

DRAFT

## **Vancouver and District Area Council Annual General Meeting – February 26, 2020**

In Attendance:

Todd Smith (President, AGR 20044), Crystal Isaac (1<sup>st</sup> Vice-President, UTE 20027), Aaron Chang (Treasurer, CEIU 20938), Jen Horsley (Secretary, UPCE 20095), Andre Bessette (Member at Large, UHEW 20729), Marion McLarty (Member at Large, UNE 20150), Tracey Brussard (UNE 20150), Donna Odne (AGR 20044), Raj Kondola (CEIU 20974), Damir Moric (CEIU 20937), William Shea AGR (20060), Jamey Mills (REVP-BC), Monica Urrutia – PSAC Staff

Regrets: none

Called to Order at 6:09 PM

Agenda:

1. Prior Minutes
  - a. 2019 AGM
  - b. November 2019 meeting
2. President's Report
3. Treasurer's Report
4. Affiliate Reports
5. By-law Amendment
6. Elections
7. Phoenix Sub-committee
8. New Business
9. PSAC Education
10. Round Table
11. Oath of Office
12. Next Meetings

Before the meeting was called to order Jamey gave the members a bargaining update.

**Welcome & Acknowledgement** – Todd opened the meeting with the acknowledgement of the traditional territories of the Musqueam, Squamish and Tseil-Waututh. Todd spoke about the current situation in Wet'suwet'en and reconciliation. Todd mentioned that PSAC had released a second statement on the situation on February 18, 2020 and read the statement aloud for the members present. <http://psacunion.ca/psac-statement-ongoing-situation-wetsuweten>

A round of introductions was held as there were a number of new faces in attendance.

**Previous Minutes:**

2019 AGM (M/S/C) Jen/Marion

Minutes of November 26, 2019 meeting (M/S/C) Crystal/Bill

**President's Report:**

Todd gave a verbal report on the activities of the Area Council over the previous year. He thanked the members for the fantastic year of working in the community, making ourselves visible and supporting picket lines such as the many Unite Here 40 lines at hotels throughout downtown Vancouver. Todd highlighted some of the events, the Membership Mixer in downtown Vancouver on April 4, 2019; May Day which was well attended by labour and area council members as we wound our way through downtown Vancouver and stopped traffic; Car Free Day on Main Street which was a great opportunity for community outreach to get our messages out to the public; the VAC Annual Softball Tournament which raised \$840 for the Metro Vancouver Alliance and had great attendance; Labour Day at Jack Poole Plaza which while it didn't have great public turnout or outreach still drew out some members; Federal Election Candidates Forum held at the Collingwood Community Centre, which had great public turnout and was a good opportunity to ask questions of the Candidates in the Kingsway riding; MVA – Jen and Shane continue to be the Area Council's delegates to the Alliance; our last meeting we produced some well written and progressive resolutions to Convention.

Todd opened the floor for questions and comments.

Damir said that Car Free Day was shocking at how many people came by the PSAC booth to talk to the members staffing it and that there was a lot of public support for us.

Marion echoed Damir's comments and mentioned how many members stopped by as well.

(M/S/C) Todd/Crystal

**Treasurer's Report:**

Aaron went through his report and encouraged members to go back to their locals to request that affiliation dues of 50 cents/member be paid, while it is voluntary for locals, it is important to supplement the funding provided my national. Monica also mentioned that there were two Regional Committees affiliated (MHGYWC and MHRC) and Aaron reported they did not paid affiliation dues last year. Jamey interjected that Committees who affiliate are required to pay dues to the Area Council and if they had not paid their dues they would not be entitled to vote at this meeting for motions or elections. Neither committee had sent delegates to this meeting.

(M/S/C) Aaron/Bill

Aaron then presented the budget for 2020, which was discussed and a few minor changes were made.

(M/S/C) Aaron/Marion

When Andre asked for a clarification on Affiliated bodies, Monica directed him to the Bylaws which defines them as regional committees. This is different from Locals or Branches whose dues are not mandatory.

**Affiliate Reports:**

UPCE 20095

We have had some successes recently. After several months we finally have resolutions on several outstanding grievances. We also were able to schedule UMC meetings for the entire year. We have decided on Committee members for each side for the committees that were agreed upon in bargaining – benefits review and positions alignment. Currently working on getting a position that went outside back in, sorting out relief positions and language interpretation on how long we hold a posting for those on extended medical leave.

CEIU 20938:

PSES 2019 results were reviewed at ULMCC.

The concern about IRCC's preparedness for the Coronavirus situation and a recent security incident was raised at the ULMCC meeting on 2020-02-25.

No other written reports were received to be included in the minutes.

**By-Law Amendment:**

Motion: To remove the positions of Members at Large from the Executive. Draft wording noting the suggested changes was distributed in advance and presented at the meeting.

Rationale: The Vancouver Area Council has the largest executive in the region, which impacts our ability to regularly make quorum.

(M/S/C) Crystal/Andre

**Elections:**

Todd turned the chair over to Monica to run the elections. As per the by-laws adopted last year, the executive elections are staggered with officers serving a two-year term. This year being an even year, we will be holding elections for the 1<sup>st</sup> Vice President and the Treasurer.

Monica called for nominations for:

1<sup>st</sup> Vice President:

Crystal was nominated by Todd, seconded by Jen. Crystal was acclaimed

Treasurer:

Aaron was nominated by Marion, seconded by Crystal. Aaron was acclaimed

The chair was returned to Todd.

**Phoenix Sub-committee:**

Todd lead off by saying that 3 years ago the subcommittee was formed. Since then we have had incredible results with actions and rallies that were member led. Right now, with phoenix being intimately linked with bargaining and with sheer exhaustion of the membership, the wind has fallen out of the sails to hold this as a separate committee from the Area Council. Todd opened the floor for discussion.

Jamey mentioned that the national ad-hoc subcommittee had merged into the national strategic committee on bargaining and phoenix, which recognizes that phoenix and bargaining are intertwined. They are working on having at least one significant regional action per month.

Todd put the question to the council, do we want to continue with a subcommittee or have it as a standing item on the agenda?

Crystal thought it would be a good idea to go forward with Phoenix as a standing agenda item and mentioned that members in her building were getting tired of hearing about Phoenix.

Aaron said that it impacts people, having been an issue for so many years. There is fatigue amongst the membership and that he's hearing people questioning the effectiveness of rallies. Reality hasn't changed much or improved for most and they are not seeing much reason to attend another rally.

Bill questioned how to administer a sub-committee; do we need a subcommittee to continue the work. He felt it would be better to handle it as standing agenda item.

Andre said that there wasn't a need for duplication of work, but that we needed to ensure that time and energy would be spent on it at regular meetings.

Damir said that Phoenix and bargaining are related but agreed that members are feeling fatigued on the matter of Phoenix, are anxious about bargaining and the possibility of a strike. In his local some of the job actions being suggested will not be popular, a lot of the members rely on OT for income. Jamey replied that the PSAC is not mandating an overtime ban at this time.

Todd said that having not heard anyone speaking against moving to a standing agenda item, he would put it to a vote. Carried

Phoenix:

Todd opened the floor for members to talk about Phoenix in their workplaces.

Bill – said that there had been some successes in his local, but that they were changing the definition of success. At his local they had resolved the shift premium issue his members had been experiencing.

Damir – asked if it was just at ESDC that there was a new portal for GC Pay or if it is everywhere? Has a consolidated view of pay, Phoenix cases and T4s. The consensus in the room was yes, it is everywhere.

Bill asked if anyone else regularly have access problems in Phoenix. Yes

Todd asked if anyone had any ideas for actions or any other questions. No one responded.

### **New Business:**

Motion that the Vancouver Area Council adopt a similar statement on the Wet'suwet'en situation. Moved by Andre, seconded by Marion Note: Original statement is included at the end of the minutes for reference, but the discussions continued on-line.

Discussion from the floor:

Aaron asked how does the statement as read affect the relationship between PSAC and the National Police Federation which represents RCMP officers?

Andre responded that the statement represents the most up to date demands according to indigenous people. It is calling out the organization, not individual RCMP members.

Aaron responded that he would like to see clearer language around members versus management.

Marion said that as an indigenous person who works as part of a colonizing government body the harsh language is warranted.

Aaron said that it should be clearly directed to those who give orders.

Todd reread the PSAC National statement for clarity on the language around the RCMP

Andre said that he had adopted the language of the PSAC statement.

Bill said that he sees that the RCMP senior management is directing frontline officers.

Aaron said that he supports putting a statement out, but that the general public is seeing the blockades as an inconvenience and it's a hard win to gain

Jamey suggested that as it was getting close to 8:00 and that this might be better dealt with over email, people don't want to say no, but it is sounding like they want to be able to read what they are voting on.

Andre said he would work on massaging the language to attack policy, not workers.

Andre withdrew the motion on the floor to be presented in revised form, he will solicit feedback and then send out again as a final motion.

### **Annual Plan:**

Jamey mentioned that the direction from national was that we needed to attract large crowds to any regional actions around bargaining and/or Phoenix. Monica asked the members of the Area Council to send their ideas and encourage their members to do the same.

Feb 28 – Phoenix Anniversary – it's a bit late to plan a big action, but some locals are wearing black, if your local does the same we encourage members to send pictures into the regional office for posting.

April 13 – Vaisakhi -Vancouver – Raj said he would look into this, he has a contact with the event organizers

June 15-19 National Public Service Week – Jamey was planning to speak to Chris Aylward about a potential member boycott this year.

June 20, 21 – Car Free days for West End, Main Street and Kits, July 12 on Commercial Drive and August 23 in Port Moody – it was discussed, but the biggest one is on Main Street on the same day as Indigenous Peoples' day.

June 21 – Indigenous Peoples' Day – Andre volunteered to be the lead to look into getting a table, Crystal and Todd agreed to help

July 1 – Canada Day – has been cost prohibitive in the past, Todd will reach out to see if the Fraser Valley West Area Council will be doing anything we could join on to

July 11 – Khatsalano Days – Marion will look into this event

August 2 – Vancouver Pride – the Regional Council has formed an ad hoc committee for Pride events throughout the region, Jamey said that we should start organizing now if we want to participate – Damir would like to take lead

Softball Tournament – Jamey mentioned that the region would look into a couple of bags and gloves so that there wouldn't be any barriers to people playing. Jamey mentioned that he'd already had people approach him about it. Members had mentioned wanting to have it in July. – Tracey, Crystal, Todd, Barry Lee and Jamey

September 7 – Labour Day – Jen said she would staff a table, try to work on it, but depends on how much more is on her plate over the summer

Fall Provincial Election? – something to keep on the back burner, keep in mind

CLIFF – November – Jen

Further discussion was held on the Annual Softball Tournament. Crystal asked if the location last year had worked, the members who had played said it had, but that there were better diamonds available at the location if we book earlier.

Damir asked if there could be a general callout to locals and/or Components for members to join us. Jamey also mentioned that there was the possibility of a PSAC entry for multi-union

pride, but the planning would have to start early so that we have a well-attended and well put together entry.

Marion mentioned that the entry fee for a table at Khatsalano is \$150

Todd was working on another membership mixer for April, possibly the 3<sup>rd</sup> or the 17<sup>th</sup>. Marion, Damir, Raj and Tracey said they would like to help organize this event.

### **PSAC Education:**

Monica explained that most of the education for the spring session is focused on Convention Procedures, there will be more varied offerings in the fall. There will not be much else on offer due to current mobilization efforts. The Strike Training schedule will be going up soon.

There is one advanced course coming up, Domestic Violence in the Workplace, offered on March 20, 21.

Young, Organizing, Unionizing, Resisting should be coming up in June, not up yet on PSAC BC website. It's being offered for young workers, i.e. those members under 35.

Damir asked if there would be any steward training coming out soon, Monica responded that it wouldn't be until the fall.

### **Round Table:**

Aaron: spoke about preparedness for a COVID outbreak and asked if the PSAC had any further statement from the one that had been put out about 1 month ago. He said that there had been vast changes since then. In his discussions with management he had stressed the need for preparedness and not creating panic. Aaron asked if PSAC would be putting out a stronger statement regarding teleworking, PPE? Jamey said that there should be something coming out soon, but that he would check with HQ.

Jen – Canada Post bargaining is going through and expedited process, it has been extended beyond the initial 20 days. The MVA is holding a Sponsoring Summit to examine where we're at, what we need to do to renew and rebuild and if the energy is there amongst member organizations. More news to follow.

Andre – Motion to be update his Winter School expenses to reflect the funding he was able to get from other sources. Change the amount to \$169.58 (M/S/C) Andre/Jen

Todd – is getting ready to join the Action Network trip to Guatemala through the Social Justice Fund. Most of the participant will be young workers, he will do a presentation at our next meeting

### **Oath of Office:**

Jamey conducted the Oath of Office for Crystal and Aaron

**Next Meeting Dates:**

April 22, June 3, September 9, November 18

Adjourned at 8:37 pm



## **Appendix: Wet'suwet'en Statement version 1**

The Vancouver District Area Council is disturbed that the RCMP breached the United Nations Declaration of the Rights of Indigenous Peoples and the Charter of Rights and Freedoms by removing Wet'suwet'en peoples from their territory as well as blocking and removing press during the enforcement of the injunction at the Unist'ot'en Camp.

On February 21, 2020 BC's Environmental Assessment Office rejected a key report submitted by Coastal GasLink Pipeline which has delayed CGL's application for 30 days.

Wet'suwet'en and non-Indigenous peoples have reported continuing acts of aggression and intimidation committed by the RCMP. This is unacceptable in a country that upholds the Charter of Rights and Freedoms and in a province that has legislated United Nations Declaration of the Rights of Indigenous Peoples.

We are in solidarity with the Wet'suwet'en hereditary chiefs' demand that RCMP remove themselves from Wet'suwet'en territory while negotiations take place.

We are in solidarity with the Wet'suwet'en hereditary chiefs' demand that Coastal GasLink Pipeline cease all work and remove themselves from Wet'suwet'en territory until their report to the Environmental Assessment Office is remedied.

We are in solidarity with Wet'suwet'en hereditary chiefs until these demands have been met.

We call on John Horgan and Justin Trudeau to fulfill their commitment to developing a Nation-to-Nation relationship by personally attending to this national issue. The citizens of Canada, both Indigenous and non, have proven that this issue is of National importance. The leaders of our country and provinces should be reacting accordingly.