

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL ZOOM CALL
HELD TUESDAY, DECEMBER 8, 2020 AT 6:30 PM**

In Attendance:

Jamey Mills, REVP-B.C. (Chair)
Susie Blyth, West Fraser Valley
Bert Farwell, North Vancouver Island
Linda Harding, Health & Safety
Shane Polak, MWD
Jennifer Horsley, Metro Vancouver
Leanne Hughes, National Officers

Trish Martin, South Vancouver Island
Jeanne Olineck, Southern Interior
Antony Paller, East Fraser Valley
Kelly Sidhu, Women's
Todd Smith, Alt REVP-B.C.
Karen Sutton, Southern Interior

Regrets:

John Davies, DCL/SSE
Ernest Hooker, South Vancouver Island
Terri Lee, Metro Vancouver

Jenny MacLeod, Indigenous Peoples
Jill MacNeill, Northwest B.C.
Marion McLarty, Metro Vancouver

Staff:

Patrick Bragg, Political Communications Officer
Luc Guevremont, B.C. Regional Coordinator

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

Jamey Mills called the meeting to order at 6:32 PM.

Indigenous Peoples' Traditional Territories Acknowledgement

Before starting the meeting, Jamey acknowledged that the call was taking place on the unceded lands of several Indigenous Peoples. Jamey in particular was attending the call on the unceded lands of the Musqueam, Tsleil-Waututh, Squamish and Stó:lō Peoples.

Adoption of Agenda

Jamey advised that a draft agenda had been circulated in advance via email. One additional item was added to the agenda: BCFED Standing Committee appointments.

A motion was made to adopt the agenda with the additional item.

Moved by Karen Sutton; seconded by Jennifer Horsley

Carried

REVP Report

a. Regional Council Changes

Since the October meeting there have been a number of resignations on the Regional Council:

- Ron Hardy, Northeast BC Coordinator
- Stephen Torng, Racially Visible Coordinator
- Nia Gillies, LGTBQ2+ Coordinator
- James Brierley, Young Workers Coordinator

Jamey acknowledged the contributions by the four above-named members during their time on the Regional Council.

Jamey went on to explain that the REVP Office held by-elections for the latter three positions. Unfortunately, those by-elections did not result in any nominations. For the Northeast BC Coordinator position, there were no caucus members remaining for the 2017 PSAC BC Regional Convention with whom to conduct a by-election. As a result, all four of these positions will go vacant until the 2021 PSAC BC Regional Convention where they will be elected again within their respective caucuses.

b. AEC and NBoD Updates

PSAC is still waiting for a ruling from CRA on whether or not the damages will be taxable, the union's position is that damages for pain and suffering should not be subject to taxes. We expect that the government will not pay damages until the ruling has come out.

Jamey has heard from unofficial sources that retro will be paid out in February or March, depending on the bargaining unit and or department.

The government introduced a \$400 per person tax deduction for people working from home, which can be claimed without submitting a T-2200. PSAC is working on this issue as it relates to our members, and Jamey committed to providing an update after the next AEC meeting.

Jeanne Olineck asked if the tax deduction would be applicable to those who are in a hybrid model, where they work from home part of the time and part of the time in the office. Would the deductions be in proportion to the time worked from home? Jamey answered that while it would be up to the person claiming to ensure the amounts are claimed are legitimate, further details on the tax deductions are expected from CRA.

c. Federal Fiscal Update

Finance Minister Chrystia Freeland presented the government's fall fiscal update recently. Despite all of the hype, there actually isn't much that's legitimately new in this update. PSAC national has a full update at the national website here - <http://psacunion.ca/federal-economic-update-delivers-some-progress>

Of note, the government allocated 12 million dollars over 3 years towards a dedicated Centre for Diversity in the Federal Public Service at Treasury Board Secretariat.

The government has also allocated 600 million dollars over 5 years to CRA towards stepping up measures to combat offshore tax avoidance.

d. Negotiations Updates and Mobilization Activities

NATIONAL UNIT NEGOTIATIONS / PHOENIX

TREASURY BOARD (PA, TC, EB, SV)

The collective agreements expire summer 2021, the NBoD is finalizing the timelines for the next round of bargaining. The input call for bargaining is expected to go out soon. Bargaining input will be taken via a survey at the website, the same as last round. Regional Council members are encouraged to start talking to members about putting forward bargaining demands. The members survey is expected to go out in early 2021.

CBSA FB

Leanne Hughes advised that the FB team was at the table last week and have declared an impasse. The team has since submitted a request to the Board to proceed to a PIC. A national town hall for FB members took place in November, and another is scheduled for December 10. Region specific town halls will take place in January.

NAV CANADA

The bargaining process is underway, the team is in place and we await dates.

STATISTICAL SURVEY OPERATIONS

The team is in place and waiting for the employer to assign a negotiator.

REGIONAL UNIT NEGOTIATIONS

BWXT VANCOUVER

The parties met on November 24. The employer has put a significant number of concessions on the table - roll backs to the overtime compensatory leave bank; vacation leave; the pension plan; acting pay and some premiums.

The team is back at the table again in January and it is expected monetary proposals will be exchanged. Jamey noted he believes we are headed for a tough round of bargaining with this employer.

CMHC GRANVILLE ISLAND

Negotiations took place two weeks ago. Monetary proposals have been exchanged and membership mobilization meetings are being scheduled.

FIRST NATIONS HEALTH AUTHORITY

Securing dates from the employer has been problematic. Erna Post was finally able to secure dates in mid-December and a series of membership mobilization meetings is being planned.

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.

IMP COMOX – UNDE LOCAL 21018

There is some good news from the arbitration decision, which was released very quickly after the hearings that took place mid-November.

The Arbitrator ruled in our favour in key areas with no concessions. The new collective agreement expires June 30, 2023.

The changes awarded in the four-year agreement include

- Wage increases of 2% / 2% / 2.25% / 2.25%
- Protection from involuntary deployments – language in the new collective agreement states that members cannot be involuntarily sent to another base of operation for more than 3 weeks. This stems from an issue that took place in 2018 when the employer basically forced members to work in Gander, with little or no notice.
- Improved fuel tank premium and boot allowances
- New five-week vacation allotment after 20 years of service

BCFED Convention

The Fed Convention took place November 24, 25, 26 online. PSAC BC had approximately 30 delegates in attendance. The Fed used the same platform that PSAC will be using, it was a good chance to preview the application and get a feeling for how it works. The REVP office surveyed PSAC delegates to get their feedback, which will be shared with HQ as plans move forward.

Laird Cronk and Sussanne Skidmore were both re-elected by acclamation as President and Secretary/Treasurer. A budget and financial resolution that directed the Fed to sell their portion of the building they currently occupy and begin the process of finding and purchasing a new location passed. The office space the Fed currently occupies is not adequate for their needs as well as getting old and very costly to maintain.

BCFED Standing Committee Appointments

The BCFED has asked all Affiliates to re-appoint or nominate new members to serve on all BCFED standing committees for the 2021-22 term. The current Standing Committees appointments for the PSAC are as follows:

- Community and Social Action – Marion McLarty currently appointed
- Constitution and Structure – Jamey Mills currently appointed
- Education – Deanna Kimball currently appointed as the Region's REO
- Human Rights – Shane Polak currently appointed
- Occupational Health and Safety – Linda Harding currently appointed (Staff Health and Safety Rep Sharon Barbour is the alternate)

- Political Action – Todd Smith currently appointed (Patrick Bragg is the alternate)
- Women and Gender Rights – Kelly Sidhu currently appointed (Staff Regional Rep Monica Urrutia is the alternate)
- Young Workers’ – position is currently vacant

Jamey advised that all Council members currently appointed to the BCFED Committees would be re-appointed. All appointments will be revisited in May 2021 after the PSAC BC Regional Convention and related Regional Council elections.

With regard to the vacancy on the BCFED Young Workers Standing Committee, Jamey advised that he would be offering the appointment to one of the Young Workers Committees chairs.

Young Workers’ Summit

The young workers summit is scheduled for January 29 and 30 to be held virtually, via Zoom. The deadline for submitting applications for the Summit is December 16.

The objectives of Summit are:

- To gather PSAC Young Workers in B.C. virtually to learn more about our union, including its work on young worker’s issues, from past to present;
- To provide an opportunity to hear from, share experiences and talk about challenges faced by those in leadership positions who have mobilized around these issues;
- To gain skills and tools on how to effect change in our political landscape inside and outside of the union; and
- To challenge participants to develop their own political action skills and empower them to bring these skills to their respective Young Worker Committees.

More information and registration is available on the PSAC BC regional website -

<https://psacbc.com/2021-psac-bc-regional-young-workers-summit-being-young-leading-change>

Please let all young workers in your networks know about the YW Summit. If there are questions young workers can reach out to the REVP office. Given this will be a virtual event and there will be no hotel, travel, etc. costs PSAC is hoping to have maximum participation from young workers.

Jennifer Horsley asked if there is a poster that can shared and put up at worksites. Jamey advised that the REVP Office would send a poster out for use in worksites and other applicable locations.

Jeanne Olineck asked if there would be any per diem provided for attendance at the YW Summit. Jamey answered the all expense reimbursements would be in accordance with the PSAC Travel Policy. Since the event was not taking place in person there would be no per diems.

Regional Health and Safety Webinars and Conference

PSAC BC is hosting an educational webinar designed to give members a general overview of the upcoming changes to the Canada Labour Code Part II and the Workplace Harassment and Violence Prevention Regulations impacting federally regulated workers across Canada. The webinar will be held twice:

- Tuesday, December 15 from 12pm to 1pm
- Wednesday, December 16 from 5pm to 6pm

This webinar is open to all PSAC members in the BC Region and will apply specifically to our members in federally regulated workplaces. Information and registration is available on the PSAC BC website at <https://psacbc.com/webinar/webinars-bill-c-65-upcoming-changes-canada-labour-code-pt-ii-work-place-harassment-violence>

In addition to the webinars, PSAC has begun to plan for the Regional Health and Safety Conference, which will tentatively take place March 19-21, 2021. An expression of interest for members to be on the steering committee has been released.

Linda advised that a call for interest was sent out to members of the BRUSH for the conference organizing committee. Deadline for responses has been extended to mid-December. Linda added that because the conference will be virtual, they're hoping to accept a large number of conference applicants. The Regional Health and Safety conference has traditionally received a lot of interest from members and they are hoping to have a higher than normal number of participants this time.

The steering committee will be tasked with determining the format, theme and content of the Conference. They will also make recommendations around which applications should be selected to participate in the event. If Regional Council members know of members who would be a good fit for the steering committee, please put them in touch with Regional Rep Sharon Barbour in the Vancouver Regional Office.

Linda added that if members have suggestions for conference context or speakers, please let Linda know by email. They're hoping to have new content and topics that haven't been part of past regional health and safety conference agendas.

Regional Coordinator Updates – Luc Guevremont

a. Regional Offices RTW Update

Regional offices in BC will remain closed for another few months, staff will continue to work remotely.

b. Online Regional Education Rollout

It is expected that PSAC will be able to roll out our new online course content in early 2021. It has taken some time to convert in person two-day weekend courses to an online format. Staff at HQ are working hard to get the courses rolled out and this will be a priority for the Region in the new year.

Other priorities in 2021 will be the continuation of webinars (similar to the one next week on Bill 65), lunch'n learns, and Local Development to help support members and their Locals. All of these initiatives will be conducted virtually.

c. Education Subsidies for CLC Winter School

The Education Program has 10 \$500 subsidies to the CLC winter school available. The deadline to apply is December 17. Additional information is available on the regional website at <https://psacbc.com/education-subsidies-clc-virtual-winter-school-2021> or members can contact REO Deanna Kimball if they have questions. Luc asked that Regional Council members share this information with their constituents.

Political Action Report – Patrick Bragg

PROVINCIAL ELECTION

Patrick reported the election results were confirmed by Elections BC in mid-November. The new cabinet was sworn in last week. Of note Harry Bains stays on as Minister of Labour, Jennifer Whiteside, former Secretary Business Manager of HEU is Education Minister. Raj Chohan, who also worked at HEU and was the founding president of the Canadian Farmworkers Union, is speaker of the Legislature – the first Indo-Canadian to hold that position anywhere in Canada. In addition, Bowinn Ma, a PSAC member of Local 20222, has been named Minister of State for Infrastructure. Bowinn will work with Transportation and Infrastructure Minister Rob Fleming, who will be responsible for the ministry as a whole. Bowinn Ma will be assigned to oversee some specific public works projects. Her engineering and project management background will serve her well in this role.

FEDERAL ELECTION

Election rumours have died down, but the PSAC is still preparing for the possibility of a snap election in the spring. Discussions around messaging and strategy are taking place at HQ.

The CLC Pacific Region's federal election working group has also started meeting and are looking at what a campaign will look like from union perspective in BC.

CONTRACTING OUT CAMPAIGN – UNCOVER THE CUTS

The PSAC UNDE campaign is moving along well in BC. Staff Regional Rep James Little is working with UNDE members on the island to organize a town hall webinar and the Region has produced materials in support of the campaign – lawn signs for members to display at home as well as to put up at the base, and large signs for a Burma-shave event. Plans for the Burma-shave event are on hold until the pandemic restrictions allow for it.

WEBSITE AND LOGO

Work on the website is moving along, we're basically waiting for the other Regions to come up to speed and get trained up on the new system. Hoping for the content to be moved over and launch in a couple of weeks. Regional Council members are asked that if they notice anything that needs to be updated or changed at the new website to please let Patrick know.

Holiday Spirit and Seasonal Solidarity

We're collecting images of PSAC members with their seasonal decorations/celebrations. Whether you're working from home or at your workplace, send the REVP Office a photo or two and we'll post them at our social media channels to liven the holiday season and give us all a smile at the end of a long year. We're hoping that all Regional Council members will participate in this activity.

Everyone who participates will be entered into a random draw on January 4 for some fabulous PSAC swag! Send your photos to Patrick by email (BraggP@psac-afpc.com) along with your name, local/branch number, and where you work. If you like, tell us a little bit about the work you do as well. Please try to send the largest file possible.

DASH Committee – Jen Horsley, Committee Chair

a. Donation Request – Realistic Success Recovery Society

The DASH Committee received a donation request for the [Realistic Success Recovery Society](#), which is a non-profit charitable society that operates residential recovery homes in Surrey certified by the Ministry of Health's Assisted Living Registry. They provide people suffering from the diseases of alcoholism and drug addiction the opportunity for recovery.

The DASH Committee reviewed the request and is recommending a donation of \$200 to the Realistic Success Recovery Society from the Donations and Membership budget line.

Moved by Jen Horsley; seconded by Trish Martin
Carried

b. Membership Renewal Request – CoDevelopment Canada

The DASH Committee received a membership renewal request from [CoDevelopment Canada](#), which is a BC-based NGO that works for social change and global education in the Americas.

The DASH Committee reviewed the membership request and is recommending renewal at a cost of \$250 from the Donations and Membership budget line.

Moved by Jen Horsley; seconded by Trish Martin
Carried

c. BCFED Regulation 3 Subsidies

The DASH Committee worked hard. Thirteen applications were received, and twelve applications were approved. Subsequently, one of the twelve applicants failed to register for a delegate seat to the Convention. Consequently, there are eleven members who will receive Regulation 3 subsidies subject to the receipt of their written reports.

Jen stressed that applicants need to fully complete their applications forms for all Regional Council subsidies. The application that was denied was due to the fact that it did not provide any meaningful content in the form.

Jen concluded the report of the DASH Committee by noting that there are still one anticipated donation request and one members renewal: the BCFED annual Labour Christmas Dinners and the Council of Canadians membership. Regarding the BCFED Christmas dinners, it is unclear at this time if they will be proceeding in any fashion. With the current public health restrictions, they cannot take place in person. The REVP Office has reached out the BCFED to see what, if anything, will take place and will advise the DASH Committee when they hear back.

PSAC BC Regional Convention

a. Convention Call for Postponed PSAC BC Regional Convention

The Convention call for the postponed PSAC BC Regional Convention was sent out November 27 and has been posted on the regional website. All delegates originally confirmed to attend the 2020 PSAC BC Regional Convention are now be re-confirmed (and/or replaced as appropriate). The REVP Office is working with National Officers and Local executives to conduct this process for Local/Branch and Component delegates, and REVP Office is working with ACs and Committees to confirm the names of their delegates. The deadline to confirm and/or submit delegates names for the postponed PSAC BC Regional Convention is January 6, 2021.

Within the Convention Call, members were advised that BC Region will be reimbursing all registration fees originally received for the 2020 Regional Conventions. BC Regional Council Coordinator Allowances have already been credited back the registration fees.

b. Reminder to confirm attendance with REVP Office

Regional Council members also need to reconfirm their intention to attend the postponed PSAC BC Regional Convention in May 2021. If you have not already done so, please email Kristin by January 6, 2021 to confirm whether or not you plan to attend the 2021 PSAC BC Regional Convention.

c. New Resolutions Deadline – January 6, 2021

Included in the Convention call was the anticipated call for new resolutions for the postponed PSAC BC Regional Convention. The deadline for submitting new resolutions is January 6, 2021.

New resolution submitted during this period must concern an urgent priority, on a new issue that became significant for PSAC members over the past year. Please see the Convention call for further details.

d. Convention Reports for Coordinators and Standing Committees

Last week Council members were advised by email that they may update (or for new Council members, submit) their written Coordinator reports for the postponed PSAC BC Regional Convention.

Coordinator Convention reports should summarize Council members' entire term on the BC Regional Council. For those who recently joined the Regional Council, you do NOT need to report on the activities of your predecessor, just the time since you assumed your role on the Regional Council. To assist you in writing your report, we suggest that you review and use content from your previous Coordinator reports, which can be found at on the PSAC BC regional website at <http://psacbc.com/our-organization/bc-regional-council> (The reports have been posted as attachments on this page in chronological order.)

The deadline for submitting your written Coordinator Report for the PSAC BC Regional Triennial Convention is **Thursday, February 25, 2021**. Late reports will not be included in the official convention materials.

All Standing Committee will also need update their written reports for the postponed PSAC BC Regional Convention. Committee Chairs will receive a copy of what was originally submitted for the 2020 Regional

Convention to assist them with amendments/additions to their reports. Committee reports for the postponed PSAC BC Regional Convention are due **Thursday, February 25, 2021**.

Round Table Discussion

UNITED WAY GCWCC – Linda Harding

Linda reported on the recent United Way Labour Cabinet meeting, where they received an update on the 2020 GCWCC. Of note – the GCWCC overall goal was reduced due to COVID and set at \$517K at the start of the campaign. Currently, they're projecting a result of \$503K in donations/pledges. Linda noted that is pretty good considering the challenges many are facing with the pandemic. The results of the overall campaign for the United Way of the Lower Mainland and Fraser Valley is approximately \$11M, which exceeds their goal of \$10.78M. Across the province, only 2% of all worksites that have traditionally participated in the United Way campaign declined to participate this year as a result of COVID-19 impacts, which is really phenomenal.

Plans going forward include the annual [Period Promise campaign](#). This campaign has usually been held in March, but they've decided to push it to May to align with the World Menstrual Health Day on May 28.

699 LEAVE FOR OTHER REASONS

Jeanne asked if there had been any further movement with 699 leave and the changes implemented by the employer in early November. Jamey answered that all 699 leave requests are reviewed and provided on a case-by-case basis currently. If members need to file grievances, they are to take direction from their Component. The PSAC does have preferred grievance language that is available so applicable individual grievances can be included in test cases.

COMMUNITY GIVING AND COMMUNITY SUPPORT

Jeanne reported that members of the SIRWC and members at Service Canada in Kamloops have worked together to raise \$1800 for the families they've adopted for the holidays.

Susie reported that the Vancouver RWC has an ongoing [Supporting our Sisters Campaign](#). Part of the campaign includes collecting goods and donations for transition houses and women's shelters. Susie collected a truckload of new and used clothing, which was donated to the DEWC and another women's organization in Vancouver. The Vancouver RWC also put forward a motion to buy toiletries for the DEWC, which Susie facilitated.

Karen commented that it has been challenging to support charitable organizations like this in the Central Okanagan with the current restrictions on donations. Presently, they're only accept online monetary donations, which may turn some donors away. It's worrisome that those who've been most affected by the pandemic will likely be hit even harder because they can't receive the same supports and donations they normally would prior to the pandemic.

Next Meeting – January 27-28, 2021 (Via Zoom)

Jamey reminded Regional Council members to RSVP for the January meeting if they have not already done so. Once they RSVP will receive LWP union authorization letters (for applicable units).

For the four Regional Council positions that are currently vacant, the REVP Office will send something out to see how we can ensure these constituencies are represented at the meeting. This may involve inviting members to attend as observers.

Jamey noted that there will be some limited time in the meeting agenda for Standing Committee meetings. However, Committees are encouraged to meet in advance where possible to prepare their reports for the Regional Council meeting. If committees would like to meet via Zoom they can get in touch with the REVP Office and we can help arrange meetings.

If Council members have items they'd like included in the meeting agenda, please submit them by email to Kristin along with the supporting documentation.

Meeting Adjournment

A motion was then made to adjourn the meeting.
Moved by Shane Polak; seconded by Trish Martin
Carried

The meeting was adjourned at 7:41 PM.

Minutes recorded by Kristin Schnider

Minutes published: December 2020