

DRAFT

Vancouver and District Area Council Meeting – November 14, 2018

In Attendance:

Todd Smith (AGR 20044) Sky Belt (AGR 20044), Jen Horsley (UPCE 20095), Crystal Isaac (UTE 20027), Chantal Seguin (AGR 20044), Donna Odne (AGR 20044), Marion McLarty (UNE 20150), Aaron Chang (CEIU), Cheryl Oenema (UCTE), Warren Wulff (UCTE20088), Marcella (UCTE 20221) Vic Johal (Staff), Jamey Mills (REVP), Sargy Chima (Guest – TB Bargaining team – PA Table)

Called to Order at 6:00 PM

Agenda:

1. Approval of previous minutes (September 12, 2018)
2. Business arising from previous minutes – report on annual barbeque
3. Metro Vancouver Alliance Update
4. Phoenix sub-committee
5. Affiliate Reports
6. Report back from the Area Councils/Geographic Coordinators Summit
7. Guest Speakers
 - a. Treasury Board team members Sargy Chima (PA), Marcelo Lazaro (SV) – Marcelo couldn't make it
 - b. TB Area Mobilization Coordinators – Marion McLarty (DT Hub 1), Warren Wulff (DT Hub 2), Alex Yip (Richmond), Laura Aucoin (Vancouver City) – Alex & Laura couldn't make it
8. Report back October 31 Rally
9. Planning for AGM – set meeting date, provide 30 days' notice
10. Round Table
11. Adjournment

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

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

Introductions – there were a number of new faces, so we went around the table and introduced ourselves and our guests.

Previous Minutes (M/S/C) Jen/Sky

Business Arising

Report back on annual barbeque. Sky reported back that it went very well and was well-attended despite the pouring rain. We had booked a large covered area at the park, which kept everyone dry. We combined with the Mainland Human Rights Committee for interaction and cost sharing.

MVA Report

Jen reported that she and Shane have both been participating in the Housing Research Action team, which has been working on Land Trusts and Affordable Housing. The Labour Caucus had met the previous week

to discuss how to get members more involved in the MVA. There was upcoming Leadership Training coming up on the 17th of November, which is free to members of member organizations. Jamey mentioned that it is really good, especially if you want to apply it to mapping locals or areas (for Area Council).

Phoenix Subcommittee

Sky reported. The conference call is scheduled for the week of November 26 or December 3. If we are going to have an action in December it will likely fall on December 12, which is a mid-month payday, and falls before Christmas, so can have a Christmas theme (carols).

Affiliate Reports

Jennifer (UPCE 20095) – reported that bargaining is not going well with Purolator. Also, the employer took on a larger share of the Amazon market but has not been able to hire enough staff to deal with the volume. Also reported on the letter that UPCE National President Francois Paradis sent to MP Carla Qualtrough

Aaron (CEIU 20938) - please note the following for CEIU 20938 regarding collection of dues in arrears :

Concerns from members include:

- members have not received letters from PSAC to explain the details
- no information on what happens if Phoenix does not stop collecting dues in arrears
- Timing of collection is not the best as there are still outstanding issues with Phoenix and it is just before the holidays when people probably need money to buy gifts for family and friends

No other reports were received.

Jamey took this opportunity to report on Phoenix and bargaining

Phoenix:

There are 50,000 members currently bargaining. The Phoenix/Management Executive Level Consultation Committee met. There are more staff and more PSAC members needed to be working on Phoenix. The government is working on the next generation payroll system and what will be required. Damages were discussed. Every member on Phoenix payroll system will get something, but probably not until the new year.

The change file had been run that day (November 14) and was viewed as being successful. Dues recovery is now in process. Letters were sent to members between October 31 and November 5. So far 2000 enquires have been answered regarding the letters. It is expected that another 1100 will be answered by November 14. The townhalls on the dues recovery held in Vancouver and Victoria were poorly attended. A lot of letters/emails came back as bad addresses, so we will need to have locals update member contact information as they can. The lateness of the letters has been compounded by the CUPW rotating strikes. Regularizing and normalizing (correcting) pay is part of the process. PSAC is owed \$25 Million in dues. PSAC won't collect more than 1 year's equivalent of dues from any member. Refunds however will go back to March 2016. 80% of members who owe dues owe less than \$300.00, which should take less than 90 days or 6 paycheques to recover. Jamey said that if there any questions about a dues recovery letter the members should be encouraged to submit a webform. Jamey will take Aaron's feedback on the tone of the FAQs back.

It was also mentioned around the table that November/December wasn't really a good time to be taking extra dues from members. Jamey responded that PSAC had wanted to run the change file which would trigger the dues recovery two times before, but there wasn't confidence in the Phoenix pay system from either the employer or the union that it would be stable enough. Double dues for recovery will only be collected on the first paycheque of the month, not both pay periods. Gross vs. Net repayments (interpretation) are still being addressed with the employer. A bulletin will be issued, not to have it in the same tax year.

Aaron asked what happens if it doesn't stop (the dues recovery)? Jamey responded that we will know in 30 days, as there are many members who's dues should be recovered in that short a period of time (they owe very little).

Donna Lackey (former GSU National President) has been taking on the worst Phoenix cases to escalate, but she will be retiring in May 2019. She is being replaced by Alain St Arnold who has significant compensation experience.

The National Phoenix Ad-hoc committee will be meeting on December 2.

Jamey then moved on to report on bargaining.

TB – more than 4 groups have met, not much was brought to the table by the employer

FB – bargaining conference was held on November 12 – Leanne Hughes was elected to the team, not dates as yet

CFIA – bargaining conference was held Oct 2-4, Terri Lee was elected to the team, Sky Belt was elected as an alternate, no dates as yet

CRA – met with the employer Oct 24-25, going back in December, it is currently at a stalemate

Parks – bargaining conference was held Sept 25-27, no BC members were elected, no dates

Nunavut Employees Union –

SSO – did not get offered pattern, going to arbitration

Nav Canada – conciliation dates November 14-15, economic package is outstanding

Purolator – the employer had decided to apply for conciliation. Benefits, economic still outstanding

YVR Swissport Fuelers – team was just elected, first dates in January

Sargy Chima reported on TB bargaining – the teams met with the employer in July, the employer came to the table with no mandate, Sargy said that all we are asking for is a fair contract, especially in light of all that is happening with Phoenix, it is something that they reiterated at the table. The tables went back in October and the employer still came back with nothing. The teams are going back again at the end of November. There are Table Specific meetings and then Common Issues meetings. The teams are asking for 3.75% increases and occupational classification reform, something that hasn't been performed in 40 years.

Jamey went on to talk about next steps. The common issues table goes back in December, if there is no movement, the Union will likely call an impasse, which is very strategic. The federal election is less than

12 months away. Calling an impasse doesn't stop the bargaining process, but it opens the door to applying for a Public Interest Cons, which would produce a report in 3-6 months. Would put TB tables in a legal strike position by July.

Jamey encouraged members to meet with their MPs every chance they get, Sargy mentioned that she would be willing to go with you if you need support. Remember that even if Phoenix or any other issue you bring to your MP is not in their portfolio, they can share your meeting and materials with their colleagues.

TB Mobilization Coordinators – not all of the coordinators could attend the meeting, but Warren Wulff and Marion McLarty were in attendance and gave an overview of what their roles are. They met with the other coordinators in the region on September 20. They are working to contact each of the locals in their coverage areas to gather information on demographics of the locals. It has proven to be difficult because a lot of the locals aren't aware of where their own members are, what tables their members belong to and neither do regional Vice Presidents necessarily. They are visiting locals, explaining mobilization, also going on MP lobbies and attending rallies to show support to the bargaining teams. Getting proper information about the membership is also being compounded by Phoenix, but also, there seems to be a lot of outdated information about locations, local executive (members and contact info).

Area Councils/Geographic Coordinators Summit Report

One of the major ideas to come out of the summit was the need for the Area Council to contact all locals in our geographic area and encourage them to send delegates to our meetings. To do this at least one exercise that we need to perform is mapping out where our locals are and where the members are. This will help us determine where our highest population/concentration of members are so that our rallies/actions can be more impactful. We also talked about working with other Area Councils and Committees to get better turnout at events. Another action item that came out of the summit was the necessity to look at and update our bylaws at the AGM.

October 31 Rallies

Generally, they were successful, but there is always space for improvement. At Harbour Centre we were in contact with the local executive, but didn't include them in the planning process, which resulted in the executive having planned another event at the same time, resulting in fewer members coming out to our rally. Lesson learned that we need to involve the local at the rally location in the planning. We should also be "putting a bug in the ear" of local executives re: Phoenix actions, that if they have an idea, but need some help or support to execute or organize it the VAC council can help. We can also provide speakers.

Actions don't have to be a rally, as we have seen from other places around the province. Can be a plantgate or a bargaining support event, like photo ops, lunch or something else.

Marion suggested that maybe we can do something around the calendars that should be coming out / being sent to locals soon.

Finances

Aaron reported on finances. Will be sent as an attachment.

A gentle reminder that while dues are not a requirement to participate with voice and vote as a delegate to the Area Council, if a local decides to pay dues it expands our ability to have actions / events to have the extra funding.

AGM Planning

We will be looking at dates in late January/Early February. Todd will send a doodle poll, but lets try for January 30 or 31, 2019.

Round Table

Cheryl – nothing

Donna – wanted to verify that dues recovery won't go back over 1 year. She would like to join the Phoenix Subcommittee calls.

Marcella – nothing

Jen – just a reminder that UPCE members need our support through the strike. Some of our members are the support staff who had to field calls from CUPW members who were cut off of disability by Canada Post, which was particularly stressful.

Warren – thanks for inviting me

Vic – Education courses are almost all completed for the fall session, reps are currently looking at the spring schedule, check the PSAC BC website for updates. The Red Dress campaign reminder that you have until the end of the month to sign the postcards or sign online, the petition will be presented in December. Marcello sent his regrets that he couldn't be here today. He mentioned that if you have any input or questions about the SV classification reform please reach out to him.

Sky – please support the ProRep campaign, make sure you get your voting package in. Would like us to support the 24th Annual Labour Community Christmas Dinner, information was handed out at the meeting. This dinner takes place in Surrey and Vancouver,

MOTION: (M/S/C) Sky/Cheryl

Move to spend \$100.00 from the Charitable donations line item, to support the 24th Annual Labour Community Christmas Dinner.

Aaron – nothing

Todd – the Area Council Executive will be working to reach out to locals in our catchment for more participation.

A draw was held for 2 of the 1 lb bags of Solidarity coffee – Sky and Donna each won a bag.

Adjourned 7:38 PM