

Vancouver and District Area Council Meeting – August 1, 2017

In Attendance:

Todd Smith (AGR 20044), Jen Horsley (UPCE 20095), Aaron Chang (CEIU 20938), Terri Lee (AGR 20044), Sky Belt (AGR 20044), Crystal Isaac (UTE 20027), Marion McLarty (UNE 20150), Sandra Wasileiski (CEIU 20944), Bill Fleming (GSU 20008), Shane Polak (UVAE 20045), Deanna Kimball (Staff)

Guests: Jamey Mills (REVP)

Regrets:

Tami Grenon (MHRC Rep)

Meeting Called to Order at 5:37 PM

Agenda:

1. Previous Minutes
2. Business Arising
 - a. Canada Day Report
 - b. Update – Pride
 - c. Update – Softball/BBQ
 - d. Update – Labour Day
3. Affiliate Reports
4. New Business
 - a. Resolutions
 - b. Phoenix Sub-Committee and Video
 - c. Election – Member-at-Large
5. Round Table
6. Next Meeting

Sky/Aaron (M/S/C) Adopt the Agenda

Previous Minutes – Jen/Marion (M/S/C) – only addition was the Shane Polak had sent his regrets for this meeting and this was not included in the minutes.

Business Arising

Canada Day Report – Todd turned it over to Sky to report

The Vancouver Area Council had a table at the Surrey Canada 150 Celebration and it was a great success. We engaged with the public and had 302 post cards regarding Phoenix signed. We used the “Wheel of Misfortune” to engage the public, the wheel had various real Phoenix incidents regarding pay on it and the public could spin the wheel to win a prize. Meanwhile, especially with kids spinning, we were given the opportunity to engage with and discuss the Phoenix pay system with the public. A lot of members of the public that we spoke to were shocked at what was happening with the pay of Federal Public Servants. With the success of the borrowed “lottery” wheel we have put a request in to the REVP to acquire a wheel for the region which could be used at various events.

Multi-Union Pride

Todd gave the update. Pride will be taking place on Sunday August 6, 2017. We will be participating in the Multi-Union Pride contingent, marching with the BCFed and Affiliated unions. Bill asked where to meet up. Todd responded that we would be meeting on Thurlow between Robson and Haro, and that anyone who wishes to march should be there by 12:30 at the latest. The gates will close on the Parade route at that time and you will not be able to join the parade except as a spectator if you are late. Make sure to bring sunscreen and water, and be sure to wear comfortable shoes and a hat, as it is a long route.

Softball Tournament/Barbeque – August 25, 2017

The park (Douglas Park) is booked, insurance is set. We need at least 6 teams to make this happen, so spread the word amongst your locals, especially if they have participated before. We need 11 people per team. Family and friends are welcome. The diamonds are booked until 5 PM. There will be no bottled water as per the PSAC Water Policy, but we are looking at trying to get a large water container for people to fill their refillable bottles from. There will not be alcohol provided, it is a public park, so please practice discretion, no open alcohol containers are allowed.

Labour Day – September 4

The BCFed Labour Day celebration will be at Holland Park in Surrey this year, we will be sharing a table with the Fraser Valley Area Council. Looking for volunteers to staff the table.

Jen, Shane, Marion, Sandra and Todd all put their names forward.

Our focus will continue to be on Phoenix. If anyone has any ideas to grab the public's attention, as we will not have access to the Wheel of Misfortune again, please put them forward.

Affiliate Reports

Shane Polak (UVAE 20045) submitted his previous written report with some orally reported additions.

Jennifer Horsley (UPCE 20095)

The MyVoice Survey that was carried out by Purolator (employer) had some very disappointing results, not much participation nationally, even less from unionized employees and a large number of unionized employees were not feeling engaged by their employer/managers. There was an announcement in the previous week that the Retail Department will be undergoing a restructure, it remains to be seen what the fallout of it will be, I will report further once it takes effect. I forgot to add to my oral report that we will be entering bargaining later this year, will be sending an Bargaining Input Callout within the next few weeks. UPCE National Convention is coming up in September in Mississauga. I also reported on Canada Post Bargaining, which is going slowly, the bargaining team did put forward a report on Domestic Violence to support one of their bargaining demands. There is a new Negotiator assigned to the bargaining.

No other reports have been submitted at the time of submission of these minutes.

Jamey Mills (REVP) requested that I add to the minutes in the Affiliate Reports that he has been having conversations with the Vancouver and District Labour Council and the New Westminster Labour Council

about the lack of PSAC Locals participation in the Councils. There are currently no Locals affiliated to either Council (although Terri Lee has been attending the VDLC, so will check with her Treasurer whether dues have been submitted). Without participation from the Locals we are losing our voice in the larger labour movement. We need to get our message about Phoenix and Bargaining on the table at these meetings. Remember that there is funding available to locals to affiliate either through the Region or through the Components.

The Vancouver and District Labour Council meets the 3rd Tuesday of every month and has a Pizza Educationals that include dinner, a learning session and the meeting. They are at at 6:00 pm in the Maritime Labour Centre, 1880 Triumph Street. There will not be a meeting in August.

From the VDLC website (<http://vdlc.ca/>):

Solidarity, education, participation – join the VDLC

About the VDLC: The labour council links labour and community activists together to exchange, learn, and mobilize around labour rights, political engagement, and social justice. We invite your union to join us.

We are an umbrella organization for unions in our region, with a membership of over 100 affiliated unions representing 60,000 workers. Our region encompasses Vancouver, City of North Vancouver, District of North Vancouver, West Vancouver, and Electoral District A.

Like other labour councils across the country, the VDLC is chartered by the Canadian Labour Congress (CLC). The CLC represents 3.5 million unionized Canadians. Our activities include local participation in national campaigns for improved retirement security, EI, and the Together Fairness Works initiative.

Monthly Meetings: Every month we come together to hear speakers, learn what is important to affiliated unions, and debate motions on important issues. While only affiliated delegates may vote, our meetings are open and guest observers are welcome.

Participate: Delegates are also involved in many other VDLC activities and committees. These include:

strike, picket line, and rally support

political action and lobbying

evaluating and endorsing progressive municipal candidates

International Women’s Day, May Day, and Labour Day events

education on labour law, economics, public speaking, and other training

sponsoring music, film, and theatrical performances

engaging in international solidarity and much more

Young Leaders: Through our Young Workers’ Committee and meetings, young activists build leadership skills, develop a deeper understanding of the labour movement, and benefit from the support of peers.

Details:

Meeting Dates – 7:30 pm on the third Tuesday of each month, except August (no meeting) and December (second Tuesday and 7:00 pm start)

Location – Maritime Labour Centre, 1880 Triumph Street (corner of Victoria Drive, 3 blocks north of East Hastings Street)

Per capita fees – \$0.47 per affiliated members per month

Delegate entitlement – no less than 2 voting delegates for each affiliate. Unions with over 100 members are entitled to additional delegates as per Article 4 of our constitution .

We would be pleased to answer questions or make a presentation to your executive or membership.

From the New Westminster District Labour Council Website(<http://www.nwdlc.ca/>)

Meetings

Our meetings at the NWDLC

Regular monthly meetings of delegates and alternate delegates are held:

Fourth Wednesday of each month

7:00pm

Operating Engineers' Hall

4333 Ledger Avenue, Burnaby

Guests are welcome.

There is no meeting in July or December. The NWDLC has adopted a scent free policy in consideration for the health of our colleagues with fragrance sensitivities.

Meetings for 2017:

June 28

August 23

September 27

October 25

November 22

New Business

Resolutions

The complete resolutions with Because/Whereases will be attached to these minutes, but for the sake of brevity, I am only recording the titles and resolutions as they will appear on the floor of the Triennial Convention.

TITLE: SEX WORKER HEALTH AND SAFETY

ORIGINATOR: VANCOUVER AND DISTRICT AREA COUNCIL

LANGUAGE OF ORIGIN: ENGLISH

THE PSAC WILL rescind its policy paper titled Prostitution is not Decent Work and the accompanying statement of principle on prostitution; and

THE PSAC WILL meaningfully and broadly consult sex workers and sex worker advocacy organizations to develop any future policy papers affecting sex workers.

Todd explained the background for this resolution. The PSAC issued a policy paper regarding sex workers which essentially upheld the previous Conservative government's Legislation by being prohibition/Nordic Model based. This is not a progressive policy paper and sex workers were not consulted in the writing of it. The policy paper was passed by the AEC in March 2016, but it was not widely distributed.

M/S/C Todd/Sandra

TITLE: RIGHTS FOR TEMPORARY FOREIGN WORKERS IN CANADA

ORIGINATOR: VANCOUVER AND DISTRICT AREA COUNCIL

LANGUAGE OF ORIGIN: ENGLISH

THE PSAC WILL develop a campaign and lobby the federal government in the next 2019-2021 cycle to:

- a. change the Temporary Foreign Workers Program (TFWP) so that the temporary foreign workers in Canada have access to the rights that all other workers have; and
- b. sign and ratify the ILO (International Labour Organization) conventions related to migrant workers.

There was a great deal of discussion on this resolution, and it has been altered from the original resolution that was used as a base for it from the National Equity Conference. Shane had wanted the resolution to address the road to citizenship, as he has personal knowledge of the effects of the Temporary Foreign Workers program, particularly with regards to Care Workers, as his fiancé and many of her friends have come to Canada on this program and have expressed fear to come forward with complaints about their employer and their ability to accrue EI and CPP. Sandra works with the Temporary Foreign Workers program as a part of her employment and thinks that there should be more policing around employers who use the TFWP exclusively for hiring. While both had valid points, they would have changed the intent of the resolution, that these should maybe be separate resolutions from this. There was some text removed and the resolution is presented as revised and voted on.

M/S/C Jen/Marion

TITLE: TOXINS IN PERSONAL CARE PRODUCTS

ORIGINATOR: VANCOUVER AND DISTRICT AREA COUNCIL

LANGUAGE OF ORIGIN: ENGLISH

PSAC WILL partner with and support Environmental Defence Canada in their work to update the Canadian Environmental Protection Act (CEPA) with better labelling and lobbying to ban triclosan and microbeads in Canada.

Marion spoke to this resolution and the need to make changes to existing Canadian laws, which are based mostly on US laws and FDA rulings regarding ingredients in personal care products. We need to be coming up with our own laws and regulations regarding ingredients that are put into these products.

M/S/C Marion/Sandra

TITLE: BARGAINING TEAM EQUITY

ORIGINATOR: VANCOUVER AND DISTRICT AREA COUNCIL

LANGUAGE OF ORIGIN: ENGLISH

THE PSAC WILL amend Regulation 15A 3.9 under the makeup of Bargaining Teams to include a minimum of one (1) member who is 35 years of age or younger, one woman member, and one member of an equity group.

This resolution was again discussed, it having been reworked from the previous meeting to address Young Worker participation on bargaining teams.

M/S/C Sky/Shane

TITLE: FAMILY CARE POLICY

ORIGINATOR: VANCOUVER AND DISTRICT AREA COUNCIL

LANGUAGE OF ORIGIN: ENGLISH

BE IT RESOLVED THAT the Public Service Alliance of Canada amend the definition of family care provider to be any person who provides family care, in accordance with the current family care policy.

Sky presented this resolution, and it was voted on as amended. It was written to address inequity in the Family Care Policy, which does not take into account unique family situations and creates barriers to people who have custody arrangements or family members who require payment for “extra” family care. The Area Council came to the conclusion that it shouldn’t matter who provides the care if a receipt can be provided and the care follows the other tenets of the Policy, such as being outside of the usual care (for example professional child care that would not normally be utilized).

M/S/C Sky/Marion

TITLE: TRUSTEESHIP OF A CONSTITUTIONALLY RECOGNIZED ENTITY

ORIGINATOR: VANCOUVER AND DISTRICT AREA COUNCIL

LANGUAGE OF ORIGIN: ENGLISH

BE IT RESOLVED that the NBoD be mandated to develop guiding principles and/or a manual, to be used as a reference in the case of a constitutionally recognized entity being placed into trusteeship; and

BE IT FURTHER RESOLVED that these guiding principles and/or manual be completed by the NBoD prior the 2021 PSAC national convention; and

BE IT FURTHER RESOLVED that this information be shared with the membership.

This resolution was discussed and passed as after being reworked from what was presented at the last meeting.

M/S/C Aaron/Bill

TITLE: JOB SECURITY AND TERM FREEZE

ORIGINATOR: VANCOUVER AND DISTRICT AREA COUNCIL

LANGUAGE OF ORIGIN: ENGLISH

BE IT RESOLVED THAT PSAC will lobby the employer to lift all remaining term freezes allowing for the appointment of term employees to an indeterminate position after 3 years.

Not much discussion as the Area Council recognizes that this is an important issue for PSAC members.

M/S/C Sky/Sandra

Phoenix Sub-Committee:

Video - Sky is the Chair of this committee. She wanted to remind the members of the Council that Patrick is still working on a video to be used on the website/social media. This video will consist of clips of members speaking about their personal stories regarding Phoenix. Patrick is still looking for volunteers to tell their stories or if you don't have your own, to tell someone else's. Patrick would be interviewing you. It takes about 15 minutes, can be done at the Regional Office or possibly via other methods. The more faces we get out there, the more human we can make this. Contact Patrick as soon as possible to set up a time. Let's get our stories out there.

Sandra committed to bring it to her upcoming local meeting.

Bill mentioned that we might also want to approach Compensation Advisors, the faces on the other side of the issue, the ones trying to cope with helping all of the affected members. He committed to take this to his local as well.

August 30 Event – Wanted to try something different to get the message out there. Patrick will be sending out the information soon. This will be a public awareness action. Will be taking place at Library Square at 4PM so that we can catch maximum traffic. We will be using the “Fix Phoenix” Banner at the intersection during light changes. The banner will be taken into the crosswalk while it is active by two volunteers, while other members engage with the pedestrian traffic with post cards to be signed. We will need a minimum of 4-6 volunteers. Everyone will be wearing High-visibility vests.

An important statistic to remember is that when polled ½ of members of the public who were asked responded that their view of the government was negatively changed when they were made aware of the Phoenix problems.

MP Lobby – Jamey sent a letter to every MP in the region requesting meetings. He has met with several so far, but is still looking for constituents to meet with their MP with him. In his meetings he is asking the MPs to bring up Bargaining and Phoenix in the House of Commons, with Scott Brison, with Joyce Murray and with Judy Foote, who are specifically involved with these issues in their parliamentary roles. Sandra asked if there is a template, and Deanna responded that there is one available on the PSAC website under “Fix Phoenix – Have your Say”

Lunch & Learn Pilot – there will be a trial run for the Phoenix lunch and learns at Marion’s local in 2 weeks. Still working on the presentation. This will be a member outreach to let members know that we are doing something, what we are doing regarding Phoenix and what we need from members to help them. Jamey will be going along for a Q&A session.

Sandra asked if it was true that PSAC wasn’t accepting grievances regarding Phoenix.

Jamey responded that members should be speaking to their Component regarding grievances about Phoenix, as they drive the grievance process. It might just be the approach to grievances that differs between components, his own component has been doing grievances and Terri mentioned that Agriculture is as well.

Election

Meeting was turned over to Deanna to run the Election of the Member-at-Large vacancy.

Crystal Isaac was nominated by Sky, 2nd by Jen. Acclaimed

Round Table

Todd – at the end of the meeting we will be taking Solidarity Photos to send to members of the OLG, UCTE Winnipeg and Blue Cross members who are all on the picket line.

Sky – Please go out to support the Blue Cross workers if you can.

Shane – We are all waiting for Phoenix to be fixed, but he thinks we’ll be dead before that happens, time to replace and repeal.

Deanna – the Fall Education Schedule is up on the PSACBC website, check it out. There are lots of courses, including an advanced course for Aboriginal Members.

Adjourned at 7:54 PM Sandra/Bill (M/S/C)