

BC REGIONAL COUNCIL

REVP and Coordinators Reports

November 2018 to April 2019



BC Region

PSAC BC Regional Council Meeting
April 26 – 28, 2019
Vancouver



TABLE OF CONTENTS



1

REGIONAL EXECUTIVE VICE-PRESIDENT – JAMEY MILLS	3
ALTERNATE REGIONAL EXECUTIVE VICE-PRESIDENT – TODD SMITH	14
WOMEN’S COORDINATOR – KELLY SIDHU	16
YOUNG WORKERS COORDINATOR – JAMES BRIERLEY	20
MEMBERS WITH DISABILITIES COORDINATOR – MICHAEL SHANE POLAK	28
HEALTH & SAFETY COORDINATOR – LINDA HARDING	31
NATIONAL OFFICERS COORDINATOR – LEANNE HUGHES	34
RACIALLY VISIBLE COORDINATOR – STEPHEN TORNG	35
ABORIGINAL COORDINATOR – JENNY MACLEOD	37
PRIDE COORDINATOR – NIA GILLIES	38
SOUTH INTERIOR COORDINATOR – CAROLYN MCGILLIVRAY	40
DCL COORDINATOR – DAVID SCHINBEIN	41
METRO VANCOUVER COORDINATOR – JENNIFER HORSLEY	42
METRO VANCOUVER COORDINATOR – TERRI LEE	46
VANCOUVER GEOGRAPHIC COORDINATOR – SKY BELT	50
EAST FRASER VALLEY COORDINATOR – ANTONY PALLER	53
WEST FRASER VALLEY COORDINATOR – JOHANN ACKERMANN	55



SOUTH INTERIOR COORDINATOR – JEANNE OLINECK	56
NORTHEAST GEOGRAPHIC COORDINATOR – RON HARDY	57
NORTHWEST BC COORDINATOR – JILL MACNEILL	59
SOUTH VANCOUVER ISLAND COORDINATOR – ERNEST HOOKER	63
SOUTH ISLAND COORDINATOR – TRISH MARTIN	66
NORTH VANCOUVER ISLAND GEOGRAPHIC COORDINATOR – ROBERT FARWELL	68

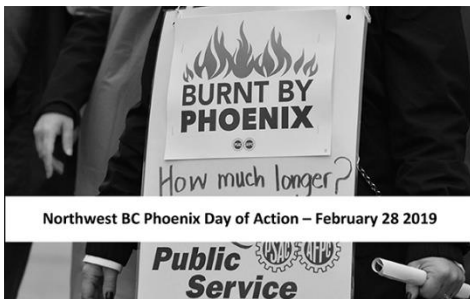
Regional Executive Vice-President – Jamey Mills



REPORT OF THE REGIONAL EXECUTIVE VICE-PRESIDENT – BC REGION TO THE BC REGIONAL COUNCIL November 2018 – April 2019

Political Action and Campaigns

NorthWest BC Phoenix Day of Action



Northwest BC Phoenix Day of Action – February 28 2019

On February 28, the third anniversary of Phoenix, PSAC Northwest Area Council members participated in the National Day of Action on Phoenix.

PSAC members in Northwest BC were invited to take one of their Pink Shirt Day photos – either individually or as a group – and e-mail it to Jill MacNeil along with a message to the government for posting on social media.

Supporting Pink Shirt Day represents the demand in respect at the bargaining table and to let government know that federal government workers are tired of being beat up and bullied by Phoenix.

Treasury Board Rally in Victoria



I rallied in Victoria along with PSAC National President Chris Aylward, National Executive Vice President Magali Picard, and President of BC Fed Laird Cronk to support PSAC's Treasury Board bargaining teams and to keep the pressure on the government to move quickly at the bargaining table.

Chanting, cheers and jeers filled Government Street on March 22nd as hundreds voiced their ongoing frustration over the Phoenix payroll system. Over 300 members and supporters

were present at the rally.

Canada Post Rally



On November 29, PSAC members joined with hundreds of other union members at a rally in support of CUPW in Vancouver. PSAC stands in solidarity with postal workers and condemns the federal government's use of back-to-work legislation, I was proud to be chosen to speak in front of the very large and boisterous crowd. At a separate event over the following weekend, dozens of protesters gathered outside the office of federal Minister of Justice Jody Wilson-Raybould on West Broadway.

Regional Executive Vice-President continued..



Nanaimo by-election

The Nanaimo by-election was held on January 30th. Leading up to the by-election, we sent a letter to all PSAC members in the riding that outlines why it is important to vote for a progressive government. In addition, the Area Councils did member-to-member phoning to encourage members to vote. Support was strong for this initiative and well received.

One of the big asks was that we engage with our members in Nanaimo and encourage them to support a progressive candidate in Sheila Malcolmson and to get involved however they could.

Sheila has participated at many events organized by PSAC members, speaking out against cuts to federal public services and calling on the government to do more to ensure members affected by Phoenix are paid correctly. Sheila's office has also assisted members and retirees directly with their pay issues. We were very happy to see Sheila elected to preserve the NDP-Green alliance.

MP Meetings

I continue to meet with numerous Liberal MPs to discuss establishing timeframes and deadlines on the implementation of the new pay system, to request a public enquiry occurs and to ensure damages are paid to all of our affected members. There is ongoing agreement and support that additional compensation advisors are required to resolve issues in the interim.

Additionally, I take every chance I get to discuss bargaining with these same MPs. Whether it is in formal meetings or in airports, I talk about the necessity for Treasury Board to come to the table with mandate we can work with. Support is overwhelmingly positive when I ask Liberal MPs to contact the Treasury Board President, asking her to mandate her teams with a reasonable offer.

Building Alliances and Supporting the Labour Community

BC Federation of Labour Convention

The BC Federation of Labour Convention was held November 25 to 30 in Vancouver. PSAC BC sent a delegation of 30 members, a good mix of new and returning activists. I sat on the BC Fed Constitution Committee. In an uncontested election, Laird Cronk, IBEW, and Sussanne Skidmore, BCGEU, were elected as President and Secretary-Treasurer.

Several resolutions put forward by PSAC were passed at the convention, including Resolution 70, calling on the Federation to lobby the federal government to properly pay federal public sector workers immediately, which passed unanimously, and Resolution 73, calling on the Federation to pressure the federal government to create permanent, long-term funding to better staff and provide more resources to the Immigration and Refugee Board and to Immigration, Refugees, and Citizenship Canada.

I would like to thank all the members who participated in the Fed Convention, particularly those who volunteered on the various committees and assisted with balloting and I would like to congratulate Sky Belt, AGR 20044, who was elected as the LGBTQ Workers Representative to the BC Federation of Labour Executive Council. Sky will do an excellent job representing this constituency.

Regional Executive Vice-President continued..



International Women's Day

PSAC Vancouver Regional Women's Committee

"Celebrating Women"
PSAC
March 7th, 2019
6pm-10:30pm
Spaghetti Factory
(65 years old)
PSAC Vancouver Regional Women's Committee
\$12 each 2/\$20

... invite you to join us as we celebrate International Women's Day a day early.

Your ticket includes a lovely dinner, prizes, draws, fun, and connecting with PSAC women.

Tickets are only \$12 or buy two & bring a friend 2/\$20.

Tickets available from VRWC executive or from Monica at urnitim@psac-afpc.com

* March 7th, 2019 * 6pm * Spaghetti Factory * Vancouver

The PSAC Vancouver Regional Women's Committee celebrated International Women's Day at the Old Spaghetti Factory. Women from all around were invited to join for the event which included a lovely dinner, prizes, draws, fun and connecting with women in our union.

In addition, PSAC was a bronze sponsor for the WestCoast Leaf Equity Breakfast which included tickets to the event. Four members attended the breakfast to represent PSAC. In addition, we sponsored one ticket to the International

Women's Day dinner at the Maritime Labour Centre as well.

MoveUp Rally

I stood with dozens of BC Fed affiliated activists as we supported the Westminster Savings Credit Union picket line to support MoveUp members on March 16 in Port Coquitlam.

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

Bargaining & Negotiations



Treasury Board

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

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

The next meeting is scheduled for the last week of April.

Regional Executive Vice-President continued..



Purolator

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

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

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

CRA

Mediation between PSAC/UTE and the Canada Revenue Agency is taking place this week in Ottawa.

CFIA

I chaired the CFIA NSCC meeting via conference call. The next in-person meeting is scheduled for mid May.

CBSA (FB)

The FB bargaining team's third meeting with the employer takes place in March.

Swissport (YVR)

The team met with the employer the first week of April.

Commissionaires

Bargaining dates have been scheduled for May.

UNDE – IMP Comox

On March 4th, we served a notice to bargain. Most recently, the management at IMP Comox implemented a new schedule for a number of our members. This new schedule was implemented with less than 24 hours of notification to the affected members, and in contravention of 17.02 of our collective agreement, as well as the statutory freeze which is in effect, following our notice to bargain letter which was sent on March 4. The new schedule affected four of our members where their hours of work changed from a rotating schedule to alternate weeks working days and evenings to working straight day shifts. Altering these long-standing scheduling is a breach of the statutory freeze.

Regional Executive Vice-President continued..



Regional Activities

Education

The BC Region offered Talking Union Basics courses throughout the region and demand remains high. Due to the high number of applications received for the TUB course in the Vancouver RO, we added a second TUB on the same weekend. The TUB course offered in Vernon had to go through a waitlist as well.

In addition, many of the members that attended the TUB course requested the Grievance Handling course. This course will be offered in May 2019. It was great to see so many new activists.

BC Regional Council Meeting

The BC Regional Council has held 2 conference calls already this year. The next BC Regional Council meeting will be in-person and scheduled for April 26, 27, and 28 in Vancouver. In advance of our April meeting, we continue to hold regular Regional Council conference calls to ensure that Council members are up-to-date on all matters concerning PSAC throughout BC and the rest of the country. We also encourage Regional Council alternates to participate on these calls.

BC Staff Conference

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

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

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

The conference was an opportunity to talk about the current issues and discuss how to incorporate the strategic plan and priorities. The event was well received based on feedback from those who attended.

Regional Executive Vice-President continued..



BC Regional Young Workers Summit

On November 24 and 25, 28 members gathered in Vancouver at the 3rd Young Workers Conference held in the Region. I attended and gave greetings at the Regional Young Workers Summit held at the Four Seasons Hotel, Vancouver under the theme “Shaping Our Future Now”.

Over the weekend participants heard from other young workers in leadership positions – including Bowinn Ma, a former PSAC member and BC’s youngest MLA - and attended workshops designed to develop their skills and empower themselves to make positive change in the union and in the community. I attended for part of the session and look forward to seeing great things come from this, our next generation of union leadership. I would like to thank the participants, all the panelists, the organizing committee, and the staff who helped make this a very successful event.

National Young Workers Summit



PSAC’s youngest members met in the Ottawa from December 7 to 9 to take part in the very first national gathering of young workers. A selection of nearly 50 delegates, all aged 35 and younger, traveled across the country to receive training, and to strategize around and discuss important issues facing the youngest demographic of Canada’s workforce.

The forum schedule was filled with inspirational key note speakers, workshops, and an informative panel discussion. The members were able to hear from some of PSAC’s leaders who stressed the value of young workers’ contributions.

I was pleased to give an opening address and introduced speakers at the event. I emphasized that “Young workers are the NOW not the FUTURE”.

In addition I commented “Young worker committees are networks for members to share and learn from each other – just as we will do here this weekend. Within these networks we can strategize, creatively address issues within the union and the workplaces that are important to younger members, support each other, and mobilize as a force that will move our union forward.”

The forum was an opportunity to tackle some of the issues that particularly impact young workers such as childcare, parental leave, health and safety, and precarious work. For those in the public service, the government’s increased reliance on 90-day hires, contracting out, and other forms of temporary work, continues to create unstable working conditions for young employees.

Delegates were able to take part in several workshops to be trained on how to:

- mobilize millennials
- build kick-ass campaigns
- forge strong networks
- strengthen their committees

Regional Executive Vice-President continued..



Health & Safety Summit

25 activists from across the province gathered in Vancouver in December at the Regional Health and Safety Conference which was held under the theme “Are You Safe or Just Lucky?”. The objective of the conference was to create a forum for Health and Safety activists to reflect, discuss, and take action on health and safety issues and strategize around improving the health of our members raising awareness and preventing injuries and occupational diseases.

Participants heard from speakers on a variety of topics, including a refresher on the Canada Labour Code Part II, privatization and contracting out, and an introduction to the issue of cannabis and its impact on health and safety at work.

By all accounts the Conference was very well received, and I would like to thank all the members who participated and in particular the organizing committee and PSAC staff who worked hard to ensure a successful weekend.

Regional Executive Vice-President continued..



Member Engagement

Prince George site visits

I traveled to Prince George in January (we do get real winter in BC), and with Ron Hardy visited numerous work sites to provide updates on Phoenix and bargaining as well as recruit for the Northeast Area Council. PSAC Northeast Area Council hosted an AGM and, in the meeting, elected a partial executive. The three previously inactive area councils in BC are now constitutional and humming along well.

Member Engagement and Phoenix Mobilization Event

We held a “membership mixer” at the St. Regis Hotel and engaged with roughly 85 members over the course of the night, many of them new to the union.

The event was an informal after work event which allowed members to hear an update on bargaining with the federal government and to discuss Phoenix and any other union issues that were important to them. This was an opportunity for them to talk to bargaining team members, regional leaders, give us their input on next steps in PSAC’s Phoenix campaign, and show support for our bargaining teams in our fight for fair wages, good working conditions, and respect at the bargaining table.

Our goal was to engage members in a different way, to start building some cross-worksite/cross-component networks between them, to hear directly from them, and to recruit/encourage members to take actions in support of bargaining in ways that they felt comfortable doing.

We set up several stations around the room and encouraged members to circulate and have conversations at the various tables and amongst themselves.

- I want to know more about Treasury Board bargaining / I want to find out more about how we can work towards getting a good collective agreement.
- I want to know more about CBSA bargaining / Burnt by
- I want to show my support for the teams
- I want to find out more about political action and community engagement.
- I want to find out more about how be involved with our union in different ways

To encourage members to move around the room we had each table give members a ticket for a series of draws – PSAC BC Solidarity Scarves & a gift basket at the end. This worked relatively well.

I greeted every single member as they came in and explained the room set up and plan, and had an individual conversation with pretty well everyone. We were able to get 65 commitment forms back out of 85, which equals 75% of the members who were there.

The feedback we received was almost all positive and members spoke highly of their renewed connection with the PSAC.

Regional Executive Vice-President continued..



North Vancouver Island site visits



Chris, Magali and I went to Vancouver Island and visited various work sites as part of the leader's tour. After stops in Nanaimo, Courtenay and Comox, the visit ended with a Phoenix/Bargaining rally in Victoria. Over three hundred members and supporters helped kick off PSAC President Chris Aylward and Vice-President Magali Picard's cross-country mobilization tour. Members expressed their support of our bargaining teams and sent a clear message to the government: with federal elections coming this fall, Justin Trudeau can still keep his commitment to public servants and the essential services they provide to the public, but time is running out.

Post holiday social meet and greet

The Vancouver regional office hosted a post holiday meet and greet in early January. All staff, family, friends, and members from various committees were invited to mingle and meet members from other unions. Snacks and beverages were provided. There were over 40 people that attended. Overall, it was a great way to close 2018 and to re-build and re-connect new relationships for 2019.

National Activities

Canadian Union Advantage Benefits Programs

PSAC has joined the Union Savings Program which is a program that offers a wide variety of discounts to union members and their families, retired members and to the union itself. Union Savings is Canada's only not-for-profit, union run, members' discount program.

I have been elected to sit on the Board for the Canadian Union Advantage Benefit Programs to represent PSAC. In March, attended the AGM followed by a Board of Directors meeting held in Mississauga. Union Savings is governed entirely by union representatives on a volunteer Board of Directors. By working with more than a million union members across Canada, this program can use economies of scale to negotiate discounts on a variety of services.

University Sector Round Table

I was invited to attend the University Sector round table which took place at the Ottawa Marriott. At the conference, myself and PSAC academic workers met with union colleagues from across Canada to discuss University sector issues. The goal of the Round Table was to put forward solutions that allow us to work more closely together on ideas and strategies to strengthen our collective agreements and improve our members working and living conditions.

Regional Executive Vice-President continued..



Dates (s)	Events	Location
ITINERARY HIGHLIGHTS – January 2019 – April 2019		
November 2018		
November 1:	BCFED Officers Meeting	Vancouver
November 2-3:	BC Regional Council Meeting	Vancouver
November 4:	Area Council and Geographic Coordinator Summit	Vancouver
November 5 – 9:	HEU Convention	Vancouver
November 5:	West Fraser Valley Area Council Meeting	Vancouver
November 6:	Purolator Regional Strike Coordination Committee (RSCC)	Vancouver
November 6:	BCFED Constitution & Structure Committee Meeting	Vancouver
November 7:	USJE 20174 AGM	Vancouver
November 8:	CCLC Meeting	Vancouver
November 8:	East Fraser Valley Area Council meeting	Abbotsford
November 14 – 15:	AEC	Vancouver
November 14:	Vancouver and District Area Council Meeting	Vancouver
November 20	PSAC Young Workers Conference Call	Via teleconference
November 21:	AGR 20038 AGM	Agassiz
November 21:	USJE 20054 AGM	Abbotsford
November 22:	USJE 20015 AGM	Abbotsford
November 24 - 25:	Regional Young Workers Summit	Vancouver
November 25 – 30	BC Federation of Labour Convention	Vancouver
November 26 – 30:	Treasury Board Bargaining	
December 2018		
December 5:	CCLC Meeting	Vancouver
December 5:	USJE Local 20011 Training	Surrey
December 5:	BC Fed Strike Call	Vancouver
December 7:	Treasury Board National Strategy/Strike Coordinating Committee	Ottawa
December 7 – 9:	Young Workers National Conference	Via teleconference
December 10 – 11:	AEC	
December 11	NBoD Ad Hoc Committee on Phoenix	Ottawa
December 15:	Health & Safety Conference	Richmond
December 17:	FNHA Service Agreement meeting	Via teleconference
January 2019		
January 4, 2019	Meeting with BC Fed Secretary Treasurer	Vancouver
January 9, 2019	Collective Bargaining Committee	Conference Call
January 10, 2019	BC Fed Officers meeting	Vancouver
January 10, 2019	Post holiday social meet and greet	Vancouver
January 11, 2019	MP meeting with Mr. Ruimy	Maple Ridge
January 12, 2019	AGRI 20060 AGM	Vancouver
January 14 – 15, 2019	AEC and NBoD	Ottawa
January 16, 2019	MP meeting with Mr. McKinnon	Port Coquitlam
January 17, 2019	MP meeting with Joe Peschisolido	Richmond
January 17, 2019	East Fraser Valley Area Council AGM	Abbotsford
January 18, 2019	MP meeting with John Aldag	Surrey
January 20 – 24, 2019	Prince George worksite visits	Prince George

Regional Executive Vice-President continued..



January 23, 2019	Northeast BC Area Council AGM	Prince George
January 25, 2019	Norther Vancouver Island Area Council meeting	Nanaimo
January 27 – 30, 2019	Ranking Offers CLC Winter School Retreat	Harrison
January 30, 2019	Vancouver and District Area Council AGM	Vancouver
January 31, 2019	UTE 20050 AGM	Burnaby
February 2019		
February 1, 2019	CIU 20040 AGM	Vancouver
February 3 – 4, 2019	UPCE / Purolator: Bargaining	Vancouver
February 6, 2019	BC Regional Council Meeting	Conference Call
February 8, 2019	National Officer Conference Call	Conference Call
February 10 – 15, 2019	AEC / NBoD	Ottawa
February 21, 2019	Purolator Ratification	Kelowna
February 22, 2019	TB Mobilization	Conference Call
February 23, 2019	Purolator Ratification	Surrey & Vancouver
February 25 – 28, 2019	PSAC BC Staff Conference	Vancouver
February 28 – 1, 2019	Purolator Ratification	Victoria & Nanaimo
February 28, 2019	UNE 20140 AGM	Conference Call
March 2019		
March 1, 2019	MoveUp Rally	Vancouver
March 4, 2019	AEC	Conference Call
March 6, 2019	MP Meeting with Pam Goldsmith-Jones	Vancouver
March 7, 2019	MP Meeting with Randeep Sarai	Surrey
March 7, 2019	UTE NVCC AGM	Surrey
March 9, 2019	North Vancouver Island AGM	Conference Call
March 11, 2019	MP Meeting with Ken Hardie	Surrey
March 12, 2019	BC Fed Executive Council Committee	Burnaby
March 13, 2019	CEIU Local 20947 AGM	Nanaimo
March 15, 2019	MP Meeting with Mr. Dhaliwal	Surrey
March 15, 2019	USJE – Bargaining Update	Chilliwack
March 19, 2019	GSU 20008 AGM	Vancouver
March 19 – 22, 2019	North Vancouver Island site Visits	Victoria etc.
March 19, 2019	BC Regional Council Conference Call	Conference Call
March 22, 2019	Phoenix/Bargaining Rally	Victoria
March 25, 2019	University Sector DCL roundtable	Ottawa
March 26 - 27, 2019	Union Savings – AGM and board meeting	Mississauga
March 28, 2019	CFIA NSCC	Conference Call
April 2019		
April 1-2, 2019	AEC	Ottawa
April 4, 2019	BC Fed Officers meeting	Vancouver
April 4, 2019	UTE bargaining mobilization (20027)	Vancouver
April 4, 2019	Phoenix Bargaining and Member Mobilization event	Vancouver
April 8, 2019	WFVAC Meeting	Surrey
April 11-12, 2019	PSAC 2020 Regional Convention Meeting	Ottawa

Alternate Regional Executive Vice-President – Todd Smith



14

I'm proud to submit my report for the last period from the beginning of October 2018 through to the end of March 2019. I've had many opportunities to participate within the broader labour movement representing PSAC BC, engage with fellow young workers in the region and nationally at young worker events, and of course many opportunities to meet and get to know members in various settings. The BC Federation of Labour convention saw a few resolutions from PSAC BC be adopted including one on the Phoenix pay system and others on funding and supporting the public services Canadians depend on that our members deliver. I also had the honor of representing PSAC BC on the resolutions committee for the convention.

In February I graduated from the Labour College of Canada's certificate program as part of the first cohort since the program's recent relaunch. It was an incredible learning and networking experience with labour activists from unions across Canada. The program digs into labour history, practices, and challenges through examining case studies, bringing in guest facilitators and presenters, and supporting participants to apply their learning throughout the program. I'm grateful for the opportunity provided by PSAC and look forward to applying and sharing what I've learned.

Political action related activities have been rather busy with the recent by-elections in federally in Burnaby South and provincially in Nanaimo as well as for the upcoming federal election. Labour pulled together for both by-elections electing NDP candidates in each riding. Of particular note is the election of Jagmeet Singh as the first racialized federal party leader to be elected to parliament. The Nanaimo by-election was a crucial win for the provincial NDP to maintain their power in the legislature. As the federal election looms and we've yet to see Trudeau's promised sunny ways (in fact, things have been looking rather shady lately) we now look forward and need to proactively prepare for the election. We will need to encourage our members to support and vote for candidates that will champion our interests as public service workers and community members and will truly show us respect at the bargaining table and in the House of Commons. Internally, we've also been busy holding rallies and actions across the region to continue engaging with our membership, highlighting publicly the hardships and challenges Phoenix continues to cause, and showing support for our bargaining teams.

I'm looking forward to the coming months as we continue our important work to pressure the government to respect us at the bargaining table, continue raising awareness of and advocating around Phoenix, and heading toward the federal election in the fall. The next few months will also bring many opportunities for engaging with members and the public at many spring and summer events around these issues and others.

Respectfully submitted,

Todd Smith
Alternate Regional Executive Vice-President


Alternate Regional Executive Vice-President continued..



Oct 1 to 5 - CFIA Bargaining Conference, Ottawa
 Oct 16 - Vancouver and District Labour Council regular meeting
 Oct 18 & 19 - BC Federation of Labour Resolutions Committee meeting
 Oct 20 - Pull the vote in Vancouver municipal election with VDLC
 Oct 25 - Plantgating at 800 Burrard and Harbour Centre, Vancouver
 Oct 31 - Bargaining and Phoenix rallies at 800 Burrard and Harbour Centre, Vancouver
 Nov 2 - BC Federation of Labour Resolutions Committee meeting
 Nov 3 - BC Regional Council Meeting
 Nov 4 - BC Region Area Councils and Geographic Coordinators' Summit
 Nov 8 - BC Federation of Labour Resolutions Committee meeting
 Nov 14 - Vancouver and District Area Council meeting
 Nov 24 - PSAC BC Young Workers' Summit Leadership Panel
 Nov 26 to 30 - BC Federation of Labour Convention
 Nov 28 - BC Cabinet & First Nations Leaders' Gathering Welcome
 Dec 4 - CLC Federal Working Group
 Dec 6 to 9 - PSAC Young Workers' Forum & Leadership Panel, Ottawa
 Dec 10 - Mainland Human Rights Committee meeting
 Dec 12 - Local 20044 Executive Meeting
 Jan 10 - PSAC BC holiday open house, Vancouver
 Jan 17 - CLC Federal Working group
 Jan 21 - Mainland Haida Gwaii Young Workers' Committee AGM
 Jan 29 - Labour Day planning committee meeting
 Jan 30 - Vancouver and District Area Council AGM
 Jan 31 - Agriculture Local 20044 AGM
 Feb 3-8 - Labour College of Canada, Harrison Hot Springs
 Feb 6 - Regional Council Call
 Feb 9 - Campaign for Jagmeet Singh
 Feb 12 - Vancouver and District Area Council bargaining/Phoenix action planning call
 Feb 15 - BC Federation of Labour Political Action Committee meeting
 Feb 21 - CLC Federal Working Group
 Feb 24 - Mar 1 - Joint Learning Program Facilitator Orientation, Ottawa
 Feb 28 - Bargaining and Phoenix rally, Ottawa
 Mar 7 - Bargaining and Phoenix Member Mixer planning call
 Mar 12 - BC Federation of Labour Executive Council meeting
 Mar 13 - Vancouver and District Area Council meeting
 Mar 19 - Regional Council call
 Mar 20 - BC Federation of Labour LGBTQ caucus call
 Mar 21 - CLC Federal Working Group
 Mar 21 - BC Regional Council Political Action Committee call
 Mar 26 - Metro Vancouver Alliance AGM

Women's Coordinator – Kelly Sidhu



Name: Kelly Sidhu	Date: October 2018 – March 2019
Regional Council Position: Women's Co-ordinator	
Reporting Period: October – March 2019	
Activities Since the Last Regional Council Meeting	
Activity	How it fulfilled role on the Regional Council
<p>November - Child Care Champions Ottawa</p> 	<p>The objectives of this lobby was to have Parliamentarians hear that the federal government must do more on child-care. The recently negotiated three-year bilateral child-care agreements with provinces/territories are a step forward, but not enough to solve the <u>child-care crisis</u>.</p> <p>In our meetings with the MP's we requested a commitment from the MP to be a champion for child care, encouraging them to learn more about the issue, discuss it with colleagues and support opportunities that are geared to building of a proper child care system in Canada.</p> <p>Another ask, was for the MP to support deferral spending on child care until spending reaches 1% of GDP – (a widely accepted bench mark).</p> <p>Meeting with Conservative MP Jim Eglinski: Yellowhead, Alberta.</p> <p>The MP firmly believed that the responsibilities of child-care are with the Provinces, and not the Feds. In our presentation, explained that the responsibility does lye with all levels of Gov't and that the Feds must invest in a partnership with the Province to see child care become affordable.</p>

**Women’s Coordinator
continued..**



	<p>Meeting with NDP MP Murray Rankin: Victoria, BC. This meeting was very positive from the get to and the MP stated, “we were pushing an open-door”! The MP was open to our entire presentation and saw the value in discussing child-care at this critical period, given there are two years left in the current child-care agreement between Canada and the provinces and territories. The MP was excited to hear about the recently launched BC \$10aDay Prototype.</p> <p>Over 18 months, the prototype will provide 2500 licensed child-care spaces across 53 test sites. The prototype will reduce fees to more than \$10 per day. These sites will help the Province learn more about the funding and operational models required to move BC towards a universal child-care system. www.10aday.ca</p> <p>Both MP’s were keen child-care champions.</p>
<p>December - National Human Rights Committee (NHRC) Meeting - Ottawa</p>	<p>In the Dec 2017 meeting, the Women’s Working Group had recommended the NBoD strike a Task Force, immediately following the PSAC 2018 Triennial Convention, to develop proposals to achieve gender parity representation on all leadership bodies, including conventions, and to increase participation throughout the union and in all areas of union activity.</p> <p>The Task Force will work in consultation with both the National Women’s Working Group and the National Human Rights Committee. It will look at possible constitutional changes, and current union culture.</p> <p>In October 2018, the NBoD approved the Women’s Working Group’s recommendation to strike a task force.</p>

**Women’s Coordinator
continued..**



	<p>The Gender Equity Task Force will be made up of 5 members: Sharon DeSousa as Chair June Winger (President of UNDE and member of the NBoD) 3 other members of the NHRC women’s working group. I participated in a demonstration to support the TB and CRA bargaining teams.</p>
January	<p>Meeting to lobby local MP Joe Peschisolido – Child Care Champion /Child care For All</p>
January	<p>The NHRC Women’s Committee has created a Gender Equity Task Force that will submit resolutions to 2021 Triennial Convention. First Gender Equity Task Force meeting was 01/21/2019.</p>
January	<p>Vancouver Women’s Committee AGM</p>
February	<p>Victoria Women’s Committee AGM</p>
February - NHRC	<p>Conference call “Building Women’s Power for Change” workshop will be delivered at each 2019 Regional Women’s Conference. “The Gender Equity Task Force” presentation will delivered at each regional women’s conference. To Date: Atlantic Region Conference will be October 4-6, 2019 Quebec Regional Conference will be April 26-28, 2019 BC Regional Conference will be September 13-15, 2019</p>
March	<p>Vancouver Regional Women’s Committee hosted a IWD event at the Spaghetti Factory in Vancouver</p>
March	<p>West Coast Leaf Equality Breakfast. PSAC was a Bronze Sponsor for this event. My-self and 3 members attended the event representing PSAC. Please see link below for information on the keynote speaker, Dr. Willie J. Parker.</p>

Women’s Coordinator continued..



March	Vancouver & District Labour Council – International Women’s Day event BC Poverty Coalition provided a presentation.
Challenges you had to cope with since the last meeting	
What would you like to work on next?	
Regional Women’s Conference scheduled for September 13-15, 2019 @ Sheraton Richmond.	
<p>.....</p>	

Links:

West Coast Leaf Equality Breakfast:

<http://www.westcoastleaf.org/eventsingle/2019-equality-breakfast/>

BC Poverty Reduction Coalition:

<http://bcpovertyreduction.ca/>

Young Workers Coordinator – James Brierley



Name: James Brierley	Date: October 2018 – March 2019
Constituency (area, equity, etc.): Young Worker Coordinator – PSAC BC	
Activities Since the Last Regional Council Meeting	
Activity	How it fulfilled role on the Regional Council
PSAC National Young Workers Working Group Oct 9, 2018	Continued discussion on in person meeting upcoming with all regional Young Worker Coordinators at National Young Worker Forum. Guest speakers, panel discussion and workshops were finalized for the national YW Forum in Ottawa.
National CEIU YW Conference Call Oct 10, 2018	Discussed the National YW Forum that was approved as a one time event by the Alliance Executive Committee. This will take place on Dec 7-9, 2018 and on the call speakers and guests were decided. CEIU YW had a caucus for component YW at lunch with all present CEIU Regional Chairs present and provided a pizza lunch and spoke to YW issues we can address together.
Communique – Notification to Vancouver Island Young Workers Oct 16, 2018	Notification of executive changes at the Vancouver Island Young Worker Committee; PSAC BC Site updated and email to all self identified young workers on Vancouver Island.
CEIU BC/YT Regional Executive Council Oct 20-21, 2018	Attended as the CEIU BC/YT Young Worker Chair. Spoke to YW issues in CEIU offices and also to the greater PSAC and current initiatives underway. Identified common ways that we can engage YW in a processing setting in office environment.
PSAC BC YW Summit Call – Summit Planning Committee Oct 23, 2018	Final organizing issues being discussed. Working on presentation material and working with speakers, etc. Last call to be November 13, 2018 for planning committee.
PSAC BC Regional Council Meeting Nov 2-3, 2018	In person Regional Council meeting held at PSAC BC HQ. Young Worker report for period of February to October 2017 provided to council. Upcoming YW Summit discussed in detail.

Young Workers Coordinator continued..



<p>BC FED Young Worker Standing Committee Conference Call</p> <p>Nov 7, 2018</p> <p>ON-GOING Monthly (Nov, Jan, Feb)</p>	<p>Spoke as PSAC BC YW Coordinator and liaised with other young workers both within PSAC and other unions as well as non-unionized young workers. BC Federation of Labour discussed. YW caucus to be had during convention at some point TBD. BC Federation of Labour Young Worker recommendations to convention discussed</p>
<p>PSAC BC YW Summit – Summit Planning Committee</p> <p>Nov 13, 2018</p>	<p>Final Planning call for the PSAC BC YW Summit: Shaping Our Future Now. Speaking notes, agenda, speaker bios, and final preparations for summit discussed. Excitement is clear!</p>
<p>National CEIU YW Conference Call</p> <p>Nov 14</p>	<p>Spoke with all Regional Young Worker Chairs on resent component YW funding initiatives and implications for YW in CEIU and PSAC as well. Resolutions and initiatives discussed for upcoming AGM and president conference season.</p>
<p>PSAC Childcare Lobby: Ottawa ON</p> <p>Nov 19-21, 2018</p>	<p>Participated in a lobby day on accessible child care in Ottawa on November 20th, the International Day of the Child. This is Organized by Child Care Now, Campaign 2000, Canadian Federation of University Women, Oxfam Canada with support from PSAC and other unions. I was able to participate in meetings with MP's Elizabeth May and Sheila Malcolmson asking them to become a #childcarechampion and support fully-funded universal child care which is needed in Canada now for all families.</p>

**Young Workers Coordinator
continued..**



<p>PSAC BC YW Summit: Shaping Our Future Now! Nov 24-25, 2018</p>	<p>I was the Conference Chair for the 2018 PSAC B.C. Regional Young Workers' Summit: Shaping Our Future Now. This gathered PSAC Young Workers in B.C. to learn more about their union and young worker's issues with opportunities to hear from and share experiences and challenges with those in leadership positions and for participants to develop political action skills to bring the change they want to see in the world and bring these skills to BC YW Committees. This was a fantastic success with 30 delegates in attendance from across the province and the momentum built was amazing.</p>
<p>BC Federation of Labour Convention Nov 26-30, 2018</p>	<p>Attended as a PSAC BC delegate representing PSAC BC YW and am a standing member of the BC Federation of Labour Standing YW Committee. Participated in the BC Fed YW forum on November 24th and also YW caucus during convention. As a part of the BC Fed YW committee I was seated with the committee during our portion of the BC Fed Convention while delivering our report to the floor.</p>
<p>Guest - Labournauts Podcast Nov 28, 2018</p>	<p>Hosted by Carlos Carvalho of the BC Federation of Labour. Was a guest on the Labournauts Podcast representing PSAC Young Workers, along with Crystal Warner, NVP for CEIU and discussed the ongoing Phoenix crisis and how this is affecting young workers in BC and across the country. See the most recent episode posted January 2, 2019.</p>

Young Workers Coordinator continued..



<p>PSAC National YW Forum</p> <p>Dec 7-9, 2018</p>	<p>Unable to attend unfortunately due to conflicting union and family events. Alternate YW chosen by the BC REVP Jamey Mills. Many new YW's attending from across BC and I hope this revitalizes the Young Worker Committee's across the province with hopes of starting additional committee's as well with energized new activists.</p>
<p>PSAC BC YW Summit Call – Summit Planning Committee: Wrap Up</p> <p>Dec 11, 2018</p>	<p>Feedback on the summit was discussed with the planning committee. Discussion included what worked, what didn't, structure and member engagement. This was a fantastic success and the planning committee feel that it should be the first union event for all YW to build engagement.</p>
<p>National CEIU YW Conference Call</p> <p>Jan 3, 2019</p>	<p>AED Campaign to get these devices in Service Canada client service centers was discussed with the CEIU YW gathering signatures.</p>
<p>Call out for Interest – CEIU BC/YT YW</p> <p>Jan 15, 2019</p>	<p>Call out seeking additions to the committee in BC/YT to represent Fraser Valley and North BC.</p>
<p>Mainland Haida Gwaii Young Workers Committee – Annual General Meeting</p> <p>Jan 21, 2019</p>	<p>Called in to speak with the members of the committee and provide a recap of 2018 and a look ahead to 2019 and some of the milestones we reached, as well as goals for the next year. Meeting was well attended and hope to coordinate attendance at a mainland event in 2019.</p>
<p>BC FED YW Standing Committee</p> <p>Annual General Meeting</p> <p>Jan 23, 2019</p>	<p>Elections of chair and co-chair were conducted. As an appointed delegate I was able to vote for both positions resulting in a new executive in the committee. Grant DePatie plaque has been created; finalizing location within the lower mainland.</p>

Young Workers Coordinator continued..



<p>PSAC National Young Workers Working Group Conference Call</p> <p>Jan 29, 2019</p>	<p>Discussion on YW Handbook. Document was created by the previous cycle of YW in BC and nationally and has not yet been approved for distribution by the AEC. Amendments, updates, language and additions were discussed and addressed by the committee. Jamey Mills to bring to the AEC in February and table for approval and distribution. Potential PSAC National YW Logo discussion; ongoing.</p>
<p>Call out for Interest – CEIU BC/YT YW</p> <p>Feb 1, 2019</p>	<p>Call out to all CEIU locals in BC North and Fraser Valley seeking a Young Worker Rep from those regions interested in becoming active in the BC/YT CEIU Young Worker Committee. We are currently needing representation for those regions. Deadline Feb 15, 2019.</p>
<p>Canada Labour Congress Winter School</p> <p>Feb 4-8, 2019</p>	<p>Was able to socialize and network with PSAC YW as well as Young workers from across Canada on common issues and how we as a collective can come together for the betterment of all young Canadians.</p>
<p>PSAC BC Regional Council Call</p> <p>Feb 7, 2019</p>	<p>Maggie Humen, the alternate Young Worker Coordinator for PSAC BC was on the call in my stead to represent and speak to the YW Topic and to provide further access to leadership and build succession planning.</p>
<p>National CEIU YW Conference Call</p> <p>Feb 10, 2019</p>	<p>Discussion on the creation of a YW specific onboarding brochure detailing YW involvement, information, coordinator contacts and other vital information for all young workers in the public service and the importance of getting involved.</p>
<p>PSAC BC Young Worker Conference Call</p> <p>Feb 12, 2019</p>	<p>Conference call to discuss 2019 Budget development, set up of strategic in person planning session for BC YW for early 2019 (possibly). Date for planning session and in person meeting discussed. Spoke on initiatives for 2019 and a request for use of Nation builder for YW self-identification to further this initiative. Feedback and accomplishments from 2018 YW Summit; regional plan outlined detailing how these are being achieved and next steps.</p>

Young Workers Coordinator continued..



<p>Local 20947 YW Rep Feb 27, 2019</p>	<p>Worked with CEIU BC/YT YW Rep for Local 20947 on a plan for onboarding members and providing the needed union information that is always requested but not as talked about and providing this from a young worker voice rather than a seasoned union activist so as to make it known that YW make up a very important and active part of the PSAC.</p>
<p>National CEIU YW Conference Call Mar 5, 2019</p>	<p>Creation of a national component onboarding document targeted specifically to young workers new to the public service and new to the component. Many have not had union involvement at all previously. This document is being created jointly by all the CEIU National YW Reps from each province, to provide broad insight and have diverse input and voices from all regions that make up CEIU. Conversations on National YW Meeting upcoming April 12, 2019 in Gatineau, QC.</p>
<p>CEIU BC/YT Regional Executive Council Call Mar 7, 2019</p>	<p>Attended a call as the BC/YT CEIU Young Worker Chair. Discussion on call out to Fraser Valley and North BC to gain a YW representative in those regions. National CEIU YW Committee initiatives discussed. Further regional component business discussed.</p>
<p>North Vancouver Island Area Council AGM Mar 9, 2019</p>	<p>Attended as the YW Delegate from North Vancouver Island Area Council. Elections for executive held. Plan for 2019 discussed and initiatives for this year prioritized.</p>
<p>Local 20947 AGM Mar 13, 2019</p>	<p>Jamey Mills in attendance at Local 20947 AGM. We had more young workers at this local meeting than any in past recollection and worth noting for this factor of engagement.</p>
<p>PSAC BC Regional Council Call Mar 19, 2019</p>	<p>attendance as the PSAC BC Young Worker Coordinator. Spoke to bargaining and ongoing initiatives of mobilization in BC. Preparation for upcoming in person meeting.</p>

Young Workers Coordinator continued..



<p>Chris and Magali site visit to 201-60 Front St. Nanaimo, BC</p> <p>Mar 20</p>	<p>This site houses multiple components (CEIU, UHEW, CIU, UCTE). I introduced our National Leadership and spoke at the meeting as PSAC BC Young Worker Coordinator and president of CEIU Local 20947. Start of Canada wide mobilization tour for PSAC Leadership.</p>
<p>CEIU National YW – WhatsApp Chat</p> <p>Mar 21, 2019</p>	<p>Coordinated online chat using WhatsApp platform with all national CEIU Regional Reps regarding ongoing creation of an onboarding document for new and young workers.</p>
<p>National CEIU YW Conference Call</p> <p>Mar 26, 2019</p>	<p>AED Campaign to get these devices in Service Canada client service centers was discussed with the CEIU YW gathering signatures.</p>
<p>CEIU BC YW Committee Conference Call</p> <p>Mar 28, 2019</p>	<p>Call to coordinate with committee on next steps, gaining regional reps from the Fraser Valley and BC North, plan for 2019 and upcoming national YW meeting in Ottawa.</p>
<p>CEIU National YW Meeting – Ottawa ON</p> <p>Apr 11-14, 2019</p>	<p>Joint meeting with all national CEIU YW Regional Reps, the Human Rights and Race Relations Committee and the national Women’s Committee. Meetings in separate as caucus’s and also together on the topic of intersectionality as members of each group could be members of another equity group.</p>
<p>Ongoing Member contact and YW Recruitment</p>	<p>From the various site visits and functions attended I have provided my contact information to local presidents, area councils and young workers. I continue to focus on recruitment for self identification, to establish and assist YW committees and create a YW committee in the BC Interior and North.</p>

Young Workers Coordinator continued..



Challenges you had to cope with since the last meeting

Communication with young workers across the region and components can be a significant challenge. Utilization of other social media, applications needed.

Continued work to keep the engagement gained from the PSAC BC Young Worker Summit. Our members are engaged as they experienced the energy in the room; translating this to action across the region is what I am continually working to do.

Working with members to self-identify as young workers across BC. This is a constant effort to obtain young worker numbers and get young members involved and active in their respective regions and components.

Further recruitment attempts to form a PSAC Young Worker Committee for the BC Southern Interior. Initial contact had been very positive but follow through with members obtaining component letters has been quite difficult. A change in approach is needed. A work in progress and will require ongoing conversations and support.

What would you like to work on next?

Site visits in locals and areas dense with Young Workers. Geographic areas of the Lower Mainland, BC North and Vancouver Island to meet young workers and engage members.

Engagement of new YW into the labour movement. It is always hard to get someone and at times young workers specifically out to an event, but if we can show them that we tackle serious issues and also have fun it makes it easier.

Working nationally and regionally on resolutions looking forward to PSAC BC Convention and beyond.

Continued work towards Young Workers Committee in the BC Southern Interior area as key people from two Components have come forward, yet work is required to ensure start up.

Continued lobbying of MP's to push for fair contract and to solve the Phoenix debacle. Nanaimo By-election upcoming and I will be working towards a progressive NDP candidate in office.

Creation of a PSAC BC Young Workers WhatsApp Chat to ensure easy and quick communication to all interested members across the province. This provides accessibility and a channel to your PSAC Leadership.

Continued work to push for \$10.00 a day childcare to ensure affordable childcare for all Canadians.

Succession planning with engaged and interested young workers.

Members with Disabilities Coordinator – Michael Shane Polak



28

It is my pleasure to report on my activities since our November 2-3, 2018 face to face meeting. I have been very busy. The listed undertakings attached to this report also include the time I have spent listening to and advocating for members of PSAC BC Region and PSAC/UVAE Local 20045. In all cases, I have been doing my best to keep the membership informed on the issues.

Some files I continue to work on are Phoenix Grievances, Duty to Accommodate, Telework, mental health in the workplace, leave with and without pay for disabilities, contract negotiations, and understanding and interpreting the collective agreement.

To ensure that no one is left behind, I have taken calls at home from members regarding issues that are important to them. I have done my utmost to build a relationship with the membership that is open and consultative. I aim to create an environment where members feel welcome to participate, to seek education and to be the leadership we need into the future.

To that end I have provided education and orientation to members. I do my best to mentor new activists. I also delegate responsibilities where appropriate.

I have made sure that as a united union are well connected to the broader labour movement. I am a delegate to the Vancouver and District Labour Council and have been a delegate the BC Federation of Labour and the Canadian Labour Congress Conventions. I have attended many meetings and conventions as your representative and reported back my activities. I was elected to the executive of the VDLC in the February 2019 meeting.

Currently, I as the Members with Disabilities Coordinator on the PSAC BC Regional Council. As such, I am also the chair of the PSAC BC Regional Finance and PSAC BC Environment Committees.

I also attend the BC Federation of Labour Climate Change Working Group for the PSAC BC Region. This working group is tasked with providing the BC Minister of the Environment Hon. George Heyman the lens from labour on the BC Climate Change Plan.

We also reported back to the BC Federation of Labour convention in November 2018.

In other news, as the alternate Equal Opportunities Coordinator for my component UVAE, I was moved to the EOC position when Edwin MacDonald moved into the RVP Atlantic Position to which he was the alternate. The change occurred February 1, 2019.

I was invited to many meetings in February and March but could not attend many as my work life had me working out of town a lot to prepare and deliver training to VAC employees on new departmental initiatives. I have a full union agenda in the next while and will be able to work more on our goals in the near future.

Members with Disabilities Coordinator continued..



Even with so much accomplished, I feel my work is not yet done. I want to grow a new crop of local leaders. I need to mentor those who want to lead. I have so many inroads to many activities and actions. These paths must be filled and walked with new fresh activists who can lead into the long term. With our collective effort we can evolve. We can learn. We can take on new challenges. Our potential is exponential.

Thank you for allowing me to serve,

Michael Shane Polak

Members with Disabilities Coordinator

Members with Disabilities Coordinator continued..



STATEMENT OF ACTIVITIES

From November 4, 2018 to March 29, 2019

November 13-14 Workplace OSH Training – CLC II

November 20 VDLC Regular Meeting

November 26-30 - BC Federation of Labour Convention

December 3-5 National Human Rights Committee Meetings in Ottawa

December 11 VDLC Regular Meeting

December 15 BC Regional Health and Safety Conference

January 15 VDLC Regular Meeting

February 19 VDLC AGM Meeting – Elected to VDLC Executive Board

February 27 BC Mainland Human Rights Committee AGM

Health & Safety Coordinator – Linda Harding



Name Linda Harding	Date March 23, 2019
Constituency (area, women, etc.)	
Health and Safety	
Activities since last RC meeting	
Activity	How it fulfilled role on B.C. Council
GCWCC Kickoff – Oct 4	On behalf of PSAC, I gave opening remarks to kick off of the Government of Canada Workplace Charitable campaign.
FPSLREB Training – Oct 22-26	I attended the Federal Public Service Labour Relation and Employment Board training to become a representative for those members who file a staffing complaint. I was honoured to be chosen to attend this training and I look forward to representing members in the future.
BC Regional Council Meeting – Nov 2-3	During the council meeting I attended both the Education and International Solidarity Committees. Due to workload, I stepped down as the chair of the International Solidarity Committee.
Regional H&S Conference planning conference call – Nov 6	This conference call was to finalize items for the Regional H&S Conference.
CCLC Meeting – Nov 8	As part of being Jamey's alternate for the United Way, I also attend the Labour Cabinet meetings with respect to the United Way. Reviewed the resolutions and looked for support on H&S resolutions.
United Way Labour Appreciation Dinner – Nov 21	I attended the Labour Appreciation dinner with fellow Regional Council member Sky Belt. I had the opportunity to sit and chat with a number of the Federal Retirees as well as my mentor and former H&S Coordinator, Sam Wiese.
BRUSH – Dec 4	

**Health & Safety Coordinator
continued..**



<p>CCLC Meeting – Dec 5</p>	<p>At this meeting, I gave a rundown on how the federal campaign went.</p>
<p>Regional H&S Conference – Dec 14-16</p>	<p>Our conference was held over two days. Those in attendance we engaged and motivated to learn. From those I talked to they quite enjoyed the workshops and guest speakers.</p>
<p>Campaign Associates Luncheon – Dec 11</p>	<p>I was able to meet and chat with a number of the Campaign Associates. It was a good way to broaden my knowledge of the what companies embrace this campaign.</p>
<p>National H&S Conference Steering Committee conference call – Feb 13</p>	<p>Our first conference call was to set out the roles and responsibilities of the steering committee as well as to do an introduction of the committee members.</p>
<p>GSU National Council meeting Feb 18-20</p>	<p>With Lori Walton, leaving GSU and going to PSAC, it left an opening in one of our National Vice President's positions. We elected a new NVP as well as dealing with a number of other issues.</p>
<p>National Officers Conference Call – Feb 21</p>	<p>I attended a conference call with other National Officers to discuss bargaining mobilization, bargaining lunch and learns, and lobbying.</p>
<p>BC Fed H&S Standing Committee meeting - Feb 27</p>	<p>I almost missed this meeting as it was not in my calendar. We reviewed the recommendations from Convention and our next meeting will be to put them in priority.</p>
<p>GCWCC initial 2019 campaign conference call – Mar 4</p>	<p>We discussed this past years campaign and how we should proceed with the campaign for 2019.</p>

**Health & Safety Coordinator
continued..**



<p>United Way Cabinet conference call – Mar 8</p>	<p>This conference call was between myself, Kris Gibson with the United Way and Karen Hamberg, the new chair of the Executive Cabinet. I learned how the cabinet is going to be structured going forward and how my strengths can be used in sub-committees that will be established.</p>
<p>National H&S Conference Steering Committee meeting – Mar 11-12</p>	<p>Our first in-person meeting established the theme, workshops, and potential speakers. Members of the committee are myself, Brian Oldford, Anna-Marie Melanson, Fabian Murphy, Diane ???. We represent various components and various region.</p>
<p>GSU Local 2008 AGM – Mar 19</p>	<p>We elected several new executive as well as re-electing two existing executive members. Jamey was able to attend for the first part of the meeting. It was his first time inside our building. Unfortunately we barely had quorum. It has been a problem for a number of years and we are at a loss on how to bring up participation.</p>
<p>BC Regional Conference call – Mar 19</p>	<p>During roundtable, I gave a brief update on the National H&S Conference and advised people to attend if they were interested.</p>
<p>BC Fed H&S Standing Committee meeting – Mar 27</p>	<p>This meeting does not have an elaborate agenda and will have to wait until the meeting to determine what topics we will be discussing.</p>
<p>Challenges you had to cope with since the last meeting</p>	
<p>Workload is a continuing issue. I still am a unit of myself and the Regional Director while a colleague is out on sick leave. There are not enough hours in the day to do union work and my job. I am hoping that things will level out in the near future.</p>	
<p>What would you like to work on next?</p>	
<p>The next item is our BRUSH AGM and electing members into the various positions. This will be a whole new way of doing things for the committee and I believe we will have a few growing pains. I am getting some requests to visit other areas and will have to talk with members and do up a plan to obtain approval from the REVP.</p>	

National Officers Coordinator – Leanne Hughes



34

Regional Council Report March 2019

National Officers Co-ordinator's Report

Shortly after attending our last Regional Council Meeting in November I was fortunate to be a delegate at the BC Federation of Labour Convention. It was a great opportunity to take part in the wider BC labour movement and connect with some other labour leaders to work on some overlapping issues. It was good to see our comrades of the PSAC BC region. It was good to see the leaders of provincial politics and to hear from the leader of the National NDP party before the successful bi-election in Burnaby.

I attended the Victoria Regional Women's event on December 6th memorial and it was a sombre but meaningful evening.

I attended the Regional Council Conference calls on February 6 and March 19th call. These calls are great ways to stay informed during the time in between our face to face meetings. I continue to sit in on the BRUSH conference calls.

I was at an FB bargaining session in Ottawa on February 28th and was able to attend the early morning rally in Ottawa. Despite of the minus 17 temperature the crowd was pumped up by various speakers including Chris Aylward and was a well-attended and successful event.

I attended the March 22 rally in Victoria with some of the members of my local. There was a great turnout. This provided the attendees with the opportunity to hear from Randall Garrison from the Federal NDP. It was good to see the leaders address the crowd from the back of a pickup truck. Jamey Mills had strong words for the crowd. Magali Picard spoke to rally the crowd about the issues they face, some of them on a daily basis. The crowd was revved up by the striking words from Chris Aylward. I was able to host Jamey, Magali and Chris on a site visit to my work location after this rally. Thanks to all of them for this and for Patrick for arranging this.

Leanne Hughes

Racially Visible Coordinator – Stephen Torng



35

PSAC Racially Visible Coordinator – Stephen Torng
Report to BC Regional Council

Below is a list of my activities as the Racially Visible Coordinator on the BC Regional Council for the period, November 2018 to February 2019:



- November 1, 2018, attended JLP – Understanding the Collective Agreement training
- November 2-4, 2018, attended the in-person BC Regional Council meetings
- December 3-5, 2018, attended the National Human Rights Committee meetings in Ottawa
- January 24, 2019, audited the financials for Vancouver Area Council with Aaron Chang and Tan Hugh
- February 2-3, 2019, attended the Talking Union Basics Course training
- February 6, 2019, attended the JLP – Respecting Differences and Anti-Discrimination workshop
- February 6, 2019, participated in the BC Regional Council teleconference meeting
- February 23, 2019, organized the PSAC BC Racially Visible Caucus meeting to celebrate Black History Month and Chinese New Year. Due to low RSVP, the meeting is being postponed until April or May 2019

Racially Visible Coordinator continued..



Challenges you had to cope with since the last meeting:

- Due to family and work obligations, it has been challenging to invest a significant amount of time to support the region on a regular basis

What would you like to work on next?

1. Organize quarterly meetings for RV members and continue to engage racially visible members to participate, share issues, and provide input on new ideas.
2. Coordinate with Johann Ackermann and seek support from allies to organize Surrey Fusion Festival this summer.
3. Coordinate and planning for the next Regional Racially Visible Conference for February 2020. This will be the priority for 2019-2020 as there is a lot of discussion and meetings that need to occur.

I wish to thank PSAC office for their continued support. I am also very appreciative of Sister/Friend Jennifer Chieh-Ho for her continued assistance in providing valuable insight and advice during my transition into this role.

In solidarity,

Stephen Torng
Racially Visible Coordinator

Aboriginal Coordinator – Jenny Macleod



37

Indigenous working group conference call March 6

Meeting with Wynona Daniels from the Surrey Friendship Centre March 16

Indigenous working group conference call March 19

Indigenous working group conference call March 28

Indigenous lobby day with CLC April 2 Forest-Niesing, Josée, Ontario, Independent

Indigenous lobby day with CLC April 2 Julian, Peter, New Westminster - Burnaby, NDP

In person planning meeting for Bear Witness day coming up in May

Pride Coordinator – Nia Gillies



38

I attended the National Equity Committee meeting in Ottawa. The LGBTQ2+ Caucus met and we discussed 3 specific issues.

1. The Blood is Blood campaign started by the PSAC Vancouver Island Human Right Committee in 2018 to draw attention to the Blood Ban against gay men and transgender women during some of the BC Pride parades will be going national in 2019. So the PSAC will bring awareness to this issue across Pride parades and events nationwide.
2. There has been talk of creating awareness about pronouns at PSAC meetings, conferences and convention. This could involve having putting your pronouns on your name tag at events as well as possibly reading out the importance of pronouns at the start of each meeting, conference or convention as we do with anti-harassment and scent free rules.
3. All the LGBTQ2+ caucus members plan to meet with their MP's to discuss passing legislation to make the LGBTQ2+ members part of the Employment Equity Act which has not been reviewed since 2002

I have not met with my local MP's yet do to my busy schedule but I have been on the phone with Randy Boissonnault MP for Edmonton Centre and Special Advisor to the Prime Minister on LGBTQ2 Issues. He stated that the equity act does need to include the LGBTQ2+ members however he views that it will be a real struggle to become and Equity group do to the Government's inability to fulfill their commitments to the other equity groups. He stated that because the other equity groups cannot get their numbers that adding one more group may will be a real struggle.

I have been elected PSAC Vancouver Island Human Rights President. I hope to expand this committee and extend our reach to the various equity communities.

The ESDC Managers Guide on Transgender Employees has slowed a bit because it is hard to get everyone involved and focused when we work across Canada. There is now 4 Transgender members on the Guide which should help. Originally there were only 2.

I picked up a second job with Rainbow Health Co-operative which is a community owned organization that advocates for and provides healthcare, livelihood and related services to under-served communities especially for the Transgender community across BC.

Pride Coordinator continued..



The Rainbow Health co-op also publish XQQ, Cross Queer Quarterly Magazine which provides News on trans needs along with a resource guide to trans informed services across BC.

Employment and Social Development Canada invited myself and 4 other Transgender employees to come to Gatineau to discuss being transgender and how the Government can better serve Transgender clients. The meeting was only 1 day but I will give the government credit for being forward thinking and going out to the community to understand how to improve service. It was a

Challenges you had to cope with since the last meeting

My biggest challenge since the last meeting is trying to find time to do all my Union related activities as well as trying to have a work life balance. I sometimes do get burned out and since going through my operations I haven't found time for myself.

What would you like to work on next?

I would like to finish the Transgender guide for Managers and to meet with my MP's to fight for Employment Equity.

South Interior Coordinator – Carolyn McGillivray



40

I was able to do some site visits in the Kelowna area with Sister Jeanie and Brother Robert after attending some training. I also attended the Okanagan Area Council and Women's committee meetings when I could but I was not able to attend the most recent.

DCL Coordinator – David Schinbein



41

A report was not received in time to be included in this compilation of Regional Council Reports.

Metro Vancouver Coordinator – Jennifer Horsley



42

Metro Vancouver Coordinator – Jennifer Horsley

October 2018 – March 2019

Since my last report, I have been involved in my Local Bargaining, I continued with the planning committee and attended the Regional Health and Safety Conference, as well, I have maintained our relationship with the Metro Vancouver Alliance and continued my involvement with the Vancouver and District Area Council, the Vancouver Regional Women's Committee, the Mainland Human Rights Committee and BRUSH. I was given the opportunity by my local to attend the BC Federation of Labour Convention as an observer for a few days. In addition, I attended the Canadian Labour Congress Winter School at Harrison in week 5. Finally, I was selected to attend the Canadian Labour Congress National Lobby Day in Ottawa from February 25-27th, 2019.

My Local Bargaining (UPCE 20095) broke off in our October session, and we applied for Conciliation which took place on February 3rd and 4th, 2019. Leading up to the Conciliation session we held several member outreach events to inform members about where we were in the process and to show the employer that we had support as we entered conciliation. The membership engagement events were held over 3 days at the employer sites and we had very good turnout from the membership. Conciliation resulted in a tentative agreement and we have been holding ratification meetings across the province for the past few weeks. We have ratified the tentative agreement. I would like to thank Vic Johal, our staff representative for all his help with our mobilization, and Robert Strang for stepping in when Vic was not available.

The BC Regional Health and Safety Conference which was held December 14-16, 2018, was well attended, and I think very successful in meeting our objectives for the conference. We had a good mix of new and experienced activists and engaging speakers. Involvement with the planning and attendance at the conference let me meet other activists in the Region and I would like to thank Linda Harding for inviting me to participate in the planning committee. I would also like to thank Karen Sutton and Brad Klein for all their hard work, together we organised a successful conference with activities and speakers that gave the participants new information on Health and Safety. Our staff representative, Sharon Barbour really hit the ground running as she had just begun in her role at nearly the same time as our planning committee started, thanks Sharon for all your hard work.

The Metro Vancouver Alliance has been in a process of rebuilding relationships within its membership and member organizations and strengthening membership involvement. I attended the Labour Caucus in November, where we discussed how to get members from our organizations more interested and involved with the Metro Vancouver Alliance. The question asked was "What values do we share with the MVA and how can we use those to connect our membership with the MVA?" It should be noted that the MVA will hold

Metro Vancouver Coordinator continued..



Leadership Training for any member organization if we have 10 or more participants. In addition to the Labour Caucus, I have been attending the MVA Housing Research Action Team meetings, where we have been working on planning a Civic Academy on housing which will be taking place in April. The first session of the Academy is directed more to the Faith Caucus of the MVA, focusing on “(Re)development 101 for Churches”. This will be an introduction to housing development on church lands and the dos and don’ts when dealing with the government and land developers. The second Civic Academy in the series, unfortunately is being held during the Regional Council session, but dives deeper into Land Trusts, which Shane and I presented with Audrey Guay and Richard Lange from the MVA at the last in person Regional Council Meeting. The Housing Research Action team has been working hard to make this a successful event, and to bring Faith groups into the social housing sphere in a way the benefits both their congregations and the greater community. I will be attending the MVA Annual General Meeting on March 26th, 2019. The PSACs involvement with the MVA strengthens our ties to our community and other Labour Unions who are involved as well.

Due to commitments with my own Local’s bargaining and mobilization, I have not able to attend the BRUSH meetings very regularly, now that we are near the end, I am hoping to get back to attending. The Vancouver Area Council has been very active, we held a mobilization event in late October and are planning another mobilization event, an after work Members Mixer on April 4th. The Area Council has an outline in place for events in the region that we would like to participate in this year. The Vancouver Regional Women’s Committee is still planning for the year, but we have some new activists involved and held our annual “Celebrating Women” event at the Old Spaghetti Factory on March 7th. Attendance was as good as in previous years, we had a few speakers and hopefully some more new activists will become involved with the committee after the event. I was unable to attend the MHRC AGM, as I was in Ottawa, but did finish the Financial Statements for the committee before stepping down as Treasurer. Participation on all of these committees provide a great opportunity to meet with constituents in Metro Vancouver in places where their interests lie.

While I was not able to attend the BC Fed convention as a delegate, I was able to secure a few days of leave to attend as an observer. I was there during the rally to support CUPW members during their job action and got to observe some of the debate and the elections.

My Component supported me to attend the CLC Winter School at Harrison, where I took “Benefits Bargaining” in week 5. I would recommend this course to anyone who is going into bargaining or even wanting to submit bargaining demands about benefits. This course was extremely informative, I only wish I had taken it before I was in bargaining myself. It is facilitated by the people behind Working Ventures (formerly Working Enterprises or WE) Insurance. It gives you information on costing of benefits plans and how the insurance

Metro Vancouver Coordinator continued..



industry works. It also gives you strategies on how to get the information you need to bargain benefits effectively and make achievable bargaining demands for members.

The CLC National Lobby day was an excellent opportunity to meet with MPs and Senators about Pharmacare and Pensions, but also to lobby on members behalf on Treasury Board Bargaining. My teams met with Nathan Cullen, NDP MP for Skeena – Bulkley Valley, Bev Busson, an independent BC Senator, and we were scheduled to meet with Jenny Kwan, NDP MP for Vancouver East, but she was still in BC supporting Jagmeet Singh for the By-election in Burnaby South. We did meet with her Legislative Assistant, Glenn Burley. I think I had a relatively easy lobby experience with friendly MPs and Senators, and I was put with very experienced lobbyists, including Susanne Skidmore the Secretary-Treasurer of the BC Fed and Annette Toth from COPE (MoveUp). The politicians who we met with were very receptive to the Pharmacare and Pensions lobbies, but due to time constraints I was only very briefly able to present on Treasury Board bargaining. I was able to leave the lobby materials with them. I think the challenges for my next lobbying experience will be to be able to speak more to the issues at hand and time management for the appointment. My best experience was with Senator Bev Busson because I was in a smaller group and she was very interested in the lobbies, but not as familiar with the materials, so we had a very good conversation about what we were looking for and the national support for Pharmacare in particular.

Looking forward, I will continue working with the MVA on the Housing Research Action Team and the Strategy Team on the current campaigns and the re-launch. I would like to participate in a Leadership Institute, but they always seem to fall on weekends when I already have plans. Once again, I still would like to connect with the other Metro Vancouver Co-ordinators to plan site visits or actions. I think that it would be good to meet with members in their workplaces and encourage them to get more involved in their union committees or the greater community through the MVA. I think we need to branch out of downtown Vancouver and into other workplaces within our constituencies, perhaps in places where we do not get a lot of participation in regional activities and actions. I am excited to be able to attend my Component National Education session in May, which is being held in Winnipeg and coincides with the commemoration of the 100 Year Anniversary of the 1919 Winnipeg General Strike.

Work continues with the DASH and By-Laws committees, and I understand that By-Laws will have a lot more work ahead of us this year as we will need to update our Regional Bylaws due to the changes made by the National Triennial Convention.

My challenges continue to be around staffing shortages at work, which affect my ability to take union time to participate in events during the daytime, my employer is still having difficulty back-filling as well as hiring for ever increasing volumes of freight. Another challenge has been time management and being able to have personal time. I need to work on

Metro Vancouver Coordinator continued..



balancing my involvement and having my own life. This will continue to be a struggle as I enter a new role in my Component, as I will soon be called upon in my alternate's role to step up as one of our National Officers is leaving our component.

In Solidarity,

Jennifer Horsley, Metro Vancouver Coordinator



Report to B.C. Regional Council

Name Terri Lee	Date Nov 2018 - March 2019
Constituency (area, women, etc.)	
Metro Vancouver	
Activities since last RC meeting	
Activity	How it fulfilled role on B.C. Council
October 2018 Phoenix Mobilization and rally – downtown Vancouver	Education and mobilization of local members
Nov 2018 Regional Council meeting	Education, updating and networking with other activists
Area Council Summit	Finance & International Solidarity committees, participation in the running of the BC Region Networking, engagement and ideals for mobilizing members
CFIA Bargaining preparation	Strive for a fair collective agreement & prepare for demand exchange
Jan 2019 Local 60 AGM Local 44 AGM Local 64 AGM	Provided an update on bargaining, regional and component activities Education, updating and networking with other activists
Feb 2019 BC National Officers Conf call	Networking and brainstorming of ideas for member engagement
BC Regional Council Conf Call	Education, networking and updating
CFIA negotiations	Exchange of demands with employer
committees, Workplace and Policy OSH committees	Negotiate improvements, support other PSAC members

Metro Vancouver Coordinator continued..



<p>March 2019 Vancouver Women’s Committee</p>	<p>Networking, support of PSAC activities</p>
<p>International Women’s Day dinner</p>	<p>Networking, education, planning</p>
<p>Vancouver Area Council meeting</p>	<p>Education, Representation of members, improvements to member Health and Safety including mental health;</p>
<p>Ongoing PSAC representative on various Union-Management Consultation</p>	
<p>Challenges you had to cope with since the last meeting</p>	
<p>I broke my foot and had mobility issues.</p>	
<p>What would you like to work on next?</p>	
<p>Continue to negotiate a fair settlement for CFIA members, member awareness & education; contact more MP’s for lobby meetings; prepare for the Federal election</p>	

Metro Vancouver Coordinator continued..



Oral Communication

- Effective Interpersonal Communications

- Analytical Ability

Get a complaint on the 1ms, read and gather information. From law office, priority. Caesar mix for drinks. Regarding the serving size on the nft – alleged that the product is a non alc drink mix vs a vegetable drink. Should the serving size be between prepared 175 – 280 ml without ice, vs the 125 ml on the label. Read the policy – f&d, guide to food labelling, merlin and on the sharepoint. I know that the serving size is a guideline, not hard & fast reg. what would a reasonable person do with this product? Could it meet 175 ml prepared – 125 ml Caesar mix and 50 ml vodka? Researched about contents of a Caesar – recipes have usually 1 shot of vodka and between 4-6 oz of mixer. 1 shot of vodka is about 44 ml. I think the product could meet the guideline for serving size of 125 ml plus 50 ml vodka, for the serving for non alc drink mix. What do other similar products do in this case? Looked at Mott's clamato. I went to discuss it with other inspectors in group. They generally agreed, but because it is a complaint from a lawyer, decided to write up a request to the oge to be sure.

- Ability to plan and organize

Plan and organize inspections. Co-ordinate with team. Look for a company that needs an inspection – base it on risk – history, commodity, compliance rate, last inspection, location, complexity.

- Diplomacy and Tact

- Judgment

- Initiative

Work with union local. Gives me the opportunity to meet with lots of cfia staff and get to know them, even though they are not in my unit. There was some conflict between mgmt and a steward. Mgmt. requested to hold meetings between the stewards and the aci's. kept these informal meetings going. Take initiative to talk to staff all the time regarding their concerns in the workplace & ensure mgmt. is aware of them. For example, the plant health harbour office lab. They complain it is too small & ventilation is poor. Suggest solutions and work with the staff. Another example is a regional umc day. Working with aci to pull together a day of training/umc for union reps & mgrs. Should happen in June or Sept.

Metro Vancouver Coordinator continued..



. Adaptability

Restructure of cfia, my team split up and I was sent to fish import at the wayburne office, separate supervisors. 2 members left team. No backfill. Kept up the work, explained situation to new supervisor. Was given some import fish duties. Learned the fish program while still completing imfd work & complaints. Challenging because separated from the unit, lots of grey area, difficult to discuss with my unit. Brought it up to supervisor & mgmt. in the realignment, team brought back together with one supervisor and new members have been added.

Vancouver Geographic Coordinator – Sky Belt



Name: Sky Belt		Date: 2019-03-26
Constituency (area, equity, etc.): Vancouver Geographic Coordinator		
Activities Since the Last Regional Council Meeting		
Date	Activity	How it fulfilled role on the Regional Council
2018		
Oct 1-5	CFIA Bargaining Conference	Met with component representatives from across the country to discuss current issues and prioritize bargaining demands to put forward in the next round. Was elected alternate bargaining rep to BC.
Oct 25	Plantgating for Rally	Met with members downtown Vancouver to encourage them to attend the upcoming rally.
Oct 31	Halloween themed Phoenix and Bargaining Rally	Rallies held downtown Vancouver to demand respect in bargaining and bring attention to continued Phoenix issues.
Nov 2-3	Regional Council Meeting	Council updates, discussion, and planning
Nov 4	Geographic Coordinators Summit	Education and strategy planning to increase coordinator engagement
Nov 8	Vancouver Area Council executive call	Planning call to incorporate information learned at Geographic Coordinator’s Summit into VAC practices
November 14	Vancouver Area Council Meeting	Remaining actively engaged in local, provincial, and area politics that affect the membership through the Area Council
Nov 15-18	Advanced Local Officers Training	Education on how to effectively run a local
November 21	Unite Way Labour Appreciation Dinner	Networking with labour activists in the community
November 21	Women’s Committee Meeting	Supporting the committee and sharing relevant RC updates.
November 22	Lobbying MP Terry Beech	Discussed Pharmacare and need to have 100% drug coverage, as well as dental and mental health provisions. Also discussed Phoenix issues affecting local members

Vancouver Geographic Coordinator continued..



November 24-25	Young Workers Conference	Education, networking, and planning to increase membership outreach and issues affecting young works that need to be addressed
Nov 26-30	BC Federation of Labour Convention	Executive elections and voting on constitutional amendments and policy directions. Was elected LGBTQ Worker's Representative.
December 3	Phoenix Public Awareness Sub-Committee Teleconference	Planning call for upcoming awareness events
December 4	Open house for MLA Janet Routledge	Networking with the community and engaging in political discussions around union interests
Dec 5	Mainland Haida Gwaii Young Worker Committee Meeting / Movie Night	Supporting other Young Workers and encouraging activism
December 7-9	National Young Workers Forum	Meeting with Young Workers across the nation to learn about political engagement strategies, networking within the union, reaching out to engage potential new activists, and planning for the future.
Dec 10	Human Rights Committee Meeting	Remaining engaged in identifying areas where we can support minorities and vulnerable groups
December 12	Local Executive Meeting	AGM Planning
Dec 15-16	OHS Safety Conference – Are You Safe or Just Lucky?	Learned about changes to laws and regulations, strengthening OHS committees, and discussion on substance abuse in the workplace.
2019		
January 10	Joint Committee Social / Regional Office Open House	Membership Outreach activity
January 21	Mainland Haida Gwaii Young Worker AGM	Election of new executive and annual planning
January 23	NWDLC with Small Union Caucus Election	Election of small union exec board members, local affiliate business and discussion on political events in the community
January 25	BCFED Equity Rep Meeting	Term planning for reps
January 30	VAC AGM	Elections and annual planning

Vancouver Geographic Coordinator continued..



January 31	Local AGM	Elections (I was re-elected President), by-laws amendments, budget proposals
February 6	Regional Council Conference Call	Council updates, discussion, and planning
February 12	Regional Phoenix Call	Planning for 3 rd Anniversary of Phoenix
February 22	BC Fed Human Rights Committee Meeting	Committee discussed issues affecting equity-seeking groups
February 27	BC Mainland Human Rights AGM	Elections and annual planning
March 7	Planning call for April 4 th Event	Firmed up plans for event
March 12	BC Fed Executive Council Meeting	I was sworn in to council, committee reports given, reviewed remaining resolutions from convention, discussed political issues and strategies for unions
March 13	Vancouver Area Council Meeting	Remaining actively engaged in local, provincial, and area politics that affect the membership through the Area Council
March 19	Regional Council Call	Council updates, discussion, and planning
March 20	BC Fed LGBT Coordinator Planning call and caucus call	Discussed caucus name, Pride plans for year, and focus area planning
March 21	Regional Council Political Action Call	Discussed upcoming federal election and plans
March 25	Mainland Haida Gwaii Young Workers Meeting	Supporting other Young Workers and encouraging activism
March 28	Plantgating for April 4 th Event	In-person membership invitation to April 4 th even
<i>Challenges you had to cope with since the last meeting</i>		
<i>What would you like to work on next?</i>	Working on advancing my education, especially for grievance handling and OHS.	
Date	Upcoming event	
April 4	Bargaining & Phoenix Membership Mixer	

East Fraser Valley Coordinator – Antony Paller



53

So over the past few months I have been active in attending the Fraser Valley District Labour Council meetings when possible.

Before Christmas I was able to attend a demonstration outside of MP Mark Strahl's office that was well attended by members who work and live in the Chilliwack, Agassiz. Was great to see individuals come out on their lunch break or on their off shift or day off to show their support it was great to see. This was organized by the Fraser Valley District Labour Council to demonstrate the unfairness the Liberal government has treated federal Public Service employees.

I continue to send e-mails to my MP Mark Strahl on an on going basis on how public service employees are being treated by the current government and that employees still struggle with being paid on time or in some cases their premiums and or benefits are not being deducted in a timely manner or being processed at all due to staffing shortages at the pay system.



East Fraser Valley Coordinator continued..



I was invited to the Kent USJE local bargaining update night which I was able to meet other member's from Kent. Was able to hear bargaining updates from Jamey Mills as well as Mike Britton.

It was good to hear feed back from the member's in attendance and that Phoenix was still a concern in the work places as people are still being under payed, over paid or improper payroll deductions.

We had our East Fraser Valley Area council meeting and with efforts from other member's in attendance we had some new faces attend and able to have a successful meeting and able to elect a new executive. Also in discussion we are planning our next meeting for April and hope to get more member's out and discuss what PSAC member's in the area are interested in doing for political action in the community. Moving forward we encourage all member's in attendance to bring other member's to the meeting each time.

Antony Paller
Fraser Valley East



**West Fraser Valley Coordinator
– Johann Ackermann**



A report was not received in time to be included in this compilation of Regional Council Reports.

South Interior Coordinator – Jeanne Olineck



56

A report was not received in time to be included in this compilation of Regional Council Reports.

Northeast Geographic Coordinator – Ron Hardy



57

Report to the PSAC B.C. Regional Council

PSAC B.C. Geographic Coordinator Report for Northeast B.C. – Ron Hardy

March 2018 to March 2019


1. Attended and participated in B.C. Regional Council meeting – March 2-4, 2018
2. Attended Women's Day Breakfast (March 03, 2018) and spoke about Northeast Area Council and PSAC union members current issues with Phoenix pay system.
3. USJE Local 20070 – became the local President in March 2018
4. Attended May Day celebration (May 01, 2018) in Prince George - In most other parts of the world May 1st is celebrated as Labour Day and is a celebration of labourers and the working classes that is promoted by the International Labour Movement.
5. Attended USJE National Local Presidents Meeting in Gatineau, Quebec May 28- 31, 2018.
6. Attended and participated in PSAC BC Area Councils & BC Regional Council Geographic Coordinators Summit November 4th, 2018 – Agenda items included:
 - Administration
 - Best Practices – Finance and Governance
 - Lobbying Refresher
 - Membership Engagement
 - Planning Session – Working together with Area Councils, Geographic Coordinators, PSAC Staff Regional Representatives, and the REVP Office
7. Attended and participated in in-person B.C. Regional Council meeting – November 2-3, 2018
8. Area Council – I organized and attended NE Area Council AGM Meeting January 25, 2019 and am in the process of planning one for April 10, 2019. We had 3 additional meetings in 2018 as well.
9. Worked with BC PSAC REVP Jamey Mills in visiting Northeast BC worksites January 21 – 23, 2019 to specifically solicit interest in the Northeast Area Council AGM and talk about bargaining issues in the current PA Group Collective Agreement bargaining process.
10. Conducted PSAC Postcard initiative with local federal unions in Northeast BC

**Northeast Geographic
Coordinator continued..**



11. Upcoming a. April 26-28, 2019 Regional Council Meeting
Submitted by: Ron Hardy – Northeast Geographic Coordinator

November 2018 to April 2019

- 1. Oct 31, 2018 Halloween Phoenix Action –** I didn't have opportunity to report on our Phoenix Halloween Action last report, therefore I would like to now. I was very pleased with our Halloween action and social media presence. I believe we were quite successful in portraying the dire situation our members face, while we had a lot of fun. We brought our concerns again to our MP, we went tricking treating at his office.
- 
- 2. Nov 2 - 3, 2018 Regional Council Meeting and Area Summit –** Attended the Regional Council Meeting and Area Summit. It was great to have opportunity for members of our Area Council meet with regional staff and other area councils. The opportunity and learning will aid us in successfully running our area council.
 - 3. November 9, 2018 CUPW Strike –** I joined the postal workers on their picket line.
 - 4. November 11, 2018** Jen Gordon and I presented a wreath at the Remembrance Day memorial in Prince Rupert on behalf of the Northwest Area Council.
 - 5. December 3-5 National Human Rights Meeting / Bargaining Demonstration –** Attended the National Human Rights Meeting in Ottawa. This was my first time to meet face to face with other members of the National Indigenous Peoples Circle; the experience was awesome. The highlight of this trip was having the postcards from our Missing and Murdered Indigenous Women and Girls plus Campaign presented in parliament. Our National Human Rights Committee also took part in an demonstration outside the CRA office where Treasury Board negotiations were taking place.

6. **December 6 – 7, 2018 Pilot Course – Leadership for Indigenous Women** I am grateful for the opportunity to connect with these Indigenous Women from all across Turtle Island. Of all the training I've ever participated in, I found this week's learning with these ladies the best! It was truly empowering and through shared stories and exercises I do feel that I returned home stronger.



7. **December 18 Frosted by Phoenix** We, the Northwest Area Council, held a Frosted by Phoenix event. We baked cookies for Nathan Cullen and sent him a letter thanking him for his support to-date and reiterated our problems with the Phoenix Pay System.



8. **December 15 Health and Safety Conference** – Attended PSAC Health & Safety Conference.
9. **January 14 Northwest Area Council** – Organized the January 14, 2018 Northwest Area Council AGM. I was elected President, Jen Gordon – Vice President, Nicole Pottle – Treasurer, Nikki McVey – Secretary.
10. **February 27** Proudly wore my pink shirt today to raise awareness about bullying and to remind that I have the right to work in an environment free of harassment, discrimination, violence and bullying.
11. **February 27 Unist'ot'en** As the PSAC BC National Indigenous Peoples Circle Rep., I made a request that we send some financial support to the Unist'ot'en. PSAC's National Indigenous Peoples' Circle Representatives were unanimous in our support to condemn the injunction and arrest of those at Unist'ot'en Camp. We called on the provincial and federal governments to respect a nation-to-nation relationship with hereditary leadership at Unist'ot'en. The request was approved nationally. On February 27, I was happy to receive news that PSAC is donating \$1,000 to the Unist'ot'en Defense fund.

12. with information pertaining to the Elimination of Racial Discrimination and shared similar information on social media.

13. **Mar 30 Earth Hour** – As regional environment committee member, participated and promoted the participation in Earth Hour.

14. **April 1 -4 CLC Indigenous Lobby** – Attended CLC's first ever Indigenous Lobby. About a hundred of us met with MPs and Senators to talk about and get commitments in support of: MMIWG+, Truth and Reconciliation, Safe Drinking Water for First Nations, and the proposed Sept 30 National Holiday.



15. April 16 – Bargaining Lobby – Met with Nathan Cullen. We asked him to help us pressure the federal government to deliver on their promise of respect to public service workers by coming to the negotiating table with a real mandate.



Upcoming:

April 2019: Regional Council meeting

May 5, 2019 Red Shirt Day, MMIWG+

May 10, 2019 Launch of a Bear Witness and Reconciliation Event

May 13, 2019 Area council meeting

Late May 2019 Area Tour with Megan Adam, President, UHEW Local 20147

June 8, 2019 Seafest Booth and Area Visit with Jamey Mills

Date to be determined – Arrange JLP Employment Equity Training in Prince Rupert

South Vancouver Island Coordinator – Ernest Hooker



63

Name: Ernest Hooker	Date: March 29 th 2019
South Vancouver Island Regional Coordinator	
Activities Since the Regional Convention	
Activity	How it fulfilled role on the Regional Council
November 2 nd to 3 rd 2018	Attended my first semi-annual in person meeting of the PSACBC Regional Council.
November 4 th , 2018	Attended the Victoria Area Council AGM
Dec 4 th 2018	Participated in the PSACBC Brush TelCon meeting
Dec 6 th 2018	Attended the PSACBC Memorial site in Holland Park, Victoria for a candlelight vigil in memory of those slain in the Montreal Massacre at the E'cole Polytechnique.
December 10 th – 11 th , 2018	Picked up and distributed PSAC 2018 Calendars to locals and members.
December 13 th , 2018	Attended Victoria Area Council's Festive meet and greet. This is a great opportunity to catch up with many activists and committee members.
Dec 15 th & 16 th , 2018	Attended the PSACBC Health and Safety Conference in Vancouver, Lots of good information especially the presentation regarding the ramifications for workers and their worksites in the newly legalized regime of cannabis.
December 18 th , 2018	Attended Esquimalt MP Randall Garrison's Open House. Randall is always attentive to our positions and has acted often in Ottawa on our behalf.
January 7 th , 2009	This was my first official day in the position of South Vancouver Island Regional Coordinator.

**South Vancouver Island
Geographic Coordinator
continued..**



January 24 th , 2019	Attended the Victoria Area Council AGM
Jan 28 th 2019	Attended the Next Gen Pay System Expo in Victoria, Very little information and definitely no details
Feb 6 th 2019	Participated in the PSACBC Regional Council TelCon meeting.
February 21 st , 2019	Engaged in "Trauma Informed Practice" for Union Members training. Very informative!
February 23 rd , 2019	Attended Town Hall with Esquimalt MP Randall Garrison and MLA Mitzi Dean. It's amazing who you can meet and talk to at these events!
March 12 th -14 th , 2019	Distributing material in support of the March 22 nd rally in Victoria to locals and activists.
March 19 th , 2019	Participated in the PSACBC Regional Council TelCon meeting.
March 21 st , 2019	Participated in the PSACBC Regional Political Action Committee TelCon meeting.
March 22 nd , 2019	Rally in support of bargaining, fix the phoenix fiasco and bargaining with the PSAC National President and National Vice President

**South Vancouver Island
Geographic Coordinator
continued..**



Challenges you had to cope with since the last meeting
<p>2019 seems to have started at full speed and the Phoenix fiasco continues to be the business leader.</p> <p>I also find the learning curve to get up on the regional council regime to be quite daunting however, the support of Sisters and Brothers in this matter is a great help.</p>
What would you like to work on next?
<p>I look forward to letting our employer know where we are at through our members additionally, getting the vote out for the fall federal election is something I look forward to!</p>

South Island Coordinator – Trish Martin



66

South Island Coordinator – Trish Martin



First, I want to say thank you to this council, for your unwavering support of me during my sister's illness. It meant so much to me to have you all in my corner supporting me. Your kind words and thoughts after her passing still resonate with me today. We do not always realize the impact we have on others lives, and I am thankful that me and Beckys sister Saturdays inspired so many of you and others to create their own adventures.

Since our last meeting, I have been busy in the region with both PSAC and my component.

I was able to attend the BC Federation of Labour Convention for the first time! I must say it was more than what I expected, and being able to net work with other unions was a fabulous experience. I also had the opportunity to go to the Postal Depot in Richmond with a group of fellow activists and spend the morning supporting CUPW.



At Winterschool this year, I took modern tools of communication to continue with my work on membership engagement. It was a great week and I learned some valuable lessons, and learned some great free tools I can utilize in my work.

Over the past two years, I have seen how the focus on membership engagement has transformed the South Island, we still have a lot of work to do but it is nice to see our successes pay off. There was a time our rallies would only bring out 30 or so people, but for the last year, we have had an average of 300!

I planned the rally for Victoria that took place on March 22, 2019. The planning of such an event takes hours of preparation and organization to make it a success. With over 300 members in attendance on a Friday in the middle of spring break that was a huge success, and I have no doubt had it been a different day we would have made it to 500.

South Island Coordinator continued..



I requested a day of paid leave to work at the regional office; I concentrated on engaging our locals. I called every local executive member on Southern Vancouver Island (that we had contact information on) and then began calling the locals up island. On the phone we discussed dates and times of the rally, transportation, if there was leave available, and who the speakers were, we also talked about the meet and greet the same afternoon as the rally. (Many members might not be able to make a rally but could make the meet and greet). This took approximately 7.5 hours with discussions about agenda, food, and general logistics with the Regional Rep James as well as Rosemary Mackenzie.

The next 3 days I spent 12 hours (Approx 4 hours a day) sending emails to all those executive members to be in contact again and answering any questions/concerns/comments they had surrounding the event.

On March 20, I spent 2 hours going to local businesses and gaining their support for the rally, and dropping off letters explaining who we were and what the rally was for. We had all locals Plantegate the poster on March 21 so that it was fresh in member's minds. We also continued to share the social media posts that PSAC put out about the event.



Then it was the BIG Day I was able to help set up tents and organize members to sign the Bargaining team poster, and was able to kick things off with a quick speech thanking everyone for coming out and touching on Bargaining and Phoenix

I also attended AGMS for the two CEIU South Island Locals as well as the Commissionaires.

Challenges: Working without a computer has been a huge challenge you do not realize how much you need to use it until you do not have it anymore. I am working to have another one in the next month.

For the next few months, I want to continue working on membership engagement and communications. I also would like to meet and work with the other South Island Coordinator Ernest Hooker and arrange site visits. This is something that has not been done in the past 4 years, and I look forward to learning more about the sites and what the issues are.

North Vancouver Island Geographic Coordinator – Robert Farwell



Name: Robert (Bert) Farwell	Date: March 29th 2019
North Vancouver Island Geographic Coordinator	
Activities Since the Regional Convention	
Activity	How it fulfilled role on the Regional Council
November 2 nd to 3 rd 2019	Our Bi-Annual Face to Face Meeting. This creates an opportunity for the regional council to meet face to face and review what has happened in the last 6 months or so.
Nov. 26 th to 30 th 2019	I had the Opportunity to attain the BC Federation Of Labour Convention. As a delegate I had the opportunity to raise my voice on the Phoenix issue that still plague the federal government employees. The PSAC Delegates took over all the microphones to get out story out to all the other unions at convention And we did. We ended up with the support from all unions in BC. Same day had a rally outside of the convention center to support the Postal Workers and their fight and being forced back to work
Dec 4 th 2019	Attained the Brush meeting on the phone Trying to get back on doing these meeting more often
Dec 6 th 2019	I was honored to be asked to place a rose at the PSAC Memorial site for the Montreal Massacre at E'cole Polytechnique. This event has always been an important event for the members of PSAC on the island and else where



<p>Dec 15th &16th 2019</p>	<p>I got to attend the Health and Safety Conference in Vancouver, There we got information on the use of Marijuana and how it may effect members at the work site. Along with other important information. It was nice to see a lot of new delegate attending this event.</p>
<p>Jan.25th 2019</p>	<p>NVIAC Meeting This was an evening meeting the purpose was a planning meeting but it also turned into a good bye meeting as a long-time activist Christine Walker retired and was stepping out of the Area Council she will be missed. But she will still be active in other ways</p>
<p>Jan 28th 2019</p>	<p>Attended the Next Gen Pay System Expo in Victoria, was hoping for more out of this but they had some good possibility to replace the Phoenix pay system. We will see how this transpires over time</p>
<p>Feb 6th 2019</p>	<p>Regional Council Phone meeting – Unfortunately due to other union issues at that time. This meeting skipped my mind and I was not able to attend it</p>
<p>Feb 15th 2019</p>	<p>I had a Face to Face meeting with the MP for Cowichan – Malahat - Alistair MacGregor our meeting was cut a little short do to an emergency vote that was taking place in North Cowichan that he just found out about. But I did have time to ask him to bring forward our issues on Phoenix and explained it has been 3 long years I also asked if he would look into joining our rally in Ottawa later that month. Also brought up the fact that the Liberal Government is not Bargaining fairly and if he would bring these issues up on the floor of parliament</p>



March 9 th 2019	NVIAC – AGM Attended this even though it was a small turn out in the room with Conference call capability and my hands free speaker it worked great. Lots was talked about information shared Elected two new people to the NVIAC Executive
March 11 th 2019	Delivered I stand behind my Bargaining Team post cards to a couple local work site to get them to send the post card to the president of the Treasury Board- Even though that person is not the same I believed that the cards should still go out
March 20 th 2019	Coffee with Nation President CHRIS AYLWARD & National Vice President MAGALI PICARD- Meeting with Members and the National Officers in Nanaimo Nice Social meeting lots of talking and getting to know more Members in the Nanaimo area
March 22 nd 2019	I am always up for a rally and having the National President and Vice President here makes it worth it. Been part of this is important even if this event is not in the North Island. I believed the North island should be involved and having a social with the for a few hours after the rally to talk with other activists and members who also live in the North island is priceless
Challenges you had to cope with since the last meeting	
Rebalancing as so many thing seems to be happening it is hard to find the right Balance again. I have missed a Meeting or two and that is not really me .So I will fix that for sure	
What would you like to work on next?	
As we all wait to see what the New and Improved President of the Treasury Board will do about getting Bargaining back on line. As I am part of the TB-NSCC for national and North Vancouver Island I always look to see what is happening and what is expected	