




# Delegate Guide

HONOURING THE PAST, THE FUTURE IS OURS

7th PSAC BC Regional Triennial Convention | Vancouver | June 16-18, 2017

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# WELCOME FROM THE REVP

Delegates, Observers and Guests,

Welcome to the 7th PSAC B.C. Regional Triennial Convention!

It's hard to believe that three years have already past since the last time we gathered together as a Region to discuss, debate and decide to the direction the of B.C. Region.

The theme of this Convention is "Honouring the Past, the Future Is Ours," which celebrates the PSAC's twenty-year history of regionalization in BC and acknowledges the exciting path ahead of us as we continue to grow together and build our Union. Over the next three days, I'm confident that this Convention will provide many opportunities to reflect on where we have come from, where we are now, and where we are going as a Union. I hope that you will join me at the Convention reception on Friday evening where we can raise a glass to all the PSAC B.C. members—current and past—who have made our Region what it is today.

As many of you may know, I have attended every one of the past six PSAC B.C. Regional Conventions. This Convention will be my last as I will be retiring in the coming weeks. And while it is a bittersweet realization that my journey as a PSAC member is coming to an end, I take solace in the fact that I leave the Region in the very good hands of the PSAC B.C. activists, both at Convention and across the province.

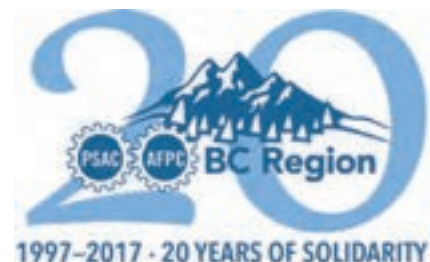
In closing, I'd like to thank the Convention Committees and staff for all their hard work in the lead up to this Convention. I have every expectation that this Convention will be every bit as successful as past conventions – perhaps more so.

In solidarity,



Bob Jackson

Regional Executive Vice-President  
Public Service Alliance of Canada, BC



# HOTEL INFORMATION

## *FAIRMONT HOTEL VANCOUVER*

900 West Georgia Street  
Vancouver, BC V6C 2W6  
TEL: 604 684 3131  
FAX: 604 662 1929

## *OVERVIEW*

Fairmont Hotel Vancouver is known as the 'Castle in the City' and reflects timeless luxury and history of Vancouver. Holding a prime downtown location, it is minutes away from some of Vancouver's biggest attractions including Granville Island, Robson Street shopping, Stanley Park Seawall, Vancouver Aquarium, Gastown, Canada Place and Science World.

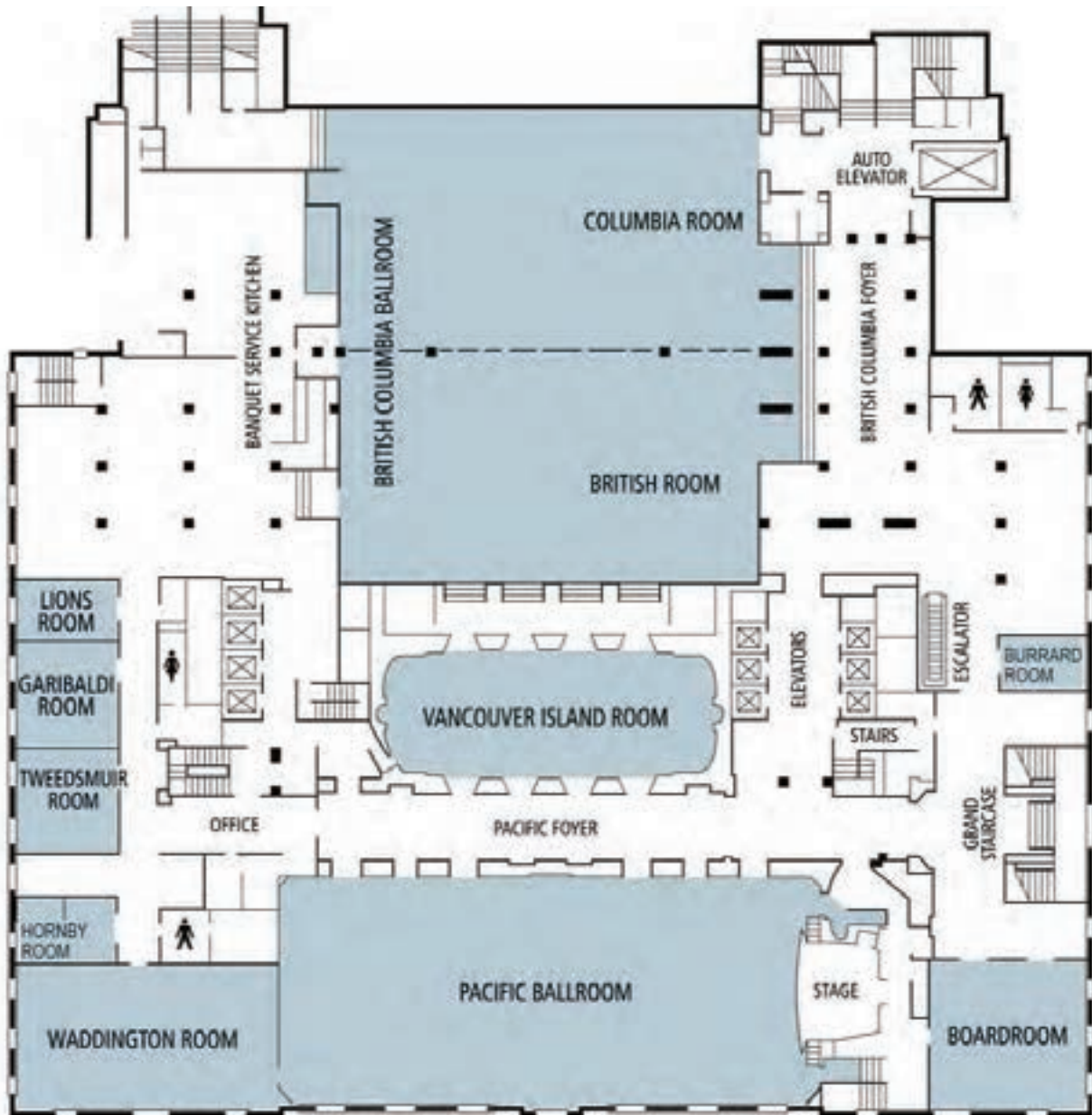
## *DINING*

The Notch8 Restaurant & Bar in the lobby of the Fairmont Hotel Vancouver heralds a new era of glamour in the centre of the city. Enjoy exceptional cuisine, great wines, and enticing cocktails in a lively environment.



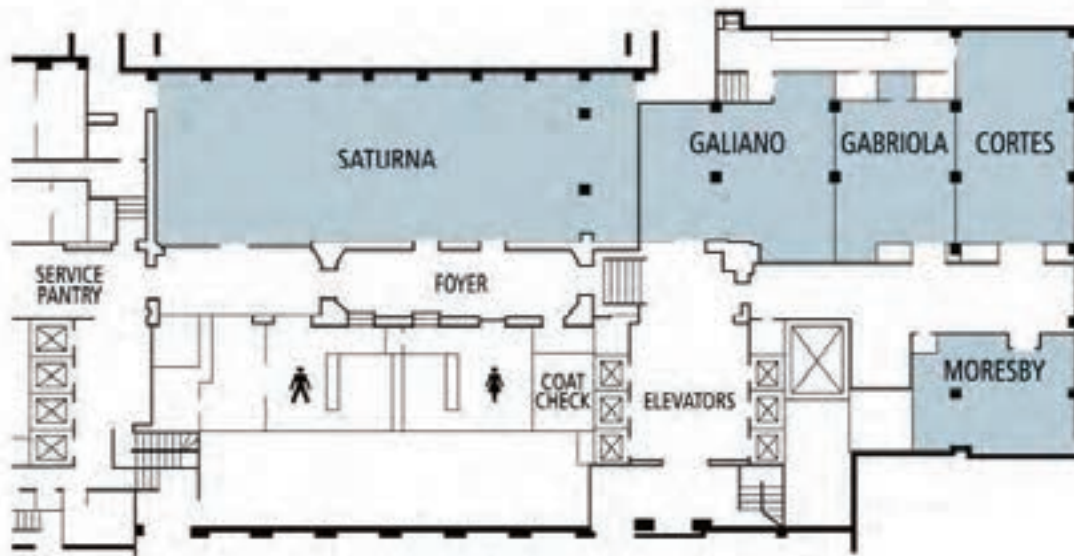


# FLOOR PLANS



**Conference Floor**





## Discovery Floor

# PSAC STATEMENT ON HARASSMENT

*(Excerpt from the Policy adopted by NBoD January 1997)*

This statement is to be read out and distributed at all PSAC events.

Our union is made strong by Sisters and Brothers working together to improve our working lives and to preserve the rights that we have struggled to achieve. Mutual respect is the cornerstone of this cooperation. The PSAC Constitution states that every member is entitled to be free from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, criminal record, disability, sexual orientation, gender identity or expression, language, class or political belief. Members are also entitled to be free from personal harassment.

If you experience harassment at this event, contact the identified Anti-Harassment Resource Person(s) to discuss the situation and possible responses. Our initial approach is to encourage early and informal resolution and to facilitate our members speaking directly with one another to resolve the matter. If this is not successful or possible, the Constitutional and policy mandates on the issue of harassment will be fully and quickly enforced.

Harassment in all its forms detracts from our common purpose and weakens our union. Let each one of us, as we work together on the important task at hand; treat each other with dignity and respect.

Date Modified: 2010/01/29

<http://psacunion.ca/harassment>

**Anti-Harassment Coordinators  
can be reached at:**

**1-866-360-3330**



# PSAC STATEMENT ON SCENT-FREE ENVIRONMENTS

*(Excerpt from the Policy adopted by NBoD January 2006)*

The Public Service Alliance of Canada is committed to ensuring that all members with disabilities are able to effectively participate in order to contribute to the organization's mandate.

In this regard, the PSAC recognizes that accessibility is an essential requirement for the participation of members with environmental disabilities.

In consideration for the health of our Sisters and Brothers who may suffer from environmental disabilities, and with the goal of eliminating a contaminant from the air, the PSAC requests that all participants attending any union function refrain from using scented products. These include scented perfumes, colognes, lotions, hairsprays, deodorants and other products promoted by the fragrance industry.

A participant who notices a problem is required to address the person in a cordial and respectful manner. Any unresolved issues would then be brought to the attention of the organizers who will investigate and attempt to find suitable accommodation up to the point of undue hardship.

By working together we can create healthier environments for ALL, and accommodate the needs of persons who have environmental disabilities.

**Anti-Harassment Coordinators  
can be reached at:  
1-866-360-3330**



# CONVENTION AGENDA

## Thursday, June 15

5:30 – 9:00 PM      Early registration      Boardroom Foyer

## Friday, June 16

7:00 – 9:30 AM      Registration      Boardroom Foyer

8:30 – 9:15 AM      New delegate orientation seminar      Waddington Room

9:30 AM      Opening Ceremonies      Pacific Ballroom

Call to Order

Moment of Silence

PSAC Policies and Administration

Introductions

Guest Speaker: Irene Lanzinger,  
BC Federation of Labour

First Report of the Credentials Committee

Adoption of the Rules of Order

Adoption of the Agenda

Ratification of Appointments to

Convention Committees

Referral of Business to Convention Committees



	REVP Report	
	Convention Committee Reports	
	Announcements	
12:00 – 1:15 PM	Lunch	
1:15 PM	Report of the Credentials Committee	Pacific Ballroom
	Address by Robyn Benson, PSAC National President	
2:00 PM	Convention Committee Reports	
5:00 PM	Announcements, Recess	
6:30 – 9:30 PM	Welcome Reception	Hotel Roof, 15th Fl.

**Saturday, June 17**

8:45 AM	Constituency Elections, TBD	TBA
9:30 AM	Report of the Credentials Committee	Pacific Ballroom
	Convention Committee Reports	
11:30 AM	Solidarity Excellence Award Presentation	
	Announcements	
12:00 – 1:15 PM	Lunch	
	Constituency Elections, TBD	TBA

# CONVENTION AGENDA

1:15 PM	Report of the Credentials Committee  Guest Speaker: Pam Jabal, Association of Public Service Alliance Retirees  Convention Committee Reports	Pacific Ballroom
3:00 PM	Panel: Member Political Engagement	
3:30 PM	REVP and Alternate REVP All Candidates Meeting	
4:30 PM	Announcements, Recess	
4:45 – 5:30 PM	Election of B.C. Regional Council Women’s Coordinator and Women’s Caucus Meeting	Pacific Ballroom

## **Sunday, June 18**

9:30 AM	Report of the Credentials Committee	Pacific Ballroom
9:45 AM	Chair of the Nominations Committee	
10:00 AM	Elections of the B.C. Regional Executive Vice-President and Alternate, B.C. Regional Council Health & Safety Coordinator and Alternate  Convention Committee Reports	



11:00 AM	B.C. Regional Council Geographic Coordinator and Alternate elections	
	<ul style="list-style-type: none"> <li>• Metro Vancouver</li> <li>• South Vancouver Island</li> <li>• North Vancouver Island</li> <li>• East Fraser Valley</li> <li>• West Fraser Valley</li> <li>• Southern Interior</li> <li>• Northeastern B.C.</li> <li>• Northwestern B.C.</li> </ul>	
12:00 – 1:15 PM	Lunch	
	Constituency Elections, TBD	TBA
1:15 PM	Report of the Credentials Committee	Pacific Ballroom
	Convention Committee Reports	
2:30 PM	Introduction and Swearing in of new B.C. Regional Council	
2:50 PM	Adjournment & Aboriginal Closing	

# SOLIDARITY FOREVER

When the Union's inspiration through the workers' blood shall run,  
There can be no power greater anywhere beneath the sun,  
Yet what force on earth is weaker than the feeble strength of one,  
For the Union makes us strong.

*Chorus:* Solidarity Forever,  
Solidarity Forever,  
Solidarity Forever,  
For the Union makes us strong

Young workers of the Union, they are showing us the way,  
It is they who hold the vision which will save the world one day,  
They're fighting for the planet; they demand to have a say,  
Youth makes the Union strong.

*Chorus:* Solidarity Forever,  
Solidarity Forever,  
Solidarity Forever,  
For the Union makes us strong

We're the women of the Union at the forefront of the fight,  
We know 'bout women's issues and we know 'bout women's rights,  
We're prepared to fight for freedom and we've always stood our ground,  
Women make the Union strong.





*Chorus:*     Solidarity Forever,  
                  Solidarity Forever,  
                  Solidarity Forever,  
                  For the Union makes us strong

They have taken untold millions that they never toiled to earn,  
But without our brain and muscle not a single wheel can turn,  
We can break their haughty power, gain our freedom when we learn,  
That the Union makes us strong.

*Chorus:*     Solidarity Forever,  
                  Solidarity Forever,  
                  Solidarity Forever,  
                  For the Union makes us strong

In our hands is placed a power greater than their hoarded gold,  
Greater than the might of armies magnified a thousandfold,  
We can bring to birth a new world from the ashes of the old,  
For the Union makes us strong.

*Chorus:*     Solidarity Forever,  
                  Solidarity Forever,  
                  Solidarity Forever,  
                  For the Union makes us strong

# RULES OF ORDER

1. The President, or in the absence of the President or on the delegation of the President, a Vice-President shall take the Chair at the time specified and shall preside at all sessions.
2. Hours of sitting shall be determined as per the agenda adopted by the Convention delegates.
3. Delegates wishing to speak shall proceed to one of the microphones provided for that purpose. When recognized by the Chair, they shall give their name and the body represented, state the purpose for which they rise, and confine remarks to the question at issue.
4. Speeches shall be limited to three minutes.
5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A delegate shall not interrupt another, except to rise to a point of order or question of privilege.
7. At the request of the Chair, a delegate called to order shall take a seat until the point of order has been decided.
8. Should a delegate persist in unparliamentary conduct, the Chair shall name the delegate and submit the conduct to the judgment of the Convention. In such case, the delegate whose conduct is in question should explain and then withdraw, and the Convention will determine what course to pursue in the matter.
9. (a) When the "previous question" is moved and seconded, no further discussion is permitted on a main motion or amendment to the main motion. The Chair must immediately ask: "shall the question be now put?", and if a two-thirds majority vote "that the question be now put", the motion or amendment



- shall be put without debate. If the motion to put the question is not adopted by a two-thirds majority vote, discussion will continue on the motion or amendment.
- (b) If the previous question has not been adopted, it cannot be put a second time unless at least three (3) members wishing to speak have had the opportunity to do so.
  - (c) The previous question cannot be proposed by a delegate who has spoken on the motion or the amendment.
10. (a) No motion that has been reviewed by a Committee can be amended by the floor unless a Committee recommendation has been rejected by the delegates.
- (b) Any motion or amendment to a motion may be amended, provided the amendment is relevant to the question and does not have the effect of simply negating the question. If a second amendment has been moved and seconded, the Chair will not entertain any further amendments until the second amendment has been disposed of.
  - (c) Amendments are always voted on in reverse order to their introduction. That is, the second amendment must be decided before the first amendment, and the first amendment must be voted on before the main motion. Whether or not the amendments have carried, the main motion must always be voted on.
11. Any delegate may challenge a decision of the Chair and the challenge shall require a seconder. Immediately and without debate, except that the appellant and the Chair may respectively give their reasons for the challenge and the decision, the Chair shall put the question: "Shall the decision of the Chair be sustained?". The Chair shall not have to accept a challenge if it is on a point of fact or law.

# RULES OF ORDER

12. In the event of a tie vote on any matter other than the election of officers, the Chair may cast a deciding vote. The Chair shall not take part in a debate without leaving the Chair and cannot return to it until the matter in question has been decided.
13.
  - (a) Committees may combine resolutions or prepare a composite resolution or a policy paper to cover the question at issue.
  - (b) Recommendations from committees are not subject to amendment by the Convention but a motion to refer back to committees for review with instructions shall be in order.
  - (c) Committees shall be permitted to present up to ten priority recommendations. Subsequent to the debate on priority recommendations, it shall be in order for a delegate to move a motion establishing the next resolution to be debated.
  - (d) Committees can only meet during a plenary session of Convention with the approval of a majority of delegates.
  - (e) Delegates vote on the committee's recommendation of Concurrence or Non-Concurrence and not on the original resolutions. On presenting the committee's recommendation to Convention, the Chair of the committee shall present a motion in the following form: "I move, seconded by ... Concurrence/or Non-Concurrence in Resolution No .....".
14. A motion to refer must be seconded and is not debatable except the mover may give reasons. A motion to refer must include instructions to the committee or officer to which the motion is referred.



15. (a) Resolutions and other matters of business submitted after the closing date of the agenda will be referred to the Convention as late resolutions. The Convention may refer them to the appropriate officer or committee.  
  
(b) Late resolutions that are, in the opinion of the Chair, of an emergency nature shall be debatable at any time. Late resolutions not deemed to be of an emergency nature shall be considered after all business listed on the agenda has been dealt with.
16. All motions calling for the expenditure of money shall be placed in writing and together with all proposals and amendments referring to same, shall be costed by the appropriate committee or officer responsible for finances, before any vote is taken on the issue.
17. A motion to limit the debate shall be in order once the Chair has stated the motion. It must be moved and seconded and is not debatable. A motion to limit debate may limit the number of speakers or the time allotted and the motion must so state. Such a motion shall require a two-thirds majority to be adopted.
18. The report of a committee, when adopted, becomes the decision of the Convention that adopted it.
19. The following motions shall be in order at any time and in the order stated:
  - (a) To adjourn (not debatable);
  - (b) To recess (not debatable);
  - (c) Question of Privilege (the Chair must rule immediately before going on to further business);
  - (d) Point of Order (the Chair must rule immediately before going on to further business);



# RULES OF ORDER

- (e) To table (not debatable except the mover may give reasons);
  - (f) To put the Previous Question (not debatable);
  - (g) To postpone to a future time (not debatable except the mover may give reasons). Motions to adjourn, recess, table or postpone to a future time shall not be moved until there has been an intermediate proceeding of business dealt with by the Convention.
20. A motion may be reconsidered, providing the mover and the seconder of the motion to reconsider voted with the prevailing side, and notice of motion has been given for reconsideration at the previous sitting. A motion to reconsider shall require a two-thirds majority to be adopted.
21. (a) The Chair shall order a standing vote if a voice/show of hands vote is unclear or inconclusive.
- (b) A delegate can request a standing vote if he/she questions the results of a voice vote or a vote taken by a show of hands as announced by the Chair. The Chair shall order a standing vote.
- (c) A vote by secret ballot shall be taken only on a substantive motion at the request of one-third of the delegates present.
- (d) A vote by secret ballot shall not be permitted on a procedural motion with one exception: if the initial question was resolved by a secret ballot, a secret ballot will be permitted on a motion of reconsideration.
- (e) Once the Chair has called the question, it shall not be in order to request a secret ballot.



- (f) When a standing vote or a vote by secret ballot has been ordered, no adjournment or recess shall take place until the results have been announced. For the record, the Chair shall have the number of delegates voting in the affirmative and the negative recorded.
22. When a standing vote or a vote by secret ballot has been called by the Chair, no one, except with permission of the Chair and in accordance with the "Tiling Guidelines", shall be permitted to enter the floor until the results of the vote have been announced.
  23. None but accredited delegates of the Public Service Alliance of Canada and authorized members of the staff and guest speakers shall be permitted on the Convention floor during sessions.
  24. One-third of the delegates at the Convention may request, and have ordered, a recorded vote. Upon receiving such request, the Chair shall have the roll called and record the names of those delegates voting in the affirmative and in the negative. Once the Chair has called the question, it shall not be in order to request a recorded vote.
  25. Election of officers shall be conducted in accordance with the provisions of the PSAC Constitution.
  26. In calling for further nominations from the floor, the Chair of the Nominations Committee will declare nominations closed after calling: "Are there any further nominations?" three times, without response.
  27. The Chair of the Nominations Committee will announce after each vote by ballot:
    - (a) the number of ballots cast;
    - (b) the number of spoiled ballots, if any;

# RULES OF ORDER

- (c) the number of ballots required to elect a candidate (number of ballots cast less the number of spoiled ballots, multiplied by 50% and rounded to the next highest whole number);
  - (d) the number of ballots cast for each candidate.
28. Each candidate for an office , may nominate a scrutineer who shall be entitled to observe all phases of the election and the counting of ballots for that particular office.
  29. In the event of a close decision, it will be in order for a delegate to request a recount. If the Chair of the Nominations Committee rules against a recount, the ruling may be appealed in the same manner as a challenge to the Chair.
  30. A quorum is 50% of accredited delegates.
  31. Bourinot's Rules of Order shall govern in all matters not regulated by the rules set out above or as provided by the PSAC Constitution.



# DOOR TILING GUIDELINES

1. Credentials must be clearly displayed to enter the Hall.
2. Authorized staff may enter any door.
3. Upon call for a secret ballot, the Chair shall call out "tile the doors." The doors will remain tiled until the voting process is complete and the Chair announces that the doors can be untiled. In the event of a tie vote, doors will remain tiled until the result is conclusive and the final results have been announced.
4. Members with disabilities must self-identify prior to registration. If their disability is of a nature that precludes them from remaining in the Convention Hall for the full duration it may take to complete all stages of a secret voting procedure, the Credentials Committee will accommodate their disability.
5. The Credentials Committee or its representatives will be supplied with the list of members who have self-identified as persons with disabilities at registration. The Credentials Committee or its representative will confirm/identify those members whose disability prevents them from participating in a prolonged balloting process by asking the following question: Are you a person with a disability? If so, what is the functional limitation that prevents you from remaining in the plenary during a prolonged election process or secret balloting process?
6. If a delegate has self-identified as a person with a disability AND has stated that their disability prevents them from remaining in the Convention Hall during a prolonged elections process or secret balloting process, the their name and delegate number will be recorded on the delegate list under the "Accommodations List."
7. If during an election process involving a secret balloting procedure, a person with a disability whose delegate number has been placed on the "Accommodations List" has to leave the floor, they may do so with the implied consent of the Chair.
8. The Convention will make every possible effort to ensure that persons with

# DOOR TILING GUIDELINES

disabilities have the opportunity to vote first if required.

9. Persons with disabilities who have to leave the Convention Hall before the culmination of a complete voting process will exit via designated exit(s).
10. The officer tiling the door at the designated exit(s) will maintain the "Accommodation List" prepared by the Credentials Committee. When leaving or entering the Hall, the officer will record the exit and entry by the delegate number of the accommodated member.
11. Persons with a disability, whose delegate number appears on the "Accommodations List," may exercise this option during a prolonged election process or secret balloting process after they have voted.
12. A person with a disability may re-enter the room before the vote is announced but **ONLY AFTER** all the delegates have finished voting.
13. During secret balloting, if a delegate whose delegate number does NOT appear on the "Accommodations List," leaves the Convention Hall for any reason, they will not be allowed to re-enter the Hall until final balloting results have been announced and the doors have been untilled.





# BIOGRAPHIES

## **Robyn Benson, PSAC National President**

Robyn Benson was re-elected as the National President of the Public Service Alliance of Canada at PSAC's 17th National Triennial Convention in May 2015. She was first elected as PSAC National President in May 2012.

Born and raised in Manitoba, Robyn's first involvement with our union began during the 1980 CR Strike, sparked by union sisters who were fed up with pay inequality. At the time, she was a single mother of two small children and working as a term for the Canada Revenue Agency (CRA).



Robyn continued to work for CRA for twenty years while holding various positions within our union, including Treasurer and then President of her Local, and Prairie Regional Vice President for the PSAC component Union of Taxation Employees. In 2000, Robyn was elected as PSAC Regional Executive Vice President (REVP), Prairies. She served as REVP from 2000 to 2012.

As National President, Robyn is responsible for a variety of national portfolios, including collective bargaining; communications, political action and campaigns; PSAC's Social Justice Fund; the Joint Learning Program; and Workforce Adjustment.

Whether she is walking side-by-side with members on the picket lines or standing in solidarity with sisters and brothers at rallies and demonstrations, Robyn has always been and continues to be a voice for all members. As a passionate advocate for human rights, social justice and strong public services, Robyn's dedication to and respect for PSAC members guides her every decision.

# BIOGRAPHIES

## **Irene Lanzinger, BC Federation of Labour President**

Irene Lanzinger is President of the BC Federation of Labour, and the first woman to lead BC's largest labour organization.

With a long history of activism on behalf of working people and the labour movement, Lanzinger is a math and science teacher by trade.

Irene believes passionately in social and economic justice, the creation of good-paying jobs, and investing in public services that so many British Columbians depend on in their daily lives.



Irene Lanzinger has championed causes like the BCFED's Fight for \$15 minimum wage campaign to lift 500,000 BC workers as a way of improving living standards for all BC workers, not just union members.

The BCFED represents more than half a million working people from affiliated unions across the province, in every sector of the economy.



# ACRONYMS

<b>A</b>	AEC	Alliance Executive Committee
	AC	Area Council
	AFL	Alberta Federation of Labour
	AGM	Annual General Meeting
	AGR	Agriculture Union (PSAC Component)
	APSAR	Association of Public Service Alliance Retirees
	ASD	Alternative Service Delivery
<b>B</b>	BCFL	British Columbia Federation of Labour
	BRUSH	BC Region Union Safety and Health Committee
<b>C</b>	CALM	Canadian Association of Labour Media
	CCOHS	Canadian Centre for Occupational Health and Safety
	CCPA	Canadian Centre for Policy Alternatives
	CEIU	Canada Employment & Immigration Union (PSAC Component)
	CFIA	Canadian Food Inspection Agency
	CFIB	Canadian Federation of Independent Business
	CHRA	Canadian Human Rights Act
	CHRC	Canadian Human Rights Commission
	CIRB	Canada Industrial Relations Board
	CIU	Customs Immigration Union (PSAC Component)
	CLC	Canada Labour Code
	CLC	Canadian Labour Congress
	CRA	Canada Revenue Agency

# ACRONYMS

<b>D</b>	DCL	Directly Chartered Local
	DI	Disability Insurance
	DLC	District Labour Council
<b>E</b>	EAP	Employee Assistance Program
	EI	Employment Insurance
	EOC	Equal Opportunities Committee (currently NHRC)
<b>F</b>	FAA	Financial Administration Act
	FSD	Foreign Services Directives
	GLBT	Gay, Lesbian, Bisexual and Transgendered Persons
	GSU	Government Services Union (PSAC Component)
<b>H</b>	HRC	Human Rights Committee
	H&S	Health and Safety
<b>I</b>	ILO	International Labour Organization
	IPA	Isolated Posts Allowance
	IWD	International Women's Day (March 8)
<b>J</b>	JLP	Joint Learning Program
	JOSH	Joint Occupational Safety and Health
<b>L</b>	LMCC	Labour Management Consultation Committee
	LOS	Loss of Salary
	LTD	Long Term Disability
	LWOP	Leave Without Pay
<b>M</b>	MCS	Multiple Chemical Sensitivity
	MLF	Manitoba Federation of Labour



# ACRONYMS

	MOU	Memorandum of Understanding
	MP	Member of Parliament
	MLA	Member of the Legislative Assembly
<b>N</b>	NAFTA	North American Free Trade Agreement
	NAPC	National Aboriginal Peoples' Circle
	NBoD	National Board of Directors
	NHRC	National Human Rights Committee (formerly EOC)
	NCR	National Capital Region
	NDP	New Democratic Party
	NEU	Nunavut Employee Union (PSAC Component)
	NEVP	National Executive Vice-President
	NHU	National Health Union (former PSAC Component)
	NJC	National Joint Council
	NRU	Natural Resources Union (PSAC Component)
	NSFL	Nova Scotia Federation of Labour
	NTC	National Triennial Convention
	NVP	National Vice-President
	NWTFL	Northwest Territories Federation of Labour
<b>O</b>	OFL	Ontario Federation of Labour
<b>P</b>	PESRA	Parliamentary Employment and Staff Relations Act
	PIC	Public Interest Commission
	PSAC	Public Service Alliance of Canada
	PSAC ID	Membership Identification Number

# ACRONYMS

	PSC	Public Service Commission
	PSDCP	Public Service Dental Care Plan
	PSDIP	Public Service Disability Insurance Plan
	PSEA	Public Service Employment Act
	PSHCP	Public Service Health Care Plan
	PSI	Public Services International
	PSLRA	Public Service Labour Relations Act
	PSSA	Public Service Superannuation Act
	PSSRB	Public Service Staff Relations Board
	PSMIP	Public Service Management Insurance Plan
<b>Q</b>	QFL	Quebec Federation of Labour
<b>R</b>	RC	Regional Council
	REVP	Regional Executive Vice-President
	RO	Regional Office
	RVP	Regional Vice-President
	RWC	Regional Women's Committee
<b>S</b>	SFL	Saskatchewan Federation of Labour
	SFJ	Social Justice Fund
<b>T</b>	TB	Treasury Board
	TOR	Terms of Reference
<b>U</b>	UCTE	Union of Canadian Transportation Employees (PSAC Component)
	UDP	Union Development Program



# ACRONYMS

UEW	Union of Environment Workers (former PSAC Component)
UHEW	Union of Health and Environment Worker (new PSAC Component formed by a merger of NHU and UEW)
UMCC	Union Management Consultation Committee
UNDE	Union of National Defence Employees (PSAC Component)
UNE	Union of National Employees (PSAC Component)
UNW	Union of Northern Workers (PSAC Component)
UPCE	Union of Postal Communications Employees (PSAC Component)
USGE	Union of Solicitor General Employees (PSAC Component)
UTE	Union of Taxation Employees (PSAC Component)
UVAE	Union of Veterans Affairs Employees (PSAC Component)
<b>W</b>	WAAA We Are All Affected
	WFA Work Force Adjustment
	WFAD Work Force Adjustment Directive
	WTO World Trade Organization
<b>Y</b>	YEU Yukon Employees Union (PSAC Component)
	YFL Yukon Federation of Labour
	YW Young Worker
	YWC Young Workers' Committee

# 2014–2017 BC REGIONAL COUNCIL

<b>Position</b>	<b>Name</b>	<b>Term</b>
Regional Executive Vice-President, B.C. Region	Bob Jackson	April 2014-June 2017
Alternate Regional Executive Vice-President, B.C. Region	Jamey Mills	April 2014-June 2017
<b>Constituency Coordinators</b>		
Women's Coordinator	Virginia Vaillancourt	April 2014-October 2016
Women's Coordinator	Kelly Sidhu	October 2016-June 2017
Pride Coordinator	Paul Croes	April 2014-June 2017
Racially Visible Coordinator	Jennifer Chieh Ho	April 2014-June 2017
Members with Disabilities	Ken Waldron	April 2014-August 2016
Members with Disabilities	Joyce Slett	August 2016-June 2017
Directly Chartered Locals/ Small Separate Employer Units	James (Jim) Sidel	April 2014-March 2017
National Officers Coordinator	Nic Humphreys	April 2014-February 2016
National Officers Coordinator	Crystal Warner	February 2016
National Officers Coordinator	Leanne Hughes	July 2016-June 2017
Health & Safety Coordinator	Linda Harding	April 2014-June 2017
Youth Coordinator	Vanessa Miller	April 2014-July 2017





<b>Position</b>	<b>Name</b>	<b>Term</b>
<b>Geographic District Coordinators</b>		
North Vancouver Island Coordinator	Robert (Bert) Farwell	April 2014-June 2017
South Vancouver Island Coordinator 1	Colleen Girard	April 2014-June 2017
South Vancouver Island Coordinator 2	Elizabeth Oliphant	April 2014-October 2015
South Vancouver Island Coordinator 2	Patricia (Trish) Martin	October 2015-June 2017
Northeastern BC Coordinator	Parveen Deepak	April 2014-June 2017
Northwestern BC	Benilde Gomes	April 2014-July 2016
Northwestern BC	D. Jill MacNeill	July 2016-June 2017
Southern Interior Coordinator 1	Susan Yaciw	April 2014-June 2017
Southern Interior Coordinator 2	Carolyn McGillivray	April 2014-June 2017
East Fraser Valley Coordinator	Antony Paller	April 2014-June 2017
West Fraser Valley Coordinator	Johann Ackermann	April 2014-June 2017
Metro Vancouver Coordinator 1	Terri Lee	April 2014-June 2017
Metro Vancouver Coordinator 2	Crystal Warner	April 2014-February 2016
Metro Vancouver Coordinator 2	Barry Tchir	February 2016-June 2017
Metro Vancouver Coordinator 3	Jennifer Horsley	April 2014-June 2017

# BC REGIONAL COUNCIL REPORTS

## Position

Alternate Regional Executive Vice-President, B.C. Region

## Name

Jamey Mills

## Constituency Coordinators

Women's Coordinator

Kelly Sidhu

Pride Coordinator

Paul Croes

Racially Visible Coordinator

Jennifer Chieh Ho

Aboriginal Coordinator

Ruby Langan

Members with Disabilities Coordinator

Joyce Slett

National Officers Coordinator

Leanne Hughes

Health & Safety Coordinator

Linda Harding

Youth Coordinator

Vanessa Miller

## Geographic District Coordinators

North Vancouver Island Coordinator

Robert (Bert) Farwell

South Vancouver Island Coordinator

Trish Martin

South Vancouver Island Coordinator

Colleen Girard

Northeastern B.C. Coordinator

Parveen Deepak

Northwestern B.C. Coordinator

D. Jill MacNeill

Southern Interior

Susan Yaciw

Southern Interior

Carolyn McGillivray

East Fraser Valley

Antony Paller

West Fraser Valley

Johann Ackermann

Metro Vancouver

Terri Lee

Metro Vancouver

Barry Tchir

Metro Vancouver

Jennifer Horsley







# ALTERNATE REVP REPORT

## Report to B.C. Regional Triennial Convention Jamey Mills, Alternate REVP B.C. Region

The past three years have gone by so fast. I am extremely proud of the accomplishments made by our activists in the B.C. Region. From engaging and activating members in Locals, to getting out into our communities, to strengthening our structures and not to mention, defeating the Harper Government; we have been busy. I am happy that I was successful in my mandate of engaging members throughout the Region, learning more about

structures in the PSAC I was not familiar with, being more politically engaged, and taking a more active role in community organizing. While there is always more that can be done, I am proud of what I could do. Below is a brief summary.

### *Political Action*

Actions during this term saw one of the most significant political changes in my life. After 10 years in power we finally defeated the Harper Government, a government with such an agenda it could no longer be called just a Conservative Government. Canadians have had enough and PSAC members were out in droves talking to anyone they could about the impacts this government made on our jobs and communities. Mass closures of Veterans Affairs and Service Canada offices, reductions in border protection and outsourcing our work to unsafe third parties were just what the public saw on the surface. The use of omnibus bills to try and tear our collective agreements apart or to reduce our pensions



were standard operating procedure for this government. I was proud to see PSAC activists stand up against this regime and take actions resulting in great change. We activated numerous members through our We Are All Affected campaign and knocked on hundreds of members doors. We engaged directly with progressive candidates and worked on some very successful campaigns in the B.C. Region. While writing this I am seeing the ongoing effects of these past campaigns as we now work with progressive candidates on the Provincial election as we strive to defeat Christy Clark and the BC Liberals.

### *Community Involvement*

I, along with other PSAC activists, have taken an active role with the Metro Vancouver Alliance (an interest based organization of religious, labour, community and educational groups representing over 250000 members from over 50 affiliates). Over the past three years we have held accountability assemblies for the municipal and federal elections with a provincial one to take place soon after this report is due. By listening to our members we have brought



forward issues around transit, income justice, housing and social isolation and have helped to elect progressive candidates that support our interests to make our communities a better place. While the MVA is now a respected institution we are looking to help new organizations grow roots and I am proud that PSAC is working with Greater Victoria Acting Together in order for our members to have a stronger voice in their communities on Vancouver Island. It has been a pleasure to work with folks I may have otherwise never crossed paths with and I have learned immensely from them.

*“I was proud to see PSAC activists stand up against this regime and take action resulting in great change.”*

*“It makes me proud to see how diverse our membership is and how willing they are to take on leadership role of their own ... Our members have been fearless in their discussions on anything from Phoenix to human rights”*

### *Broader Labour Movement*

It has been a pleasure to sit on the BC Federation of Labour Community and Social Action Committee. Over the past 3 years we have gone from nearly inactive to bringing forward some of the most ambitious agenda items. I look forward to seeing the revitalization of Workers Centres throughout BC helping people in a variety of struggles. It was very insightful to work with a multitude of community groups on the week of action for Poverty Reduction Week in March 2017. I have also worked on numerous BC Fed and CLC campaigns including the Fight for \$15, Living Wage and \$10/Day Childcare to name a few. I have additionally had the privilege of sitting on the resolutions committee at the past two BC Fed conventions, a process that is much broader and encompassing than my experience within the PSAC. My work on the Public Sector Working Group along with the REVP showed me how strong and important our ties are with other Public Sector unions. Lastly, I attended the Ranking Officers Summit in January 2015 where I built networks amongst

our fellow affiliates and learned about how we work together to make BC a better place for all working people.

### *Public Engagement*

I tried to get out to as many events as I could. From larger events such as the Pride Parade in the Lower Mainland to smaller events such as Labour Day in Kelowna, I was there rain or shine (and there was a lot of rain). It makes me proud to see how diverse our membership is and how willing they are to take on leadership roles of their own. Often times it is hard to promote a union or union ideals in the public spectrum but with issues such as massive budget cuts impacting our communities and the ongoing saga of the Phoenix pay system we have found common ground with the public. Our members have been fearless in their discussions on anything from Phoenix to human rights. If you look at photos or news clips from many major events it is not uncommon to see a PSAC flag. I look forward to seeing the same for many years to come.

### *Supporting the Region*

Over the past three years I have





tried to get out not only into the community but also into as many of our members work sites and participate or observe in as many committees as possible. With a very limited budget for a regional portfolio I think I did as best as I could. Truthfully, I wouldn't have been able to do it without the support of numerous activists and family members throughout B.C. I was able to visit members in the south and mid parts of Vancouver Island, the Kelowna/Vernon/Summerland portions of the Okanagan and throughout the Lower Mainland. I feel thankful to have been asked to speak or attend numerous meetings of Locals, Components, Area Councils, Human Rights

Committees, Health and Safety Committees and Women's, Aboriginal and Youth events. Attending these meetings and events, often as an ally, opened my eyes up to the issues our members face in the workplace and in our communities. I feel that providing ongoing support to all of our Committees and Councils helps make our Union stronger and I look forward to continuing my work with these groups regardless of my future role. I would like to thank all the activists that invited me to their events and into their homes.

Respectfully submitted and in solidarity,  
Jamey Mills

*"I feel that providing ongoing support to all our Committees and Councils helps make our Union stronger..."*

# CONSTITUENCY COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Kelly Sidhu, Women's

- In October 2016, I attended the Regional Council meeting.
- I Worked with Vancouver Area Council on financial resolutions for Convention.
- In January 2017, I attended the Regional Council meeting.

- At the Vancouver Regional Women's Committee (VRWC) AGM, I presented the 2016 financials and 2017 proposed Budget.
- On Feb. 14, I Attended the march for MMW in the Downtown Eastside. The delay in Government support for Investigative inquiry continues to be a massive issue.

- In February, I attended BC Fed Standing Committee on Women's Rights meeting for the first time. This Was an eye-opener into the powerful network and resources in the Labour community.

- In Black history month, I attended the Afro Gala organized by an inspiring activist from my Local to celebrate the history and culture of the Canadian African community at which their message included unity and a desire to connect with other ethnicities for stronger diversification.







- Black Women have the same issues and same concerns and also seek the support of the PSAC.
- On March 8, the VRWC organized a dinner event to mark International Women's Day. At the event, I spoke to the Coordinator role as well as the local women's issues the regional women's committees address and support.
- I attended a National Congress event to honour women in the African community.
- Via telephone, I joined the Victoria women's Committee AGM at which the equity conference and the B.C. Regional Convention delegates were confirmed.

Respectfully,

Kelly Sidhu

# CONSTITUENCY COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Paul Croes, Pride

When I started the three year term that is afforded the members of the PSAC B.C. Regional Council there was a lot of work to be done. There is national legislation for Trans rights and protections and the Multi Union Pride question of where should this organization be at and what would serve the community best where it would end up being.

First, the Multi Union PRIDE group was happy to entertain questions and thoughts on it's place and position and home for the Multi Union Pride group. After several meetings a consensus was reached on where the Multi Union PRIDE group BC should find a home, and a willing home at that. The BC Federation of Labour had asked that the group should, and could, be home at the BC Fed as the governing body for the union movement within BC. The group voted and unanimously decided that this occur after the BC Fed Convention in November 2016. The Multi Union Pride group is now part of the BC Fed. As such, the representative elected by the BC Fed's LGBT caucus will be the chair of the Multi Union Pride group. Currently, this is Karen McVeigh from BCGEU.

When the previous government introduced a Trans rights bill, I was in the Gallery in Parliament. It was very exciting to see that government pass the legislation in Parliament. It died in the Senate due





to some very Conservative activist senators. The current government introduced a new legislative bill that has passed Parliament and is in the Senate. Amnesty International, known for earmarking international campaigns against oppression and wrong doing around the world, has decided that this legislation and the process deserves its activist and organizational clout. To that end, they organized about 170 organizations such as churches and NGOs and LGBT+ and other organizations as a call to arms to lobby the Senate to pass this legislation. At this time it is still languishing in the Senate so our work is continuing.

The many PRIDE celebrations and parades across the BC region are invigorating and exciting to participate in. I have with many other activists been participating in the Pride Parades/Celebrations and Festivals in Vancouver, Victoria, Prince George, Kelowna, Abbotsford, Aldergrove, New Westminster, Surrey and Nanaimo. The Vancouver Sunset Beach festival is one of the largest festivals in the country and is a worthwhile event to



continue. Even though it is a lot of work, it has the biggest return on investment.

Another part I have been working on is the fact that the term Brother and Sister is not as inclusive as it seems. There are many terms used for a statement as to the current stage in a person's life: gender fluid, gender retired, trans man, trans woman, transition, and many more. The Legion has used a very inclusive term since the second world war and names all of it's members "comrade." I believe that terms such as members or participants or friends are all terms that effectively include all of our members and can be used without offending or making some members uncomfortable.

*"The Vancouver Sunset Beach festival is one of the largest festivals in the country and is a worthwhile event to continue."*



*On gender inclusive language, "It is a learning curve that, in my opinion, must be embraced by all members as soon as possible."*

It is a learning curve that, in my mind, must be embraced by all members as soon as is possible. Just to remind everyone, the no discrimination legislation on Gender Expression and Gender Identity is simply going through the process to become law. Hence we must "get with the program" sooner rather than later.

In Federal Employment contracts that are either in the process or have already been ratified, gender expression and gender identity protections are already in place. For instance as departments are moving to either, new buildings or rebuild work environments, gender neutral washrooms are being incorporated in the building envelope to be proactive in compliance with the near future passing of the legislation.

I have also been on the BC Fed's Executive Council as the LGBT+ representative and was effective on such campaigns as the \$15 minimum wage campaign and lobbying the BC Legislature on a variety of concerns. It was a logical situation as I was the Chair of the Multi Union Pride group and wanted to make sure that the organization would be healthy and positioned to be part of the BC Fed. As well, until March 2017 I was a Deputy Trustee (previously NVP) for all of Immigration Refugees and Citizenship Canada within the Canada Employment and Immigration Union (CEIU). This allowed me to participate with many more Pride parades and festivals across the country in such cities as Toronto, Montreal and Ottawa among others. Through the holidays I was able to participate in the Pride parades in London, Amsterdam, Berlin and Copenhagen.

Due to future considerations, I will not be able to re offer for this exciting and rewarding position.

I submit this report to you with deep respect and admiration,

Paul Croes



# CONSTITUENCY COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Jennifer Chieh Ho, Racially Visible

As a Coordinator for the Racially Visible members, I feel that it is important to reach out to racialized members and allies at workplaces, within communities, and engage with other labour organizations while encouraging members to be politically active and continue to be involved in education and training. In addition, it is important to commemorate and celebrate diverse communities through the work we do as union activists.

Rather than doing a chronological report, I have chosen to show how I have been able to be involved in community, labour and workplaces through this role. For your information, full reports of my activities are available on the PSAC BC [website](#).

### *Labour Events, and standing committee meetings attended:*

- PSAC BC Regional Council in person meeting and Teleconference Call
- PSAC BC West Fraser Valley Area Council (President for 2016 and 2017)
- PSAC Mainland Human Rights Committee (Co-Chair 2017)
- PSAC Vancouver Regional Women’s Committee
- PSAC BC Regional Council International Solidarity Committee
- PSAC BC Regional Council Political Action Committee
- PSAC BC Regional Council By-Laws Committee
- PSAC British Columbia Union Safety and Health (BRUSH) Committee
- Member of the PSAC BC Regional Mobilization Team
- PSAC Racially Visible caucus meetings
- PSAC National Human Rights meetings and conference calls
- PSAC National Racially Visible Coordinators Working Group
- PSAC Steering Committee member for 2017 PSAC National Equity Conference
- Monthly New Westminster District Labour Council Social and Community Committee

*“It is important to reach out to racialized members and allies at workplaces, within communities, and engage with other labour organizations...”*



*“ Participants will continue to build upon the ground-breaking conference by deepening the connections made between members and implement the strategies that were developed.”*

- Monthly New Westminster District Labour Council Monthly meetings
- BC Federation of Labour Workers of Colour caucus
- BC Federation of Labour Human Rights Standing Committee
- BC Federation of Labour Executive Council
- Member of the Coalition of Poverty Reduction Plan of BC
- Member of the Surrey Blue Dot Movement
- Surrey International Women’s Day Committee
- \$15 Minimum Wage Group – Surrey Chapter
- 2015 Federal Election Campaign, member to member engagement
- 2017 Prov. Election Campaign
- Member of Network of Elimination of Violence in Relationship (NEVR), Kwantlen Polytechnic University
- Migrant Workers forum by UFCW 1518
- Oct Sisters In Spirit Rally
- Jan 2017 – Women’s March

### *Conferences and Conventions:*

In November 2014, I attended the BC Federation of Labour 56th Convention and was elected the Representative for Workers of Colour (term of 2014 to 2016).

In May 2015, I attended the PSAC National Triennial Convention.

In May 2016, I chaired the first ever PSAC BC Racially Visible Conference under the theme, “Race Forward, Our Union, Our Community, Our Future.” The [conference report](#) is available on the PSAC BC website.

Participants shared their thoughts on priority issues for the PSAC, which included representation, outreach and campaigns.

Conference participants will continue to build on the ground-breaking conference by deepening the connections that were made between members and implement the strategies that were developed.

In March 2017, I attended the PSAC National Equity Conference.

In April 2016, I attended the UNE All Presidents Conference.

In Sept. 2016, I attended the PSAC BC Regional Women’s Conference.



In October 2016, I attended the CLC Rise Up (Human Rights) Conference

Also in October 2016, I attended the UNE Human Rights Conference 2016, where I was honoured to be awarded the 2016 UNE Human Rights Award.

In November 2016, I attended the 57th BCFED Convention.

In December 2016, I attended the Temporary Foreign Workers Conference by Migrante BC.

*Mobilization and Political Action:*

**September 2014** - Townhall Meeting on Mental Health with MLA Green Timbers Sue Hammel and MP North Delta Jinny Sims

**March 2015** – Joined BCFED to lobby at the BC Legislature on childcare, \$15 Minimum Wage

**March 19, 2015** – MPs of Surrey were invited to a PSAC Action Day to meet with members

**September 2015** – Along with two other PSAC members from the West Fraser Valley Area Council, one of whom is a Racially Visible Member, we visited my Member of Parliament, newly elected Liberal MP Sukh Dhaliwal of Surrey and Newton. We spoke

with him about three problems with the Phoenix Pay Systems and sick leave within the context of Treasury Board bargaining.

**2016** – met with MP Surrey Newton Sukh Dhaliwal twice representing members in the West Fraser Valley Area Council

**2017** – met with MP North Surrey Whalley Randeep Sarai along with the VP of PSAC West Fraser Valley Area Council.

**March 2017** – met with MP Delta Carla Qualtrough

**February 2017** – I participated in the 2017 CLC MP lobbying group of 341 union activists at the Parliament Hill on issues such as Bill C27, Pay Equity and Pharmacare.





*Community Engagement and events organized:*

I was the lead organizer in the following successful events held in New Westminister, Surrey and Vancouver respectively:

- 2010 – 2016 Annual Candle Light Vigil to remember Dec 6 as the National Day of Remembrance and Action Day to End Violence Against Women.
- 2015 and 2016 – May Asian Heritage and South Asian Month
- 2016 and 2017 [Black History Month](#)
- 2014, 2015 and 2016 Canadian Labour International Film Festival (CLIFF)

*“It was reassuring to see that it is very important to have support, teamwork, and networks everywhere we go and in everything we do.”*

It was a great opportunity to engage with community in organizing these events where union affiliates, young people and community got to share their lived experiences, promote awareness and educate all. It is an ongoing learning journey as everyone has a different story but yet similar to tell, from our lived experiences.

On June 26, 2016, in partnership with the Yukon Federation of Labour, the PSAC North, and CLC Pacific Region, I helped organize the 1st Annual Canadian Multiculturalism Day Event in Whitehorse, Yukon.

In my other union role as the Regional Vice President of UNE BC Yukon, I reached out to PSAC North, Yukon Federation of Labour and City of Whitehorse with a proposal to organize an event to celebrate June 27th Canadian Multiculturalism Day. I appreciate the trust and confidence that CLC Pacific Region, UNE BC Yukon Regional Team, UNE Local Y0102, has shown as without any doubts; they generously donated towards the event. It was quite an experience and opportunity to mentor and work with my



counterpart on the PSAC North Regional Council in organizing a community event outside of BC. It was reassuring to see that it is very important to have support, teamwork and networks everywhere we go and in everything we do.

Other highlights of my community engagement included the following:

- 2014 World Pride in Toronto
- Surrey International Women’s Day Events
- Annual February 14th Missing and Murdered Women March
- Annual March 21 International Day to Eliminate Racial Discrimination March and Rally
- Surrey Fusion Festivals
- Surrey and Vancouver Pride Festivals
- 2015 – 2016 I was on a radio panel on Co-Op Radio CFRO 100.5 FM to speak about community engagement and combating racism
- On Aug 27, 2016 I participated in a community action in New Westminster to reclaim the “color” section of the cemetery, the space for people of colour. The aim of the event was to serve as a reminder for BC regarding the basic civility needed for those before us, irrespective of their race, color and creed. In this post TRC era, we also need to stand with those still marginalized and to engage in truth telling so reconciliation will ultimately befall Canada.
- November 2016 – I was interviewed by Asian Pulse TV regarding the Dec 6th candlelight vigil event in Surrey
- In February 2017, I was invited by Kwantlen Polytechnic University to be on a panel during [KDocs 2017](#) at the Vancouver International Film Centre. KDocs is committed to engagement and dialogues, especially around issues of social, political, and cultural importance. The “Migrant Dreams” film director, Min Sook Lee, was a special guest and keynote speaker. Discussion took place around experiences of migrant workers and how could we help make it better for them.
- 2017 Anti Islam Rally and support after the attacks at

*“...we also need to stand with those still marginalized and to engage in truth telling so reconciliation will ultimately befall Canada.”*



*“Together we are moving forward and reaching out to members slowly but surely.”*



Mosque in Quebec

- January 2017 Women’s March after Trump’s election
- April 2017 – Metro Vancouver Alliance Assembly

#### *Education and Training*

- PSAC Alliance Facilitator Network
- PSAC Investigation
- PSAC Political Action
- PSAC Leadership
- PSAC BC Mobilization
- BCFED Oppression Workshop
- CLC Women in leadership Candidacy
- CLC (BCFED) Women’s health and safety at workplaces

To end my report, I would like to thank the continued support from different people: REVP Bob Jackson and REVP Office staff, PSAC BC Vancouver and Victoria Regional offices staff, all the Racially Visible members who participated in our meetings and contributed to being part of “making a change” on behalf of the PSAC BC Racially Visible caucus. Special thanks to my alternates Shawna Bundac, Melissa Shih and Stephen Torng

for their support. They have made this journey easier, fun and encouraging. Together, we are moving forward and reaching out to members slowly, but surely. The struggle to reach out to Racially Visible members continues, and I hope that all Regional Council members will pass the word on to their networks and constituents that there are four equity group representatives and the women’s representative on the PSAC BC Regional Council who are eager to hear from them so that we can all work together.

Being involved in the different roles and capacities within my Component (Union of National Employees), PSAC BC Regional Council, committees and West Fraser Valley Area Council, BC Federation of Labour, New West District Labour Council and communities has enabled me to reach out to many people who can help “make the change” and I am very excited about the opportunities to learn and work with all those who truly want to work with us.

Respectfully submitted by:

Jennifer Chieh Ho

# CONSTITUENCY COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Ruby Langan, Aboriginal

Our union has supported every Aboriginal endeavour. A few of the successes:

- acknowledging the traditional territory of the First Nations Peoples at the beginning of our meetings.
- a national Murdered and Missing Indigenous Women and Girls Inquiry.
- PSAC Convention resolution on leadership training for Aboriginal women!

A lot of good work has been done. There is a lot of work to do until our Aboriginal family has equal water safety, housing conditions, educational funding, children's family security and living standards as the rest of this country. Lobby, write letters, sign petitions, march, rally, vote, learn, speak up, share your knowledge, hold elected officials accountable, run for office.

It has been a learning-intensive and busy term, as you will see by the attached list. This equity work has brought me into contact with amazing, intelligent

activists in the labour union and in our communities. It has been a pleasure. It has been character-building. It has been eye-opening. This has been an amazing healing journey. I have worked very hard and learned a lot about human rights, social justice, human relationships. Thank you to my union family for your patience and guidance as I learn about our worker union and my Aboriginal-ness.

All my relations,

Ruby Langan



### *We need you*

• • •

My Aboriginal friends, please get involved. I encourage you to attend your local meetings, human rights committee meetings, take training, apply to the Union Development Program, attend conferences and conventions. All members are encouraged to take the three basic union courses:

- Talking Union Basics (TUB)
- Understanding and Interpreting the Collective Agreement
- Grievance Handling

Please get involved.

### Ruby Langan's PSAC BC Aboriginal Equity Coordinator Activities:

Date	Activity	Location
Apr 25-27, 2014	PSAC BC Convention, elected as Aboriginal Equity Coordinator	Vancouver
May 1, 2014	May Day rally , Grandview Park, Irene Lanzinger	Vancouver
May 26, 2014	PSAC BC RC conference call	telephone
June 16 and 20, 2014	Aboriginal Writing and Spoken Word Workshop	Vancouver
Jul 9, 2014	PSAC BC Mainland Human Rights Committee (MHRC) meeting	Vancouver
Aug 14, 2014	meeting with chair of Vancouver Island Human Rights Committee	Victoria
Sep 18, 2014	PSAC BC Regional Council Finance Committee meeting	Vancouver
Sep 19-21, 2014	PSAC BC Regional Council meeting	Vancouver
Sep 25, 2014	PSAC BC Vancouver Island Human Rights (VIHRC) AGM	Victoria
Oct 25-27, 2014	PSAC NAPC advanced course	Richmond
Oct 28, 2014	PSAC BC Mainland Human Rights Committee AGM	Vancouver
Nov 2-4, 2014	PSAC National Human Rights Committee (NHRC) meeting	Ottawa
Nov 23, 2014	BCFED Convention Equity Symposium	Vancouver
Nov 24-28, 2014	BCFED Convention	Vancouver
Dec 17, 2014	Westcoast Family Night, union info table	Vancouver
Jan 22, 2015	PSAC NCR Women's Committee meeting	Ottawa
Feb 6-7, 2015	Leader Training, Vancouver Hyatt	Vancouver
Feb 19, 2015	Health Solidarity Walk, PIPSC, CAPE, PSAC	Vancouver
Feb 22-23, 2015	Talking Union Basics (TUB) course	Vancouver
Feb 24, 2015	Mainland Human Rights Committee meeting	Vancouver
Mar 1, 2015	Public Speaking course	Abbotsford
Mar 7, 2015	Understanding and Interpreting the Collective Agreement training	Vancouver
Mar 21, 2015	Anti-Racism March, Commercial & 13th	Vancouver
Apr 9, 2015	PSAC BC Regional Council Finance Committee meeting	Vancouver

<b>Ruby Langan's PSAC BC Aboriginal Equity Coordinator Activities:</b>		
<b>Date</b>	<b>Activity</b>	<b>Location</b>
Apr 10-12, 2015	PSAC BC Regional Council meeting	Vancouver
Apr 25, 2015	Okanagan Human Rights Committee meeting, Vernon	telephone
May 9, 2015	Stroller Brigade, Clark Park to Grandview Park	Vancouver
May 14, 2015	Asian Heritage Month, introduced Roxanne	UNIFOR Hall, New Westminster
May 19, 2015	Rally for Collective Bargaining	Vancouver, Library Square
May 28, 2015	PSAC BC Conference call	telephone
May 31, 2015	Reconciliation Matters, Sheraton Wall Centre courtyard	Vancouver
Jun 11, 2015	Candlelight Walk & Vigil, Commercial & Broadway to Trout Lake	Vancouver
Jun 16, 2015	Mainland HRC open house	Regional Office, Vancouver
Jun 17, 2015	Anti-NPSW Ball Tournament, Douglas Park	Vancouver
Jun 21, 2015	National Aboriginal Day celebration	Vancouver
Jun 22, 2015	PSAC National Human Rights Committee teleconference 9-10:30 am	telephone
Jul 8, 2015	Vancouver Regional Women's Committee meeting	Regional Office, Vancouver
Jul 18, 2015	Surrey Fusion Festival, union table, connected with Metis community	Surrey
Jul 19, 2015	VAC BBQ with other unions	Vancouver, Trout Lake
Jul 22, 2015	PSAC BC Regional Council teleconference	telephone
Aug 7, 2015	Local 20150 meet and greet with UNE and PSAC BC executive	Vancouver
Aug 9, 2015	International Day for World's Indigenous Peoples celebration	Vancouver, Grandview Park
Sep 15, 2015	Mainland Human Rights Committee meeting	Regional Office, Vancouver
Sep 17, 2015	Labour Rally at Library Square, Tony Turner's 'Harperman' Sing-Along	Vancouver Library Square



<b>Ruby Langan's PSAC BC Aboriginal Equity Coordinator Activities:</b>		
<b>Date</b>	<b>Activity</b>	<b>Location</b>
Sep 18-19, 2015	Political Action Training, including member to member door-knocking	Victoria, PSAC Regional Office
Sep 22, 2015	PSAC NHRC conference call 9-10:30	telephone
Sep 22, 2015	Sisters in Spirit Vigil planning meeting w BCFED, BCGEU, Kelly White	BCFED Office, Vancouver
Sep 28, 2015	PSAC Member-to-member canvassing 5-8 pm	Port Moody
Sep 29, 2015	PSAC NHRC conference call	telephone
Sep 2015	prepared UNE & PSAC BC articles for SIS Vigil	online
Sep 29, 2015	PSAC telephone town hall with Robyn Benson, Bob Jackson, Irene Lanzinger	telephone
Oct 1, 2015	Sisters in Spirit Vigil planning meeting with BCFED, BCGEU, Kelly White, Kat Norris	BCFED Office, Vancouver
Oct 3, 2015	Sisters in Spirit Vigil planning meeting with Kat Norris, MC for event	Vancouver
Oct 4, 2015	Sisters in Spirit Vigil, City Hall	Vancouver
Nov 2-3, 2015	PSAC NHRC meeting	Ottawa
Nov 3, 2015	Murdered and Missing Indigenous Women Red Dress Rally	Ottawa
Nov 3, 2015	Delivery of MMIWG Inquiry petitions to Parliament attempted	Ottawa
Nov 5, 2015	Spoke to my MP Vancouver East, Jenny Kwan, about Climate Welcome	Ottawa
Nov 15, 2015	BCFED Diversity Forum	Vancouver
Nov 27-29, 2015	PSAC BC Fall Regional Council meeting	Victoria
Dec 3, 2015	United Way Labour Appreciation dinner with fellow PSAC activists	Burnaby
Dec 5, 2015	Candlelight Vigil, spoke on Aboriginal poverty, incarceration, violence, healing and empowerment	Abbotsford
Dec 11-13, 2015	PSAC Women's forum on domestic violence	Ottawa
Jan 20, 2016	Vancouver Regional Women's Committee Annual General Meeting (AGM)	Vancouver PSAC Regional Office

<b>Ruby Langan's PSAC BC Aboriginal Equity Coordinator Activities:</b>		
<b>Date</b>	<b>Activity</b>	<b>Location</b>
Feb 13, 2016	Black History Month Celebration	UNIFOR Hall, New Westminster
Feb 14, 2016	MMIW March	Vancouver
Feb 15, 2016	Louis Riel Day celebration-Metis elder, museum artifacts, rabbit stew n bannock	INAC, Vancouver
Jun 21, 2016	Mainland Human Rights Committee & National Aboriginal Day celebration	Vancouver PSAC Regional Office
Aug 9, 2016	International Day for World's Indigenous Peoples article	online
Aug 26, 2016	Rally against Discrimination of Coloured section of Cemetery	New Westminster
Sep 14, 2016	PSAC BC Vancouver Regional Women's Committee meeting, elected secretary	telephone
Sep 20-21, 2016	PSAC National Human Rights Committee meeting	Ottawa
Sep 25, 2016	PSAC BC Regional Women's Committee meeting	Vancouver PSAC Regional Office
Oct 4, 2016	Sisters in Spirit Vigil	Vancouver
Oct 14, 2016	PSAC's 50th anniversary celebration	Victoria
Oct 14-16, 2016	PSAC BC Regional Council meeting	Victoria
Oct 19, 2016	PSAC BC Vancouver Regional Women's Committee meeting	Vancouver PSAC Regional Office
Oct 20-23, 2016	Canadian Labour Congress (CLC) RISE Up! Conference	Ottawa
Nov 10, 2016	PSAC Aboriginal Working Group meeting	telephone
Nov 24, 2016	Canadian Labour International Film Festival (CLIFF)	Vancouver PSAC Regional Office
Dec 3, 2016	End Violence Against Women Event-speaker	Abbotsford
Dec 10, 2016	PSAC Sacred Water Ceremony - speaker	Victoria
Dec 12, 2016	Local 20150 executive meeting	Vancouver
Dec 15, 2016	PSAC BC Regional Council meeting	telephone
Jan 8, 2017	PSAC BC Regional Women's Committee executive meeting	Vancouver
Jan 10, 2017	PSAC BC Regional Council Finance Committee meeting	telephone

### Ruby Langan's PSAC BC Aboriginal Equity Coordinator Activities:

Date	Activity	Location
Jan 18, 2017	PSAC BC Regional Women's Committee meeting	Vancouver PSAC Regional Office
Jan 24, 2017	PSAC BC Mainland Human Rights Committee AGM-elected co-chair	Vancouver PSAC Regional Office
Jan 27-29, 2017	PSAC BC Regional Council meeting	Vancouver PSAC Regional Office
Feb 20, 2017	Louis Riel Day Celebration-Metis elder, rabbit stew n bannock, Metis sash crafting	INAC, Vancouver
March 2, 2017	PAN Forum - speaker on PSACBC Aboriginal Portfolio	Library Square, Vancouver



*Louis Riel Day Celebration*



*Sisters In Spirit Vigil, City Hall*



*Inuit Awareness workshop*



**Sign up to receive the PSAC BC e-newsletter at [psacbc.com](http://psacbc.com)**

**Join the FB page: [UNE Aboriginal Members and Allies](#)**

*Your union needs you. Take training, attend committee meetings, plan events, fight for social justice.*



# CONSTITUENCY COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Joyce Slett, Members With Disabilities

After just under a year of serving as the Regional Coordinator for Members with Disabilities (MWD), if there is one thing that has struck me most about this caucus, it is the need for continued relevance!

When I accepted this position last spring, I asked as many questions and read many previous Coordinator reports in the first couple of weeks to get an idea of what exactly the MWD Coordinator does. I wasn't sure what the needs of the MWD caucus were and how I could address them. I seriously wondered if my position was relevant for the MWD caucus. However, after multiple webinars, seminars, forums, discussions, conferences and research this past year, I can honestly say that the opposite is true. As one speaker from DAWN Canada (DisAble Womens Network) said, "Members with Disabilities is the most underrepresented of the equity groups!"

So I set work in my B.C. Regional Council position:

### *2016 MWD Coordinator Activities*

**NHRC-MWD Working Group for NEC Steering Committee:** I met with other regional MWD Coordinators to develop the theme and program for the National Equity Conference for the MWD equity group. As a group, we worked awesomely together, networking with each other from coast to coast throughout the year to inform and enquire about emerging issues concerning disabilities that affect our members.

### **Center for Research of Working Persons With Disabilities (CRWPD) Cluster Forum at SFU:**

Many unions and workers with disabilities were represented at this forum, sharing their experiences with BC's policies concerning WCB and Disability Insurance. Expert speakers shared knowledge, while graduate students and future policy changers engaged the audience in discussion as part of their research.

**CLC Rise Up Conference in Ottawa:** This conference was an

*"We worked awesomely together...to inform and enquire about emerging issues concerning disabilities that affect our members."*



excellent opportunity to meet and network with people from all major unions who represent their MWD groups. I was introduced to new ways to connect with members, as well as participate in political action through the use of social media.

behalf of persons with disabilities that were a real hit with the crowd. We hope to be able to organize this again in the future; the event was tremendously successful in terms of bringing MWD of many labour unions together to celebrate **DISABILITY** and **ACHIEVEMENTS** of persons who overcome incredible challenges with a disability.

#### *Political Action*

I sent a letter to the Prime Minister regarding the financial hardships many of our members are struggling with because of the Phoenix pay system debacle. I encourage everyone who is reading this to do the same, given that it is barely a year after its inception and our members are still NOT getting paid!

I also protested outside the National Human Rights Monument in Ottawa in support of Muskrat Falls hunger strikers. About 200 protesters were there in solidarity to protest the flood planning for a hydroelectric dam that has the potential to poison the water with methylmercury.

As part of the PSAC BC Environmental Committee, I have committed to support lobbying



**Dec. 3 International Day for Persons With Disabilities:** Sheryl Burns, CUPE MWD Coordinator and I organized an event for the BC Federation Of Labour at New Westminster's Inn at the Quay. This was an inaugural event, which was held at the end of the BC Fed Convention. Together, Sheryl and I invited a host of guests including speakers, comedian/magician, singers, wheelchair dancers. We also had a PSAC table filled with information and posters on



our government to come up with a National Water Policy, and have also committed to boycott bottled water, including the companies who sell our water resource. This includes reading labels at grocery stores to ensure that I am not purchasing NESTLE made products, which is the worst corporate offender, pumping millions of litres of our fresh water to sell.

As part of the International Solidarity Committee, I also committed to learning and fighting conditions abroad. However, it's important to recognize that in our own country immigrants and foreign workers of all education and skill levels are underpaid, underutilized, living in squalor conditions and being taken advantage of by employers who are being financially supported by government programs.

### *Community Involvement*

**Surrey Fusion 2016:** Celebration of Cultural Diversity with International Music, Dance, Art, Food, and Crafts from around the world. We used the day as a platform for education by offering giveaways to anyone who could

name a Public Service that they benefit from.

**Fight for \$15:** I helped with the BCFed's campaign to raise the minimum wage to \$15.00/hour.

**Labour Day at Mill Park in Abbotsford:** It was a fun, and excellent day for unions of all types of occupations to set up tables and events to educate families of the benefits the labour movement has had for unionized and non-unionized workers!

### *Challenges I had to address*

**Finding a Work...Life...Union balance:** One has to be true to who they are! I feel very privileged to represent our members in the capacity that I have been given over the last year. It does require personal effort on personal time, but it is immensely rewarding.

**Connecting with members that self identify as a part of the MWD equity group:** I am still learning ways to reach members who self-identify as MWD, and way to engage them in the Union so we can ensure the caucus's continued relevance and ability to meet the changing issues affecting MWD.

*“The event was tremendously successful in terms of bringing MWD of many labour unions together to celebrate **DISABILITY** and **ACHIEVEMENTS** of persons who overcome incredible challenges with a disability”*





*“The regional caucus for MWD has a lot to offer its members and there is a lot of work to be done.”*

*Lots of Work to be Done*

The regional caucus for MWD has a lot to offer its members and there is a lot of work to be done. I am so grateful for the support of the Regional Office Staff, the various Council Coordinators, and of REVP Bob Jackson who met with me, and gave me guidance when I was at a loss for where to start. He kept me informed to the many opportunities to participate and learn from organizations that are committed to the situations and needs of working persons with disabilities.

I want to express gratefulness to Tracey Shudo, who because of her own physical limitations was forced to retire from the Public Service. Tracy was a past MWD Coordinator on the B.C. Regional

Council, and she provided me with a lot of support and information.

This caucus is not irrelevant. Silence or inactivity does not equal irrelevance! Both are more likely symptoms of a group of people who from time to time are forced to succumb to physical, mental, emotional, episodic issues for which they identify as a MWD. This is the very reason that this caucus must continue to be a vital, useful, resourceful and relevant voice for our members.

It has been a privilege and a pleasure.

In Solidarity,

Joyce Slett

# CONSTITUENCY COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Leanne Hughes, National Officers

I joined the Regional Council late into their already well-established term. I want to thank my predecessors for all their work.

I continue to attend the BRUSH Committee meetings by telephone. We all learn from the experiences that are shared through this important Health and Safety avenue.

I attend the Victoria Regional Women's Committee. This committee continues to do good work for women in our community.

I also attend the Victoria Area Labour Council Meetings.

There have been some challenges since I joined the Regional Council: I had to get up to speed more than two thirds into a 3-year term. The B.C. Regional Council was welcoming to me and I believe they do, and will continue do, good work on behalf of the membership.

Time allocation is always a struggle for all of us who are active in the Union. I am trying to

divest some of my commitments and encourage the membership to take part in and join these local and important committees and the work they do year round.

I would also like to keep and support the contacts that were made during my brief time on the Regional Council. Thanks for allowing me to be part of the B.C. Regional Council.

In solidarity,  
Leanne Hughes

*"The B.C. Regional Council was welcoming to me and I believe they do, and will continue to do, good work on behalf of the membership."*





# CONSTITUENCY COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Linda Harding, Health & Safety

*“It was a privilege to be part of such an emotional and worthwhile memorial... If you have the opportunity to visit the memorial, I highly encourage your to attend.”*

As I complete my first full term as the Health and Safety Coordinator for the B.C. Region, I look back over the last three years and am amazed how much we have accomplished. We have increased the number of participants at our B.C. Regional Safety and Health (BRUSH) committee meetings largely due to the commitment from those who participated in the National Health and Safety Conference. We have raised awareness a quite a number of issues.

I have attended the monthly meetings of the BC Federation of Labour’s Standing Committee

for Health and Safety along with the quarterly meetings of the BC Federation of Labour’s Advisory Committee for Health and Safety. I assisted with the H&S lunch and learn event at the BCFed Convention held in November 2016. I am part of a sub-committee that presented proposed regulation changes to the Workers Compensation Board on Violence in the Workplace. This past April, I was part of a contingent of union activists who went to the BC Legislature to lobby for the National Day of Mourning, Workplace Violence, and Asbestos. We gained some headway.

PSAC B.C. is a major contributor to the Golden Tree Monument memorial in Abbotsford. On October 3, 2015, I had the honour to attend the unveiling with Brother Bob Jackson. It was a privilege to be part of such an emotional and worthwhile memorial. While I was unable to understand all that was said, the emotion came through loud and clear. For the National Day of Mourning April 28,



2016, the ceremony was held at the memorial. If you have the opportunity to visit the monument, I highly encourage you to attend.

In October 2016, we held another successful Regional H&S Conference in Richmond, with some 75 attendees. This was the first conference that I had ever chaired and it was a fantastic learning experience. From those who were in attendance, it was a great conference and many took away information to their locals.

The National Health and Safety Conference was held in Montreal in March 2017. I was part of the Resolutions Committee chaired by Brother Bob Kingston. From the feedback and the Regional Caucus we had on the Sunday, the conference was well received and people learned a great deal. One comment that was repeated was “I thought we would have more time for resolutions.” I did my first co-facilitation of one of the workshops and a focus group. At the Regional Caucus meeting we developed an action plan that will be passed at our next BRUSH meeting.



In closing, I wish to thank Brother Bob Jackson for his continued support in H&S, Brother James Little for all he does in supporting me on the BRUSH committee and to the staff at the Regional Office who are behind the scenes and not always recognized. Thanks Sister Kim Koch for being my alternate and for all your work at the Regional H&S Conference.

In Solidarity,

Linda Harding

# CONSTITUENCY COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Vanessa Miller, Youth

It has been my great honour and privilege to serve as the Young Worker Coordinator on Regional Council for the past three years. I am extremely proud of the work that has been done within the Young Worker Program regionally and it will be my pleasure to pass this role onto another young worker in BC as they take on a new leadership role. We have had some challenges in the last few years but these challenges have shown us just how resilient

the young workers are and just how hard they are willing to work to make progress within the PSAC, the labour movement, and society as a whole.

During the last three years it was extremely important to continue recruitment. We consistently deal with losing members as they age out so it has been very important to see the ongoing mentorship that has been happening with some of the more established young workers to our new members as they start getting involved. Part of the challenges to doing outreach is getting to where the members are and meeting them in their workplace with materials that the locals can use to recruit. I was able to do many site visits and engage with our young workers in their work spaces. We have gained momentum and are actively working towards establishing another young worker committee in the interior/north.

Each year the Young Worker Advisory group in the Region, consisting of our executives from





each committee, additional reps from the Interior and North and myself would meet to create a plan for the following year. A major part of this was creating a strategic plan for the region that would go to the AEC for approval. During our first year we had focused on our outreach and recruitment tools. We had a regional survey that was launched and a self ID drive. We updated our guide to involving young workers, and created post cards which speak to some of the key issues that our survey respondents identified were facing young workers. Through a variety of mechanisms we were able to increase our self identified members substantially and it reinvigorated the network within BC.

Through the federal election we had young workers working directly on campaigns. Door knocking for candidates, doing organizing and vote pulling for the PSAC to ensure our members get out to vote and talking with anyone they knew on the issues facing us in society. They were taking about social benefits, and programs available to society. We spoke about the need to get our

generation to the polls and how we could do that.

Nationally there was a need for the young worker coordinators to come together (mostly electronically) to continue to discuss the issues of young workers at a national level and what were some of the best practices that we had learned in our coordinator roles that could assist a future coordinator, or our local committees. We created a strategic plan that we were able to successfully present to both the AEC and then the NBoD. Part of this was a creation of a document that is intended as a how to guide for our young workers. Much like the document already created for our Area Councils and Women's committees this document highlights successes, and provides much needed guidance on what the requirements of the committee is and how to recruit members. The national working group has also discussed and created resolutions that we have submitted through our respective regions in order to have them debated in all the regions across Canada.

There was a lot of learning that

*“We have had some challenges ... but these challenges have shown us just how resilient the young workers are and just how hard they are willing to work to make progress within the PSAC, the labour movement, and society as a whole.”*

*“We had young workers who were breaking barriers in their own lives come and speak to the group on how this happened for them, the challenges, and how they overcame them.”*

has happened for our young worker caucus in the last three years. At the last convention we started a discussion around raising the age to 35 and under for our young workers. This was a resolution that had mixed response here in BC but did pass, and went on to the PSAC National Triennial Convention. It was hard fought and did end up passing despite the challenges of the resolution going non concurrence and not being on a priority list. However through this challenge, I know that many of our young workers gained vast knowledge and understanding of the rules of order, how resolutions make their way through a convention and again, how they could make

amendments to the order of convention business. The Young Workers sought out allies from across the country, worked strategically and were successful in their resolution. This win lit a fire for many young workers as they saw their efforts be successful.

It was evident from the levels of engagement that the resolution had garnered that if we could keep that momentum going the young workers could be pushing quite successfully for progress. In 2016 the B.C. Region held the second Young Worker Conference that we have had in BC. The focus was on leadership and making change within a variety of aspects of the labour movement and society. We had young workers who were breaking barriers in their own lives come and speak to the group on how this happened for them, the challenges, and how they overcame them. We also had presentations for a variety of social justice initiatives from the \$10 day child care plan to GenSqueeze.

The intent was to give our young workers the mechanisms and





understanding of how change can happen within the labour movement. During the time we had together we also felt that it was timely to review resolution writing and the group did come up with some great resolutions which have been submitted to the convention. This was followed up with a conference call for both of our active committees to refine and work on additional resolutions.

It was also the intent to hold this conference back to back with the BC Federation of Labour Convention in order to have our young workers participate with the BC Fed Young worker event the Sunday before convention. It was also intended to assist with the offsetting of costs for any young workers who were planning to attend the BC Fed Convention as this is an expensive event that delegates need to piece together funding for. At the BC Fed Convention we did have four young workers attend as delegates with 50% being there for the first time at that convention.

Moving forward it is very evident to me we have a generation



of capable activists who are starting to put their hands up to get involved. As a union we need to make space for new ideas, alternative methods, and heightened engagement. As activists we must pay it forward. Many of us got involved because someone saw value in us, and asked us to get involved. I am going to issue a challenge to each of you. Ask someone else to get involved. Bring someone new to a meeting. Together we are strong and we can ensure that those hard fought rights are not lost, but maintained and improved upon for generations to come.

In Solidarity,

Vanessa Miller

*“We have a generation of capable activists who are starting to put their hands up to get involved. As a union we need to make space for new ideas, alternative methods, and heightened engagement.”*

# DISTRICT COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Bert Farwell, North Vancouver Island

*“What I would like to see for the PSAC B.C. Region in the future...is for the next generation of activists to become more inclusive, stronger and more united in their conviction to keep the PSAC strong...”*

It was a great honour to be elected as your North Vancouver Island Regional Council District Coordinator just over 3 years ago. As I start this journey, I had big dreams and ideas; I was going to be everywhere and be involved in everything. And I did run 100 KM per hour for the first month or two, getting out to meet members at their AGM or general meetings, taking part in the pride parade going to WFA meetings regarding the federal government cut backs on public services. I did many meet and greets with the public on the streets of Nanaimo to inform the general population what the government of the day was doing to them and to federal government employees. I got involved with the political team of unionists and the general public to get rid of Harper’s Conservatives. And we did get rid of the Harper Government. All this and more at the same time dealing with my local issues and my Component's issues.

I had the opportunity to visit the Port Alberni CEIU and DFO members and the Labour Council.

I spent a couple days talking with union members and the general public about what our jobs are and how we help them in their lives. It was a great experience to be able to share the knowledge and thought of what we all do. I participated in the North Vancouver Island Area Council, which I believe is a very important tool for the Locals to be involved with. Unfortunately most Locals do not attend.

I also had the opportunity to advance my own union knowledge with some very high-end training and knowledge. The opportunity to attend the PSAC National Convention in Quebec City was eye-opening and very informative on how the political parts of the PSAC work. The training and courses I had the opportunity to take were: the Public Service Labour Relationship Board, Joint Learning Program as a mental health facilitator, the Health and Safety Conference Committee, just to name a few. I also got involved with bargaining as Ships Crew Sub-Committee, which





can and will have an impact on members from the North Island.

So an overview of the last three years as the North Island Coordinator, I see that our union has gotten involved in a lot of things that have effected the North Island and all of BC. We fought the Harper government and won. And at the time of this writing, we are fighting the Christ Clark Government. Yes it is time for a change in British Columbia. Also as I write this, the some of the PSAC Federal Employees are voting on a tentative agreement. I am going to assume that we will have a contract by the time of the BC Convention. There is a lot of more work to do to make our lives, and the lives of every Canadian, better. We need to have a liveable wage, but that

will happen in time.

What I would like to see for the PSAC B.C. Region in the future—as we move forward with the changes that are happening, as union actives retire and move on to other interest—is for the next generation of activists become more inclusive, stronger and more united in their conviction to keep the PSAC strong, and for us to keep fighting for the rights as union members and as human beings.

Thank you for this opportunity to serve you as the North Vancouver Island Coordinator on the BC Regional Council.

In Solidarity,

Robert (Bert) Farwell

*“As I started this journey, I had big dreams and ideas; I was going to be everywhere and be involved in everything.”*

# DISTRICT COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Trish Martin, South Vancouver Island

At the 2014 PSAC BC Convention I was elected 2nd alternate coordinator for South Vancouver Island. Little did I know one and a half year later I would get an opportunity to fulfill the duties of South Vancouver Island Coordinator.

From my election as 2nd alternate to October 2015 I represented PSAC both as 2nd alternate coordinator and as the Victoria Area Council President at events throughout the South Island. This included attending Stop Harper rallies and speaking at '19 on 19' event's.

In 2015, I attended the PSAC National Triennial Convention in Quebec City, it was my first national convention. And what an experience it was: networking with other Components, debating on important resolutions, and working to pass the budget.

In January 2016 I attended Canada Labour Congress Winter school at Harrison, taking the course "Creating Psychologically Healthy Work Places." It was a great experience to network with other unions and learn that as unionized workers we are all feeling the same stress, pressure and burn out.

Also in 2016 I was able to attend the Union Development Program. It is a lot more work than we realize. The best moment for me was finally understanding how to create, and implement a strategic plan. It has been a skill I have used in my Local and District for CEIU, and something I will continue to use.

Over the course of the 3 years, I have attend meetings and events





of the Victoria Area Council, Regional Woman's Committee meetings, and the Vancouver Island Human Rights Committee meetings.

A highlight was working with the Victoria Area Council to have a float in the Victoria Day Parade with the theme "Proudly Serving Canadians." The parade is one of the top 3 televised parades! We had a great turn out, interacting with members and the public along the route. Many PSAC members told us it was great to see their union represented in the parade and to see us on TV as the hosts read out a summary of what PSAC members do for jobs.

For Labour Day 2015 and 2016 the Victoria Area Council had booth 's at the Saanich Fair and the Victoria Labour Day picnic. At both booths we received lots of public support. In 2015 that support centred on the Stop Harper campaign. In 2016 the support focused on the Phoenix Pay System problems. Many of our members were struggling with Phoenix related issues, and it was a valuable opportunity to share the information with the public. During the Saanich Fair



we averaged speaking with about 25 people an hour and in 2016 we had a wheel that people could spin to win a prize.

In June 2016 I accepted a term position with PSAC as the Administrative Assistant at the Victoria Regional Office. The seven months I was there provided a great learning experience and I gained a greater understanding of what our Representatives do for us on a daily basis.

Since returning to my position as a Coordinator on the BC Regional Council, we have been focusing on the Treasury Board ratification vote, and working to increase participation in island committees and events.

*"It was a great experience to network with other unions and learn that as unionized workers we are all feeling the same stress, pressure, and burn out."*



# DISTRICT COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Colleen Girard, South Vancouver Island

*“Although I was tremendously proud to be elected, I had little knowledge of the expectations and commitment level required to properly fulfill my duties. I can say proudly that I feel I have done the job to the best of my abilities.”*

I have thoroughly enjoyed my term as the South Vancouver Island Coordinator. The past three years have brought many new initiatives to the South Island and I am pleased to have achieved a number of goals with the help of the membership.

We worked hard to STOP HARPER by hosting rallies on every 19th of the month from October 2014 until the election in 2015. We showed tremendous support to our Treasury Board bargaining teams up to and including the ratification process. Three of our key initiatives were our enrolment and participation in the Victoria Day parade, connecting with our local MPs through lobbying and organizing the Victoria Area Council softball tournament.

Let me jump back to when my journey began. I was elected into the role of South Vancouver Island Coordinator at the 2014 PSAC B.C. Regional Convention in Vancouver. Although I was tremendously proud to be elected, I had little knowledge

of the expectations and commitment level required to properly fulfill my duties. I can say proudly that I feel I have done the job to the best of my abilities.

The first order of my position was to organize a plant gate at CFB Esquimalt for May 1st, 2014. This event showed me how to involve the Victoria RO and aided me in organizing many future events for the Region. During this event members of all UNDE Locals handed out information at all CFB Esquimalt gates.

I then made a commitment to familiarize myself with the members in the Region and the different Component, Branch and DCL Local Presidents. I dropped in to all the PSAC education courses and was given the opportunity to introduce myself to the members in attendance, as one of their South Vancouver Island Coordinators.

During the 2014 year, I reached out to the local MPs to have them participate in our annual Softball Tournament put on by the Victoria Area Council (VAC) and

began establishing relationships with them. I assisted the VAC in planning the annual softball tournament, which takes place in June, and volunteered to make sure the event was successful.

On June 21st, I attended the Aboriginal Festival in Downtown Victoria where my daughter and I handed out “Idle no more” PSAC posters/slap fans. We even had the opportunity to speak to the artist that designed the posters.

On July 6th, I participated in the Pride parade in Victoria and assisted the other volunteers at the PSAC booth during the Festival portion.

I attended all VAC meetings during 2014 as well as a major portion of the Vancouver Island Human Rights Committee (VIHRC) meetings, Regional Women’s Committee (RWC) meetings and the Vancouver Island Young Workers Committee (VIYWC) meetings. In September of 2014, I helped organize and attended the AGM for the VIHRC where we had an International Pot Luck dinner.

October things got even busier. I coordinated all 19 on 19 events held in Victoria. We held a



member appreciation BBQ at the Esquimalt Legion that was well attended by the membership. This was the beginning of the 19 on 19 events that led up to the Federal election.

In November, I liaised with CEIU to organize a 19 on 19 event at their place of work. It was an event well attended where we discussed the importance of voting and supporting the bargaining teams. The following day I met with MP Randall Garrison to discuss the issues important to PSAC members in his riding. Randall and I also spoke about the upcoming 2015 election and the 19 on 19 events. Randall made a commitment to

*“I then made a commitment to familiarize myself with the members in the Region and the different Component, Branch and DCL Presidents.”*



*“Knowing that we were facing a huge year as union activists, the planning cycle began with 19 on 19 events scheduled every month.”*

attend as many as his schedule would permit.

In December, I participated in the Dec. 6th event at Holland Park held by the RWC in memory of the women killed in the Montreal Massacre.

The PSAC RO held their Christmas Meet and Greet on the 9th of December. The event allowed me to meet members from other PSAC Locals and Branches.

December 19th, we held a rally for the 19 on 19 that was attended by MP Randall Garrison.

I participated in two B.C. Regional Council conference calls during this period.

## 2015

The first order of business in 2015 was a Regional Council call on January 13th. Knowing that we were facing a huge year as union activists, the planning cycle began with 19 on 19 events scheduled every month. On January 19th, we held the first day of action of 2015 in Esquimalt. We began expanding on the idea and trying to grow the event.

In February, I attended the activist school in Richmond along with Mobilization training and the Political Action summit. I also attended the United Way dinner with Jack Gale and Nic Humphreys and began involving myself with the Victoria Labour Council. In addition we also held the second 19 on 19 event. Immediately following this event we began planning for the March 19th event.

Support for the March 19th event was confirmed at the VAC meeting on March 3rd. MPs Randall Garrison, Murray Rankin, Mike Eso (Victoria Labour Council President) were all invited to attend. The event held in March was extremely successful

with members from several components and other unions (PIPSC, DYTL, IBEW, CUPE).

April was a busy month in preparation for the PSAC Triennial Convention in Quebec City. We still found the time on April 19th to hold a demo at Centennial Square for the 19 on 19th event. I attended the PSAC Triennial Convention as a delegate.

Upon returning from the PSAC Convention, we focused on reaching out to members to ensure that getting out to vote was important and necessary if we were to be successful in defeating the Harper government. One indication that we were being successful was a rally we organized at CFB Esquimalt. The rally was attended by over 100 PSAC members, including PIPSC members. Randall Garrison and Mike Eso spoke at the event. We also organized a bus to bring PSAC members from downtown to the event.

During the month of May, I attended a rally at the legislature to support the \$10 a day Childcare Campaign with other PSAC activists and also attended the rally at Victoria Conference

Center for NDP leader Tom Mulcair. Both events were a great success. We took away the information and passed it on to the membership.

Gearing up for the Federal election in October, the focus in the months of June to October centered around rallies. We held the annual softball tournament for National Public service week. I took the opportunity to speak to all members in attendance about the importance of getting out to vote and encouraging others to do so. We joined the Pride Parade holding our “Stop Harper” signs and held a protest at Fort Rodd Hill where Tony Clement was holding a campaign kick-off for the Conservative candidate. During the Saanich Fair we spoke to the public about the struggles we faced as Federal Pubic Service employees if the Harper government was to remain in power. We attended the Labour Day picnic echoing the same message, attended numerous Harperman sing-a-longs including one held in Metchosin with Tony Turner, the PIPSC scientist. I organized rallies and demonstrations during the month of October, posting Stop

*“We focused on reaching out to members to ensure that getting out to vote was important and necessary if we were to be successful in defeating the Harper government.”*



Harper signs on many overpasses throughout Victoria. As well, we held several morning events on the highway overpasses with reflective signs encouraging the public to vote on October 19th.

### *2016*

Over the last reporting period South Vancouver Island has been active with many events like the Victoria Day parade, the June 8th National Day of Action to support our TB bargaining teams, the VAC annual softball tournament, Saanich Fair and the Labour Day festivities. In addition, I also provided assistance to the various regional committees during their meetings.

During the Victoria Day parade, which is the 3rd largest televised parade in Canada, we had a float that reflected our slogan “Proudly Serving Canadians.” The parade was aired locally and in the United States.

The Island did a spectacular job in supporting the National Day of Action on June the 8th. South Island members from CEIU, UNDE, GSU, UCTE, Parks, UVAE, UEW all participated by supporting our bargaining teams and the union. This event was an

amazing success and the Island members should be proud of their hard work. Congratulations!

The VAC annual softball tournament was a ton of fun with five teams participating this year. We had great fun playing, talking to our members and creating friendships. It was a great show of solidarity.

The Saanich Fair was well received by the public and they were very curious and empathetic to hear of our challenges with the new pay system. The public asked questions, heard some of our local examples of the hardship had by our members and sympathized with our challenges. We also made our union visible and let the public know how we serve Canadians. The event was well received.

The Labour Day picnic held at the Legislature by the Victoria Labour Council had its best year ever, attracting a labour and labour friendly crowd. It was an upbeat event that showcased Labour's success and our continuing efforts to improve labour rights.

Since our members have been feeling the effects of the Phoenix



pay system and we on the Island have made it a priority to inform the public of our struggles, we feel the events we have held have helped achieve that goal.

We also undertook the initiative of supporting the PSAC's Thirsty for Justice campaign. I worked with the VIHRC sub-committee to organize a Sacred Water Ceremony. The experience was remarkable. I learned so much about First Nation issues, challenges and culture.

The focus from January 2017 onward was on TB negotiations. The reach out to the TB membership on the island has been crucial for the members to understand the tentative agreements. Our focus has now shifted to the ratification votes for those tentative agreements. I have attended many of the vote meetings and had the chance to speak with Island members from several Components.

I have also pressed the importance of members reaching out to their MPs for pay issues and have pressed locally to hold more rallies raising awareness of Phoenix Issues and pay problems within the federal public service.



I have truly enjoyed my term as one of your South Vancouver Island coordinators. The experience has left me with a long-lasting respect of what our Union represents and what we can achieve as a membership when we stand together. I will continue to represent you the members and the PSAC to the best of my abilities with always the members' interests at heart.

In solidarity,  
Colleen Girard

*“The experience has left me with a long-lasting respect of what our Union represents and what we can achieve as a membership when we stand together.”*

# DISTRICT COORDINATOR REPORTS

## **Report to B.C. Regional Triennial Convention Parveen Deepak, Northeastern B.C.**

When I was elected as the Northeast B.C. Coordinator for the Regional Council I actually had no idea what I was getting into. This truly was a real eye-opener and I had a lot to learn on my own as my predecessor had retired and no one had replaced her. It has been a huge learning curve. As I got to know more of the ins and outs of this position I learned that this is really important position and it essentially serves as a link to the PSAC B.C. Regional Council. I have made many connections and links that are truly necessary in an organization like this and have learned the value of networking and working with other sisters and brothers from other unions and organizations.

For part of my coordinator term, I was the chair of the North East Area Council. As President I volunteered in the Municipal and Federal Elections. We managed to be a part of a great team of activists that helped elect a council where a large number of the counsellors and the mayor were endorsed

by the North District Labour Council. I found the member to member canvassing really helped in connecting with workers. Furthermore, it helped reinforce the importance of voting and that real changes can take place.

PSAC is now an affiliated with the North Central Labour Council (NCLC). Through the NCLC I am able to provide updates on what issues the federal government workers are dealing with. At the NCLC we are able to provide updates and reports to other affiliated unions. I have taken part in the organizing of events such as the Mourning Day for Workers (in April) and the International Women's Day Breakfast (in March). We have managed to get PSAC members from both Area Council and the Local Northern Regional Women's Committees to attend such events. My next challenge is to get my other members and possibly alternates to attend as delegates at future Labour Council Meetings.

I have been part of the Northern

Regional Women's Committee for many years and have served different positions on this committee. Through my role I have encouraged our women's committee to take part in events within our Community of Prince George. One in particular is the Chilli Blanket event that is put on by the different labour organizations and women's network to provide supplies such as winter wear and essentials to the less fortunate. We have also taken part in countless demonstrations for the Missing and Murdered Women and Men, (specifically the Highway of Tears) to raise awareness on such important issues.

I, along with other PSAC members of these committees have also taken part in celebrations such as the May Day event. For this event all different unions get together to celebrate May Day and share stories of the achievements of the labour community in the past and present. We have also taken part in forums put on by the Stand Up for the North Committee. This is a group of people from a wide cross section, both labour and non-labour related that talk



about issues that are important in the North.

I have been a delegate to different conferences and conventions so that I may learn different leadership skills and gain more knowledge on the labour movement as a whole. I have tried to come back and to relay this information to members. My biggest challenge I have encountered is that because of the smaller number of members in each of the offices which are mainly satellite offices, it is hard to get members to come out to different information



sessions or meetings such as the Area council. I have managed to be persistent in asking and recruiting members from other components of CEIU and USGE to finally join our committees. More members have become aware of the education options available to them from PSAC.

My next step is now to get members to get involved in more political action training. For example, letter writing campaigns or taking courses such as "how talk to MPs or MLAs." I truly feel that at one point in time our Area Council in the North was very active. However, due to the job cuts there was fewer

and fewer members available to help volunteer and the feeling of isolation also did not help. I think the North is starting to get its feet back on the ground once again even if the process has been a slow one. We are seeing more participation in plant gates and more involvement in activities whether that be Labour Day Celebrations or we are all affected Campaigns. There is several components that still feel isolated and that I have still not been able to connect with. I would like to see what their issues are and how the Regional Council can reach out and help address those issues. I heard members from the Department of Fisheries and Environment say that I was one of the first individuals that had visited them in a long time from the PSAC. I know it is hard to get to the North sometimes and it is a rather large area to cover but this lack of communication is what I have been trying to work on. I have really tried to encourage members to take courses offered by PSAC and to raise awareness on key and crucial issues within the union and the community that affect workers and their rights.







Unions are currently under a lot of attacks and I believe it is even more important to make the political arms of the Unions (Area Councils) even stronger than they were before. We need to be more vocal and visible in our communities. For example, in “Fairness Works” members actively took part, not only did we garner public support but we also obtained media coverage on our local news channel. This kind of exposure is extremely important in raising awareness. We did several information sessions during the “We Are All Affected” campaign, which also helped raise awareness.

I will continue to take training and attend conferences so that I may educate myself and equip myself so that I can better communicate and be able to relate to other groups of PSAC members who are part of my constituency.

Respectively submitted,

Parveen Deepak

# DISTRICT COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Jill MacNeill, Northwestern B.C.

At the last PSAC B.C. Regional Convention, I was sworn in as an Alternate District Coordinator for Northwestern B.C. In October 2016, Benilde Gomes stepped down as the Coordinator for Northwestern B.C., at which time I took on the role.

I have enjoyed my short time in this role. During this period I have had opportunity to participate in the following activities:

### *Regional Council Meetings of October 2016 and January 2017*

- It was useful to learn of the current BC Fed Campaign for the upcoming provincial election, and receive updates on collective bargaining and Phoenix pay issues, so I could share these updates with the members in the North.
- As I am passionate about Aboriginal and human rights issues, I enjoyed the screening of the Thirsty for Justice video and learning of the Water Ceremony organized by the Vancouver Island Human Rights Committee. To see our members in action, tackling

issues close to my heart was inspiring.

- I enjoyed providing input into plans, activities, and the direction of actions at the Political Action Committee and the Environment Committee meetings. At the Political Action Committee most of our discussion was focused on plans for the upcoming provincial election. At the Environment Committee we developed resolutions for No Additional Pipelines and for a National Water Policy. Our Environment Committee also put together plans for an Environment information table at the upcoming regional convention.
- I was excited to learn that the PSAC Regional Women's Committee wanted to utilize Pussyhats in some of their actions. I volunteered to be one of their knitters. So far, I have knitted fifteen hats for their use.

*"I am passionate about Aboriginal and human rights issues ... To see our members in action, tackling issues close to my heart was inspiring."*

### *Phoenix Pay Issues*

Phoenix Pay Issues in my office have been prevalent. Much time has been spent doing what I can do; keeping the issue on every local Union Management Consultative Committee meeting agenda, asking employees to carefully watch their pay stubs, working with management to determine how widespread the problem is, having management document employee pay problems and actions taken to try resolve the problems, following up to elevate action via management and union channels at employee requests, and share information received from the regional and national offices.

Many of the pay problems in our office have not been moving and lately it seems to have worsened. We have single-mothers receiving zero pay, problems with compensation due to parental leave, and requests for emergency salary advances taking over a month. Many are stressed with the implications the pay problems will have on their tax returns.

Administrative staff are frustrated with trying to support staff

in fixing pay problems and frustrated with trying to do their job of rolling up year end budgets and salaries with all these pay problems.

On the February 24 Phoenix Anniversary Day of Action I was away. However, I did share information with all about the event and how they can participate. I furthered shared this information with other unions with whom I work closely with and who also are affected by Phoenix pay problems – Unifor Local 2182 and members of the Northern B.C. PIPSC.





*“I would like PSAC members to know about their Union, their rights, and the various way in which they can participate in their Union.”*



### *Annual General Meeting, UHEW*

I organized participation for North UHEW members at the February 9th Annual General Meeting and was an election scrutineer. I volunteered to assist with upcoming ratification votes in Prince Rupert if needed.

### *Education*

#### **Joint Learning Program**

January 31st to February 2nd, I attended workshops for: Mental Health in the Workplace and Duty to Accommodate.

#### **JOINT LEARNING PROGRAM**



#### **PROGRAMME D'APPRENTISSAGE MIXTE**

#### **Aboriginal Peoples, Values and Relationship Development**

In January, I attended Reconciliation in the Workplace workshop, brought to the office by my employer where we learned about Aboriginal Peoples of Canada, West Coast First Nations, Aboriginal values and value based relationship development. We learned about the historic mistreatment

of First Nations people by the Government of Canada — abuse, residential schools, racism, land grabs, etc. We learned about the government imposed band council system which caused hardship as it did not complement traditional government structures. We learned of traditional (and still functioning) First Nations governance structures. We learned about ways in which the Government of Canada can take first steps toward building relations with local First Nations. Various materials and videos were shared with us.

One I particularly liked was a Reconciliation in the Workplace handout developed by the UFCW union in partnership with the First Nations Caring Society. I forwarded the UFCW handout to a member of our National Aboriginal Peoples Circle, and our Regional Aboriginal Representative, in hopes that PSAC may consider producing similar material. Also at this workshop, I had an opportunity to share our PSAC Video – Justice for Aboriginal Peoples – It’s time.



### *Orientation Package*

Historically, UHEW members of the north do not hear how they may participate in union meetings, and also, management orientation to new employees at my location is non-existent. Employees are not learning of important information such as their rights when it comes to Health & Safety, who they should turn to in emergency situations, and various contacts they may turn to for a variety of important reasons. I would like PSAC members to know about their Union, their rights, and the various ways in which they can participate in their Union.

As such, I have pulled together an orientation package and have advised management that I would like be notified of all new hires so that I may arrange to meet with them to provide material describing PSAC, our strategic plan, the Components, the Area Councils, Health & Safety information, BRUSH Committee information, educational opportunities, and information and contacts relating to our youth and various equity committees. I plan to tailor some packages for my workplace and

some to take on a road trip to bring to the many locations in the northwest area.

### *Aboriginal issues, Human Rights, and Respect*

#### **Aboriginal Issues**

I continue to liaise with Ruby Langan, the Aboriginal Coordinator for the Region and we have been discussing a joint road trip to reach out to members of the northwest.

#### **Human Rights**

I participate by telephone in the BC Mainland Human Rights Committee meetings to remain informed of issues, actions, events, and to share information about events happening in the north coast.

#### **Respect**

I have been putting a lot of effort into making my workplace respectful:

- I have been working with management and our departmental Early Conflict Resolution Officer to deliver a course on combatting offensive speech which we hope to have delivered following a JLP Respecting Differences course.





- I am a member of a newly formed regional departmental Respect in the Workplace Committee. It is our goal to build a Pacific Region approach to Respect in the Workplace.

*Plans for the upcoming months include:*

1. Attend the March 24-27 PSAC National Equity Conference in Toronto.
2. Work with the BC Fed in the *Better Can Happen Here* provincial election campaign, encourage voting in the provincial election on May 9th and help out wherever I can.
3. Road trip to reach out to members, bringing the orientation package and talking about the PSAC Strategic Plan as committed to at the last Regional Council Meeting. As mentioned previously, this road trip may be done with Ruby Langan and a Regional Women's Committee Rep.
4. Attend a celebration ceremony for the death of the Northern Gateway Pipeline.
5. Participate in an April 28th Day of Mourning event near me and promote participation in the events.
6. Consider participation in a parade or hosting an information booth in June 2017 at Prince Rupert Seafest.
7. Stand with and provide solidarity to those standing up for their rights on various issues.

# DISTRICT COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Susan Yaciw, Southern Interior

My work as the District Coordinator for the Okanagan/Kootenays entails working with a wide assortment of people within the Region: with my Local and my Component UTE, and with other Components in the Public Service Alliance of Canada.

Over the past three years as the District Coordinator, I have represented members informally and formally, I have provided guidance and assistance to members, and I have provided political leadership to members in the Region and within my local executive.

The District Coordinator role requires that I attend two in person meetings a year in Vancouver and that I participate in regular conference calls throughout the remainder of the year. During these meetings and conference calls we strategize on issues that affect all PSAC members in BC. As part of my Regional Duties, I am the chair of the By-Laws Committee and a member of the Donations, Awards, Subsidies and Honours (DASH) Committee. These

committees also require that I participate in conference calls and person to person meetings while attending meetings in Vancouver. The DASH Committee regularly reviews a number of subsidies and donation requests during the year and provide recommendations on whether or not the request will go forward to the rest of the Regional Council.

As the District Coordinator I attended the North Okanagan Labour Day Picnic with Jamey Mills, Alternate REVP for B.C.





*“This event was about providing tools for working together to elect a government that is committed to working with us to build a Canada we all want.”*

The event was organized and put on by the North Okanagan Labour Council. Attending this event provided the opportunity to connect with other labour organizations and to celebrate the strengths and solidarity of workers. I also attended the May Day Event, a celebration of workers with members of the Okanagan Area Council and Women’s Committee. We provided PSAC information on our vote campaign and set up a button making table, which was a huge success once again. Both the children and adults enjoyed making buttons. This event also allowed us to meet other labour activists in the community and some of the candidates running in the Federal Election.

Along with a couple of members from my Local executive, I attended the CLC Time for Change Tour. This evening event was an opportunity for us to meet other labour activists from our community and to meet the NDP candidates in our area. We were provided with material to use when reaching out to our members and how to become more involved in the political campaigns of our candidates. This

event was about providing tools for working together to elect a government that is committed to working with us to build a Canada we all want.

I participated in the PSAC Town Hall Telephone Call where the participants were provided information on the upcoming federal election and I participated in two early morning plant gates to update our members on the importance of getting out and voting to elect a better choice

I attended two events in the area, which were coordinated by my local NDP candidate. These events allowed for me to meet the candidates and provided me the opportunity to help out in their campaign leading up to the election.

I was also involved in the member to member campaign during the election where I was tasked with contacting members of CRA by telephone to ensure that they got out to vote. Although I was to contact members of CRA, they were not from my local and I found this slightly out of my comfort zone. I felt that my Component did a fantastic job keeping our



members informed about the election. Although I did not reach many members, I felt good knowing that the Local UTE Executive in Penticton did a fantastic job keeping their members informed. While many of my Local members and I did not reside in the PSAC's targeted area, our Local Executive spoke to our members regularly on the importance of voting and keeping informed on the election.

Although I do not reside in the newly elected liberal MP, Steven Fuhr's riding I visited him in his new office around the corner from my work place. Although Mr. Fuhr was not familiar with all of our issues he was well prepared and had visited the PSAC website. We had a great meeting; we discussed numerous topics including the need for reinvesting in public services, bargaining and sick leave. Mr. Fuhr indicated that he would take our concerns back to his caucus and invited us back for further discussions.

Visiting work sites is also another function of the Geographic Coordinator. Along with the PSAC Staff rep and a member of the

negotiating team we visited the Summerland Research Station and CEIU. During these visits questions relating to bargaining and questions in general were addressed. With Alternate REVP Jamey Mills, we visited the CFIA offices in both Vernon and Kelowna, the Kelowna CRA office and the Summerland Research Station. These visits gives the coordinator the opportunity to meet and connect with members.

I represent UTE Local 20003 at the Okanagan Area Council meetings, which are held normally four times a year. Area Councils are made up of members from different locals and components, grouped within regional areas. Area Councils are the political arm of our Union - they engage with and mobilize around various PSAC campaigns. Area Councils also allow for discussion, collaboration and activism across Component lines. As I have held the position of President of the Area Council for a number of years I am also required to participate in Area Council Conference calls. During these conference calls the Area Council Presidents have an opportunity to discuss issues and

*“Area Councils are the political arm of the Union - they engage with and mobilize around various PSAC campaigns.”*

political action. I also attended an Area Council Political Summit, which provided the Regional Area Councils the opportunity to discuss issues and to plan political action for the upcoming cycle.

I also attend the Okanagan Women's Committee meetings which are also normally held four times a year. The Women's Committee is made up of women from different locals and components. The Women's Committee focuses on issues mainly related to women. I was selected to attend the BC Regional Women's Conference in September. I was asked to chair the resolutions committee at this conference so I was required to

participate on a conference call where we reviewed resolutions being forwarded to the Regional Women's Conference. We prioritized the resolutions and made recommendations of concurrence or non-concurrence on the resolutions submitted. As a member of the Okanagan women's Committee I helped serve Christmas dinner to women from the Kelowna Women's shelter.

I am the Co-Chair of the office Occupational Health & Safety committee. This committee meets at least nine times a year and conducts monthly work site inspections to ensure that the employer is providing a safe and healthy environment for all members. As part of my role as the Local Health and Safety Co-Chair I also participate on PSAC BC Regional Union Safety & Health (BRUSH) conferences calls. During these calls we discuss legislative changes, common issues, listen to guest speakers and exchange ideas. I attended a two day course; Violence & Prevention in the Workplace. This course highlighted the changes, recourse, the procedures and legal requirements around



violence in the workplace. I also attended the UTE National H & S Conference in November. This conference focused on Mental Health issues, Violence in the Workplace Prevention and Bill C-4: Changes to the Canada Labour Code Part II. I also attended and was on the organizing committee for the BC PSAC Regional H & S Conference. As part of the organizing committee I participated in a number of conference calls relating to the organizing and development of the Conference. During these calls we have adopted an agenda, theme and are working on the selection of applicants for the conference. This focus of this conference was also around Mental Health issues and violence prevention. Kim Koch (from Prince George) and I were tasked with organizing fun team activities. From the feedback received our Olympics as we called it was well received and enjoyed by all those who participated.

I was selected to attend the PSAC National Convention as the Okanagan Area Council delegate. Therefore, I attended the PSAC BC Convention Strategy

Meeting. This meeting provided the opportunity for the Region's delegates to meet, strategize and develop regional plans prior to the convention.

I attended the PSAC National Convention in April. The PSAC Convention is the governing body of the Union. It is during convention where changes to the Constitution and Regulations are adopted, modified or rescinded. It's also when the union's administrative budget is scrutinized and adopted. Convention sets out the plan, the union's goals and elects our National Officers for the next three years. Attending the Convention keeps me up to date on the issues within the PSAC, provides a voice for our Area Council, and allows for discussion and debate during the resolution process. Attending the Convention also provides an opportunity for networking.

BC Federation of Labour Convention allows for members from many different Unions to come together, debate issues relevant to the Province and elect a federation president. Provided a great source of networking.

### Meetings of the B.C. Regional Council since the 2014 PSAC B.C. Regional Convention

- Apr. 28, 2014 in Vancouver
- Sept.19-21, 2014 in Vancouver
- Apr. 10-12, 2015 in Vancouver
- Nov. 27-29, 2015 in Victoria
- Apr. 15-17, 2016 in Vancouver
- Oct. 14-16, 2016 in Victoria
- Jan. 27-28, 2017 in Vancouver
- June 15, 2017 in Vancouver

*“These events promoted awareness on relevant issues within our community and our Union, an opportunity for members to connect with other activists...”*

I participated in a UTE Webinar, which was presented by a member of the Bargaining Team who answered questions and provided an insight into the Memorandum of Settlement offered by the employer and a UTE conference call with the local presidents in the Pacific Region to develop a Strategic Plan and to engage in a discussion around the upcoming vote to accept or reject the memorandum of settlement.

I participated in a UTE Town Hall Conference Call and a PSAC Town Hall Conference. During these calls our National President, Component President and negotiator provided information and an update on bargaining within UTE and provided information on the upcoming Federal election.

I participated in two separate Day of Action Events. The purpose of the first event was to give a message to the government that the members of PSAC expected respect and a fair collective agreement. The second event was a CRA Day of Action. The day of action took place on the day the UTE Bargaining Team went back to the table with the employer. The day of action was to show the Canada Revenue Agency management that our members are standing together and supporting our bargaining team.

As a member of the Local Executive, I participated in morning plant gates to update and hand out bargaining information to our members to educate our members on the bargaining process, the PIC and the fight to save our sick leave. I also attended and help out with both of our Ratification votes. At our first vote we achieved a strike mandate, which eventually lead to another ratification vote where we achieved a settlement. Prior to the second ratification vote I attended and participated in the first phase of strike training. This training was to ensure that all activists and local executive





members were prepared and ready if strike action was required.

I attended the UTE Presidents Conference as the representative for our local. Attending the conference keeps me up to date on the issues concerning our local members and allows for discussion and engagement with other Component members.

I also attended the Kelowna Pride celebrations and the Celebrate our Veterans Event in Kelowna and the May Day activities in Penticton. These events promoted awareness on relevant issues within our community and our Union, an opportunity for members to connect with other activists and to allow me to connect with constituents and activists attending the event and to provide a fun family activity for members of the Southern Interior.

During Public Service Week, members of UTE and PIPSC marched together and stood together in solidarity. After the Standing Together for Fairness event, the local executive of UTE and PIPSC in our building organized a pizza lunch to show our members that they are truly



appreciated. This was also a great opportunity to discuss current negotiations and to update our phone and email trees.

This will be my last BC Regional Convention. I would like to thank everyone for allowing me the opportunity to represent you in the office, in the community and in the Region. My activities as a union representative has provided me with many great opportunities over the years and to develop some long lasting friendships. As I retire, I will not miss the work of a union representative; I will miss the people who make our union a great one.

*“As I retire, I will not miss the work of a union representative; I will miss the people who make our union a great one.”*

# DISTRICT COORDINATOR REPORTS

## **Report to B.C. Regional Triennial Convention Antony Paller, East Fraser Valley**

So over the past 3 years I have been very busy around the East Fraser Valley, visiting with members in the area as well as promoting the PSAC in the area.

I have and continued to be a part of the Fraser Valley District Labour Council as an executive member and a general member attending monthly meetings every third Wednesday of each month except for July and August. Each year I have attended with other PSAC members to the annual Labour Day picnic, which is held at Mill Lake in Abbotsford. Each year we see an increase in participation both by union members and members of the public that look forward to it each year. At the PSAC tent prior to the election year we had many questions about the STOP Harper signs. As we only had a few we did not have enough to give to everyone who asked. However, we let people take group photos or selfies with the signs. We did have one couple who expressed dislike of the STOP Harper sign. But, when it came to his grandkids enjoying

the free bouncy castle they did not oppose that.

We also have an annual pasta dinner each year in June and a dessert auction in October to raise funds for the United Way. These events are always well attended by different unions in the Fraser Valley. It is always fun to bid against other unions for the best dessert provided.

I have also attended the Fraser Valley United Way Spirits Awards, which is always well attended. The event focuses on awarding those individuals who helped raise money for the United Way in their place of work and or in the community. Each and every year, we get closer and closer to the \$1 million mark of funds raised.

I attended the BC Federation of Labour Convention. It was a great experience to attend the largest BC Federation of Labour Convention. A lot of good resolutions came forward and a lot of good speakers gave background information when speaking to those resolutions. It

is one thing to hear people speak on TV or write comments into the paper about labour issues. At convention you can hear from those members who work the frontline and can explain why they are taking action, be it a rally or strike action. It's not about higher wages; it has a lot to do with health and safety or the amount of students per teacher in a classroom.

One of the most talked about issues I hear from PSAC members in the East Fraser Valley is sick leave. A lot of members say that the sick leave is important because it provides security should you need to go off work for being sick or injured. If you're unable to work for these reasons, you don't need to stress out about how you're going to pay the bills at the end of the month. Members have said that part of the reason they decided to work for the Federal Government was due to the benefits available and not so much the pay. I tell members that the Sisters and Brothers representing them on the bargaining teams are saying no to concessions; sick leave is not up for negotiation. I tell members to check the PSAC

national website as it provides the most up to date information on bargaining.

I also have had the pleasure to do some onsite visits with PSAC members who work in the East Fraser Valley area. One of the places I was able to access and speak to members was the Matsqui Institution. It was an eye-opener to see what a medium max prison is like on the inside and what members deal with on a daily basis. During a lockdown situation all inmates are locked up and consequently this puts added pressure on







*“It is always good to meet members and see what great work they do day in and day out for Canadians.”*

PSAC members who work in the kitchen as they no longer have the help of inmates to do prep work and other duties in the kitchen and they are still expected to provide three meals a day for inmates as well as deliver the meal trays to each inmate on each level in the prison.

I also have been very active in sending, emails and letters to my MP Chuck Strahl and in person from discussions and concerns regarding the cut to public services implemented by the Conservatives such as cuts in food inspections, the closure of veteran affairs offices, coast

guard bases and others. I have also brought to his attention the issues with the Phoenix Pay System and how PSAC members are affected— from not being paid to not receiving benefits provided by the employer (e.g. MSP premiums).

It was a great three years and I am proud to have represented members in the East Fraser Valley. It is always good to meet members and see what great work they do day in and day out for Canadians.

Thank you,  
Antony Paller



# DISTRICT COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Johann Ackermann, West Fraser Valley

It has been a learning experience and a pleasure to represent the West Fraser Valley (WFV) on the B.C. Regional Council. I have been a union activist since 1992 and find there is always something new to learn and to struggle through in our journey as activists.

I have made new contacts and visited some of the locals in their places of work in the West Fraser Valley area but have mostly gained new relationships with activists from a variety of different places in BC. I have tried to use these experiences and develop the contacts and relationships for the betterment of the people I represent.

Some of the events and activities I have attended as the WFV Coordinator are:

- Almost all of the Regional By-Laws Committee meetings;
- Almost all of the Regional Education Committee meetings;
- Almost all of the WFV Area Council (AC) meetings (Note: I was President of the AC until January 2016. The rest of the meetings I attended as the Regional Council Coordinator);
- The Regional Political Action Plan Summit in May 2014;
- The New Westminster and District Labour Council meeting on September 24, 2014;
- A number of the BRUSH conference calls (I could not attend all due to conflicting meetings);
- I attended a number of work sites with Regina Brennan in 2014 to get to know some of the locals. (We found this was not a very easy task to coordinate.)
- Several rallies and protests over the three years;
- Every single Regional Council meeting in the past three years (every year there were two three day meetings of which two were held in Victoria and the rest were held in Vancouver);



- Leading Change training for PSAC Leadership in February 2015;
- The Union booth at the 2015 and 2016 Fusion Festivals in Holland Park;
- The East Fraser Valley AC meeting in June 2015;
- I was the WFV Area Council delegate to the PSAC National Triennial Convention in Quebec City in 2015;
- The BC Regional Health and Safety Conference held in Richmond in October 2015;
- The Area Council Summit in January 2016;

- The PSAC National Health and Safety Conference in Montreal in November 2016.

I also attended Question Period in Ottawa in March and November 2016. It never ceases to amaze me to see how the people we elect to Parliament interact.

I participated in the last Provincial and Federal elections by helping the candidates I thought would best represent the members. I did this by volunteering on the phones and in other ways. I also participated in the 2014 Municipal Elections as a candidate as I thought I could make a difference as an elected politician. There are many other union activities I was also involved in but as a member of my Local's executive.

In all of the meetings I attended I did my best to make decisions based on what I believed the membership would have me support if they had my knowledge and experience. In my opinion this is the best way to make a decision that is for the membership. I also shared my experiences and knowledge with as many others as I could.

These past several years have shown all of us that the most unexpected can happen in politics and the world that affects all of us. We should always think outside of the box and never take anything for granted. We need to fight for our rights no matter. If we don't, who will? It is especially at this time that we need to work together as a team to ensure that we don't lose the many rights and privileges we have gained over the years through blood, sweat, and tears. We need to make a stand and do our best to wake up those around us to stand with us. A lot of us have become too complacent and think that some things will never happen to us. All we have to do

to know that the unexpected WILL happen is to look south of the border and overseas to observe what has transpired in the world around us.

In closing, I ask that everyone makes an effort to work with others to make this a better world for ourselves and our children and those that follow. Even though some of us may have some differences of opinion at times, we still need to live in this world and make the best of it. The only way to do that is to fight the good fight TOGETHER not against each other.

In Solidarity,  
Johann Ackermann

*“It is especially at this time that we need to work together as a team to ensure that we don't lose the many rights and privileges we have gained over the years through blood, sweat, and tears.”*



# DISTRICT COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Terri Lee, Metro Vancouver

It has been a busy and productive three years on the BC Regional Council. Most notably was our work to Stop Harper and the successful political action surrounding the Federal Election.

### Area Council

I continued to be active on the Vancouver and District Area Council as a member of the executive. I participated in numerous AC meetings and events, connecting with other affiliated locals. I took the lead and participated in numerous events around Metro Vancouver at the BC PSAC information

booth. These events included several car free days, labour days and pride festivals. These were great events and the public were always friendly and engaging. Activities such as face painting for children were very popular and allowed us the opportunity to provide our message to parents while their children were occupied. The public were generally eager to sign our petitions and support public services. I was interviewed on the importance of youth in the labour movement by Fairchild TV, which aired on the Cantonese news.

### Member Mobilization

I participated in a number of mobilization events in the past three years. These included a number of plant gates in downtown Vancouver to increase awareness of the Federal election. One round of plant gating including members from other Federal Unions including PIPSC and CAPE. The solidarity among our union partners was amazing. On Halloween, I participated in the Trick-or-Treat events at a number of work





sites in the downtown core. We provided candies and buttons to mobilize and educate members on Treasury Board collective bargaining including the proposal to remove sick leave. These events were very successful and feedback from members was very positive. I enjoyed the opportunity to meet and talk to several hundred members and hope this kind of one-to-one mobilization will continue in the future.

### **Federal Election**

I worked on several campaigns to defeat Harper including my home riding of Vancouver Granville. I also visited the homes of a number of members in the targeted riding of Port Coquitlam. Members were surprised and receptive to our visits and committed to voting for a more public service friendly government. I believe we contributed to defeating Harper and celebrate our success.

### **Pink Hat Project**

I've become inspired by the US Presidential election to knit pink hats and have joined the [www.pussyhatproject.com](http://www.pussyhatproject.com). This project provides women and their



supporters a means to make and wear a unique individual, hand crafted statement of solidarity for women's rights. At time of writing, I've made over 20 hats and been able to photograph a number of PSAC members with my hats, and will continue crafting, until I run out of yarn.... I hope to inspire other crafters to make & distribute these hats as a symbol of our solidarity with our global partners. Thank you to those who have and wears one of my hats. I encourage everyone to bring and wear their hats at marches, demonstrations and PSAC events. Let me know if you need a hat and don't forget to bring yours to the BC Convention!

*"I enjoyed the opportunity to meet and talk to several hundred members and hope this kind of one-to-one mobilization will continue in the future."*



### **PSAC - CFIA Bargaining**

Bargaining continues to be a long slog behind treasury board. The employer has tabled a number of shocking concession which it says are crucial to its modernization agenda. The PSAC negotiator and I did a tour of several locations in the lower mainland meeting with many members in their work sites.

We are optimistic that a deal can be reached now that the Treasury Board groups have settled. However there are still a lot of demands on the table and we will not accept any concessions.

I was the chair of the Environment Committee and continued to focused on water rights and environmental sustainability. I recently bought a plug in electric hybrid vehicle (Volt not Tesla) and continue to commute daily on my bicycle.

I hope to continue my work in Metro Vancouver in the next three years.

See you at the Convention!

In solidarity,

Terri Lee  
Metro Vancouver

# DISTRICT COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Barry Tchir, Metro Vancouver

Since taking over as District Coordinator for Metro Vancouver from Crystal Warner, I have been working hard with Terri Lee and Jennifer Horsley on the Vancouver & District Area Council activities in Metro Vancouver. I worked on many Stop Harper campaign initiatives and more recently been supporting Sister Bowinn Ma on her NDP Provincial election campaign.

I attended several “Fight for 15” rallies and other rallies in support of equality and workers’ rights.

I have also been actively working with Aaron Ekman of the BC Federation of Labour to solidify a Council of Airport Unions at YVR. I can report it is progressing well.

I have also been attending the BC Federation of Labour Apprenticeship & Skills Training Working group meetings as the PSAC representative.

Within the BC Regional Council, I am a member of the Finance and Environment Committees. With regard to the Finance Committee, I have assisted in making sure the

Regional Council finances were kept on track and have worked with the Environment Committee on Clean Water initiatives and other environmental concerns.

Last summer I attended the UCTE Private Sector Conference for Organizing, Exclusions, Young Workers and Contract language consistency. I also will be a delegate to the CLC Convention in May 2017.

I have also spent the last year working on my Local's negotiating teams for YVR, Swissport and ARINC collective agreements.





# DISTRICT COORDINATOR REPORTS

## Report to B.C. Regional Triennial Convention Jennifer Horsley, Metro Vancouver

Three years seems like such a long time to accomplish goals when you start out, and I think that I accomplished a lot, but not all my goals for my tenure on Regional Council were met. I think that I certainly helped to raise the profile of the PSAC in the community and the labour movement, but I don't think that I had enough opportunities to meet with members and find out their concerns. It may have

to do with the engagement level of our members, it may have to do with me not being a Treasury Board member, it may just be a communication piece that we need to continue to work on for Geographic Coordinators. I got out as much as I could, participating in many committees and the activities around those. As I look back at my previous reports to Regional Council, I think that I can be proud of my accomplishments, but I can be hopeful that I can do more by continuing to work with the various committees and their members.

So, looking back. I came into my role on Council with not much experience, some grassroots participation in the union, but not much in the way of real leadership roles. I think I've managed to come a long way, through leadership training, participating in campaigns, and getting out to work with the membership and the community.

In my role on Regional Council, I increased my participation in Committees, sitting on the





Vancouver and District Area Council, and participating in the BRUSH Committee, the Vancouver Regional Women's Committee and the BC Mainland Human Rights Committee. These were all committees that I had been involved with in a peripheral manner for a number of years, but I hadn't really committed to them until I was elected. I've found that becoming more involved has been very rewarding and has allowed me to meet many more members in my Geographic Area than I thought possible. The committee work allowed me to meet members where their passions lie, not just in their workplaces.

As well, participation in the Metro Vancouver Alliance allowed me to connect to my community in a new way, to bring the concerns of regular citizens to our political and community leaders. While it has been difficult to maintain my participation level, mostly due to changes in my workplace, I would like to continue to help create positive change in my city through this sort of community engagement and consensus thinking. The Metro Vancouver

Alliance really connects people who may not otherwise even meet, leaders from Community, Labour and Faith groups who come to consensus through listening. It's quite an amazing way to effect change in our communities, and I really hope the movement spreads.

My more specific work on Council was with the Education Committee and the Convention Committee. While the Education Committee wasn't exactly what I had expected, and it sometimes felt challenging to be able to have input on the Region's education program, I think that we were effective in bringing the membership's concerns around course offerings forward. I think there is still work to be done in defining the Committee's role in education planning for the Region, but it was a rewarding experience. I'm guessing that the outcome of the Convention will tell how the Convention Committee did. With many changes in the makeup of the committee over the three-year term, it was sometimes hard to get things started, but I think that we pulled through with a great theme and some fun activities

*"I think I've come a long way, through leadership training, participating in campaigns, and getting out to work with the membership and the community."*



for the delegates. Here's hoping that everyone enjoys what we've put forward. A big shout out goes to the amazing work and resourcefulness of Kristin Schnider, who the committee couldn't have accomplished nearly as much without.

*So, what sort of activities allowed me to connect with members?*

In 2014, most of the activities that I participated in were about the Municipal Election, especially with the Metro Vancouver Alliance, but towards the fall and winter we began to focus on Federal Election. This kicked off with a lunchtime Halloween themed event at Harbour Centre,

which very successfully engaged a lot of members and some of the public. Throughout 2015 and right up to the election we planned and executed several engagement events that were fun and on the move. We went to a lot of work sites throughout downtown Vancouver, where the greatest concentration of our members works, talking to members about the Federal Election and how important it was to get out to vote.

Additionally, I went out on a very rainy day on a member to member canvass with Alternate REVP Jamey Mills.

In 2015, the Vancouver and District Area Council had a very successful Area Council Barbeque at Trout Lake Park, we had the most members we'd ever seen turn out and it was a fun way to get to meet members and their families. I think in part the draw was about the Federal Election, but I think it was also due to the Area Council's increasing ability to reach out to members. We had many membership engagement activities leading up to the barbeque, including our "Flying Plant Gate" during Public Services week. Even with a few

hiccups with security personnel at work sites, I think that this is an effective way to get out to meet the members and let them know that we are there and involved, I'd like to see this sort of engagement activity continue.

I always seem to meet the most interesting people, whether members or members of the public at Public Engagement events, such as the Pride Parade, Fusion Festival, Labour Day, May Day, Rallies – in support of striking workers (such as the BCTF) or social issues, such as Climate Change – Stroller Brigades, Vigils and Memorial Marches. These activities are opportunities to expand our horizons and be seen

in the public eye in a positive light. By supporting these events, we support our own communities and all the people in them. We show our commitment to social change.

We also celebrated the PSAC's 50th Anniversary in the autumn of 2016, and because Regional Council met in Victoria in October, I could attend both of our Region's celebrations. I met members who I had never met before, members who came out in celebration of our Union. Maybe we need to celebrate more, celebrate ourselves, our victories, our activism. It seems that is a great way to draw people out.



*“We, as a union, still have work to do in finding ways to bring our members into our activism, but I'm hoping that future members of the BC Regional Council will bring us the next step forward.”*

I didn't get out on as many work site visits as I would have liked. Only one day was spent meeting members in their workplaces, when Crystal Warner, REVP Bob Jackson and I went to visit the Vancouver Airport and the members of UCTE as well as a stop in at Purolator, my own local and the members of UPCE who work at the Depot in Richmond.

Meeting members where they work allows us to reach out to members who may not be involved with their union, maybe because they just don't know what is on offer, but also allows the leadership of the union to be visible.

I think that we need to engage members in their workplaces, make our leadership more visible and show members what is available to them to participate in. Whether it is committees, education or our community connections with organizations such as the MVA or the United Way, we need to find a way to focus the memberships passions, but that starts with making ourselves visible and available to them. I'm not really sure how to do this, even with three

years on Regional Council and several years participating in my own Local I haven't been able to tap into how to get more members interested or engaged in the union and its activities in the Labour Movement and the Community.

As a member of the BC Regional Council and a leader in my local and my Component I have had numerous opportunities over the past three years that have enriched my skills and broadened my experience within the PSAC. I have received a lot of training – Leadership training, Health & Safety training and, in particular from my Component, Mental Health and Employment Equity training. I was able to attend the 2014 BC Federation of Labour Convention and the 2015 PSAC Triennial Convention. I spoke at the microphone at PSAC Triennial supporting the continuing need to fund our Area Councils, and hopefully, made a difference in the way that delegates voted.

I want to thank the members of Metro Vancouver for the opportunities afforded me by my election to Regional Council three years ago. I can only hope





that my service in this role has been up to their expectations. I wish that there were more ways to get out to meet the members, but scheduling conflicts and the need for more internal contacts in workplaces has hampered me in that. We, as a union, still have work to do in finding ways to bring our members into our activism, but I'm hoping that future members of the BC Regional Council will bring us the next step forward.

I will continue my union work whether I'm on the BC Regional Council for another term or not, through my Local, through participation in Committees and

working on the Provincial and any future elections.

My major plan for this year will be with the Vancouver Regional Women's Committee, we are going to be working together to contribute to the Shoebox Project, which puts together boxes of little luxuries for women in shelters. I hope that we are successful in this venture and can bring a little bit of love and caring to women who deserve it so much.

In Solidarity,  
Jennifer Horsley

# By-Laws



## **British Columbia** Regional Council

### Public Service Alliance of Canada

As adopted by the Founding Convention of the British Columbia Regional Council of the Public Service Alliance of Canada March 27-28, 1999

- as amended at the April 6-7, 2002 convention
- as amended at the April 8-10, 2005 convention
- as amended at the April 18-20, 2008 convention
- as amended by the National President's interpretation dated March 24 2011
- as amended at the May 13-15, 2011 convention
- as amended at the April 25-27, 2014 convention

**By-Law(s)**  
**British Columbia Regional Council**  
**Public Service Alliance of Canada**

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## **PREAMBLE**

***The PSAC B.C. Regional structure shall be founded upon and guided by solidarity, fairness, equity, transparency, accountability, and union principles.***

## **SECTION 1**

### **ORGANIZATION**

#### Sub-Section (1)

Pursuant to Section 16 of the PSAC Constitution, the governing organization of the PSAC in British Columbia (B.C.) shall be known as the B.C. Regional Council.

#### Sub-Section (2)

- a) All members within B.C., their Locals, Sub-Locals and Branches are under the jurisdiction of the B.C. Regional Council and are encouraged to participate in its activities and decision-making processes.
- b) All PSAC Regional Women's Committees, regional committees of recognized Equity Groups, Area Councils and other nationally or regionally recognized committees shall be under the jurisdiction of the B.C. Regional Council and are encouraged to participate in its activities and decision-making processes. This in no way undermines the autonomy of these Committees.
- c) All Locals, Sub-Locals or Branches having members working or residing in more than one (1) PSAC regional jurisdiction may affiliate those members in a particular PSAC region to the Regional Council for that region. A member may only participate in one (1) PSAC Regional Council.



## **SECTION 2**

### **MANDATE AND OBJECTIVES**

#### Sub-Section (1)

To unite all B.C. members of the Public Service Alliance of Canada in a single democratic organization that reflects the needs of the membership in B.C. while respecting the constitutional integrity of the PSAC and its Components.

#### Sub-Section (2)

To promote the organization of PSAC members in B.C. into Area Councils that are representative, inclusive, fair, equitable and respectful of the individual and collective rights of all PSAC members in the region.

#### Sub-Section (3)

To implement an efficient communications structure among PSAC members in all areas of B.C. and to facilitate networking between members of different components and bargaining units.

#### Sub-Section (4)

To identify the needs of B.C. members and ensure the union's regional programs and services meet these needs by setting priorities, policies and directions.

#### Sub-Section (5)

The B.C. Regional Council shall:

- a) Apply the PSAC Constitution, Regulations and Policies according to the needs and specific situations of the B.C. Region;
- b) Address political and workplace issues at the community/regional/provincial levels and encourage members to be involved in these;
- c) Identify and articulate issues that, through the B.C. Regional Executive Vice-President (REVP), will be submitted to the Alliance Executive Committee (AEC) and the National Board of Directors of the Alliance;
- d) Make regulations for the good and well-being of the membership in B.C.;
- e) Encourage affiliation to and participation in the B.C. Federation of Labour and district Labour Councils.

## **SECTION 3**

### **MEMBERSHIP**

#### Sub-Section (1)

Affiliation to the B.C. Regional Council shall be voluntary.

#### Sub-Section (2)

Affiliation to the B.C. Regional Council shall be open to the following:

- a) Locals/Branches
- b) Regional Women's Committees
- c) Equity seeking group committees
- d) Area Councils
- e) Youth Committees
- f) Other bodies approved and recognized by the B.C. Regional Council

## **SECTION 4**

### **MEMBERSHIP RIGHTS**

#### Sub-Section (1)

Every member in good standing is entitled:

- a) To be free from any act or omission on the part of the B.C. Regional Council or its members that would discriminate against the member on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, physical or mental disability, sexual orientation, gender identity, language, political belief, social and economic class or employer;
- b) To be free from harassment by another member on the basis of any of the grounds mentioned above;
- c) To be nominated for and hold elected office in the region subject to any qualifications or stipulations stated in the PSAC Constitution, individuals' respective Components' By-Laws, and these By-Laws;
- d) To observe meetings of the B.C. Regional Council with voice but no vote.

## **SECTION 5**

### **STRUCTURE OF THE B.C. REGIONAL COUNCIL**

#### Sub-Section (1)

The B.C. Regional Council shall consist of the REVP, the Alternate REVP, and coordinators from each of the following districts and constituencies:

#### DISTRICT # OF COORDINATORS

1. North Vancouver Island one (1)
2. South Vancouver Island two (2)
3. Northeastern B.C. one (1)
4. Northwestern B.C. one (1)
5. Southern Interior (Okanagan/Kootenay) two (2)
6. East Fraser Valley one (1)
7. West Fraser Valley one (1)
8. Metro Vancouver three (3)

#### CONSTITUENCY # OF COORDINATORS

1. Women one (1)
2. Pride one (1)
3. Racially Visible one (1)
4. Aboriginal one (1)
5. Members with Disabilities one (1)
6. Directly Chartered Locals/Separate Employer Units one (1)
7. National Officers one (1)
8. Health and Safety one (1)
9. Youth one (1)

## **SECTION 6**

### **COUNCIL MEETINGS**

#### Sub-Section (1)

- a) The B.C. Regional Council shall meet at least twice a year.
- b) In the year of the B.C. Regional Triennial Convention, the B.C. Regional Council shall meet immediately prior to Convention and shall remain in session throughout the Convention.
- c) Additional meetings shall take place as necessary through teleconferencing and other available technology and cost-saving initiatives.
- d) For decision-making purposes, quorum of the B.C. Regional Council shall consist of a simple majority of Council members.
- e) There will be an open question and answer period at each Council meeting during which observers can interact with the Council members. The Council reserves the right to hold in-camera sessions regarding confidential matters.

## **SECTION 7**

### **B.C. REGIONAL COUNCIL MEMBERS' ROLES AND RESPONSIBILITIES**

#### Sub-Section (1)

- a) The Council shall be able to submit resolutions to the B.C. Regional Triennial Convention.
- b) The Council through its activities shall promote the active involvement of the membership.

#### Sub-Section (2)

The B.C. REVP shall:

- a) Chair meetings of the B.C. Regional Council and the B.C. Regional Triennial Convention;
- b) Be the political voice for the PSAC in British Columbia;
- c) Represent the B.C. Region at meetings of the AEC and at all meetings of the National Board of Directors;
- d) Act as the liaison officer between the PSAC and the B.C. Federation of Labour



and be the political voice of the PSAC at the B.C. Federation of Labour;

e) Serve as an ex-officio member of all B.C. Regional Council Committees;

f) Submit a written report of their activities to the B.C. Regional Council at each meeting and the B.C. Regional Triennial Convention.

#### Sub-Section (3)

The Alternate REVP shall:

a) Perform the duties of the REVP in their absence and perform other duties as may be assigned by the REVP;

b) Serve as an ex-officio member of all B.C. Regional Council Committees;

c) Submit a written report of their activities to the B.C. Regional Council at each meeting and the B.C. Regional Triennial Convention.

#### Sub-Section (4)

The Coordinators for the districts shall:

a) Communicate with the Locals/Branches and Area Councils in their geographic area;

b) Attend meetings of the B.C. Regional Council and shall be the spokespersons for members in the district under their jurisdiction;

c) Promote the creation of and be responsible for the Area Councils in the district under their jurisdiction and attend Area Council meetings whenever possible;

d) Ensure and promote representation in groups who defend the interests of members in the district under their jurisdiction;

e) Submit a written report of their activities to the B.C. Regional Council at each meeting and the B.C. Regional Triennial Convention;

f) Serve on Council Committees and/or perform other roles and responsibilities as determined by the B.C. Regional Council.

#### Sub-Section (5)

The Coordinators for Women, Equity groups, Directly Chartered Locals/Separate Employer Units, National Officers, Health and Safety and Youth shall:

- a) Communicate with PSAC B.C. Regional Women's Committees, Equity Seeking Groups Committees, Directly Chartered Locals/Separate Employer Units, National Officers, B.C. Regional Union Safety and Health (BRUSH) Committee and Youth Committees respectively;
- b) Be responsible for their respective constituencies and/or committees and promote the activism of the members within these constituencies or committees;
- c) Attend the B.C. Regional Council meetings and be the spokesperson for the members in their constituencies or committees;
- d) Submit a written report of their activities to the B.C. Regional Council at each meeting and the B.C. Regional Triennial Convention;
- e) Ensure and promote representation in various union bodies, programs and social justice groups;
- f) Serve on Council Committees and/or perform other roles and responsibilities as determined by the B.C. Regional Council;
- g) The Coordinator for National Officers shall act as liaison with the Components of the PSAC.

#### Sub-Section (6)

All reports submitted by Council members should be submitted to the Locals in their geographic districts or to the groups and committees that they represent. Reports should be distributed to Local Presidents, Regional Women's Committees and Equity groups.

## **SECTION 8**

### **B.C. REGIONAL TRIENNIAL CONVENTION**

#### Sub-Section (1)

- a) The B.C. Regional Council shall hold its B.C. Regional Triennial Convention within the period commencing 14 months and ending 9 months prior to the PSAC National Triennial Convention.
- b) The B.C. Regional Council may, at the request of two-thirds (2/3) of its members, call a special Convention.
- c) The B.C. Regional Council shall be responsible for the production and distribution of the Convention proceedings to all Convention delegates within six (6) months of Convention.

d) The B.C. Regional Council shall issue a call to Convention to all appropriate bodies not less than 4 months prior to the date of the Convention. Such Convention Call shall include the final date for receipt of resolutions.

#### Sub-Section (2)

The B.C. Regional Triennial Convention shall be chaired by the B.C. REVP or, in their absence, by the Alternate REVP or a member of the B.C. Regional Council.

#### Sub-Section (3)

The B.C. Regional Triennial Convention shall:

- a) Adopt rules of procedure governing the processing of all matters before the Convention;
- b) Deal with all resolutions and matters submitted to it by the B.C. Regional Council, Locals, Branches, Regional Women's Committees, Area Councils in good standing, and nationally and regionally recognized committees;
- c) Elect the Coordinators of the B.C. Regional Council, as outlined in Section 4, Sub-Section (1) and Section 11, Sub-Section (1) and (2);
- d) Approve the priorities proposed by Regional Council for the regional budget allotted by the PSAC National Triennial Convention; including any membership fees to be paid by each participating Local or Branch;
- e) Deal with any other administrative matters placed before it by the delegates, in the manner prescribed by the procedural rules adopted by the Convention for the orderly conduct of its business;
- f) Elect the B.C. REVP and the Alternate REVP as per Section 10.

#### Sub-Section (4)

Resolutions except for By-Laws and Finance that are not dealt with at the B.C. Regional Triennial Convention will be deferred to the first meeting of the B.C. Regional Council.

## **SECTION 9**

### **REPRESENTATION AND VOTING AT THE B.C. REGIONAL TRIENNIAL CONVENTION**

#### Sub-Section (1)

##### Step 1:

All Locals/Branches which have 100 members or more will be entitled to one (1) delegate.

##### Step 2:

All Locals/Branches which have more than 100 members will be entitled to an additional delegate for each 300 members or major portion thereof (A major portion of 300 would be 151 to 299) over the initial 100 members.

##### Step 3:

Combine the membership in a component for those Locals/Branches which did not qualify for Step 1 and 2. This group of Locals/Branches will be entitled to one (1) delegate for any portion up to 100 members. (Note: none of the “extra” members for Step 1 and 2 Locals/Branches are included in that addition).

##### Step 4:

For each 300 members or major portion thereof (A major portion of 300 would be 151 to 299) over 100 members, this group of Locals/Branches will be entitled to another delegate.

#### Sub-Section (2)

- a) The B.C. Regional Council members shall be delegates to B.C. Regional Triennial Conventions.
- b) PSAC members who hold a PSAC national elected office, National Aboriginal Peoples’ Circle (NAPC) representatives, and Component National Officers who are members of the B.C. Regional Caucus shall be entitled to attend B.C. Regional Triennial Conventions as delegates.
- c) A National Officer who is unable to attend the B.C. Regional Triennial Convention is entitled to be replaced by their alternate, providing they are a member of the B.C. Regional Caucus.

#### Sub-Section (3)

Each accredited B.C. Regional Women’s Committee in good standing shall be entitled to one (1) delegate to the B.C. Regional Triennial Convention.



Sub-Section (4)

Each recognized B.C. Regional equity seeking group shall be entitled to one (1) delegate to the B.C. Regional Triennial Convention.

Sub-Section (5)

Each B.C. Regional Area Council in good standing shall be entitled to one (1) delegate to the B.C. Regional Triennial Convention.

Sub-Section (6)

Directly Chartered Locals and Separate Employer Units, except those Directly Chartered Locals and Separate Employer Units of Locals, that are entitled to a delegate(s) under Section 9, Sub-Section 1, Steps 1 and 2, will be entitled to one (1) delegate to represent their entire constituency

Sub-Section (7)

Youth shall be entitled to three (3) delegates to the B.C. Regional Triennial Convention to represent their constituency.

Sub-Section (8)

Each Regional committee in good standing shall be entitled to one (1) delegate to the B.C. Regional Triennial Convention.

Sub-Section (9)

Delegate entitlement under Section 9 shall be determined by each Component and Directly Chartered Local in accordance with Section 4, Sub-Section (14) of the Constitution in the 12 months prior to the date of the Convention Call.

## **SECTION 10**

### **ELECTION OF B.C. REGIONAL EXECUTIVE VICE-PRESIDENT AND ALTERNATE REGIONAL EXECUTIVE VICE-PRESIDENT**

#### **Eligibility of Nominees for Office – REVP and Alternate REVP**

##### Sub-Section (1)

All nominees for the office of REVP and Alternate REVP shall be members in good standing of the PSAC.

##### Sub-section (2)

- a) A nominee for office as the REVP or alternate shall work or reside in the B.C. region.
- b) Nominees for the office of REVP shall be prepared to live in a location as determined by the AEC.

#### **Nomination of REVP and Alternate REVP**

##### Sub-Section (3)

- a) At each B.C. Regional Triennial Convention, a Nominations Committee of at least three (3) persons shall be appointed by the Regional Council from among those present, other than staff.
- b) The duties of the Nominations Committee shall be to:
  - i. receive nominations for the offices of REVP and Alternate REVP;
  - ii. verify the eligibility of nominees for office;
  - iii. ascertain the willingness of nominees to accept and perform the duties of the office to which they may be elected; and
  - iv. report to the B.C. Regional Triennial Convention the names of all such nominees.
- c) Nominations for the office of REVP and Alternate REVP filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate.
  - i. Nominees who are not present at the Convention must submit a nomination form to the PSAC Regional Coordinator, in confidence, prior to the start of the B.C. Regional Triennial Convention.

- ii. Nominees who are delegates to the B.C. Regional Triennial Convention can submit a nomination form to the PSAC Regional Coordinator, in confidence, prior to the start of the Convention or be nominated from the floor of the Convention. The PSAC Regional Coordinator will provide the sealed nomination forms received prior to the commencement of Convention to the Chair of the Nominations Committee as soon as the Nomination Committee has been ratified by Convention.
- d) The Chairperson of the Nominations Committee shall be appointed by the Regional Council and shall conduct the election of REVP and Alternate REVP. The Chairperson shall have the power to appoint scrutineers and assistants deemed necessary to conduct the elections in an orderly manner, subject to the limitations of (1) above.

### **Election of the REVP and Alternate REVP**

#### Sub-section (4)

- a) The election of the REVP and the Alternate REVP shall be conducted in turn. Each office shall be called in turn and completed before the next office is called.
- b) As the election for the office of REVP and Alternate REVP is called, the Nominee, Nominator or Secunder of each nominee, whether filed previously with the Nominations Committee or nominated from the floor, may speak to the B.C. Regional Triennial Convention for not more than three (3) minutes on behalf of that nominee.
- c) The election to the office of REVP and Alternate REVP shall be by secret ballot. The ballot may be conducted by paper ballot or electronically. The vote shall be conducted on the principles of confidentiality, anonymity, and reliability.
- d) Election to the office of REVP and Alternate REVP shall be declared only on receipt of a simple majority of the ballots cast with standings revealed to voting delegates after each ballot. In the event that more than two (2) nominees stand for election to any one (1) office, the election procedure shall be by way of elimination.
- e) In the event of a tie vote, the Chairperson shall immediately take a second ballot without recess or adjournment. If this results in a second tie vote, the Chairperson shall call a short recess before taking the third ballot.
- f) Upon completion of the election of the REVP and Alternate REVP, the Nominations Committee will sign a declaration outlining the number of accredited delegates, the number of accredited delegates voting, the vote tally for each candidate, and

the number of spoiled ballots for each ballot during the election of the REVP. The signed declaration will be forwarded to the PSAC National President and maintained on file.

- g) The REVP and the Alternate REVP shall take office at the end of the B.C. Regional Triennial Convention.
- h) Members elected to the position of REVP shall not hold Component, Local or Branch Executive Officer positions other than steward.

### **Vacancy in the Position of REVP or Alternate REVP**

#### Sub-section (5)

- a) A vacancy in the office of REVP shall be filled by the Alternate REVP.
- b) A vacancy in the office of Alternate REVP occurring six (6) months or more prior to the B.C. Regional Triennial Convention shall be filled in the following manner:
  - i. Nominations shall be called by the AEC from amongst all members in the B.C. region.
  - ii. The AEC shall ensure that all nominees are members in good standing of the PSAC in the B.C. region of the PSAC.
  - iii. The nominations process will be concluded within 60 days from the date of notice of vacancy in the position of Alternate REVP.
  - iv. If there is more than one (1) nominee for the office of Alternate REVP, and an election is necessary, it shall be conducted by the AEC from amongst those members in good standing who were voting delegates at the preceding B.C. Regional Triennial Convention.



## **SECTION 11**

### **ELECTION OF COORDINATORS**

#### Sub-Section (1)

District Coordinators and alternate(s) shall be members in good standing of the PSAC and live and/or work in the geographic district they are to represent and shall be elected at the B.C. Regional Triennial Convention from amongst the delegates of and by the delegates from the geographic district they are to represent. Where there is more than one (1) coordinator within a geographic district, the determination of the areas of responsibility of the coordinators will be decided by the delegates from the district and will be guided by the preamble to the By-Laws.

#### Sub-Section (2)

Constituency Coordinators and their alternate(s) shall be elected as follows:

- a) The Coordinator for women and her alternate(s) shall be a representative from a duly established Regional Women's Committee and shall be elected by the women delegates at the Convention.
- b) The Coordinator of each of the equity seeking groups and their alternate(s) shall be elected by the self-identified delegates and registered full-time attending observers of each of the equity seeking groups at the Convention.
- c) The Coordinator of Directly Chartered Locals/Separate Employer Units and their alternate(s) shall be elected by the delegates representing Directly Chartered Locals/Separate Employer Units at the Convention.
- d) The Coordinator of the National Officers and their alternate(s) shall be a National Officer in B.C. and shall be elected by the National Officers delegates at the Convention.
- e) The Coordinator for Health and Safety and their alternate(s) shall be a member of the B.C. Regional Health and Safety Committee and shall be elected by the delegates at the Convention.
- f) The Coordinator for Youth and their alternate(s) shall be a person, whether term, indeterminate or student who is 30 years of age and under and shall be elected by the self-identified youth delegates and registered full-time attending youth observers at Convention.

## **SECTION 12**

### **COUNCIL COMMITTEES**

#### Sub-Section (1)

- a) The B.C. Regional Council shall have the authority over and the responsibility for establishing operational/standing committees of the Council.
- b) The REVP, in consultation with and with ratification by the B.C. Regional Council, shall appoint council committee members, bearing in mind gender and equity representation.
- c) All B.C. Regional Council Committees shall submit a written report of their activities to B.C. Regional Council meetings and the B.C. Regional Triennial Convention.
- d) The B.C. Regional Council shall establish Terms of Reference to guide the work and activities of each Committee.

## **SECTION 13**

### **AREA COUNCILS**

#### Sub-Section (1)

Pursuant to Section 14, Sub-Section (1) of the PSAC Constitution, the B.C. Regional Council shall promote the organization and operation of Area Councils in B.C.

#### Sub-Section (2)

Area Councils are encouraged to facilitate participation of National Officers, Regional Council members, Regional Women's Committee members, Human Rights Committee members and members of other nationally and regionally recognized committees in their activities.

## **SECTION 14**

### **FINANCE AND COLLECTION OF MEMBERSHIP FEES**

#### Sub-Section (1)

The B.C. Regional Council shall be funded from the budget allocated by PSAC to the B.C. Region and from any membership fees levied.

#### Sub-Section (2)

Pursuant to Section 16, Sub-Section (2) of the PSAC Constitution, membership fees levied by the B.C. Regional Council shall be established at the B.C. Regional Triennial Convention.

#### Sub-Section (3)

The fiscal year of the B.C. Regional Council shall be from January 1 to December 31. The B.C. Regional financial statements pursuant to section 16(2) (b) of the PSAC Constitution must be reviewed by a PSAC member or other person who is not on the B.C. Regional Council Executive who along with the Regional Executive Vice President will certify their completeness.

#### Sub-Section (4)

A projected three (3)-year priority proposal shall be presented by the B.C. Regional Council at the B.C. Regional Triennial Convention.

## **SECTION 15**

### **DISCIPLINE**

#### Sub-Section (1)

The B.C. Regional Council shall have the authority, by a two-thirds (2/3) majority vote at a regular or a special meeting, to suspend or expel from the B.C. Regional Council any Coordinator for contravening a provision of the PSAC Constitution or these By-Laws. These Coordinators shall have the right to appeal this decision in accordance with the PSAC Constitution.

## **SECTION 16**

### **AMENDMENT OF BY-LAWS**

#### Sub-Section (1)

a) Any amendment of, deletion from, or addition to these By-Laws shall become effective by approval of two-thirds (2/3) majority of the delegates voting at a B.C. Regional Triennial Convention.

b) Unless otherwise specified, any amendment of, deletion from, or addition to these By-Laws shall become effective at the time of its adoption.

## **SECTION 17**

### **INTERPRETATION OF B.C. REGIONAL COUNCIL BY-LAWS**

#### Sub-Section (1)

The REVP shall have the authority to interpret these By-Laws and the interpretation shall be conclusive and in full force and effect unless reversed by the B.C. Regional Council or a B.C. Regional Triennial Convention.



## **SECTION 18**

### **DEFINITIONS**

#### Sub-Section (1)

For the purposes of these By-Laws, the word "region" refers specifically to the province of British Columbia.

#### Sub-Section (2)

For the purposes of these By-Laws, the words or phrases "district" or "geographic jurisdiction" or "geographic area" refer to one (1) or all of the following:

1. South Vancouver Island
2. North Vancouver Island
3. Northeastern B.C.
4. Northwestern B.C.
5. Southern Interior (Okanagan/Kootenay)
6. East Fraser Valley
7. West Fraser Valley
8. Metro Vancouver

#### Sub-Section (3)

For the purposes of these By-Laws, the above-mentioned districts or geographic jurisdictions are defined as follows:

1. South Vancouver Island—everything south of the Malahat
2. North Vancouver Island—everything north of and including the Malahat, as well as Powell River and the Sunshine Coast
3. Northeastern B.C.—east of Burns Lake to McBride and Fort Nelson south to and including Williams Lake
4. Northwestern B.C.—Atlin south to Bella Coola and Masset east to and including Burns Lake
5. Southern Interior (Okanagan/Kootenay)—everything south and east of Clearwater and 70 Mile House, east of but excluding Hope

6. East Fraser Valley—Pitt Meadows, Maple Ridge, Mission, Abbotsford, Chilliwack and Hope
7. West Fraser Valley—Surrey, Langley, Delta and White Rock
8. Metro Vancouver—Richmond, Vancouver, West and North Vancouver, Burnaby, Coquitlam, New Westminster, Port Coquitlam and Port Moody

Sub-Section (4)

For the purposes of these By-Laws, the definition of Pride shall be defined as Gay, Lesbian, Bisexual, and Transgendered Persons.

Sub-Section (5)

For the purposes of these By-Laws, Separate Employer Units are defined as separate employer units representing fewer than two (2) % of the total PSAC membership in B.C.

Sub-Section (6)

For the purposes of these By-Laws, Youth shall be defined as persons 30 years of age and younger.

Sub-Section (7)

For the purposes of these By-Laws, "in-camera session" means that the B.C. Regional Council reserves the right to ask all observers and visitors not to be present during any discussions that may be deemed of a confidential nature.

**SECTION 19**

**OATH OF OFFICE**

Sub-Section (1)

"I, \_\_\_\_\_, having been elected an officer of the Public Service Alliance of Canada of the B.C. Regional Council, give my word that for my term of office I shall abide by and uphold these By-Laws and the Constitution of the PSAC, fulfill the duties of such office, will maintain and uphold the dignity of our Union".

# Regulations



**British Columbia**  
Regional Council

Public Service Alliance of Canada

## **REGULATION 1**

### **Selection of Delegates to B.C. Region Triennial Convention**

#### **Section 1: Delegates Representing Regional Women's Committees, Area Councils, and any other constitutionally recognized Regional Committees.**

##### *Sub-Section 1: Delegate selection meetings*

Each Regional Women's Committee, Area Council and any other committee recognized by the Council shall hold a general meeting, not less than two (2) months and not more than six (6) months prior to a Triennial Convention, B.C. Region, for the purpose of electing a convention delegate. Every effort shall be made to schedule such meeting at a convenient time to permit as many members as possible attend. Notice of the meeting, in writing, is to be given at least four (4) weeks in advance of the meeting date.

##### *Sub-Section 2: Eligibility*

For Regional Women's Committees, any active member in good standing of the Committee is eligible to seek delegate status and to vote in the delegate selection.

For Area Councils, each Area council delegate in good standing of an affiliated local is eligible to seek delegate status and to vote in the delegate selection.

For each other constitutionally recognized Regional Committee, any active member in good standing of the Committee is eligible to seek delegate status and to vote in the delegate selection.

Eligible candidates who are unable to attend the delegate selection meeting may seek the nomination by submitting a written statement, duly moved and seconded, of their intent to do so.

##### *Sub-Section 3: Voting*

The delegate is elected by a simple majority of ballots cast. Where no candidate has a clear majority, the lowest-ranking delegate is dropped from the ballot and voting repeated until one (1) delegate has a clear majority of 50% + 1.



## **Section 2: Delegates Representing Equity Groups and Youth**

### *Sub-Section 1: Eligibility*

Equity members must self-identify to run or vote for the equity delegate seats. Each member may belong to and vote in more than one (1) equity group. Equity members may also run or vote in local/component delegate elections.

### *Sub-Section 2: Nominations*

Nominations must be submitted, on the approved form and by the deadline established by the Convention committee, to the office of the REVP.

### *Sub-Section 3: Voting*

Ballots will be mailed to each member who has self-identified as a member of one (1) of the equity groups.

## **Section 3: Delegates Representing Directly Chartered Locals and Small Separate Employers**

### *Sub-Section 1: Eligibility*

Each member in good standing of a Directly Chartered Local or a local of a small separate employer is eligible to seek delegate status and to vote in the delegate selection.

### *Sub-Section 2: Nominations*

Nominations must be submitted, on the approved form and by the deadline established by the Convention committee, to the office of the REVP.

### *Sub-Section 3: Voting*

Ballots will be mailed to each member of the above Locals.

*Amended by the B.C. Regional Council, April 2008*

## **REGULATION 2**

### **Regulation concerning recognition of committees under By-law Section 9 Sub-Section (8)**

#### **Section 1: Criteria**

By-law Section 9 Sub-Section (8) provides for the recognition of and delegate status for committees of the PSAC which did not exist at the time the By-laws were drafted. Such committees will be considered for recognition under the By-law if and only if they meet the following criteria:

- (i) the purpose of the committee is of relevance to the PSAC or to the labour movement
- (ii) the recognition of the committee will promote union activism and increase member participation in union activities
- (iii) only one (1) regional committee will be recognized for each special interest group.

#### **Section 2: Application**

A committee seeking recognition under By-law Section 9 Sub-Section (8) shall submit to the office of the REVP a written application. The application should include the name of the committee or group, a brief description of the committee's purpose and accomplishments, and a paragraph describing how the committee meets the criteria set out above. The application should be accompanied by copies of the By-laws and/or Terms of Reference of the committee, a list of executive members or directors, and minutes of the last three (3) meetings.

(Rationale: Committees should demonstrate that they are well established and on-going bodies, with some degree of stability.)

#### **Section 3: Approval**

Applications submitted under Section 2 that meet the criteria set out in Section 1 must still be ratified by a majority decision of the B.C. Regional Council at the next regular or special meeting of the Council.

#### **Section 4: Review**

The recognized committees will be reviewed triennially, six (6) months prior to B.C. Regional Convention, to ensure that recognized committees are viable and active.

Committees which have become inactive will have their recognition rescinded.

*Adopted by the B.C. Regional Council, October 2001*

### **REGULATION 3**

#### **BC Federation of Labour Convention Subsidy**

##### **Section 1: Purpose**

As part of its strategy to increase our visibility and participation in the broader labour movement, the B.C. Regional Council will provide a subsidy to assist, encourage, and promote attendance of PSAC members at the Convention of the BC Federation of Labour.

##### **Section 2: Eligibility**

Subsidies will be allocated preferentially to one (1) delegate from each of the following constituencies:

North Vancouver Island	South Vancouver Island
Northeastern	B.C. Northwestern B.C.
Southern Interior (Okanagan/Kootenay)	East Fraser Valley
West Fraser Valley	Women
Pride	Directly Chartered Locals/Separate Employer
Units	
Racially Visible	Aboriginal
Members with Disabilities	Health and Safety
Youth	

Subsidies will also be allocated preferentially to two (2) delegates from each of the following constituencies:

Metro Vancouver	Equity members from outside Metro
Vancouver	

The above-mentioned districts or geographic jurisdictions are defined in the B.C. By-laws Section 18 Sub-Section (3).

Delegates residing outside Metro Vancouver and West Fraser Valley may be eligible for up to \$1000 to help defray the costs of travel, hotel and per diem expenses. Delegates residing in Metro Vancouver and West Fraser Valley may be eligible for up to \$500 to subsidize costs of commuting and per diem expenses.

If the above numbers of delegates cannot be met based on the applications received by the application deadline, residual funds may be reallocated to more than one (1) applicant per constituency, based on available funds.

### **Section 3: Applications**

Applications for the subsidy should be made in writing to the office of the REVP not less than six (6) weeks prior to the opening of Convention. Applications should indicate what other sources of funding are available or being pursued and an estimate of costs. Any funding available from the local, component, Area Council, Women's Committee, etc. must be reported and preference will be given to those with greatest need.

### **Section 4: Reports**

There shall be a written report to the REVP's office within one (1) month of the event.

*Amended by the B.C. Regional Council in September 2013 and again in April 2016*

\* The subsidy application form is available at <http://psacbc.com/our-organization/bc-regional-council>



## **REGULATION 4**

### **Elections of Regional Council Coordinators**

1. Election of Coordinators and Alternates to the B.C. Regional Council shall be elected at the B.C. Regional Triennial Convention in accordance with Section 5 of the By-laws.
2. In the event that a coordinator resigns from their position, the alternate shall immediately and automatically assume the position.
3. If no alternates are available or if the alternate is unable to assume the position, a new Regional Council Coordinator will be elected as per the language in the B.C. By-laws.
4. Where a coordinator does not attend two (2) consecutive quarterly meetings and is unable to fulfill duties of the position, the REVP may recommend to Regional Council that the coordinator's alternate take their place on Regional Council for the duration of the term of office.
5. Where a Coordinator is temporarily unable to fulfill their office and submits a request in writing to the REVP, a leave of absence shall be granted for a period not to exceed six (6) months, during which time the alternate shall be acting in the position. If, after six (6) months, the coordinator is still unable to resume their duties, the alternate shall become the coordinator.
6. A coordinator who relinquished his/her position may ask to have his/her name added to the alternate list.
7. No vacancy will be filled by election if such vacancy occurs within six (6) months prior to the date of the Triennial Regional Convention.

*Amended by the B.C. Regional Council, September 2004*

## **REGULATION 5**

### **Compensation**

#### Compensation

1. Members on leave without pay who are working on B.C. Regional Council projects of greater than two (2) weeks duration shall be paid the equivalent of their current salary plus benefits or the salary plus benefits at the top step of a PM-1 Treasury Board employee, whichever is the greater. Benefits shall include compensation for loss of accumulated annual leave, sick leave, superannuation and any other employment benefits which are affected by the period of Leave without Pay.
2. B.C. Regional Council coordinators who take leave without pay to conduct the business of the B.C. Regional Council shall be compensated for their actual loss of salary or shall be paid at the equivalent of the top step of a PM-1 Treasury Board employee, whichever is the greater. If any such period of leave exceeds two (2) weeks, section 1 above shall apply.

*Adopted by the B.C. Regional Council, February 2002*

*Amended by the B.C. Regional Council, November 2015*

## **REGULATION 6**

### **Procedures for the election of B.C. Regional Geographic Council members**

1. The staff person assigned to run the election will begin by explaining the election procedure.
2. S/he will call for nominations three (3) times. All nominations must be seconded. Following the third call, the nominating period will be declared closed.
3. Each nominated candidate will be asked in reverse order if they are willing to stand for election.
4. Each candidate will be given one (1) minute to speak. The candidate may delegate their nominator or seconder to speak on their behalf.
5. The ballots will be distributed.
6. Each candidate may appoint a scrutineer.
7. The staff will collect the ballots, count them, and announce the results.
8. To be declared elected, a candidate must receive 50%+1 of the ballots cast, including spoilt ballots. If there are three (3) or more candidates running and none receive 50%+1, the name of the candidate with the fewest votes will be eliminated and another vote will be conducted.
9. In regional caucuses where more than one (1) coordinator is elected, each candidate must receive 50%+1 to be declared elected.
10. In regional caucuses where more than one (1) coordinator is elected, voters must vote for as many different candidates as there are positions available. Otherwise their ballot will be considered spoiled.
11. The election of coordinator(s) will be followed by the election of alternates. To be declared first alternate, the candidate must receive 50%+1 of the ballots cast. Once a first alternate is declared elected, the other candidates remaining on the ballots will be declared second, third, etc., alternate in the rank order of cast votes.
12. In the event of a tie vote, another vote is taken immediately. If that vote results in a tie, a short recess is called and then another vote is taken until the tie is broken.

*Adopted by the B.C. Regional Council, April 2002*

## **REGULATION 7**

### **Convention and Conference Subsidies**

Requests for convention and conference subsidies should:

- be in writing (email or paper) to the REVP's office
- be received three (3) weeks prior to registration deadline
- contain a rationale why this convention or conference would be valuable for the applicant
- give an indication how the information/experience obtained at the convention or conference will be used by the participant in union activities
- indicate any other efforts the applicant has made to obtain funding

All requests will be forwarded to the Subsidies Committee for recommendation to the REVP.

The following considerations will be used to award subsidies:

- is the convention or conference labour, political or social activism related?
- will the Region benefit from our participation in this event?
- has the applicant been awarded previous subsidies for conventions or conferences? If yes, when?
- normally we will not fund more than three (3) participants for the same convention or conference
- exceptions to the above should be mostly in the lower cost category
- no events outside Canada will be funded

Subsidies:

- Convention or conference outside B.C.: \$500.00
- Convention or conference in B.C. and participant has to fly: up to \$500.00
- Convention or conference in B.C. and no need to fly: \$250.00
- Applicants will not receive full or partial funding to attend Conventions or Conferences outside of Canada

There shall be a written report to the REVP's office within one (1) month of the event.

*Approved at the B.C. Regional Council meeting 2001, adopted as a regulation March 2012, amended by the B.C. Regional Council in November 2015*

\* The subsidy application form is available at <http://psacbc.com/our-organization/bc-regional-councils>







