

DRAFT

Vancouver and District Area Council General Meeting – November 18, 2020

Via Zoom Video Call due to Covid-19 pandemic

In Attendance:

Todd Smith (President, AGR 20044), Crystal Isaac (1st Vice President, UTE 20027), Jen Horsley (Secretary, UPCE 20095), Andre Bessette (2nd Vice President, UHEW 20729), Warren Wulff (UCTE 20088), Aaron Chang (Treasurer, CEIU 20938), Anne-Marie Friesen (UHEW 20729), Marion McClarty (UNE 20150), Terri Lee (AGR 20044), Shane Polak (UVAE 20045) Jamey Mills (REVP), Monica Urrutia - Staff

Regrets: Damir Moric (CEIU 20937), Sam Wiese (guest)

Called to Order at 6:01 PM

Agenda:

1. Presentation on BC Forum c/o Sam Wiese (before official meeting begins)
2. Prior Minutes, 9 Sep 2020
-In-camera discussion
3. Business arising
 - a. Defund the VPD Statement
 - b. Standing Updates
 - c. Financial Report c/o Aaron
 - d. Metro Vancouver Alliance
 - e. Phoenix
4. COVID-19
5. Affiliate Reports (3 minutes per local/committee) – **NOTE: please send written affiliate reports to Secretary, Jennifer Horsley at Horslej@psac-afpc.com either beforehand or within two weeks after the meeting to be included in the official minutes.**
6. New Business
 - a. Resolutions to PSAC BC Convention 2021 – **NOTE: Please submit fully drafted resolutions for discussion in advance by November 15. We will not be writing resolutions at the meeting. Time will only allow for minor amendments from discussion and debate from drafted resolutions submitted by the deadline.**
7. Round Table
8. Next Meeting: probably the AGM, date TBD

Welcome & Acknowledgement:

Todd opened the meeting with the acknowledgement of the traditional territories of the Musqueam, Squamish and Tsleil-Waututh and asked the members of the Area Council to give further thought to the territory you are on.

Before the meeting was called to order, the floor was given to Jamey to give the members an update on Covid-19 and the PSAC, bargaining, and Phoenix.

Jamey briefly discussed the current bargaining updates, including which units are still in negotiations (FB) and the Phoenix damages package. Jamey noted that the pay increases should be run for PA in the near future, likely early in the new year. For the Phoenix damages he noted that we are still waiting on a ruling from the CRA regarding whether these will be taxable, but in the union's opinion they should not be as they are damages, not compensation or a benefit. The union will fight to make sure that these damages are non-taxable. He asked that members continue to bring forward any Covid-19 concerns in their workplaces that are not being addressed or that they have questions about.

Jamey spoke about the upcoming BCFed Convention, which will be virtual. Jamey noted that Andre Bessette had submitted a resolution through his local and that it had received a recommendation of support, but had been given a low priority, so may not hit the floor. Jamey reminded members who may be attending the convention that you are limited to 1 minute to speak, so practice and make it powerful. Jamey also suggested that anyone who is a delegate attend the orientation session the day before as it is a new platform that we will be using for the PSAC BC Convention.

There was a brief discussion on 699 Leave, which Jamey suggested members contact their Component if they are experiencing issues, as there is preferred grievance language and Components are handling them differently.

Jamey mentioned that the CLC Winter School is also going virtual this year with several offerings over a shorter period of time and that the PSAC BC would be providing applications for \$500.00 bursaries. This would cover the \$250.00 registration fee and likely at least one day of salary for members who attend.

Additionally, there will be a new campaign, "Uncover the Cost", kicking off from the PSAC. This will be an anti-privatization campaign to address what has been happening to UNDE members on bases across the country, who in some cases are having to train their replacements. There will be upcoming webinars on this.

Jamey then opened the floor to questions.

Andre thanked Jamey for the reminder about the 1 minute to speak and said that he was also drafting a FB post regarding the resolution. Jamey mentioned he should make sure to use the BCFed hashtag to promote it, and said that he would give Andre an opportunity to speak to the resolution at the PSAC Caucus meeting.

Terri asked if we know who is going first in terms of PSAC/Component conventions. Jamey wasn't sure, but said that the BC Convention would be going with the same software that was being used by the BCFed. He said he might have more information on this after the AEC meeting the following week. He reminded members that new resolutions that address emerging issues such as Covid, Wet'su'weten, or anti-racism, for example, would be accepted up to the new deadline.

Jamey turned the floor back over to Todd and left the meeting.

Agenda:

Todd proposed the addition of an item to the agenda under business arising, the Area Council's letter mailout project. He also proposed the addition under New Business of Anti-Harassment Fund initiatives.

Shane proposed the addition of a discussion of the CLC's endorsement of Bill Morneau's appointment as the OECD Secretary.

Todd also noted that Sam Wiese had sent her regrets and would not be doing the BC Forum presentation at this meeting.

Agenda, as amended (M/S/C) Warren/Shane

Prior Minutes, September 9, 2020 (M/S/C) Jen/Shane

At this point the meeting went to an in-camera session which Monica signed off for. The session was from 6:20 – 6:58 PM. Monica was contacted to rejoin once the discussion was finished.

Warren expressed his regrets, but he would have to leave at this point to attend another meeting.

Business Arising:

Defund the Police Statement:

At the previous meeting the VDAC had voted to sign on to the Vancouver Just Recovery Statement, however the executive had received correspondence from the REVP that requested that the Area Council remove our support from the statement, as the PSAC also represents members who work in law enforcement. This has been done

Letter Mailout:

Currently a bit stalled while some of the details are worked out. We want to use this opportunity to invite and maximize attendance at our next meeting, the AGM. We are going to put off our planning for 2021 until the meeting following the AGM so that we can keep the meeting concise and host a guest speaker. This will also allow new attendees to come back with their ideas for the upcoming year to the next meeting. To fall in line with our budget constraints the mailout will be scaled back to a targeted mailout to members who have been more recently active. Monica asked what the target date to have the letter sent out by is? Todd answered the first or second week of December. Andre showed the Area Council the items he had received from his component, which while only sent to local executive members, included a mask and a no-touch key.

Standing Reports:

Finances:

Aaron had sent the finance report and budget to Todd via email before the meeting, which Todd shared on screen. There had been no new expenses since the last meeting. The balance remains the same. Aaron noted that the donation that the Area Council had made to Hogan's Alley had not yet been cashed.

The budget had been revised on September 25 so that we can go ahead with the Mailout project. A reduction was made to the General Membership Meetings line item, as we are not meeting in person. The difference to be put toward an item for a prize draw at the upcoming AGM. There were also reductions to the Conventions and Donations line items.

Aaron opened the floor to questions. Anne Marie asked if affiliates should send dues cheques or if the Area Council can accept e-transfers. Aaron said he would check with the credit union. Jen asked if a cheque had been sent to the Metro Vancouver Alliance for our dues, Aaron said he would send it to Todd for a signature and then to be sent to them.

Amended budget

Vancouver Area Council

DEBITS

Section		<i>Forecast</i>	<i>YTD actual</i>	<i>Free balance</i>
A	Political Action	\$2,400.00	\$46.71	2,353.29
B	General Membership Meetings	\$100.00	\$86.00	\$14.00
C	Conventions, Conferences & Education	\$400.00	\$174.55	\$225.45
D	Office Expenses	\$25.00	\$0.00	\$25.00
E	Donations	\$250.00	\$250.00	\$0.00
F	Metro Vancouver Alliance - Dues	\$500.00	\$500.00	\$0.00
G	Other	\$0.00	0	
	Total Debits	\$3,675.00	\$1,057.26	

CREDITS

H	PSAC National and Regional Support	\$0.00
I	Local/branch Affiliation Dues	\$500.00
J	Affiliated bodies	\$50.00
K	Other	\$0.00
L	Interest	\$0.00
M	Investment Income	\$0.00
	Total Credits	\$550.00

(M/S/C) Aaron/Jen

Metro Vancouver Alliance:

“Metro Vancouver Alliance is a broad based alliance of community groups, labour, faith and educational institutions working together for the common good.

Broad-based community organizations operate on the principle of ‘*power before program*’. In other words, they build strong relationships amongst diverse groups in the community. Those groups then come together to listen to their members’ concerns and to agree on issues that can be worked on together. This ensures that the alliances are sustainable over the long term and that members work on those issues that concretely matter most to them. Members develop leadership skills and learn “the art of politics” through active engagement and participation.

Jen has been attended MVA's recent "Closing the Gap" event, which was essentially a fund-raising activity as the MVA still works on renewal and relaunch, in order to do this they need to raise about \$30,000.00 to be able to hire an organizer and continue to pay IAF dues. They were able to raise about half the needed funding at this zoom event and are holding another one on November 25, 2020.

Shane noted that there had been discussion at the VDLC about the MVA and that about 2/3 of their funding comes from unions, who don't want to be the principle funders as this will create bias and power imbalances in the Alliance. There had been discussion about the MVA needing to recruit or get more funding from community and faith affiliates.

Phoenix:

Todd mentioned that overpayment recovery will be resuming and that the agreement that had been made last year with regards to having agreement from the member and the member having had 3 consecutive correct payments in order for the monies to be collected was still in place.

Anne-Marie said that she had a member who had had ongoing issues with MSP deductions for the past 2 years, including the period after MSP payments ceased. The member had been contacted by the pay centre and told that they would be required to pay a lump sum payment as this was not covered by the Phoenix repayment agreement. Shane said he had been having the same issue with MSP payments and suggested that Anne Marie refer her member to her component for further action. He said that it was still ongoing for him and not sure if it would ever be resolved. Todd had had some luck with a member who he had told to set up a meeting with his MP. When the member suggested that he would be bringing a union representative to the meeting his issues were resolved without ever meeting with the MP.

Monica asked if anyone had seen the new pay stubs in the system. Shane answered that he had and that they were completely revamped.

Covid-19:

Todd reported that PSAC has filed a second policy grievance for the most recent changes to 699 leave. The first grievance was filed in May.

Jen mentioned that there have been Covid-19 cases at her workplace, including 4 in her worksite that had been deemed low-risk for transmission/exposure.

Monica asked if there had been any political discussions around mask mandate requests. Todd said not that he was aware of. Anne-Marie said that her department was providing masks to employees who are returning to work, 5 reusable and 5 paper.

Affiliate Reports:

No written affiliate reports were received.

New Business:

Resolutions to PSAC BC Regional Convention for discussion:

3 Resolutions, as amended by the Area Council

1. During discussion Andre mentioned that the language in this one was a little more aggressive than the one sent to the BCFed because it was going to our own union where we have more political voice and control over the results.

TITLE: Indigenous Intercultural Competency and Anti-Racism Training

BECAUSE the Truth and Reconciliation Commission of Canada Calls to Action 23, 24, 27, 57, 60, 63, 84, and 92 demand “skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism” in healthcare, law, religious, education, media, public, and corporate sectors; and

BECAUSE PSAC represents Black, Indigenous, and People of Color (BIPOC) who are undeniably impacted by systemic racism in all workplaces across Canada; and

BECAUSE BIPOC communities are requesting solidarity from all communities, including unions, to fight systemic racism; and

BECAUSE PSAC is committed to the health and safety of all members; and

BECAUSE all PSAC members must be actively anti-racist in their workplaces to ensure the health and safety of BIPOC members;

PSAC WILL demand and lobby for ongoing employer-paid, mandatory anti-racism and Indigenous intercultural competency training for all positions within all bargaining units that PSAC represents until it has been successfully implemented by each employer.

(M/S/C) Andre/Marion

2. The resolution was discussed and amended a bit from the original. Todd had noted that there were two “Be It Resolved” statements so that it could be split if need be so that at least part of it might pass.

TITLE: Prioritizing the needs and safety of our communities

WHEREAS there is widespread recognition that police officers are routinely attending to calls that would be better dealt with by peer-, health-, social- and community-based programming; and

WHEREAS evidence suggests that criminalization and policing are not effective solutions or harm reduction strategies for these concerns; and

WHEREAS PSAC advocates for strong, accessible, universal public services that all of our communities depend on for economic equality and health and safety; and

WHEREAS Canada has long held human rights, equality, and public services as critical elements of the fabric of our society;

BE IT RESOLVED that PSAC lobby all levels of government to reallocate financial resources from policing to peer-, health-, social- and community-based programming initiatives that demonstrably support long-term community safety and prosperity; and

BE IT FURTHER RESOLVED that PSAC lobby all levels of government to demilitarise policing agencies.

(M/S/C) Jen/Andre

3. This resolution was reworked to align with some technical advice provided by Monica that this would need to address an emerging issue in order to fall in line with the requirements for the new resolution deadline.

TITLE: EQUITY SCHOLARSHIPS

WHEREAS PSAC has recognized the importance of:

- Elimination of systemic racism and discrimination globally as demonstrated by the current events surround the Black Lives Matter Movement
- Identifying and eliminating artificial barriers in the workplace that prevent designated equity group members from accessing jobs, promotions, training, etc.:

WHEREAS the support of education for equity groups is the foundation for greater diversity in the workplace and should not be limited to within workplace:

BE IT RESOLVED THAT PSAC develops and maintains five (5) equity scholarships of \$2000.00 each, to attend a post-secondary institution, to be awarded to equity seeking members.

BE IT FURTHER RESOLVED THAT the applications shall include how the individual supports and furthers awareness of equity issues in the workplace or community, or identifies which Truth and Reconciliation Commission's 94 Calls to Action that they have taken up and why.

(M/S/C) Shane/Jen

Discussion of implementation of PSAC GEN 089:

This was passed at the last PSAC Convention and is a \$250,000.00/year fund for committees, councils and other bodies of the PSAC to access resources to fight harassment in all its forms. Applications for funding for anti-harassment initiatives need to be made at least 8 weeks before an NBOD meeting. This was launched the day before our meeting. Make sure that you bring this back to your locals and try to think of some ideas for proposals for next year.

Discussion on CLC endorsement of appointment of Bill Morneau to the OECD:

Shane started by sharing the VDLC statement on this issue and mentioned that he had brought it to the Area Council because of the president of the CLC's honorary membership in the PSAC which had not been consulted on the endorsement. The VDLC statement calls on Hassan Yussuf to reverse his endorsement as it was made without consultation with the affiliates.

Here is the original motion from the VDLC:

“MS that the following motion be adopted:

Subject: CLC President’s Endorsement of Bill Morneau for OECD Secretary

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL issue the following statement on the endorsement of Bill Morneau for Secretary General of the Organisation for Economic Co-operation and Development:

The Vancouver and District Labour Council is disappointed by Canadian Labour Congress (CLC) President Hassan Yussuff’s endorsement of Bill Morneau for Secretary General of the Organisation for Economic Co-operation and Development (OECD). We object strongly to this endorsement and have heard widespread opposition to it from our affiliated unions.

We have not forgotten that as the Liberal government, in which Mr. Morneau served as Minister of Finance, introduced Bill C-27, which would allow pension administrators to convert defined benefit pension plans to defined contribution ones. This change would harm the retirement security of workers. This change was lobbied for by Morneau-Sheppell, which stood to profit from the reform. Mr. Morneau’s support for Bill C-27 should come as no surprise given his remarks in a book titled “The Real Retirement,” which he co-authored in 2013. In that book, he comments that “accepting reduced compensation goes against the grain of the labour movement, but it is in the best interests of employees to be open to the idea.”

We also recall how in 2018 that same Liberal government undermined free collective bargaining and the right to strike by legislating members of the Canadian Postal Workers Union back to work, the suffering caused by the mishandling of the Phoenix Pay debacle, the attempted contracting out of work through the WE scandal, and more.

We are also very disturbed to learn from our affiliates that this decision was made by President Yussuff unilaterally, without consultation with affiliate leaders or a decision of the CLC Canadian Council. We therefore feel that both the endorsement, and the method by which it was issued, demonstrate a total lack of regard for workers, affiliates, labour councils, and the democratic norms of our movement.

We therefore call for the reversal of this endorsement, and express our support for CLC affiliates in taking whatever further steps they deem appropriate through established processes to address what has taken place. “

Shane asked if the Area council would support the resolution and call on the AEC to ask for a reversal to the endorsement. Terri said that it should be addressed to the NBOD and that they should also be called on to ask Mr. Yusuf why he did it without consultation and that he should reverse it. Shane said that the quicker we get it done the better and offered to make changes to the statement to tailor it to the VDLC and our call upon the PSAC to have the discussion with CLC president. It was agreed that we would have an email vote on the revised statement. Monica asked if we have the power to make a statement on our own or if it should be made into a direct request to the REVP or PSAC National. It was agreed that this would not be a statement but a request to PSAC. Terri mentioned that she would like to see the language pumped up a bit. Terri, Todd and Shane agreed to work on it. This is in particular an issue for PSAC members due to Morneau’s treatment of Public Service workers while he was in government. Also

mentioned was that Chris Aylward had tweeted about the issue and that his tweet stated that the CLC president does not speak for PSAC.

Round Table:

Andre – thanked everyone for the great discussions tonight. Thanked Anne Marie for all of her support. Is excited to see everyone pushing for change in different ways.

Monica – mentioned the upcoming webinar Solidarity Social Justice Fund that features Todd's experiences in Guatemala. Also asked if there was any interest in having the region re-release the Health and Safety webinars that were held in the spring, Jennifer and Todd expressed interest. Monica also mentioned that there was work being done on a new webinar with regards to WCB Claims and COVID.

Next Meeting (AGM) Wednesday February 17, 2021 @ 6PM. Try to remember to bring someone else from your local.

Motion to Adjourn (M/S/C)

Adjourned 8:41 PM