

DRAFT

Vancouver and District Area Council Annual General Meeting – January 30, 2019

In Attendance:

Todd Smith (AGR 20044) Sky Belt (AGR 20044), Jen Horsley (UPCE 20095), Crystal Isaac (UTE 20027), Marion McLarty (UNE 20150), Aaron Chang (CEIU 20938), Deepak Mallh (CEIU 20938), Lorraine Gates (UTE 20027), Monica Urrutia (Staff), Jamey Mills (REVP)

Regrets: Terri Lee, Shane Polak, Cheryl Oenema, Donna Odne, Chantal Seguin, Johanne Chevalier, Sandra Wasilewski, Iris Michael

Called to Order at 6:01 PM

Agenda:

1. REVP – Jamey asked to speak on the current Bargaining and Phoenix news
2. Approval of previous minutes
 - a. AGM 2018
 - b. November 14, 2018
3. President's Report – Todd Smith
4. Treasurer's Report – Aaron Chang –
 - a. Financial Statement
 - b. Budget Proposal 2019
5. Affiliate Reports
6. Executive Elections
7. Bylaw Amendments – Notice of Motion
8. Phoenix sub-committee
9. New Business
 - a. Annual Plan
 - b. Set next meeting dates
10. Education
11. Round Table
12. Oath of Office
13. Adjournment

Agenda adopted (M/S/C) Sky/Aaron

Welcome & Acknowledgement – Todd opened the meeting with the acknowledgement of the traditional territories of the Musqueam, Squamish and Tseil-Waututh.

A brief round of introductions was held.

REVP – Jamey Mills

Jamey asked for some time to speak to the Area Council about the current situations around bargaining and the Phoenix pay system. Jamey started by saying that he wished he had better news. On the Phoenix front, we are 3 years in, with people still receiving \$0 paycheques and a backlog of 393,000 cases, with approximately 290,000 of those having a financial impact. Our lobbying has been successful

in getting more compensation officers assigned, not only to Miramichi, but also in the departments. PSAC is continuing to put pressure on the employer to resolve cases and hire more compensation officers. The pay centre is now working in pods, where they work on one department's cases, spending 80% of the day on those cases to try to clear a backlog and work out issues in a department. An upcoming win will be when legislation is passed to change repayment of overpayments from gross to net. The announcement was made in the past 2 weeks, also that this will be retroactive to 2016. It will take some time for the reassessments to be made by the CRA, but the continued pressure from our members has made a positive impact on this issue.

On the payroll program replacement front, the "dog and pony show" was put out when the bids for tender were narrowed down to 5 bids. Vancouver was not selected as a test site, but Victoria was. The testing was originally supposed to be open to all public service employees, but it has now been limited to Coast Guard and Fisheries. They are only going to be testing 3 of the 5, Ceridian, SAP and ??? were short-listed. It will still be 24-36 months until they will run the replacement parallel to Phoenix, running parallel so there is a fallback in case the replacement turns out to be worse. The PSAC is looking for firm timeframes/deadlines, there is no agreement yet, but both sides are working on a barometer.

The PSAC is also pressuring the government for a federal inquiry. We need to know why it happened and who will be held accountable. We are also still working on damages. Every public service employee will receive damages, it will be tiered, based on how severely an individual has been impacted. Jamey's ask is that members keep the pressure on, meet with your MP, and if you need it the Regional Office can provide speaking notes and someone to go with you. Also, keep mobilizing, as long as it's not going to put anyone in jail and you provide a reasonable budget, you will have my (Jamey's) and the Regional Office's support.

Monica asked if data will be transferred directly from Phoenix or will it be corrected in real time, considering the number of errors already in Phoenix.

Jamey said that we will advocate for this (???)

Moving on to Bargaining, there is some more not so great news to report. Bargaining has not gone as well as we had expected, considering Trudeau's promise of respect and "sunnier ways". The Treasury Board tables met with the employer 4 or 5 times. The employer has not come to the table with a mandate until the last round in December, and that was a slap in the face. We weren't asking for pie in the sky increases, we felt they were reasonable considering how many public servants have been going to work without pay for nearly 3 years. The offer was .75%, and a 2-year wage freeze, no retroactive pay was offered. The agreement would not come into effect until 365 days after it was signed off, which means after both sides sign off, it could be stalled by the employer. The union declared an impasse, which the employer challenged with the Public Service Labour Relations Board (??). The Board sided with the employer, saying that effective bargaining has not taken place. Scott Brison has resigned as the President of the Treasury Board. Jane Philpott has been appointed in his place. The PSAC is hoping that with the change the employer will come to the table with a mandate.

UTE has met with the employer 5 or 6 times, and also declared an impasse. Waiting to see the government's move on this.

FB, CFIA and Parks will all be at the bargaining table within 30 days.

Aaron asked if a strike vote happens, will it be mandatory to attend a meeting in person in order to vote as has been the case in the past? Will there be options for online voting? It's about work/life balance.

Jamey responded that a strike vote is covered in Regulation 15, it is different than a ratification vote, they will explore options, but he can't say exactly what will happen.

When we're planning mobilization activities, make sure that we take direction from our Mobilization Coordinators, in downtown Vancouver, that would be Marion McClarty and Warren Wulff. Make sure you support the activities and bring someone with you.

We're only as strong as our membership, in BC we are extremely strong.

Previous Minutes

November 14, 2018 Minutes (M/S/C) Jen/Sky

2018 AGM Minutes (M/S/C) Jen/Sky

President's Report

Todd spoke to his report, see attached.

(M/S/C) Todd/Sky

Treasurer's Report

See attached.

Aaron began by thanking the Auditors, Stephen Torng (GSU 20008) and Hugh Tan (CEIU 20938), who audited the financial statements on January 24, 2019. Of note in the report, we didn't spend our Political Action line item due to receiving funding from the Regional Office from line items other than Area Councils.

The Term Deposit was cashed out due to a change in the PSAC Regulations passed at the Triennial Convention. Aaron will separate the interest from the principal in the final report.

Treasurer's Report (M/S/C) Aaron/Marion

Budget Proposal 2019

See attached.

Amendment made to the MVA dues as we didn't pay our dues in 2018, we will double the dues amount paid in 2019.

(M/S/C) Aaron/Jen

Affiliate Reports

UPCE 20095 – We are heading into Conciliation with the employer from Feb 3-6. This year's peak season was extremely busy, a perfect storm came together with the Canada Post job action, an intake of several thousand more Amazon packages and the temporary closure of our store in downtown Vancouver. The CEO of Purolator made an announcement a week ago that we had processed over 250 million packages in 2018, a record-breaker. We held membership mobilization meetings at the employer sites of our 3

main depots in Burnaby Port Kells and Richmond over the past week, as well as conference calls for outlying members and those in free-standing retail stores. Wish us luck!

Elections

Terri Lee could not attend, but expressed her interest in writing to be willing to be elected to any position she was nominated for.

President

Todd Smith, nominated by Sky, 2nd by Aaron – Acclaimed

1st Vice President

Sky Belt, nominated by Jen, 2nd by Aaron – Declined

Crystal Isaac, nominated by Todd, 2nd by Sky – Acclaimed

2nd Vice President

Sky Belt, nominated by Todd, 2nd by Crystal – Acclaimed

Secretary

Jennifer Horsley, nominated by Marion, 2nd by Aaron – Acclaimed

Treasurer, nominated by Sky, 2nd by Crystal – Acclaimed

Members at Large

Terri Lee, nominated by Sky, 2nd by Jen – Acclaimed

Marion McLarty, nominated by Jen, 2nd by Aaron – Acclaimed

3rd position is open, election will be held at our next meeting.

Bylaw Amendments Notice of Motion

Todd gave notice of the following motions for Bylaw Amendments, voting and discussion to be held at the next meeting of the Vancouver District and Area Council.

Motion: to allow the Vancouver and District Area Council Executive to approve up to \$100.00 expenditures by a vote of the Executive, with ratification by the Area Council to occur at the meeting following the expenditure.

In other words, such expenditures would not require a full email vote of the entire Area Council, for example to provide refreshments to a picket line.

Motion: to extend Vancouver and District Area officer terms to a period of 2 years, but to stagger the terms of office so that part of the executive would be elected in even numbered years and others elected in odd numbered years to provide continuity and experience to the Area Council.

Discussion of specifics of which positions would be even and odd years to take place at the next Area Council meeting.

Phoenix Subcommittee

This committee was formed two years ago to raise public awareness around the Phoenix pay system. The subcommittee met briefly via teleconference in December. A proposal was put forth to do something around a Valentines Day theme on January 14. Send Anti-Valentines about the effects of Phoenix and bargaining issues to members to MPs, the Prime Minister and other political figures. Not sure if we will have enough time to get this together.

Marion noted that the time of the last call did not work well, it was earlier than usual and those on later shifts were not able to attend.

Monica asked if the subcommittee was planning something for February 28, the anniversary of the implementation date, she is aware that there is a large event planned in the NCR.

Let's set a date for the next call: tentatively February 12, 6PM

New Business

Annual Plan 2019

We discussed which events we would be interested in participating in and who would take lead on planning/organizing/researching.

May Day – May 1st, the VDLC is planning on an event similar to last year with a march rally and march in downtown Vancouver. This would be during business hours. Patrick Bragg has already expressed an interest in this event.

Car Free Day – 2 days, June and July – Shane had expressed an interest in this previously. Jen will start looking into cost/dates. We will need to be on top of this one, as it fills up fast.

Vaisaki – it rained last year, so was not hugely successful, we can maybe talk to Kelly Sidhu about what needs to be done to participate and see if anyone else is interested. Will check on dates.

Annual Softball Tournament – we might want to partner with the East and/or West Fraser Valley Area councils to get more teams involved and hold in New Westminster or someplace central to all the committees. Likely changing date back to June to coincide with Public Service Week. Crystal expressed interest in taking the lead on this one.

Indigenous Peoples Day – June 21 – Marion noted that it might be hard to get a spot at this, her Employer wasn't able to last year. If we do go ahead, Marion, Crystal and Todd are interested in leading this event.

Canada Day – July 1 - Sky looked into this one in Vancouver last year, but it was prohibitively expensive to participate, we might want to look at partnering with the West Fraser Valley Area Council and going back to Surrey's celebration which was very successful public outreach for us. Sky is interested in taking the lead.

Pride – Sunday of August long weekend – we are looking to possibly go a bit bigger with our participation this year, possibility of a float. Todd will take the lead on this event.

Annual Barbeque – July-August-September ? – we could look at holding a barbeque again or we could also look into going to a baseball game at Nat Bailey stadium, which in years past has offered a barbeque and seating deal for groups – Monica will look into costs and requirements for us.

Labour Day – the NWDLC and the VDLC appear to be planning different events this year. The New West Labour Council is planning to hold an event in a Surrey Park, Vancouver Labour Council is looking at the possibility of the PNE again, but with some changes because of the feedback on this year's event. Todd and Sky will take lead and let us know what is happening with the two Labour Councils.

CLIFF Festival – takes place in the fall, Marion will lead this event.

Federal Election – keep it on the radar, planning depends on what happens with bargaining.

Future Meeting Dates:

Preferences are for Wednesdays.

March 13, 2019

May 15, 2019

September 11, 2019

November 6, 2019

Todd mentioned to keep your eyes open for Labour Canvassing news around the Federal By-Election in Burnaby South, Jagmeet Singh the NDP Leader is seeking a seat in Parliament in this riding. The election is on February 25, 2019.

Education

Monica discussed PSAC Education – the spring schedule is out. TUB has two sessions running simultaneously on February 2 to accommodate all of the applicants. Extra education funding was accessed to do this. One running in the boardroom and one upstairs. There will be a single day Introduction to Duty to Accommodate as well as a Representing Members with Mental Health Issues upcoming. For the first time in a while there will be an offering of the Canada Labour Code Part 2 (Health and Safety) being offered.

Monica also noted two upcoming events:

Irene Lanzinger's retirement party, February 1, 2019, at the Pacific Gateway Hotel, 6:00 PM, RSVP to events@bcfed.ca.

Vigil for Farmworkers – March 2, 2019. Being held at the Matsqui Centennial Auditorium in Abbotsford, 11:30 AM Reception, 12:30 Ceremony

Round Table

Sky – a question for everyone, has anyone else's employer been pushing the Bell Let's Talk day, in particular on the employer computer system. Some said yes, others no.

Monica – found the bank information for the Vancity bank account that has been mentioned several times by Shane, she will give the information to Shane and Sam to make arrangements to transfer the

money to the current account at the Community Savings as they were the last signing officers on the account.

Monica also talked about the Solidarity Tour that she coordinated with the VDLC to the Philippines. If the council would like she can report back to us on it during the meal at a future meeting, similar to how Kelly Megyesi reported on her Guatemala trip at our November meeting. The Area Council expressed interest in having Monica do a presentation at our March meeting.

Aaron – do we need to change anything on the signing authority. Monica checked the bylaws and it will be necessary to change the signing authority to be in line with the bylaws. Aaron will start the process.

Jen – I'll be attending the CLC National Lobby in Ottawa at the end of February

Crystal – I will also be attending the CLC National Lobby in Ottawa at the end of February

Lorraine – expressed that she was happy to hear that the area council has bylaws and that we actively use them

Todd – are we interested in having speakers come to give presentations at meetings, over dinner maybe, if so, he has some in mind and will approach them. The members in attendance expressed an interest in having speakers.

Oath of Office

Oath of Office was taken by the new executive in attendance, we will ask Terri Lee to take her oath of office at the next regular meeting.

Adjournment – 8:20 PM