for members. However, it took a lot of pressure to get sufficient and adequate PPE installed. There are still issues with OT levels and leave related to COVID-19: the Employer will not provide any paid leave and members are forced to utilize EI if they are unable to report for work due to a COVID exposure or positive case.

Jen noted that through this situation, however, the Employer is coming to realize that they rely on PSAC members more than they thought. Previously, bargaining demands had been driven by drivers from the bigger unions. The Employer now recognizes the need for clerical staff.

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

Terri Lee, Metro Vancouver Coordinator

Moved by Terri Lee; seconded by Jennifer Horsley

Terri commented that she has been quite busy despite the pandemic. CFIA bargaining wrapped up and they are just finishing the ratification vote meeting webinars for the unit. Terri has also been busy meeting with the Employer often regarding health and safety, especially with food inspections.

With the VDAC, they have been trying to engage members and working to keep things going. Terri commented that it was good that the PSAC BC Region hosted the Summit in July as well as the upcoming planning calls on November 9. There have been challenges with momentum, especially between bargaining sessions.

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

Susie Blyth, West Fraser Valley Coordinator

Moved by Susie Blyth; seconded by Trish Martin

Susie began her report by commenting on the annual December 6 vigil. Normally the event has been held in Holland Park as organized by the WFVAC. This year, however, the event will be virtual and is being led by the VIRWC.

Susie also spoke about the membership action organized by the WFVAC in the summer. Members of the AC met at the Pacific Hwy and Peace Arch points of entry to show support for FB members working there.

Susie noted that today the last remaining SCO in the lower mainland reopened. All worksites have installed 2-3 commissionaires to mitigate issues with clients and help ensure the safety of staff.

The motion to accept Susie Blyth's report was then carried.

Bert Farwell, North Vancouver Island Coordinator

Moved by Bert Farwell; seconded by Karen Sutton

Bert noted that before the pandemic began, he had been in regular contact with the new MP for Nanaimo-Ladysmith to discuss issues affecting members (MP Paul Manly was elected in October 2019). Bert had also been speaking weekly with Alistair MacGregor, the MP for Cowichan-Malahat-Langford, who Bert has fostered a good relationship with over the past few years. Bert continues to be active in the NVIAC as well.

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

Karen Sutton, Southern Interior Coordinator

Moved by Karen Sutton; seconded by Jeanne Olineck

Karen advised that this was her first report to the Council after assuming her position in June. Given the broad geographic area her constituency covers, member outreach is a challenge; the pandemic has made it even harder. Karen still tries to connect and speak with members as much as she's able. There were a few new members who have joined the SIRWC and the OKHRC, which is good to see. Karen is hopeful that they will continue to increase their participation members and get more members involved. Her next focus will be on the Kootenays, who have traditionally been left out of the committees in the Southern Interior.

The motion to accept Karen Sutton's report was then carried.

Ernest Hooker, South Vancouver Island Coordinator

Due to Ernest's absence at the October meeting, a motion was made to table Ernest's report until the January Regional Council meeting.

Moved by Linda Harding; seconded John Davies

Carried

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| ACTION ITEM: | Ernest Hooker to present his Coordinator report for the October 'in-person' meeting at the January Regional Council meeting |
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Trish Martin, South Vancouver Island Coordinator

Moved by Trish Martin; seconded John Davies

Trish reported that it's been challenging to adapt to digital methods for everything. There was a positive case at the base, which revealed that there's no real process in place to do a deep clean. Trish added that the Langford SCO has reopened and there have issues with aggressive clients at the door. Signage has been installed, calling on clients to respect staff and the entry requirements (no travel, no symptoms, etc.).

Trish went on to report that the Employer is moving to a new system or OAS that will start in December. As a result, there will be a two-week downtime to implement this new system. This will be a challenge as it is scheduled at the start of the 'mortality season.'

Trish concluded her report commenting on the need for people to get involved in their communities and help those struggling during the pandemic.

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

Shane Polak, Members With Disabilities

Moved by Shane Polak; seconded John Davies

Shane commented that he focused his written report on the changes that have resulted from COVID-19 and the impacts resulting from the pandemic. In particular, mental health impacts have been a concern resulting from isolation and anxiety among other factors. Shane highlighted the fact that as the Regional Council, we should be supporting good mental health in the workplace and continue lobbying campaigns for mental health resources, making mental health part of our daily lives.

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

Kelly Sidhu, Women's Coordinator

Due to Kelly's absence at the October meeting, a motion was made to table Kelly's report until the January Regional Council meeting.

Moved by Linda Harding; seconded John Davies

Carried

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| ACTION ITEM: | Kelly Sidhu to present her Coordinator report for the October 'in-person' meeting at the January Regional Council meeting |
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Stephen Torng, Racially Visible Coordinator

Moved by Stephen Torng; seconded by John Davies

Stephen began his report by speaking about the events he attended in February as part of Black History Month, including an event organized by Celine Ahodekon at Abbotsford Library. Stephen also attended the PSAC BC Regional Racially Visible Conference in February where he served as the conference Chair and assisted with the organizing. Stephen extended his thanks to Sister DeSousa for her support during the conference and to the staff and organizing committee for their hard work to ensure the conference was a success.

For rest of year, Stephen has been busy attending and supporting the BCMHRC and WFFVAC in his executive roles. Stephen then extended his thanks to WFFVAC President Susie Blyth for organizing the event at the border crossings to show support for FB members.

Stephen concluded his report by noting that it's been a challenging year—at work and personally with the implications of the pandemic.

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

James Brierley, Young Workers Coordinator

Moved by James Brierley; seconded by Karen Sutton

James commented that it's been a difficult year and reaching out to members has been a real challenge. However, he's tried to remain active with the YWCs in various ways. James attended his Component's Presidents Conference in early March, which was his last in-person event. James has also been attending the virtual NVIAC meetings and participated in the online Labour Day events.

Recently, James has been working with a group of YW to organize a virtual PSAC BC Young Workers Summit in early 2021. James expects the Summit will be a good opportunity for YWs and the virtual format will allow for a large number of participants.

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

Leanne Hughes, National Officers Coordinator

Moved by Leanne Hughes; seconded by Jeanne Hughes

Leanne reported that mail centre workers have been busy for FB members, and that the Employer has been sending members from different areas (e.g. airport) to help cover the high volumes. Leanne noted that while the borders are closed to non-essential travel, BSOs are busy with all the additional documentation that is required for commercial trucks that cross the border.

Where there have been COVID cases in the workplace, the Employer has been more reactive than proactive, and appears to be working contrary to the health guidelines. 699 Leave has been hard for members to secure. As of November 9, it will be discontinued. Suffice is to say there have been many challenges for CIU members.

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

Linda Harding, Health and Safety Coordinator

Moved by Linda Harding; seconded by Todd Smith

Linda began her commented on the number of meetings that she's been attending since the pandemic began. She's attended more meetings in the last six months than in the last two years! With her role on the BCFED's Health and Safety Committee, Linda has been busy working on the Committee's report to Convention and reviewing the resolutions referred to the Committee.

At work, Linda has received a RTW date of November 9 for 800 Burrard. The Victoria office will be go back sometime at the end of November. Thankfully only those who need to return for operational or personal reasons will return. That equates to 88 of 500+ individuals who work at the two offices. The Employer is willing to keep everyone else at home for the foreseeable future.

Linda then spoke about the BRUSH Committee, noting that they've had some issues getting members to meetings. Quorum had just been met at last meeting. Linda added that she's not sure why members aren't attending, especially now that everything is virtual. Jennifer Horsley commented that an email notice did not go out for the last BRUSH meeting, which may have affected member attendance.

Leanne noted that the upcoming BRUSH meeting conflicts with the Victoria Area Council meeting. After some discussion, Jamey suggested that Linda and Trish discuss the conflict and seek a resolution to allow for good participation at both meetings.

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

Nia Gillies, LGTBQ2+ Coordinator

Due to Nia's absence at the October meeting, a motion was made to table Nia's report until the January Regional Council meeting.

Moved by Todd Smith; seconded Shane Polak
Carried

| | |
|--------------|---|
| ACTION ITEM: | Nia Gillies to present her Coordinator report for the October 'in-person' meeting at the January Regional Council meeting |
|--------------|---|

Marion McLarty, Metro Vancouver Coordinator

Moved by Marion McLarty; seconded by Karen Sutton

Marion spoke to her written report, which was circulated via email and is attached to these minutes. She noted that she's only been in her position since July when she was acclaimed in the by-election. Marion has been involved with the VDAC and usually busy in the summer with member outreach activities. However, this summer has been quite different with everything suspended due to the pandemic.

Marion has returned to her worksite at Indigenous Services and goes in once or twice per week. There are limited numbers in the office and members have received care packages from the Employer, which include a mask, policies, etc. The office has been opened for essential services only, including status card registrations (by appointment only). Marion commented that it's been a challenge to provide services to First Nations during this time.

The motion to accept Marion McLarty's report was then carried.

Presentation from Dr. Balbir Gurm on her open access eBook, *Making Sense of a Global Pandemic: Relationship Violence and Working Together Towards a Violence Free Society*

Jamey introduced Dr. Balbir Gurm and welcome her to the meeting. Jamey noted that Dr. Gurm's eBook (available at <https://kpu.pressbooks.pub/nevr/>) had been provided to Council members in advance of the meeting.

Dr. Gurm thank the Council for the opportunity to present and reviewed her open access eBook, *Making Sense of a Global Pandemic: Relationship Violence and Working Together Towards a Violence Free Society*. She noted that the eBook is free resource available to the public for their use. Each chapter has been set up a as a standalone topic to understand the spectrum of relationship violence and methods for eliminating it.

Dr. Gurm noted that relationship violence is like a pandemic in that it impacts the physical and emotional health of those who are survivors of it. A lot of people suffer abuse at some point in their life and we, as a society, need to work on eliminate it.

Dr. Gurm commented that it will take several generations to eradicate relationship violence with legislative change. There is an online petition to the federal government available at <https://petitions.ourcommons.ca/en/Petition/Details?Petition=e-2881>. She encouraged members to share this information with Area Councils and Committees. Dr. Gurm noted that she will be approaching the BCFL and seeking an endorsement for her work and is hoping that the PSAC can support her there as well.

Before concluding her presentation, Jamey thanked Dr. Gurm for the information she shared and for putting together this resource.

Regional Council Coordinator Reports Continued

Jill MacNeill, Northwest BC Coordinator

Moved by Jill MacNeill; seconded by Jeanne Olineck

Jill spoke to her written report, which was circulated via email and is attached to these minutes.

A lot of activity was in relation to trip to Guatemala. Happy to have participated more reg in NRWC. NWAC had challenges with quorum. Taken steps to ensure we meet quorum going forward. NWAC attendees pleased that Jamey attends regularly.

Looking forward to Maddison (Grain) Tears for Hope relay. First relay last year. (Run from Rupert ot Terrace).

Hope to have PSAC team join in this year's race – 10 KM each. Jill training.

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

John Davies, DCLs and Separate Employer Units

Moved by John Davies; seconded by Jennifer Horsley

John spoke to his written report, which was circulated at the meeting and is attached to these minutes. John noted that he's looking forward to connecting with other DCLs and SEUs, but in recent months he's been primarily involved with his own DCL. The Local has been experiences some issues related to the pandemic and the employer's responses: there has been a reduction of available hours of work for Commissionaires and a lack of financial support for those affected by the pandemic. Initially there was a shortage of PPE, and the Local stepped up and provided reusable masks for members.

John concluded his reported by speaking to the organizing challenges faced by the DCL, noting the strong campaign by employer to prevent certification and remove the union from worksites.

The motion to accept John Davies' report was then carried.

Jeanne Olineck, Southern Interior Coordinator Report

Moved by Jeanne Olineck; seconded by Karen Sutton

Jeanne spoke to her written report, which was circulated at the meeting and is attached to these minutes. She noted that at the start of the pandemic she pushed to get Citizen Services Offices closed for the safety of members and the public. Since then Jeanne has been busy with the Southern Interior Committees with online activities including a letter writing campaign in support of migrant workers.

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

BCFL Standing Committee Reports

The Council members assigned to BCFED Standing Committees spoke to their reports which were included in the meeting materials.

For the Human Rights Standing Committee, Shane advised that they will be meeting Monday to prepare for the BCFED Convention and will be discussing some resolutions.

Todd advised that his work with the BCFED Political Action Standing Committee centred on the provincial election, which has taken place. Todd noted that the BCFED was very proactive on this and a provincial election working group was also struck by the BCFED, which Todd participated with. Earlier this month, he attended the political action training the BCFED organized, which stemmed from the work on the Political Action Committee.

Marion reported that she attended one meeting of the CSAC that dealt with some resolutions going to the BCFED Convention. The Standing Committee continues to advocate for anti-austerity measures and a just recovery out of pandemic. The Committee also discussed ending homelessness and addressing the opioid crisis and safe supply.

Shane advised that the BCFED's Climate Change Working Group has not been very active in recent months. The Working group did meet recently, but it was after the submission deadline for Standing Committee reports.

BCFED Convention

The Fifty-Ninth Convention of the BC Federation of Labour (BCFL) is taking place Wednesday, November 25th and Thursday, November 26th, 2020 with the delegates orientation session taking place on November 24th. Due to the continuing pandemic, this will be the first entirely virtual convention in the history of the BCFL. All Locals and Branches that are affiliated to the BCFL were sent their delegate entitlements in September and were invited to register their delegate(s). The deadline to register as a delegate for the BCFL Convention is Tuesday, November 10. Full Convention details and information are available at: <http://convention.bcfed.ca/>

All Locals/Branches have been encouraged to send delegates if they are able. It is important that the PSAC continues to engage with and support the work of the Labour movement in BC. The BCFL Convention continues to be Labour's parliament – the forum for discussing how to advance the causes of working people. This is especially important now as we work together to ensure that BC's economic restart plan recognizes the importance of well-funded public services that Canadians rely upon, an economy that puts the needs and safety of workers first, and the necessity for building more inclusive communities.

Regional Council members wishing to attend the Convention should obtain their delegate credential through their Local/Branch. If one is not available for them, they are asked to contact the REVP Office as there may be spare credentials available. The deadline to register as a delegate to the BCFED Convention is Tuesday, November 10.

Regulation 3 BCFED Convention subsidies were open to delegates. Deadline for submitting applications was October 27. Applications will be reviewed by the DASH Committee and applicants will be advised shortly. Jamey noted that given the low application numbers, late applications may be accepted.

Jamey added that the PSAC did put one resolution forward through UHEW Local 20729. The resolution calls on Affiliates to include a bargaining demand for employer-paid, mandatory anti-racism and Indigenous cultural awareness training for all members during their next respective rounds of bargaining.

a. PSAC BC Caucus Meeting

We have scheduled a PSAC BC delegates caucus meeting for 8:30 AM on Tuesday, November 24. The meeting will be held via Zoom and immediately precedes the BCFED's Convention Orientation Session. We will send all registered PSAC delegates information regarding caucus meeting after the November 10 registration deadline.

b. Joy Langan Award Nominations

The Joy Langan Social Justice Award was put in place by resolution at the 2008 BC Federation of Labour Convention and is awarded at each BC Federation of Labour biennial Convention. Joy Langan was a dedicated and loyal leader, feminist, mentor, tireless volunteer, champion, and political leader. Joy was active in her union, the BC Federation of Labour, her community and the New Democratic Party.

The criteria for the award recipient are as follows:

- The award recipient will be a woman.
- The recipient must be a trade union activist and a leader in her union and community.

- She must have demonstrated dedication to equity and the application of a feminist lens in her union and community work.
- She must be dedicated to labour activism which may include holding an elected or having held a position with her union and/or, her community; and
- Finally, the recipient must be dedicated to advancing these democratic principles through political activism or holding elected office. This does not mean the woman must be or have held elected office whether in the union or political realm, but rather, be a woman who is active and meets these criteria.

Emphasis will be given to a woman in a trade or non-traditional field. Jamey noted that if Council members know of women who meets or exceeds the above criteria, they are encouraged to submit a nomination form for the award. Nominations are due November 2.

PSAC BC Regional Convention Update

a. Virtual Format

An email update was sent to all PSAC BC Regional Convention delegates on September 23, which was also posted to the PSAC BC regional website. In that update, delegates were advised of the rescheduled dates for the 2021 PSAC BC Regional Convention, which are May 7-9, 2021. Delegates were also advised of the following:

1. NEW RESOLUTIONS SUBMISSION PERIOD

With the rescheduled PSAC BC Regional Convention, there will be a new resolutions submission period, which will allow submitting bodies the opportunity to submit **new** resolutions. However, **the resolutions must be entirely new**. For greater clarity, a new resolution:

- a) Cannot call for the same action or outcome as resolutions submitted previously.
- b) Cannot resubmit a resolution that had previously been determined to be out of order, in whole or in part, by the PSAC National President.
- c) Cannot resubmit a late resolution from the 2020 Regional Conventions.
- d) Cannot resubmit a resolution that had previously been rejected because the original union body did not have the authority to submit resolutions to a Regional Convention.

It's expected that the acceptable new resolutions for the PSAC B.C. Regional Convention will address new/emerging issues that have occurred or come to light since the original December 31, 2019 resolutions deadline.

2. DELEGATE ENTITLEMENT

The delegate entitlement calculation provided to Component National Officers in October 2019 in conformance with Section 16 of the PSAC Constitution remains valid for the rescheduled 2021 PSAC BC Regional Convention. Locals/Branches who have experienced increases or decreases in membership since September 2019 will not see a change to their delegate entitlement; it remains as previously calculated, based on their best month for the period October 2018 to September 2019.

As the original calculation of delegate entitlement remains in effect, any new Local or DCL that has joined PSAC since September 2019 may attend their respective Regional Convention as an observer.

3. DELEGATE REGISTRATION

The delegate registration previously completed for the original 2020 PSAC B.C. Regional Convention will be confirmed with the submitting bodies in the coming weeks. Changes in delegate registrations and/or delegate names shall be allowed and such changes shall not be considered as

late delegates. However, all delegates to the Regional Convention must be members in good standing, elected by the appropriate union body or delegated by virtue of their position.

For those union bodies that did not register their full complement of delegates (or any delegate) by the original February 14, 2020 delegate registration deadline, they will be able to utilize their full complement and register their delegate(s) to the 2021 PSAC B.C. Regional Convention, within the reopened delegate registration period.

4. NEW PSAC BC REGIONAL CONVENTION CALLOUT

Detailed information regarding the rescheduled 2021 PSAC B.C. Regional Convention, including submission and registration deadlines, will be released in the coming weeks through a new official callout notice for the 2021 PSAC B.C. Regional Convention. The call out will be sent to all Locals/Branches, DCLs, Component National Officers, Regional Council, PSAC Area Councils and PSAC Regional Committees in the B.C. Region.

Jamey went on to advise that the AEC and NBoD had been meeting over the last few weeks to discuss regional conventions and the need to hold them virtually due to the ongoing pandemic and restrictions on large gatherings and events. The NBoD is still working out what virtual regional conventions will look like and a working group has been struck to assist with the development of plans and the sourcing of virtual platform provider(s). The working group includes participation of PSAC staff for the REVP Offices, Executive Office staff, UVAE National President Virginia Vaillancourt (representing the NBoD), and Prairies REVP Marianne Hladun (representing the REVPs).

The working group has held a couple of meetings to date and received a presentation from the potential virtual platform provider. The group is still working on logistics and determining what is needed.

b. New Convention Call and Key Deadlines

Council members were advised that the Region intends to follow the same timelines for the 2021 Regional Convention that were in place for the 2020 Regional Convention, which means the anticipated deadlines for the 2021 PSAC BC Regional Convention are:

- (Re)confirmation of delegate names by January 6, 2021
- Deadline for submitting new resolutions is January 6, 2021
- Delegate registrations must be submitted by February 18, 2021

Shane asked what happens with the hotel reservation. Jamey answered that we will be working with PSAC Conventions and Conferences Officer Gaëlle Felix to address the contact language with the hotel in due course with the priority being the safety of members, staff and their families.

c. Convention Committees

Resolution Committee reports prepared for the 2020 PSAC BC Regional Convention shall be retained for use at the rescheduled 2021 PSAC BC Regional Convention. Resolutions Committees will be asked to review the new resolutions submitted to determine whether they have met the above criteria, with guidance provided by the PSAC National President as required. The outcome of this work shall be added to the current Resolution Committee reports as an addendum. Resolutions Committees may amend the order of their priorities to include new resolutions, but they cannot amend any recommendations made in their original reports.

The 2021 Resolutions Committees will be comprised of members who are delegates to the postponed 2020 Regional Conventions. If Resolutions Committee members need to be replaced (if they are no longer a delegate for the next PSAC BC Regional Convention delegate), the original

member will still be listed on the Committee report along with their replacement. Replacements to Resolutions Committees are to be in exceptional cases only.

d. Coordinator Reports to Convention

Jamey acknowledged that Council members will want to update their Coordinator reports to Convention given the postponement to 2021. The REVP Office will send out details for updating and/or replacing Coordinator reports for convention and will provide a firm deadline.

The meeting then recessed for the day.

Thursday, October 29

Presentation on SJF “Education in Action” Program – Todd Smith

Todd provided a presentation on his March 2020 trip to Guatemala as part of the SJF Education in Action Program. Todd spoke to the PSAC’s role in advancing social justice initiatives in that country along with the Campesino Committee of the Highlands of Guatemala (CCDA) and about the information he learned regarding Indigenous rights and food sovereignty. Todd encouraged other members to participate in similar SFJ activities if opportunities arise. A [webinar is being organized for next month](#) where Todd and other PSAC members will speak about their experience in Guatemala.

Presentation with SJF and the “Breaking the Silence and Mining Watch” Program – Jill MacNeill

Jill provided a presentation on her February 2020 trip to Guatemala as part of the SJF’s participation in the “[Breaking the Silence](#) and Mining Watch” Program. The goal of the delegation was to strengthen cross-border solidarity with the peaceful resistance to Canadian-owned Pan American Silver’s Escobal mine, a resistance led by the XINKA people of Guatemala since 2010. Jill and other members of the delegation also built relationships of solidarity that will help to bolster organizing in the U.S. and Canada against Pan American Silver’s interference in local Xinka and farming communities who are peacefully resisting its Escobal project and are participating in a state-led consultation process over the future of the mine.

Jill noted highlighted the similarities between the experiences of the Xinka people with Pan America and those of the Chilcotin with mines in BC. She also advised that discussion have been underway for the establishment of a (coffee) trade relationship between the Xinka and the Chilcotin.

Since her trip to Guatemala, Jill along with the SJF have continued efforts to put pressure on Pan America here in BC. There was to be an action in Vancouver in May 2020. Unfortunately, plans were cancelled due to COVID-19. Despite this, the group still found virtual ways to meet their objectives.

Recently, a [breakout was announced in October](#) when the Guatemalan authorities finally recognized the Xinka representatives and engaged them in a consultation process. Jill cautioned that while this is good news, we must keep our eyes on the situation and offer our support when asked.

Committee Reports

FINANCE COMMITTEE

Report moved by Shane Polak; seconded by Leanne Hughes

A written report of the Committee is attached to these minutes.

a. 2020 Financial Statements as at September 30, 2020

On behalf of the Finance Committee, Shane reviewed the 2020 financial statements as at September 30.

A motion was made to accept the financial statements as presented.

Moved by Shane Polak; seconded by Terri Lee

Carried

b. BC Regional Council Investment Opportunity

Shane reviewed the VCIB investment opportunity as outlined in the Finance Committee report, noting that *Solidarity Savings* is a new investment pool program for Union Savings members. The program is being designed to help organized labour manage their liquid savings in a secure, socially responsible investment vehicle. Once established, *Solidarity Savings* will be a liquid high-interest savings account with daily liquidity provided by a CDIC-insured, federally regulated bank.

A motion was made to for the B.C. Regional Council to invest \$300,000 of the reserve funds from the Regional Campaigns, Regional Council and Regional Convention budgets in the Solidarity Savings investment pool program at VCIB as soon as possible, and look into investing further PSAC B.C. reserve funds in the Solidarity Savings program as existing PSAC B.C. GICs at BMO mature and funds become available for investment at VCIB.

Moved: Shane Polak

Seconded: Terri Lee

Carried

Jamey advised that the VCIB Solidarity Savings program would not be available until after the Union Savings AGM next week where it will be formally approved. Once available, the REVP Office will make arrangements as needed. Jamey added that the Solidarity Savings program is open to all PSAC entities from coast to coast to coast and is a protected investment. He further notes the more money that's in the program, the higher the interest rate of return.

c. Member Review of the 2019 and 2020 PSAC B.C. Regional Finances

Shane spoke to this information item as outlined in the Finance Committee report attached to these minutes.

d. Revised Draft 2021-2023 Priority Proposal

Shane spoke to this information item as outlined in the Finance Committee report attached to these minutes.

e. Regional Council net asset

Shane advised that the Finance Committee had discussed the Regional Council's large net asset that continues to grow, especially this year with the current restrictions on in-person gatherings and restrictions on member travel. ON behalf of the Committee, Shane then recommended that Council members start thinking about special projects in which the Regional Council could engage and utilize the net asset funds for the balance of the year and into 2021 and present ideas for consideration at the next Regional Council meeting.

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

DASH COMMITTEE

Report moved by Jennifer Horsley; seconded by Jeanne Olineck

Jen spoke to the Committee's written report, which is attached to these minutes and outlines the donations, memberships, subsidies and honours that were approved by the Regional Council via conference call since the January in-person meeting.

The motion to adopt the report of the DASH Committee and ratify the Regional Council approvals for the donations, memberships, subsidies and awards contain therein was then carried.

a. New Donations Request Recommendations

There were two donation requests that had been received since the last conference call. The Committee reviewed these requests and made the following recommendations:

- Pollution Probe – recommendation for a \$50 donation
- Surrey Christmas Bureau – recommendation for a \$200 donation

A motion was made to approve the above-noted recommendations regarding donations and membership renewals through use of the 2020 Donations and Membership budget line item.

Moved: Jennifer Horsley; seconded: John Davies

Carried

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

BY-LAWS COMMITTEE

Report moved by Trish Martin; seconded by Jennifer Horsley

Trish spoke to the Committee's written report, which is attached to these minutes. She noted that the Committee would like to meet again prior to the regional convention. At the January meeting, the Committee began preparing ideas for the next By-Laws Committees and plans to revisit this.

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

EDUCATION COMMITTEE

Report moved by James Brierley; seconded by Susie Blyth

The motion to adopt the report of the Education Committee as submitted was carried. A copy of the report is attached to these minutes.

ENVIRONMENT COMMITTEE

Report moved by Shane Polak; seconded by Jill MacNeill

On behalf of the Committee, Shane spoke to several of the items contained within the Committee's report, which is attached to these minutes. In particular Shane spoke to the PSAC's [*Thirsty for Justice* campaign](#) and expressed the Committee's suggestion that the campaign be added to MP lobby notes to ensure members raise it with politicians.

A motion was made to include the *Thirsty for Justice* campaign in the PSAC MP lobbies wherever possible.

Moved by Leanne Hughes; seconded by John Davies

Carried

Shane went on to report that the Committee would like the PSAC BC Region to observe and promote dates related to environmental issues through its social media channels and website. (A list of specific dates/days is included in the Committee's written report).

The Committee also raised concerns regarding the environmental impacts of single-use PPE. To that end the Committee recommended the following:

- That PSAC BC Locals and members be made aware of the environmental impacts of improper disposal of single use PPE, in particular masks and gloves, through PSAC BC communications channels; and
- That PSAC BC urges members to be aware of the environmental hazard of single use PPE, in particular masks and gloves, and encourage the use of reusable masks and the proper disposal of single use PPE.

A motion was made for the PSAC BC Region spread awareness to members on the environmental impacts and hazards of single-use PPE, in particular masks and gloves, and encourage the use of reusable masks and the proper disposal of single-use PPE.

Moved by Shane Polak; seconded by John Davies

Carried

Finally, the Committee also suggested that the PSAC reconsider their stance on the provision of reusable masks for PSAC members.

After some discussion a motion was made for the PSAC BC Region to urge the PSAC to reconsider its stance on allowing the procurement of and distribution of reusable PSAC-branded masks for PSAC members.

Moved by Shane Polak; seconded by Jill MacNeill

Shane noted that reusable masks and PPE have become an environmental issue. From an environmental and health and safety perspective, he understood why the PSAC wanted to distance themselves from reusable masks initially, but there is now a common understanding that reusable masks are not full PPE.

After some discussion, Karen noted that CIU members have been vocal on this issue and want reusable masks. The Employer has voiced some safety concerns over the use of reusable masks versus the use of a surgical or N95 mask. If someone is to get sick when using a reusable mask, where's the liability?

Todd commented that he's seen more and more unions using reusable masks as a means to raise union profile and support. At this workplace, the Employer has already given out cloth masks. Todd added the PHO is urging the use of masks (inclusive of cloth masks) in all indoor public settings. Todd noted that he sees the positives of union issued cloth masks, but cautioned that the situation continues to be fluid with new information being released often.

Leanne advised that she supported the recommendation insofar as there was the distinction that the reusable masks are not PPE and are non-medical. She added that perhaps the masks could be sent with a waiver for members.

After further discussion, the motion to adopt the report of the Environment Committee in its entirety was then carried.

Jamey then noted that when the issue of reusable masks was first broached at the AEC there were significant concerns regarding the differences between PPE and non-medical and any potential liability issues. In addition, it was recognized that PPE is an employer obligation. More recently, as the views regarding cloth masks have shifted, new concerns have been raised regarding the logistics with distributing cloth masks to 202,000 members across the country as well as ensuring compliance with PSAC purchasing policies (Canadian-made, union-made) with appropriate sizing. However, based on the discussions of the Council, Jamey committed to raising this matter at the AEC again.

CONVENTION COMMITTEE

Report moved by Bert Farwell; seconded by Karen Sutton

Bert began the report by acknowledging to Committee's two new members and spoke to the Committee's written report, which is attached to these minutes. Bert noted that because regional conventions will now be held virtually, the Committee will need to reassess what and how hospitality and fundraising events can be held in conjunction with a virtual platform. The Committee advised that they will look into possible online social events outside of convention hours similar to Solidarity Saturdays or online games, etc. If Council members have suggestions for the Convention Committee, please let Bert and the REVP Office know.

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

INTERNATIONAL SOLIDARITY ACTION COMMITTEE

Report moved by Stephen Torng; seconded by Terri Lee

Stephen advised that the committee met on October 15 and prepared the attached written report. Stephen then spoke to the items highlighted in the Committee's report including a discussion on a purchase Café Justica coffee beans as a raffle item for the 2021 Regional Convention, recent online events related to international solidarity efforts, and a call for PSAC BC to send [letters of support](#) to Nicaraguan authorities to express concern about the recent acts of intimidation against women's rights organizations. (See Committee's report attached to these minutes for further details.)

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

POLITICAL ACTION COMMITTEE

Report moved by Todd Smith; seconded by Karen Sutton

Todd began the report by acknowledging to Committee's two new members: Marion McLarty and Karen Sutton. Todd added that the committee met last week and prepared the attached written report. Todd then spoke to the report, noting that the Committee discussed the potential for a federal election and plans to reengage in MP lobbying and issues of concern to PSAC members.

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

Regional Council Communications

Jamey reminded the Regional Council of the need to respond in a timely manner to email queries (e.g. availability requests, RSVPs for meetings, RO staff emails, etc.).

Draft Resolutions for Consideration

RESOLUTION 1: FINANCIAL COMPENSATION DISPARITY FOR UNION ACTIVITIES

A motion was made for the Regional Council to accept the draft resolution entitled, "Financial Compensation Disparity for Union Activities," and for the Regional Council to submit it for consideration as a new resolution for the 2021 PSAC BC Regional Convention.

Moved by Jeanne Olineck; seconded by James Brierley

TITLE: Financial Compensation Disparity for Union Activities

ORIGINATOR: BC Regional Council

LANGUAGE: English

WHEREAS current PSAC policy allows for members to be compensated for loss of salary to conduct union business; and

WHEREAS members on flex schedules or alternate work arrangements can accumulate earned time off for future use; and

WHEREAS PSAC compensates for members' time away from work for union activities except when a member uses compensatory or earned time off; and

WHEREAS activists are not always able to re-arrange their schedule (including flex days, compensatory leave, or other leave types) to attend union events:

BE IT RESOLVED that PSAC amend its policies to allow for members to be compensated for their earned leave, flex leave, or other type of compensatory leave used for approved union business.

Jeanne Olineck spoke to the resolution, noting the while union activities that take place on flex days or during other compensatory leave are not a financial loss, they are a loss of time to the member and should be compensated accordingly.

After some further discussion, the motion to accept the draft resolution and submit it as a new resolution for the 2021 PSAC BC Regional Convention was carried.

RESOLUTION 2: UNION ACTIVIST RESOURCES FOR CANADIAN-BASED COMMUNITY AND SOLIDARITY GROUPS

A motion was made for the Regional Council to accept the draft resolution entitled, “Union Activist Resources for Canadian-Based Community and Solidarity Groups,” and for the Regional council to submit it for consideration as a new resolution for the 2021 PSAC BC Regional Convention.

Moved by Jill MacNeill; seconded by Jeanne Olineck

TITLE: Union Activist Resources for Canadian-Based Community and Solidarity Groups

ORIGINATOR: BC Regional Council

LANGUAGE: English

WHEREAS PSAC works to support social justice and solidarity domestically and internationally; and

WHEREAS many other organizations including Indigenous, Women’s, LGBTQ2S+, humanitarian, and other unions engage in important and valuable work to advocate for workers and communities in Canada and internationally; and

WHEREAS PSAC members are engaged in their communities and support many causes such as the annual United Way fundraiser:

BE IT RESOLVED that PSAC develop and promote a resource detailing Canadian-based organizations that engage in solidarity and community development and support work domestically and internationally. This resource can be used to find guest speakers, presenters, organizations to partner with and financially support, and more.

Jill explained that the PSAC regularly promotes the United Way (UW) and our involvement. However, there is a lost opportunity to support other organizations that members could be working with (through the SJF). Jill then suggested that the PSAC establish a resource detailing Canadians-based organizations that engage in solidarity and community development and support work along with their registered charity numbers on it. This information could be used in conjunction with the annual UW GCWCC campaign through the directed giving option.

A motion was made to refer back with the instruction that “within the next cycle” be added to the ‘Be it Resolved.’

Moved by Trish Martin; seconded by Karen Sutton

Carried

Amended resolution reads,

TITLE: Union Activist Resources for Canadian-Based Community and Solidarity Groups
ORIGINATOR: BC Regional Council
LANGUAGE: English

WHEREAS PSAC works to support social justice and solidarity domestically and internationally; and

WHEREAS many other organizations including Indigenous, Women's, LGBTQ2S+, humanitarian, and other unions engage in important and valuable work to advocate for workers and communities in Canada and internationally; and

WHEREAS PSAC members are engaged in their communities and support many causes such as the annual United Way fundraiser:

BE IT RESOLVED that PSAC, in the next cycle, develop and promote a resource detailing Canadian-based organizations that engage in solidarity and community development and support work domestically and internationally. This resource can be used to find guest speakers, presenters, organizations to partner with and financially support, and more.

The motion to accept the draft resolution as amended and submit it as a new resolution for the 2021 PSAC BC Regional Convention was carried.

RESOLUTION 3: LEAVE WITH OR WITHOUT PAY FOR OTHER REASONS (699 OR 6990 LEAVE)

A motion was made for the Regional Council to accept the draft resolution entitled, "Leave With or Without Pay for Other Reasons (699 or 6990 Leave)," and for the Regional council to submit it for consideration as a new resolution for the 2021 PSAC BC Regional Convention.

Moved by Shane Polak; seconded by Jeanne Olineck

TITLE: Leave With or Without Pay for Other Reasons (699 or 6990 Leave)
ORIGINATOR: BC Regional Council
LANGUAGE: English

WHEREAS PSAC members have been hugely affected by COVID-19; and

WHEREAS many PSAC members are unable to obtain reliable and safe family care; and

WHEREAS members working for the federal government have had to use leave with pay for other reasons to support their working from home with their families; and

WHEREAS the federal government as an employer is now asking members to use all forms of other paid and unpaid leave before accessing leave with pay for other reasons; and

WHEREAS persons affected by quarantine or illness relating to COVID-19 may need a minimum of 14 days or more leave:

BE IT RESOLVED that PSAC lobby federally for members to be able to continue using leave with pay for other reasons (699, 6990, or other leave code) as it has been intended in our collective agreements for such situations as a pandemic.

After some discussion, a motion was made to refer back with the instruction that “instead of forcing members to exhaust family, annual or sick leave” be added to the ‘Be it Resolved.’

Moved by Jeanne Olineck; seconded by Shane Polak

After some discussion on the referral the motion was defeated.

The motion to accept the draft resolution as presented and submit it as a new resolution for the 2021 PSAC BC Regional Convention was carried.

RESOLUTION 4 – FAMILY CARE POLICY AMENDMENTS TO SUPPORT UNION BUSINESS CONDUCTED REMOTELY

A motion was made for the Regional Council to accept the draft resolution entitled, “Family Care Policy Amendments to Support Union Business Conducted Remotely,” and for the Regional council to submit it for consideration as a new resolution for the 2021 PSAC BC Regional Convention.

Moved by Karen Sutton; seconded by Jeanne Olineck

TITLE: Family Care Policy Amendments to Support Union Business Conducted Remotely

ORIGINATOR: BC Regional Council

LANGUAGE: English

WHEREAS PSAC has a Family Care policy that provides for family care in many circumstances; and

WHEREAS many PSAC members continue to work from home or remotely during the COVID-19 pandemic and may continue to do so going forward; and

WHEREAS many of our union activities are virtual and some may continue this way after the pandemic:

BE IT RESOLVED that PSAC amend its Family Care Policy to cover costs of family care for members involved in union activities through remote or virtual means which may be done from home or other locations.

Karen advised that the RWC chairs and Women’s Coordinator had discussed this issue recently and the potential for preparing a resolution to address the need for family care coverage for virtual PSAC events. The current PSAC [Family Care policy](#) speaks to “attending an authorized PSAC activity” and is not clear on whether or not virtual and/or telephone attendance is applicable under the policy. Karen added that it’s likely that PSAC activities will continue to include virtual participation for several months and even beyond the current pandemic; the Family Care policy will need to address this to ensure maximum participation at all events and that members have family care available to them as needed. Jeanne added that while members have been working remotely, they have need child care services. In cases where child care was not possible members have had to utilize 699 leave. Therefore, by extension family care coverage should extend to virtual union activities: if members need child care while they’re working from home, they’ll also need coverage when attending union activities remotely.

After some further discussion, the motion to accept the draft resolution and submit it as a new resolution for the 2021 PSAC BC Regional Convention was carried.

Other Business and Round Table

DONATION TO THE LEGION'S POPPY FUND

Linda Harding advised that the Canadian Legion is anticipating a significant loss of revenue this year given the restriction on in-person ceremonies and the inability to sell poppies in stores due to the pandemic. The proceeds from poppies go toward programs and supports for veterans across the country. It was noted that there is still \$451 remaining in the Donations and Memberships budget line item after sustaining amounts have been deducted.

A motion was made to donate \$75 from the Donations and Membership budget line item to the Legion's Poppy Fund.

Moved by Linda Harding; seconded by John Davies

Carried

| | |
|--------------|--|
| ACTION ITEM: | REVP Office to issue a \$75 donation to the Legion's Poppy Fund on behalf of the BC Regional Council, utilizing funds from the Donations and Membership budget line item |
|--------------|--|

CHANGES TO 699 LEAVE

Jamey advised that a new matrix was coming out from TB regarding 699 leave and how it will continue to be used by the Employer, effective November 2020. Part of that matrix includes the provision that members need to exhaust all other leave before they're able to utilize 699 leave. The Union will be pushing back on this and is filing a policy grievance. Details have been posted on the [PSAC website](#).

Terri asked if the PSAC would be filing an injunction as well to cease the implementation of the changes. Terri went on to explain that members are extremely worried about the loss of 699 leave. Other Council members agreed that whatever legal actions are available to the PSAC should be taken to ensure member's rights are protected with respect to 699 leave and the pandemic.

Jamey acknowledged the concerns voiced and committed to convey this direction from the Council to the NBoD.

| | |
|--------------|--|
| ACTION ITEM: | REVP to convey the Regional Council's request that all legal actions available to the PSAC be taken against TB to ensure members' rights are protected with respect to 699 leave and the pandemic. |
|--------------|--|

After further discussion, John Davies commented that private sector leave will also likely be impacted with these 699 changes as private sector employers often take guidance from the public sector. If the public sector removes 699 leave, there's no chance the private sector employers will provide a similar measure for employees unable to report to work due to COVID, etc. Jen Horsley echoed John's comments noting the tendency for public sector policies to filter down to corporate culture. Further discussion ensued.

Scheduling of next conference call and 'In-Person' meeting

Jamey noted that the next "in-person," two-day Regional Council meeting will take place in late January via Zoom. The REVP Office will send out a Doodle poll to gauge Regional Council availability.

The next conference call will be scheduled after the BCFED Convention in early December. The REVP Office will send out a Doodle poll to gauge Regional Council availability.

| | |
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| ACTION ITEM: | REVP Office to send out Doodle polls to gauge availability for the January Regional Council meeting and next conference call |
|--------------|--|

Meeting Adjournment

Before adjourning the meeting, Jamey Mills thanked everyone for their engagement and participation during the meeting. He noted that he would be seeing almost everyone next week during the Area Council and Regional Committee planning calls. Those who have not yet RSVP'd for the meetings were asked to do so ASAP.

A motion was then made to adjourn the meeting.

Moved by Todd Smith; seconded by Karen Sutton

Carried

The meeting was adjourned at 12:31 PM.

Minutes recorded by Kristin Schnider

Minutes published: December 2020

Report of Marion McLarty, Metro Vancouver Coordinator, BC Regional Council

| Activity | Date |
|--|--------------------|
| Acclaimed as Metro Vancouver Coordinator | July 2, 2020 |
| Attended Area Council/ Regional Committee Summit | July 16, 2020 |
| Attended Vancouver Area Council Meeting | September 9, 2020 |
| Attended BCFED Community and Social Action Committee | September 23, 2020 |
| Attended BC Regional Council Conference Call | September 24, 2020 |
| Attended Political Action Committee Meeting | October 22, 2020 |

Geographical Coordinator Report of Activities – October 2020
Northwest BC Coordinator Jill MacNeill

| Month | Activity |
|---------------------------------|--|
| 2020-02-01 | International Solidarity – Xinka Peoples of Guatemala – Teleconference and paperwork required for my participation in an International Solidarity trip to Guatemala. |
| 2020-02-05 | International Solidarity – Xinka Peoples of Guatemala - Delegation teleconference |
| 2020-02-12 | Wet'su'weten – Request a PSAC statement in support of Wet'su'weten and ask RCMP to step back. Solidarity statement was drafted by PSAC National and posted on Feb. 18, 2020. |
| 2020-02-23 to 2020-02-29 | International Solidarity – Xinka Peoples of Guatemala – Trip to Guatemala. Specific objectives of the delegation visit was to: <ul style="list-style-type: none"> · Establish and strengthen connections between church, grassroots activist, Indigenous, and union leaders in B.C. and Guatemalan communities impacted by Vancouver-based Pan American Silver. · Learn from local organizers in Guatemala about the current situation on the ground since the mine was suspended and sold to Pan American Silver. · Demonstrate international solidarity with the thousands of Indigenous and farming community members participating since June 2017 in the two 24/7 resistance camps, as well as with local leaders receiving threats and intimidation as a result of their resistance to the mine. · Refine and plan international strategies to support Xinka Indigenous participation without coercion in the consultation process by pressuring Pan American Silver at home |
| 2020-03-05 | PSAC Northeast Women's Committee Meeting |
| 2020-03-05 | International Solidarity – Xinka Peoples of Guatemala – Action Planning Teleconference |
| 2020-03-09 | International Solidarity – Xinka Peoples of Guatemala – Letter to MP Taylor Bachrach |
| 2020-03-09 | NIPC Teleconference |
| 2020-03-13/14 | RMCC Strike & Membership Engagement Training - Vancouver |
| 2020-03-16/17/19 and 23 | PSAC-BC General Resolution Committee Meeting |
| 2020-03-23 | International Solidarity – Xinka Peoples of Guatemala – PSAC Letter to Pan American Silver asking them to not take advantage of COVID19 to advance Escobal mine. |
| 2020-03-19 | International Solidarity – Xinka Peoples of Guatemala – Teleconference |
| 2020-04-03 | International Solidarity – Xinka Peoples of Guatemala – Action Planning Meeting – Work to get PSAC BC (and other organizations) to endorse and promote a teach-in on Earth Day organized by Mining Watch Canada. |
| 2020-04-06 | Northwest Area Council Meeting |
| 2020-04-14 | Webinar - COVID-19 – Workplace Health and Safety Rights (session 1). |
| 2020-04-20 | Still Here For Canada Campaign – Sent my picture and a statement to Regional Office |
| 2020-04-22 | International Solidarity – Xinka Peoples of Guatemala – Attended Teach in organized by Mining Watch |
| 2020-04-23 | International Solidarity – Xinka Peoples of Guatemala – Arrange for PSAC BC participation in digital campaign by sending email to Pan American Silver to amplify Xinka community concerns. |

| | |
|----------------------|--|
| 2020-04-30 | PSAC-BC Regional Council Meeting |
| 2020-05-04 | Northwest Area Council Meeting |
| 2020-05-26 | Webinar - How to Refuse Dangerous Work |
| 2020-06-04 | International Solidarity – Sent message to the Canadian Ambassador to Chile to support Chile’s “First Territory Free of Mining” |
| 2020-06-09 | JLP Session – Organized and attending a “Grounding Ourselves In Uncertain Times” Facilitated Discussion Session |
| 2020-06-20 | Solidarity Saturday – Indigenous Peoples’ Day Celebration - Attended and delivered Indigenous Land Acknowledgement |
| 2020-06-23 | Regional Council Meeting |
| 2020-06-29 | Webinar - PSAC /AFPC Bystander Intervention in the Workplace with Hollaback! |
| 2020-07-16 | PSAC BC Area Council and BC Regional Council Coordinator Summit |
| 2020-07-29 | Regional Council Meeting |
| 2020-07-29 | International Solidarity – Xinka Peoples of Guatemala – Arrange for PSAC-BC letter to Guatemalan officials expressing concern with regards to ongoing impunity for human rights violations against Xinka defenders. |
| 2020-09-01 | Indigenous Employee Network (IEN) – Aided in the development of a proposal seeking department (DFO) financial and human resources to deliver Cultural Safety and Cultural Humility Strategy Workshops for IEN members. Goal of the workshops are that the IEN would develop the DFO strategy to ensure a culturally safe workplace for Indigenous Employees and to support the success and advancement of reconciliation objectives. |
| 2020-09-08 | Northeast Women’s Committee Meeting |
| 2020-09-19 | Solidarity Saturday – Labour Day Event – Created and provided video message on behalf of NWAC. |
| 2020-09-21 | Northwest Area Council Meeting |
| 2020-09-22 | Attended UBC’s “The Orange Shirt Story” with Phyllis Webstad. |
| 2020-09-22 | BC Regional Council conference call |
| 2020-09-30 | Orange Shirt Day Event – Hosted a “Virtual Coffee – Orange Shirt Day Webinar” with Guest Speaker Christina Gray. Delivered to North Coast UHEW members. |
| 2020-09-30 | Orange Shirt Day Awareness Event – Sent photo to PSAC-BC for social media posting |
| 2020-10-13 | Northeast Women’s Committee Meeting |
| 2020-10-14 | Northwest Area Council Meeting |
| 2020-10-16 | Requested that PSAC send a solidarity statement calling on our public authorities and the police to fulfill their responsibility and duty to maintain public safety of the Mi’kmaw in the face of the terror they are undergoing. |
| | Upcoming: |
| 2020-10-27 | PSAC-BC Environment Committee Meeting |
| 2020-10-28/29 | PSAC-BC Regional Council Meeting |

Directly Chartered Locals and Separate Employer Units Coordinator Report
John Davies – October 2020

I have been the DCL coordinator for only a short time, since taking over from David Schinbein.

Due to travel restrictions, I have not been active, in terms of visits or meetings, but have stayed engaged as a volunteer union executive with my Local, the Commissionaires Union of BC.

There is a growth potential in terms of membership of the PSAC, from DCL and single component Locals. The reason is that employers, in the private sector, tend not to recognize unions across all positions or locations. Unlike government departments, where union membership is clearly defined and adhered to, private sector employees, that have PSAC as their employees' bargaining agent, do not have to recognize the PSAC for all their employees; only those that choose membership and representation.

So a private sector employer, like the Commissionaires, has multiple contracts with Government Departments at multiple sites across BC. While there is a Collective Agreement with PSAC for the Local employees in the Union, it is specific about the locations where the CA applies. Currently only about half the Commissionaires in the Victoria, the Islands and Yukon Division of the Commissionaires, about 400 security guards, are PSAC members. There are 15 Divisions of the Commissionaires in Canada and about 20,000 additional security guards could become PSAC members.

Yet the other 400, in our Local Division, are working mainly at Government establishments where PSAC is the predominant union. But are being bullied into rejecting union representation with threats and promises. These guards are often mistreated and paid low wages, denied overtime, and excluded from the benefits of PSAC union membership simply because government services, that require security, are paying a premium rate for the service, while the private sector company rakes in profits to pay for its corporate largess and inefficiency.

As the DCL representative on the BC Regional Council, I have but one request of the PSAC membership. Stop and ask the Commissionaires, or any other non-union employees in your building, if they are members of our union.

If they are, welcome them to the community. If they are not, please suggest they become members and get the same representation that you enjoy. Plus, they qualify for the free \$10,000 life insurance to age 80, an initiative of the Commissionaires Union of BC, that all PSAC members qualify for.

Thank you,
John Davies
VP PSAC 05/20500

feel free to contact me
jdwfg@me.com
250 884 6758

October 2020

Geographic Coordinator Report – Southern Interior
Jeanne Olineck
October 2020

When the pandemic struck in March, it was severely impacting the members who worked in the Service Canada offices. Members were not always feeling safe in the offices, due to clients' behaviour: clients who had been exposed to COVID were lying and still coming into the office – some were even symptomatic; clients were hostile and behaving in threatening manner; and in the smaller offices, there was no way to keep a safe distance from the clients. I worked with both the members and the management to make the work sites safer, and pushed to get the offices in my region closed. Eventually, with much push from the Union, we did get the offices closed, and staff began to work from home.

Prior to the Kamloops office re-opening, I did a site visit to go over the safety parameters in place. I am happy to say that the members all had input into those safety measures.

Since the pandemic, as with most our physical work site and our union work has become mostly virtual, and that has changed how we work and what we can do, which greatly limits the union work we would normally do. I am part of the CEIU BC/YT Region Council, as the District Coordinator for the BC Interior. I am a member of the PSAC Okanagan Human Rights Committee and the PSAC Okanagan Area Council, and I am also the co-chair of the PSAC Southern Interior Women's Committee. With all of these groups, we have continued to meet virtually during the pandemic. Our Human Rights Committee is currently working on a virtual campaign to support migrant workers in the Okanagan who have been affected by the pandemic.

Currently, I am working with management as the Service Canada offices re-open, to ensure that members will be safe.

In Solidarity,

Jeanne Olineck

Finance Committee Report – October 2020

The Finance Committee met via teleconference on Tuesday, October 6, 2020 and again briefly on Tuesday, October 13, 2020. In attendance were the following Committee members:

M. Shane Polak, Member With Disabilities Coordinator and Committee Chair

Leanne Hughes, National Officers Coordinator (*October 6 only*)

Terri Lee, Metro Vancouver Coordinator

Stephen Torng, Racially Visible Coordinator

Staff Resource: Kristin Schnider, Executive Assistant to the REVP

2020 Financial Statements as at September 30

The Finance Committee reviewed the 2020 financial statements prepared by the REVP Office for the period ending September 30, 2020.

It was acknowledged that the statements do not include all expenses incurred to date as we are still waiting for invoices from the PSAC Finance Section for July 2020 through September 2020, which will include member expenses for the July 16 Area Council/Regional Committee Summit. As well, it should be noted that the 2020 allocations received for the Regional Campaigns budget (9500 0300 600) and the Regional Council budget (9350 0400 600) are only half of the anticipated allocation for the current fiscal year.

The Finance Committee recommends approval for the 2020 Financial Statements as at September 30 and as presented to the B.C. Regional Council.

Moved: Leanne Hughes; seconded: Terri Lee

Carried

PSAC Investments

The Finance Committee was advised of a potential investment opportunity through *Solidarity Savings*, a new investment pool program being developed by Vancity Community Investment Bank (VCIB) and Union Savings. The investment pool program is available to Union Savings members and is has been designed to help organized labour manage their liquid savings in a secure, socially responsible investment vehicle.

Solidarity Savings is a liquid investment vehicle for cash management with daily liquidity provided by a CDIC-insured, federally regulated bank. It will be a Prime-linked account providing risk protection against increasing rate environments given current historical lows. The program also guarantees rates for a three-year term. With an investment between \$0 to \$999,999, the expected client return is 0.50% (Prime less 1.95%) based on Prime at 2.45% as of August 5, 2020. Essentially, once established, *Solidarity Savings* will be a liquid high-interest savings account which provides full access to balances on a daily basis.

The current rate of return on Regional Council investments at BMO Bank of Montreal is approximately 0.2% (based on one-year redeemable, variable rate GICs). The current liquid asset available for investment is \$300,000 (recently matured GICs at BMO).

After reviewing the information received from Union Saving, the Finance Committee made the following motion:

WHEREAS the B.C. Regional Council has been investing reserve funds from the Regional Campaigns, Regional Council and Regional Convention budgets in one-year redeemable GICs through BMO Bank of Montreal (BMO) for several years with the aim to earn interest on these reserve funds; and

WHEREAS the B.C. Region was advised of a new investment pool program created by Vancity Community Investment Bank (VCIB) and Union Savings, which provides a significantly higher guaranteed rate of return than the rate received on the redeemable GICs at BMO; and

WHEREAS two of the PSAC B.C. Region's one-year redeemable GICs at BMO recently matured, totalling approximately \$300,000, which could be immediately transferred into the Solidarity Savings investment pool program; and

WHEREAS additional one-year redeemable GICs at BMO consisting of further reserve funds will be maturing in the coming months ahead:

BE IT RESOLVED THAT that the Finance Committee recommends that the B.C. Regional Council invest \$300,000 of the reserve funds from the Regional Campaigns, Regional Council and Regional Convention budgets in the Solidarity Savings investment pool program at VCIB as soon as possible, and look into investing further PSAC B.C. reserve funds in the Solidarity Savings program as existing PSAC B.C. GICs at BMO mature and funds become available for investment at VCIB.

Moved: Terri Lee

Seconded: Stephen Torng

Carried

INFORMATION ITEM: Member Review of the 2019 and 2020 PSAC B.C. Regional Finances

The Finance Committee acknowledged that a member review of the 2019 receipts and expenditures for the B.C. Region (including the B.C. Regional Council account, the B.C. Regional Conventions Subsidy account, the Restricted Reserve fund (audits), and the Regional Campaigns account) was scheduled for the spring of 2020. However, with the closure of PSAC offices due to COVID-19 this review had to be postponed until such time as the offices reopen to members.

Given the proximity to the 2020 yearend, the REVP Office has suggested that the review be delayed until early 2021 (provided PSAC offices are open to members at that time) when a review can be simultaneously conducted for the fiscal years 2019 and 2020.

As with past member reviews of the PSAC B.C. Regional Finances, the review is to be conducted by a member who does not hold a position on the B.C. Regional Council. Any loss of salary and related non-salary costs for the member's efforts will be reimbursed through use of the B.C. Regional Council "Audit" budget line item.

INFORMATION ITEM: DRAFT 2021-2023 PSAC B.C. Priority Proposal

The Committee discussed the draft 2021-2023 PSAC B.C. Priority Proposal, which had been submitted to, and approved by, the PSAC BC Regional Convention Finance Committee. Due to the postponement of the 2020 PSAC B.C. Regional Convention and the 2021 PSAC National Triennial Convention, some minor adjustments are needed for the Priority Proposal. Specifically, the PSAC Convention Strategy Meeting for PSAC B.C. delegates, which typically takes place prior to the PSAC National Triennial Convention, had to be moved within the budget from 2021 to 2022 to align with the postponed PSAC National Convention year. The \$24,500 that was allocated for the Convention Strategy Meeting remains the same. All other expenditures in the draft Priority Proposal remain unchanged. This revised draft of the 2021-2023 PSAC B.C. Priority Proposal will have to be discussed and approved by the members of the PSAC B.C. Regional Convention Finance Committee.

Regional Council Net Asset

The Finance Committee discussed the Regional Council's large net asset that continues to grow, especially this year with the current restrictions on in-person gatherings and restrictions on member travel. The Finance Committee is recommending that the Regional Council consider looking at potential special project(s) that could effectively utilize some of the net asset funds in 2020 and/or 2021. The Finance Committee encourages Regional Council members to bring forward proposals for consideration at the next Regional Council meeting.

Donations, Awards, Subsidies & Honors (DASH) Committee Report

The DASH Committee was not able to meet before the Regional Council Meeting due to scheduling conflicts of the Chair. However, we have continued to do the work of the committee via email for the duration of the time between meetings.

Below is a list of Donations and Memberships that have been recommended by the committee to Council:

Donations since the last in-person meeting:

Baron's Organization International, \$250

The Baron's Organization International in Victoria is comprised of UNDE members, veterans, their friends and their families. They work with local non-profits by assisting with infrastructure and volunteers.

Camp Jubilee, \$699

Camp Jubilee, requesting support to send low-income, disadvantages and/or at-risk youth to camp.

Greater Vancouver Food Bank, \$400

The Greater Vancouver Food Bank receives no ongoing government funding and exist solely through the generosity of the public, our industry partners, and applicable grants. Each week we provide healthy food to over 8,500+ clients in need, and approximately 80 Community Agency Partners across Vancouver, Burnaby, New Westminster and the North Shore. Our mission is to provide healthy food to those in need.

Union Gospel Mission, \$200

Provides meals, shelter, outreach, and more to people struggling in the downtown eastside community.

Downtown Eastside Women's Centre (#assistancefromadistance campaign), \$250

The Downtown Eastside Women's Centre, requested support for their #AssistanceFromADistance campaign, an effort to continue providing essential services to women in need during this uncertain time.

Union Protein Project (donation 2 pallets to BC Food Banks, amount taken from the net asset), \$2,990.40

The Union Protein Project is a non-profit society started in 2006 by unions and the United Way who saw a way to make a real difference in our communities. We provided a pallet of tuna each to two food banks in the province as submitted by the Regional Council.

Amnesty International, \$100

Amnesty International is a global movement of more than 7 million people in over 150 countries and territories who campaign to end abuses of human rights.

WAVAW, \$250

Champions for Survivors fundraising for WAVAW's Essential Services from June 13th - 30th. For many years now, WAVAW has participated in the Scotiabank 5k and Half Marathon. However, due to COVID-19, the Scotiabank 5k and Half Marathon has been postponed. Fundraising is continuing virtually through this time to raise funds to support survivors of sexualized violence.

Burnaby Community Services, \$200

Providing valuable programs and services to seniors and low-income individuals who require help.

Indspire, \$250

Indspire is a national Indigenous registered charity that invests in the education of First Nations, Inuit and Métis people for the long-term benefit of these individuals, their families and communities, and Canada.

Victoria Women's Transition House, \$200

Victoria Women's Transition House relies on the support of individuals, corporations and foundations as well as donations from third party events and thoughtful bequests to help us continue our work in support of women and children. Access to our Emergency Shelter, our 24-hours crisis and information line and all of our counselling and support programs and services are provided free of charge. But we can only do this with your help. Please donate today and help us help those most vulnerable in our community.

Guru Nanak Free Kitchen, \$150

Guru Nanak's Free Kitchen is a volunteer lead organization and has been serving the local community since 2007. Being volunteer lead means that donations go directly to the community for community initiatives (no administration fees or employee salaries), the GNFK points out.

Memberships since the last in-person meeting:

Everywoman's Health Centre (renewal), \$50

Everywoman's Health Centre is a non-profit reproductive health clinic specializing in surgical (aspiration) and medical abortion, IUD services, and miscarriage management, as well as care and services for transgender and non-binary people.

Regional Awards

The Regional Awards have been popular in their first full year of nominations and the committee was pleased to be able to recommend awards for the following members since our last in person meeting.

Awards since the last in-person meeting:

André Bessette, Community Champion Award

Barbara Richardson, Emerging Activist Award

Brenda Isaac, Emerging Activist Award

Larissa Harrington, Community Champion Award

Lea Serron, Union Warrior Award

Subsidies

While there have not been many events this year, the following subsidies will stand in abeyance until the Conventions are rescheduled. We are expecting some work ahead with the upcoming virtual BCFed convention.

Subsidies since the last in-person meeting:

CLC Convention – Kelly Megyesi, \$500 (held in abeyance due to convention postponement)

CLC Convention – Linda Woods, \$500 (held in abeyance due to convention postponement)

Women Build BC Conference – Kahla Lichti, \$375 (held in abeyance due to conference postponement)

Current Balance and Anticipated requests

| | | |
|---------------------------------------|------------|---------------------------------|
| Spent | \$3,549.00 | <i>Pending Donation</i> |
| Budget | \$5,000.00 | <i>\$850.00 Recommendations</i> |
| Balance Remaining | \$1,451.00 | |
| Balance Less pending donation amounts | \$601.00 | |

Upcoming/Anticipated 2020 Donations and Memberships

BCFED Annual Christmas Dinner

The Realistic Success Recovery Society

Co-Op Radio

Council of Canadians Membership Renewal

CoDevelopment Canada Membership Renewal

Coalition for Child Care Advocates of BC Membership Renewal

I look forward to continuing to work with the members of the committee, Trish, John, Ron, Jeanne and Antony for the remainder of our mandate.

In Solidarity,

Jennifer Horsley, Chair of the DASH Committee

**PSAC BC REGIONAL COUNCIL BY-LAWS COMMITTEE
OCTOBER 2020 REPORT OF THE BY-LAWS COMMITTEE**

The following members were appointed to the 2017 to 2020 BC Regional By-Laws Committee:

Trish Martin – Chair

James Brierley – Co Chair

Susie Blyth

Jennifer Horsley

Jill MacNeill

Todd Smith

The Committee met most recently via telephone on August 18.

The committee addressed the following:

- 1) Amendments to Regulation 3, which were submitted to the PSAC BC Regional Council for approval.

Education Committee Report

Committee Members

Nia Gillies, Chair

Susie Blyth

James Brierley

Linda Harding

Ron Hardy

Anti-Racism Education

Regarding the plans for an education session supporting Anti-Racism, the Education Committee would like to canvass Regional Council to see if there are any suggestions for more specific topics or speakers. It could be to pay a guest speaker, it could be for specific education on Black Lives Matter, or the rise of anti-Asian racism during the time of Covid or greater knowledge and understanding of Indigenous cultures in BC.

Online Training

The three online education modules will be released soon. National Education is also adapting the TUB and Grievance Handling modules to an online format. It is easier to reach more people online and safer during the Covid pandemic. The downfall is it takes more people to put it on. You need people to adapt the content, people to make sure the training runs smoothly and people to lead the training.

Meeting of the Environment Committee

October 27, 2020

Attendance: Jill McNeil, Leanne Hughes, John Davies, Shane Polak

Regrets: Jenny MacLeod

- 1) Call to Order: 6:31 PM
- 2) Agenda approved as proposed. M/S/C (John/Leanne)
- 3) Minutes approved from September 20, 2019. M/S/C (Leanne/Jill)
- 4) Thirsty for Justice Campaign: PSAC members support the Thirsty for Justice campaign to bring potable water to all First Nations Communities. The Environment Committee encourages and supports this campaign. Furthermore would encourage all members and the public to as well. Future actions that we can support are: to watch and share the video on the <http://thirstyforjustice.ca/> website and the tag @JustinTrudeau and #ThirstyforJustice.
M/S/C (Leanne/John)

That the PSAC BC add the Thirsty for Justice Campaign to their MP Lobby whenever possible.

- 5) PPE and environmental impact: The committee discussed awareness of the fact that masks and gloves are not properly disposed in our communities and/or neighborhoods.
 - A) M/S/C (Leanne/John) Whereas there is a huge impact on the environment due to the improper disposal of single use PPE, in particular masks and gloves,
That PSAC BC Locals and members be made aware of the environmental impacts of improper disposal of single use PPE, in particular masks and gloves, through PSAC BC communications channels.
That PSAC BC urges members to be aware of the environmental hazard of single use PPE in particular masks and gloves and encourages the use of non-disposable masks and the proper disposal of single use PPE.
 - B) M/S/C (John/Jill) Whereas other unions and locals such as the Commissionaires Union have provided re-usable masks for their members in public,
That PSAC BC urge the PSAC to reconsider their stance allowing the provision of re-usable masks for members with the PSAC logo on it to encourage members to use re-usable masks for the protection of the environment.
- 6) CCWG - BC Federation of Labour Climate Change Working Group Report:
The CCWG has not met much since the Pandemic was declared. It met recently and it was a gathering of information session and a report to the BC Federation of Labour Convention was discussed at the end and emailed to the members for review. Because the BC Provincial election was ongoing the committee was awaiting the results of the election to determine next steps. Should the NDP get a majority the CCWG would be expecting more positive results from the BC Legislature for the next four years.

7) BCFED Convention:

Shane shared the CCWG resolutions to the BC Fed that could hit the floor. (Shared in this report for your information). The PSAC BC Environment Committee is encouraging the PSAC delegates to the BC Fed convention to support these resolutions should they hit the floor.

8) Marijuana Packaging – That the committee raised this as an issue going forward and plans to research this for future meetings.

9) Dates that the committee would like PSAC BC to observe and promote on our communications channels:

- A. Mother Earth Day is April 22, 2021. Please go out and observe nature.
- B. Earth Hour is March 27, 2021 at 8:30 – 9:30 PM. Please turn off lights and other non-essential powered up items. The PSACBC website advertises this hour as a time of reflection on the environment.
- C. World Water Day is March 22. Please think about the water resources you use and how it is used

10) Round Table:

- A. Leanne - Thanked the committee for coming with timely topics to discuss.
- B. John - Environmental impact of EV – Electric Vehicles. The move to EV is a great move and is considering a move. The committee discussed the positive impact to the environment and has some concerns about the creation and disposal of automotive parts such as the battery.
- C. Jill – Would like to see the PSAC endorse water as a human right as is written in one of the CCWG resolutions to the BC Fed Convention.
- D. Shane – Would like to thank the members for their attendance at such short notice and apologized for not having more meetings and is committed to ensuring the committee meet more often going forward.

11) Adjournment 7:52 PM

Convention Committee Report

Committee Members

Bert Farwell, Chair

Nia Gillies

Marion McLarty

Karen Sutton

Kelly Sidhu

Firstly, I like to welcome to our committee our two newest members Marion McLarty and Karen Sutton. Welcome!

Since our last face-to-face meeting the Convention Committee hit the road running in full speed getting everything ready for the upcoming convention. The Convention logo was set for the bags and swag, gaming licenses were obtained, and letters went out for request for basket donations with guidelines so we could raise some money for our two worthy causes. Everything looked great for our convention and was all on track a few small details to achieve before the date of convention and then...

Covid hit and things were cancelled or postponed. All things that could be stop were stopped. Other items that could not be cancelled or could not have the delivery dates changed, were left to run their course. Some things will have to be redone like the gaming licenses, the letter for basket donations for local, Area Councils, and Regional Committees, and from industry donations. This work will have to be redone if, and when, the postponed convention is officially announced and will be contingent upon whether or not the convention is held in person.

The committee members are standing by waiting for the proper moment to restart the Regional Convention work.

Robert (Bert) Farwell
Convention Committee Chair

International Solidarity Committee Meeting
Date/Time: Thursday, October 15, 2020 @ 6:30 PM
Location: Virtual Meeting (via Zoom)

Attendees: Stephen Torng, Terri Lee, Linda Harding
Absent: Jenny MacLeod, Kelly Sidhu, Ernest Hooker

We had a discussion on whether the coffee beans were purchased from Café Justica by the RGO or Robert Strang. There was concern that the beans may have only a certain shelf life if it was purchased and being kept at the office. There was previous discussions on putting together a basket to raffle off at the Regional Convention that was supposed to happen last May. We confirmed with Kristin that no coffee beans were purchased. We agreed to put this plan on hold until we determine whether the regional convention slated for next year will be in-person or be held virtually online.

The Vancouver District Labour Council (VDLC) is holding a Zoom class on Saturday, October 17, 2020 from 9:30am-4:00pm as part of the Labour Education Series. It is about **Labour as a Force for Peace and Solidarity** and will examine the importance of international solidarity work in advancing democracy, social justice, and the rights and interests of workers here and around the world. It will examine examples where international solidarity helped turn the tide, the pivotal role of labour in the peace movement throughout history, and its ongoing importance today. Robert Strang had emailed it out to the Committee and members that have signed up to receive news about International Solidarity. The event details were also emailed to the Racially Visible distribution email list.

The City of Richmond is holding a week-long **Virtual Diversity Symposium** conference from October 19 to 23, 2020. The symposium aims to equip participants with the knowledge, skills, and tools to build a diverse, equitable and inclusive communities. Some of the topics include intersectional accessibility, non-violent communication, building anti-racist capacity, decolonizing practices, and unlearning anti-blackness. Kelly Sidhu, the PSAC BC's Regional Women's Coordinator, will be assisting with the "Unlearning Anti-Blackness" session.

Todd Smith is slated to deliver a short presentation during the upcoming BC Regional Council meeting in October 2020 on his experience when he travelled to Guatemala in March 2020 on the Young Workers Scholarship. He visited various fair trade coffee farms and had planned to attend a fair trade march. Jill Robinson had also travelled to Guatemala from February 21-28, 2020 through the Social Justice Fund visit the silver mines there. The local people living there are against the mine due to the damage it is doing on the environment and have been holding peaceful demonstrations. Some of the activist's there have been arrested on trumped up charges. We look forward to hearing her report too.

CoDevelopment Canada received an appeal from their Nicaraguan partner Movement of Employed and Unemployed Women (MEC) for letters of support for Nicaraguan feminist organizations following recent government actions against them. On September 25, the police surrounded MEC's office in Managua, preventing employees from entering the building. The police had refused to explain their presence. CoDev said that this was an act of intimidation against MEC, an organization that accompanies women in marginalized communities and particularly those who work in the country's Free Trade Zones. This action came only after a few days after statements from Nicaraguan Vice-President Rosario Murillo criticized the country's feminist movement. The actions are

also believe to be linked to a new bill the government introduced that would require all organizations that receive any international funding to register as “foreign agents”. Critics of the bill fear that it will be used by the government to further intervene in independent human, labour and women’s rights organizations.

- We request that PSAC BC send [letters of support](#) to Nicaraguan authorities to express concern about the recent acts of intimidation against women’s rights organizations. Follow this [link](#) for more information.

Avi Lewis of The Leap has released a follow up video called “[A message from the Future II: The Years of Repair](#)” a 9 minute animated film in which 2020 is a turning point, where the lessons of the Covid-19 pandemic drives us to build a better society where no one is sacrificed and everyone is essential. They also recorded a longer virtual teach-in [Utopia from the Ashes a teach-in on building the future we deserve](#) featuring speakers from Public Services International, California Nurses Association, Greenpeace and Amazon Watch. We encourage members to view the videos and help us work towards a better future.

*Special thanks to Kristin Schnider for helping the Committee arrange the meeting using Zoom.

Meeting adjourned approx. 7:15 PM.

Report of the BC Regional Council Political Action Committee (PAC)

October 2020

Submitted by Todd Smith, Chair

The Political Action Committee met by Zoom on October 22, 2020. We discussed the work of our committee since the last report in February 2020 and had a brief brainstorming session for ideas going forward. We acknowledge that the COVID-19 pandemic has vastly changed the ways in which we and all members engage in political action and activism.

PAC Committee work – highlights since last Regional Council meeting

Summer / Fall 2020: Todd has been participating in the BC Fed Political Action Committee meetings, the Committee is currently finalizing their report to the BC Fed Convention and looking at resolutions. Prior to that, the Committee spearheaded the BC Fed's provincial election work and helped craft the Future for All campaign – <http://futureforall.ca>.

July 7: The PAC participated in a discussion with the Regional Council around membership engagement during the pandemic. There was a good exchange of ideas.

July 16: A similar discussion around engagement took place at the Area Council and Committee Summit

October 2: PAC Committee members took part in the BC Fed political action training.

October: Todd wrote a letter on behalf of the Vancouver Area Council encouraging members to support and get involved with Bowinn Ma and Janet Routledge's campaigns. Both are closely connected to PSAC. <http://psacbc.com/im-proud-these-two-provincial-election-candidates-psac-bc-message-todd-smith-psac-vancouver-area>. Jamey wrote a similar letter encouraging all PSAC members to vote for the party that works for working people, the BC NDP. <http://psacbc.com/october-24-we-have-opportunity-elect-government-will-work-working-people-message-jamey-mills-revp>.

Ideas around future Political Action

Given the federal Liberal minority government, PSAC should start preparing for the possibility of a federal election. Suggestion: start talking to MPs now about issues that are important to our union, find out where they stand and what they have done through the pandemic.

Potential campaigns/issues:

- Treatment of Temporary Foreign Workers, which is important in the Southern Interior, amplify other campaigns on TFW.
- Push back against austerity.
- Engage with the CLC Forward Together campaign – <http://canadianplan.ca>
- Keep an eye out for EI simplification, which would impact members working at ESDC.

In solidarity,

Todd Smith

Chair, PSAC BC Regional Council Political Action Committee

Alternate REVP