



**BC Regional Council
REVP and Coordinator Reports
November 2017 to February 2018**



**PSAC BC Regional Council Meeting
March 2-4, 2018
Burnaby BC**



**BC REGIONAL COUNCIL
REVP AND COORDINATOR REPORTS
November 2017 to February 2018**

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REPORT OF THE REGIONAL EXECUTIVE VICE-PRESIDENT November 2017 to February 2018

Not surprisingly, these last few months have been equally as busy as the months that followed our Regional Convention. With the ongoing Phoenix pay system disaster, outstanding bargaining for FB, CFIA, Parks, Canada Post, CRA, and our regional units, as well as the forthcoming PSAC National Bargaining Conference and the PSAC National Triennial Convention, it's been a challenge to ensure there are sufficient resources available to fulfill our other regional responsibilities. Nonetheless, I'm happy to report that PSAC BC members and staff have rolled up their sleeves to take up the tasks of ensuring members' needs are met and our priorities are upheld to the best of our abilities.

On the Phoenix pay system disaster, it has been a trying time for our membership – both those who have been directly affected and those who have not. The amount of time and energy we have focused on treating the systemic problems, and the financial impact that Phoenix has had on our membership and on our organization as whole, have inevitably consumed the bulk of our attention over the past year and are carrying forward into 2018. Two years into this disease that is Phoenix, I empathize with our members from coast to coast to coast; enough is enough. The Liberal government must start taking significant action that will address the systemic illness at hand because we cannot continue to solely address the symptoms of Phoenix alone.

Political Action and Campaigns

Phoenix Pay System

As you'll know from my previous report, one of my key priorities since being elected has been the Phoenix pay system debacle and bringing further public awareness to the struggles our members, and all federal public service workers, continue to face with each passing pay period.

As I reported in the fall, this past summer I penned an open letter to all 42 MPs in BC regarding the Phoenix pay system. In my letter, I called on our MPs to take a stand and speak out on behalf of their constituents who have been affected by the Phoenix pay system disaster and to call on the Federal Government to fix Phoenix, ensure that our members are paid correctly and on time, and to treat all federal public service workers with the respect we deserve.

Over the fall, and now carrying in the winter months, many of the MPs reached out to me in response to the letter. Several MPs have also requested meetings with me to discuss the Phoenix situation in depth, asking what the PSAC is calling for and how they can assist their constituents who have been affected. For the most part, I have attended the meetings along with at least one other PSAC member who is a constituent in the MP's riding. I have also encouraged our PSAC BC members to reach out to their

MPs to request similar meetings. Thus far, I would estimate that we've been able to meet with half of the 42 MPs in BC to discuss Phoenix, collective bargaining issues, privatization, Bill C-27, and child care.

Phoenix Rallies and Workplace Actions

As you may recall, while we were attending the October NBoD meeting, PSAC BC members organized several, grassroots Phoenix workplace rallies on October 18. Rallies were held in Victoria, Chilliwack, Vancouver, Prince Rupert and Nanaimo, which garnered significant media attention.

Stemming from the success of October 18, the Region established a province-wide Phoenix Public Awareness Committee to organize further Phoenix activities in BC. The Committee includes members from the BC's Area Councils and the BC Regional Council's Political Action Committee. The Committee's went on to plan and execute several actions during the week of December 11-15, the week members received their last paycheck before the Christmas.



In Vancouver, members rallied at Harbour Centre on December 13, calling on the Liberal government to take measures necessary to ensure workers are paid correctly and on time. Members sang a few Christmas carols (Jingle Bells, Phoenix smell!) and heard from members who have been directly affected by the pay system errors. Media was on hand for the event and they interviewed our members for radio, print and television news. (Please see <http://www.cbc.ca/news/canada/british-columbia/federal-workers-government-fix-phoenix-payroll-system-1.4447752> and <https://soundcloud.com/psacbc/sky-belt-on-the-phoenix-pay-system-cbc-radio-on-the-coast-dec-13-2017> for the media coverage of the Vancouver rally.)

Also on December 13, members rallied against Phoenix at MP Mark Strahl's office in Chilliwack. During the rally, USJE members spoke to the media about their frustrations with the pay system and the negative impact it's having not just in their bank accounts,

but also at their workplace, creating an undesirable work environment for casual hires. More information on the media coverage is available at <https://www.surreynowleader.com/news/frustrated-federal-workers-rally-against-phoenix-payroll-system-at-b-c-mps-office/>.

And on December 15, members in Prince Rupert got together over their coffee break to send a message to the Prime Minister. The card to Prime Minister Trudeau read as follows, "It is with great regret that we inform you that you are on the naughty list of PSAC members throughout Northwest BC this holiday season. As such, enclosed you will find your holiday gift from us: a lump of coal straight from the Ridley Coal Terminal and some cards signed by federal government workers." (Please see <https://www.facebook.com/psacbc/posts/10160098493860157> for photos of the action.)

FB Rally

In addition to our Phoenix public awareness events in December, Customs and Immigration Union (CIU) members demonstrated near the Douglas Border crossing on December 14 and at Pacific Highway Border Crossing on February 14. The demonstrations were in support of ongoing national bargaining efforts for a new collective agreement for members of the FB group and to create some public awareness regarding the outstanding FB bargaining. The demonstrations were organized as part of the PSAC and CIU coast-to-coast campaign aimed at reminding Canadians that Border Service Officers keep the country's borders safe and that they deserve to be treated as law enforcement officers by the government.

The December 14 demonstration attracted some media attention, and CIU National Vice-President Richard Savage, who was in attendance, was quoted as saying, "We're now 3½ years without a contract and our officers are just getting tired." (See <https://www.peacearchnews.com/news/border-officers-getting-tired-of-lack-of-respect/>) As FB members continue to wait out the long PIC process, we will continue to give our support and solidarity to the members with these mobilization efforts.

I'm confident that PSAC members will continue to hold these types of events – both within the membership and with the public – over the coming weeks and months to hold the Liberal government accountable for the Phoenix Pay System disaster, for the outstanding collective bargaining, and to remind the Liberal government of their pledge to show our members the respect they deserve. Already, our BC Phoenix Public Awareness Committee



is making plans for further worksite actions to mark the upcoming two-year anniversary of the Phoenix Pay System rollout at the end of February.

Phoenix Steward/Pay Advocate Assemblies

Across the country, the PSAC organized Phoenix Steward/Pay Advocate Assemblies to provide training for pay advocates (normally local officers or stewards) who have been assisting members with Phoenix issues. In BC, three assemblies took place:

- January 27, Richmond
- January 28, Abbotsford
- February 10, Victoria

Assembly participants received information and training on tools specifically for assisting those with pay issues. The assemblies also provided information on our key objectives in pressuring the government to address and resolve Phoenix. Along with regional office staff, I attended the three assembly dates and hope that the training provided will better equip our members to deal with Phoenix-related pay problems.

It should be noted that originally two further dates had been planned for the Southern Interior and the North. However, due to low enrolment those two sessions were cancelled. In lieu of those two assemblies, some lunch'n learn opportunities were organized in those areas to ensure that members have the supports and information they need to continue addressing Phoenix issues.

Building Alliances and Supporting the Labour Community

BC Federation of Labour Union Renewal Conference

In late October union activists from across BC came together in Victoria to attend the BC Federation of Labour (BCFED) Union Renewal Conference. As in past years, the aim of the conference was to look at initiatives to promote good jobs and strong communities, both locally and provincially.

The conference took place over three-days under the theme “Making Work Work for Everyone,” and explored strategies to help us respond to our changing workplaces. Participants had the opportunity to learn about a wide range of initiatives, which focused on three emerging themes: changing workplace demographics, the rise of precarious work, and broader economic shifts such as the impact of continued globalization, emerging technology and automation.

I attended the conference and participated in great discussions and skill development workshops. I heard from other unions regarding their strategies for organizing, member engagement and mobilization. Connecting with elected officials and activists from other unions in formats such as this BCFED conference will enable BC’s labour community to work more closely toward our common goals and achieve of shared successes.

Canada-Wide Day of Action in Support of Tim Hortons Workers

The BCFED's Fight for \$15 campaign and its partners organized events in the Lower Mainland as part of the CLC's Canada-Wide Day of Action in support of Tim Hortons workers. Together, BCFED Affiliates and the PSAC participated in information leafletting and sign waving events at Tim Hortons locations on Friday, January 19. I attended an afternoon event in Vancouver along with other PSAC members and sent Tim Hortons franchise owners and its parent company, Restaurant Brands International a strong message: we won't let you bully workers!



March on Vancouver

Along with other unions in BC, the PSAC BC Region participated in the January 20 "March on Vancouver" in support of equality, diversity and inclusion. The march marked the anniversary of the 2017 Women's March, which was organized in response election of the 45th President in the United States and as part of a global movement to harness the political power of diverse women and their communities to create transformative social change.

Last year, over 15,000 people took place in the Women's March in Vancouver in solidarity with a world-wide movement of grassroots resistance and this year's event was equally well attended.

The 2018 march built on last year's energy and momentum, and marchers came together to reject the hate that damages our communities – women, Indigenous people, racialized people, Muslims, Jews, members of the LGBTQ2+ communities, disabled people, migrants and those with precarious or no legal status. I am proud to have participated, shoulder to shoulder with other PSAC members and other BC labour activists in an action that aims to dismantle systems of oppression through nonviolent resistance and build inclusive structures guided by self-determination, dignity and respect.

CLC Ranking Officers Seminar

Every year, during the CLC Pacific Winter School, the ranking officers from each of the Affiliates of the BC Federation of Labour meet in Harrison for a four-day seminar to discuss priorities, campaigns, political action and the direction of BC's labour movement for the next year.

This year's ranking officers' seminar is scheduled for January 29-February 1, and I am looking forward to meeting with the senior ranking officials from BC's labour movement. I have every expectation that we will continue our conversation on holding

the new BC NDP Government accountable for their election promises, including the implementation of a \$15/hour minimum wage, establishing a provincial childcare plan, creating a poverty reduction strategy that will ensure the needs of all British Columbians are met and that people are put before profits.

During the seminar, I've also been asked to provide a presentation (in the PechaKucha model) to the Ranking Officers on our Fix Phoenix! Campaign, with both a national and a regional lens.

Regional Negotiations

There are several units are currently in negotiations in the B.C. Region:

- **Granville Island** - A collective agreement was ratified in October.
- **IMP Comox** - The arbitration process is still ongoing. However, the employer is continuing to drag their feet despite the serious problems in the workplace that need to be addressed. The bargaining team is pushing back, asking that the arbitration be done through written submissions instead of an in-person hearing. Our hope is that this will help settle the collective agreement sooner than later. The Arbitrator has agreed and the parties exchanged their arbitration briefs in January.
- **First Nations Health Authority** – Bargaining dates are scheduled for the end of February. The unit is having some challenges with the Employer who has recently made some changes the group's travel policy, which would appear to be a change to the terms of employment during the bargaining process. Consequently, the team is looking into whether or not to file an unfair labour practice.
- **Commissionaires** – A tentative agreement was ratified in early November. The agreement included improvements regarding bereavement leave, staffing and seniority articles.
- **Sealcove Commissionaires in Prince Rupert** – There has been no movement with this group. The Employer is seeking significant rollbacks, so members are currently enjoying a statutory freeze. If they go to the table, they will face concessions.
- **ARINC** – The unit is located at YVR and includes 18 members. A tentative agreement was ratified on October 30, 2017. The agreement includes the introduction of a long-term service premium.
- **North Peace Airport** - We have served the employer with notice to bargain, but do not have dates yet.
- **Prince Rupert Airport** – The input call for bargaining demands has gone out.
- **Purolator** – The first set of meetings with the employer is still the process of being scheduled. We hope to be at the table in January or early February.
- **Swissport Supervisors & Admin (YVR)** – The input call for bargaining demands has gone out.

With respect to the unit at IMP Comox, in early February I travelled to Comox to meet with the UNDE members along with UNDE Vice President T. Mark Miller and PSAC negotiator Morgan Gay. The aim of the worksite visits was to encourage further member mobilization despite the Employer protracting this round of bargaining.

Education

Regional Education Schedule

At the end of January, we began rolling out the Region's winter/spring education schedule across BC. In particular, we will be holding 17 separate 1- and 2-day basic weekend courses in BC between January and early June. Courses include: Talking Union Basics, Grievance Handling, Local Officers Training, ABCs of UMCs, Steward Series II, Bargaining from Strength, H&S Activism, H&S CLC Pt. II, and Duty to Accommodate.

On January 13-14, BC was the second Region to host Advocating and Representing Against Workplace Racial Discrimination. This is a relatively new course that was developed in the NCR, in which participants learn how to support racialized and indigenous members who are victims of racism and identify appropriate means of resolving workplace racial discrimination.

In early February the BC Region had its second offering of the Advanced Representation Training for Stewards (ARTS) course. As you may know, this course was piloted in BC in October 2015 and built upon the former Advanced Steward Training. The four-day ARTS course looks at various routes for engaging members, helping them to resolve workplace issues.

Regional Activities

December 6th Vigils

PSAC members, along with the New Westminister & District Labour Council and the Kwantlen University Students Association, helped organize a candlelight vigil at Holland Park in Surrey on December 6th, the National Day of Remembrance and Action on Violence Against Women.

This is an annual event our members organize to commemorate the victims of the Montreal Massacre and each life taken by violence against women and gender-based violence in all forms.



Sacred Water Ceremony

In Victoria, members of local First Nations, PSAC, and BCGEU, along with Elizabeth May, Leader of the Green Party of Canada, and the Honourable Judith Guichon, Lieutenant Governor of British Columbia all gathered at the Sacred Water Ceremony on December 10, International Human Rights Day. The ceremony was organized by members of the PSAC Vancouver Island Human Rights Committee, NAPC and BCGEU to raise awareness on the lack of safe drinking water in First Nations communities and to remind the Liberal government of their promise to end boil-water advisories on First Nations reserve within the next five years. As of July 31, 2017, there were a total of 121 First Nations under drinking water advisories across Canada, despite the fact the access to clean and safe drinking water is a basic human right. Photos from the event have been posted on our regional website at <http://psacbc.com/photos/photos-sacred-water-ceremony-december-10-victoria>

Pre-Convention Strategy Session of BC Delegates

The BC Region has traditionally held a one-day Pre-Convention Strategy meeting for BC delegates prior to the PSAC National Triennial Convention. The budget for this meeting is included as part of the PSAC BC Priority Proposal, passed at our BC Regional Convention. The purpose of the meeting is to provide BC delegates with a forum to discuss resolutions, Committee reports and priority lists, and to strategize as appropriate on regional priorities.

Planning is well underway for the Pre-Convention Strategy meeting, which is scheduled to take place Saturday, April 7 in Vancouver.

Member Engagement

With AGM season upon us, I have been busy attending Local, Area Council and Committee meetings over recent weeks. I've used these occasions to speak to members about the Phoenix Pay System debacle and collective bargaining, but also as an opportunity to talk with members about getting more engaged in the PSAC, political action and union activities.

My hope is that these conversations will lead to even greater participation in our PSAC and Components structures. In the past year, we've seen a number committees go from virtual inactivity to thriving, grassroots networks with many emerging activists. I will continue to support this member engagement in any way that I'm able.

Respectfully submitted,



Jamey Mills
Regional Executive Vice President, BC

ITINERARY HIGHLIGHTS - June 2017 – October 2017

Date(s)	Event	Location
NOVEMBER 2017		
November 2	BCFED Officers meeting	Via Teleconference
November 3-4	BC Regional Council meeting	Burnaby
November 3	CLIFF Screening with Mainland HRC	Vancouver
November 6	PSAC BC National Officers meeting	Vancouver
November 7-8	PSAC BC Staff Conference	Vancouver
November 9	Meeting with ROB Director and BC Reg. Coordinator	Vancouver
November 14-16	AEC meeting	Ottawa
November 14	REVP Negotiations Training	Ottawa
November 15	NBoD Standing Finance Committee meeting	Ottawa
November 16	Founders' Day Reception	Ottawa
November 21	USGE Presidents' Conference	Vancouver
November 21	NBoD Conference Call re: Auditor General Report	Via Teleconference
November 22	Meeting with UTE Local 20027 President	Vancouver
November 22	Meeting with REO to review Advanced Course applications	Vancouver
November 23	USGE Phoenix Rally	Surrey
November 24	USGE Phoenix Lunch'N Learn	Abbotsford
November 24	Parks NSCC meeting	Via Teleconference
November 27	Meeting with BCGEU Elected Officers	Burnaby
November 29	MP Lobby - Phoenix	Ottawa
November 30	National Leadership Training	Ottawa
DECEMBER 2017		
December 1-3	National Leadership Training	Ottawa
December 1	UHEW Open House	Ottawa
December 6	NBoD Phoenix Committee meeting	Via Teleconference
December 6	December 6th Vigil	Surrey
December 7	BCFED Officers meeting	Vancouver
December 7	Retirement Celebration for Jim Chorostecki	Vancouver
December 7	REVP Office Open House - Seasonal Social	Vancouver
December 11	AEC meeting	Ottawa
December 12-13	NBoD meeting	Ottawa
December 18	Meeting with MP Mark Strahl	Chilliwack
December 18	BC Regional Council Conference Call	Via Teleconference

REVP-B.C. Region Report

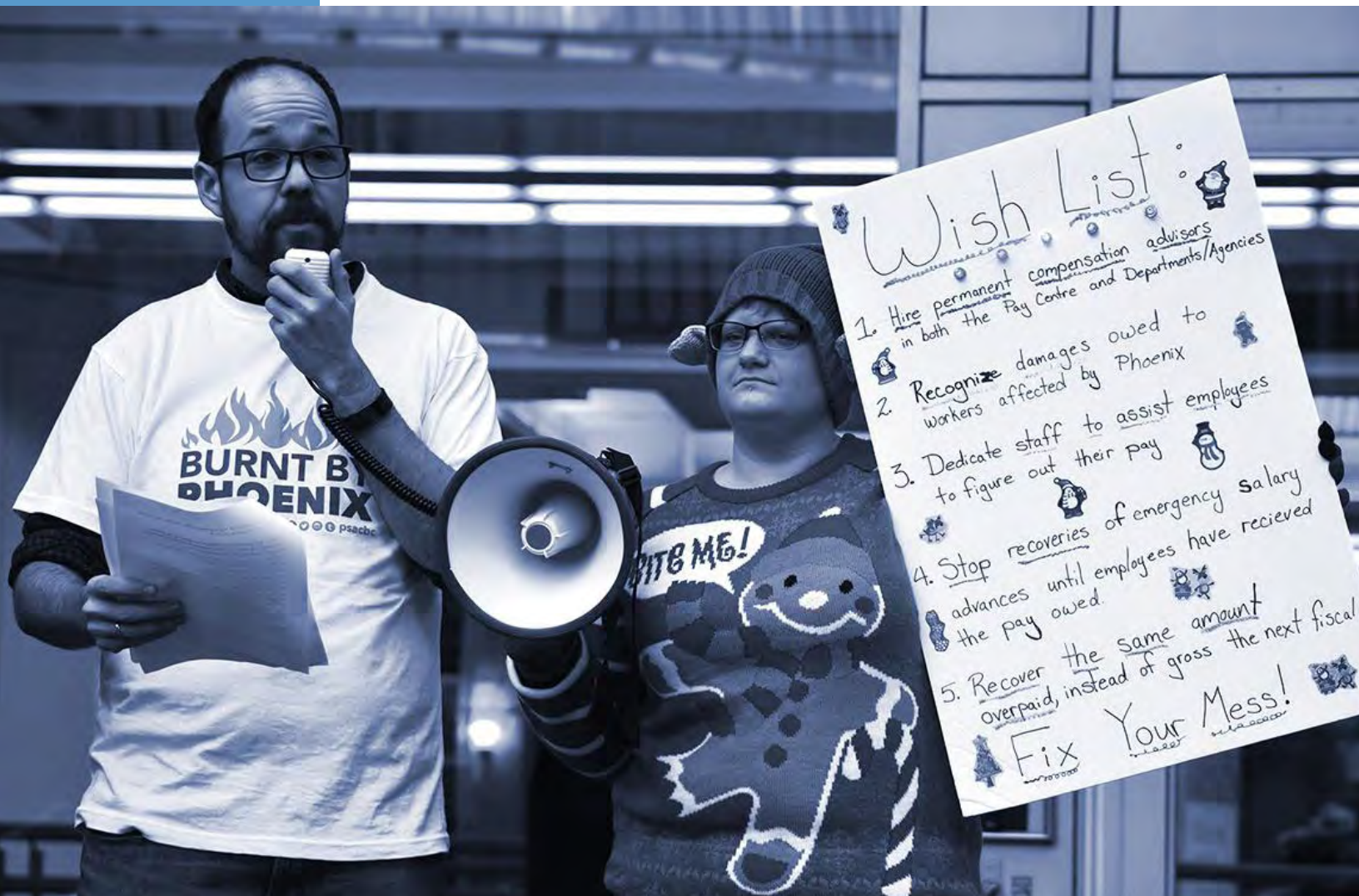
JANUARY 2018

January 9-11	AEC meeting	Ottawa
January 9	NBoD Phoenix Committee meeting	Ottawa
January 12	Agriculture Local 20044 AGM	Burnaby
January 13	Agriculture Local 20060 AGM	Vancouver
January 15	CCPA meeting	Vancouver
January 16	CFIA Ratification Vote meetings	Vancouver
January 17	Follow up PSAC BC Staff Training Day	Vancouver
January 17	Meeting with Jody Wilson-Raybould, MP	Vancouver
January 19	Day of Action in Support of Tim Hortons Workers	Vancouver
January 20	March on Vancouver - Women's March	Vancouver
January 25	UTE Call Centre AGM	Burnaby
January 27	Phoenix Steward/Pay Advocate Assembly	Richmond
January 28	Phoenix Steward/Pay Advocate Assembly	Abbotsford
January 28-31	CLC (Pacific Region) Ranking Officers Seminar	Harrison

FEBRUARY 2018

February 1	CLC (Pacific Region) Ranking Officers Seminar	Harrison
February 2	BC Federation of Labour Financial Secretary Seminar	Harrison
February 2	CIU Branch 20040 AGM	Burnaby
February 6	IMP Comox worksite visits	Comox
February 6	BC Regional Council conference call	Via Teleconference
February 7	NBoD Phoenix Committee conference call	Via Teleconference
February 7	PSAC BC Political Action Committee and Area Councils conference call on Phoenix	Via Teleconference
February 7-8	Canada Post Ratification Vote meetings	Richmond
February 9	Canada Post Ratification Vote meetings	Victoria
February 10	Phoenix Steward/Pay Advocate Assembly	Victoria
February 10	PSAC BC Young Workers meeting	Victoria
February 12	AEC meeting	Ottawa
February 13-16	NBoD meeting	Ottawa
February 17-24	Pre-Convention Committee meetings	Ottawa
February 27	PSAC BC National Officers meeting	Vancouver
February 28	Phoenix Action	Vancouver
February 28	United Way Community Spirit Awards	Vancouver





Wish List:

1. Hire permanent compensation advisors in both the Pay Centre and Departments/Agencies
2. Recognize damages owed to workers affected by Phoenix
3. Dedicate staff to assist employees to figure out their pay
4. Stop recoveries of emergency salary advances until employees have received the pay owed
5. Recover the same amount overpaid, instead of gross the next fiscal

Fix Your Mess!



PSAC Alternate REVP-B.C. - Todd Smith
Report to the B.C. Regional Council

Since my last report I've had opportunities to meet members at their workplaces, Phoenix rallies, Young Workers and Human Rights committee meetings, and other functions. It is clear that Phoenix is the biggest issue affecting the majority of our membership. I have been involved with a number of Phoenix-related activities including two rallies, two region-wide Phoenix Public Awareness Sub-Committee calls, attended a constituency meeting with Johann Ackermann to talk about Phoenix with PSC Minister Carla Qualtrough, and was part of a rally on Parliament Hill which saw excellent national media coverage. We have been incredibly engaged and active here in BC; we've got an excellent opportunity to build on our momentum.

In October I was sworn in as an Executive Council member of the BC Federation of Labour. I'm excited and grateful for the opportunity to represent our membership at the BC Fed. Following the Executive Council meeting I attended the Union Renewal Conference put on by the BC Fed. The conference included a wide range of speakers on current issues including \$10 a day Child Care, \$15 minimum wage, Indigenous rights, and included workshops on a variety of relevant topics. Premier Horgan addressed the conference delegates highlighting some of his government's accomplishments since the election and spoke about going forward with labour as an engaged ally.

I've had a number of opportunities to support human rights and equity. I'm thankful to have been invited to a screening of Migrant Dreams put on by our Okanagan Human Rights Committee in October. A number of community and labour organizations also attended including Radical Acton with Migrants in Agriculture (RAMA) and the North Okanagan Labour Council. The event was well attended and very informative. On December 10th, Human Rights Day, I had the privilege of attending a Sacred Water Ceremony in Victoria where labour and community activists heard from a number of speakers on the lack of access to clean drinking water in many First Nations communities. In January I attended the Women's March in Vancouver with a number of members and many allies. In addition to these events I also attended the regular meeting of the Mainland Human Rights Committee.

I'm grateful and excited to have been accepted to the CLC's Labour College of Canada Certificate Program and be a recipient of one of PSAC's scholarships. The program started the first week of January with the a module on Political Economics. I'm looking forward to this learning opportunity and developing relationships with fellow unionists from across Canada.

Over the next few months I will continue engaging with our members on issues affecting us—especially Phoenix—and also continue engagement with our communities.

Respectfully submitted,

Todd Smith
Alternate Regional Executive Vice-President, B.C. Region

Itinerary (October 5, 2017 to January 31, 2018):

- Oct 5 - Phoenix Public Awareness Sub-Committee Call
- Oct 12 - Agriculture Local 20044 executive meeting
- Oct 17 - Agriculture Local 20044 new member meet and greet social
- Oct 18 - Spoke at Phoenix Rally, Vancouver
- Oct 20 - Site visit at Summerland Agricultural Research Centre, Summerland
- Oct 21 - Migrant Dreams event, Kelowna
- Oct 26 - BC Fed Executive Council Meeting
- Oct 27-29 - BC Fed Union Renewal Conference
- Nov 3-5 - BC Regional Council Meeting
- Nov 8 - BC Mainland Haida Gwaii Young Workers Committee social & meeting
- Nov 9 - Pints not Pipelines fundraiser for Indigenous nations' legal fees in challenging Kinder Morgan
- Nov 14 - Mainland Human Rights Committee meeting
- Nov 16 - Phoenix Public Awareness Sub-Committee call with Area Councils
- Nov 17 - Constituency meeting with Carla Qualtrough, Minister PSPC
- Nov 20 - BCFED Indigenous Workers Working Group call
- Nov 21 - Coffee with Deborah Littman, lead organizer of the Metro Vancouver Alliance
- Nov 26 - Duty to Accommodate course
- Nov 29 - Dec 3 - PSAC National Leadership Training, Ottawa
- Dec 1 - Political Action Committee lunch meeting
- Dec 7 - PSAC Vancouver Regional Office holiday open house



- Dec 10 - Sacred Water Ceremony, Victoria
- Dec 12 - Flying plantgate for Phoenix rally, Vancouver
- Dec 13 - Spoke at Phoenix rally, Vancouver
- Dec 18 - Regional Council Call
- Dec 20 - CEIU Holiday Dinner & Social, Vancouver
- Dec 21 - Agriculture Local 20044 executive meeting
- Jan 12 - Agriculture Local 20044 AGM
- Jan 17 - Area Council's call with AEC
- Jan 17 - Mainland Haida Gwaii Young Workers Committee AGM
- Jan 18 - Kinder Morgan resistance show of solidarity
- Jan 20 - Women's March, Vancouver
- Jan 25 - Agriculture Local 20044 executive meeting
- Jan 30 - Metro Vancouver Alliance EGM
- Jan 31 - Vancouver Area Council AGM



PSAC Geographic Coordinator for Metro Vancouver - Jennifer Horsley Report to the B.C. Regional Council - Activities Since my last report

Since my last report, I have been working with the other Metro Vancouver Coordinators and Alternate REVP Todd Smith on Phoenix rallies, on the 18th of October and December 13th, both of which were quite successful in drawing out members despite the weather, rainy at the first and freezing at the second. I am looking forward to what will happen for the national day of action in February, which will probably be discussed at the upcoming Vancouver Area Council AGM on January 31st.

I am very proud of the work that the Vancouver Regional Women's Committee did on the Shoebox Project over the past year, and the culmination was the packing party on the 15th of November. I would like to acknowledge all of the hard work of the women who came out and the generosity of the Locals that donated so many items that with our fundraising efforts and the donations we were able to surpass our goal of 50 boxes of little luxuries for women in shelters and put together over 70 boxes. What a rewarding feeling it was to be able to provide so much for such a worthy project. It has definitely left a lasting impression on me, and I will continue to contribute on my own, not as much, but definitely going to carry on with knitting to be added to boxes and maybe do a few boxes on my own over the coming years.



My Local Bargaining Conference went well. We elected a bargaining team, including myself, and we discussed a lot of proposals and came up with our priorities. The only issue now is securing dates with the employer. Unfortunately, we have been having scheduling problems.

The National Leadership Training in Ottawa was probably the biggest activity of this period, allowing me to make connections and get ideas from other leaders from across our union and the country. The workshops for the most part were very informative, and the speakers were amazing. The Leadership Style workshop gave me some real insight on how I work with others and ideas about how to work with other leadership styles. Hoping to put all of the information to good use.

I also attended the Vancouver Regional Office Seasonal Open House, which was a good opportunity to meet members in a more casual atmosphere.

My local continues to struggle with the employer on a number of workload issues, but I think they found out just how united we can be when we were able to get over 50 members to sign a grievance over changes to the already miserly Christmas

Bonus, which meant even less money for people who are already struggling to make ends meet in such an expensive province.

There have been some challenges though. Conflicting times for meetings have forced me to choose which committee to participate in. This year at work seemed to be a particularly heavy peak season, leading to me having to miss events that I would have liked to participate in. And the fallout from such a busy peak season left my health vulnerable. In particular, I would have liked to be able to attend the December 6th Vigil, the Water Ceremony in Victoria, the Metro Vancouver Alliance Fare Review Listening Session and the January 20th Women's March.

Committee work continues. DASH approved a number of donation and subsidy requests, and I will be looking at getting some information out to committee members about awards that we could look at adding to the Region in the future, hopefully for discussion at the in-person meeting. By-laws has started looking at Area Council Bylaws for consistency. Thanks to Trish for getting the links out to us to start looking at.

Upcoming for me are: my first bargaining session, possibly in March; the Vancouver Area Council AGM.; the Mainland Human Rights Committee AGM; and Canada Post Ratification meetings. I'm hoping to be able to work with the other Metro Vancouver Coordinators on figuring out worksite visits and actions that we can take to get members more engaged.

In Solidarity,

Jennifer Horsley





PSAC Geographic Coordinator for Metro Vancouver - Terri Lee
 Report to the B.C. Regional Council - Activities Since my last report

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Nov 2017 Regional Council Meeting	Education, reporting, networking, support, planning
Leadership Summit	Education, networking, support
CFIA Negotiations	Tentative Agreement reached
Dec 2017 CFIA National OSH	Representation, education of management
Plant Gate downtown Vancouver	Awareness of Phoenix Rally, educate members
CFIA Western Area OSH	Representation
Jan 2018 Local AGM 20044	Education, report to members
Local AGM 20060	Education, report to members
Local AGM 20064	Education, report to members
CFIA National Mental Health Subcommittee	Guide CFIA towards Mental Health Recommendations
Ratification meetings - CFIA	Two in person and two webinars – education of members on proposed CFIA agreement
CFIA BC Regional UMC and OSH meeting	

Challenges you had to cope with since the last meeting:

- Time to do all the planned activities. Tired of all the cold and rainy weather.

What would you like to work on next?

- Planning for the PSAC National Triennial Convention and lobbying for the BC resolutions.



PSAC Geographic Coordinator for Metro Vancouver - Sky Belt Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting		
	Activity	How it fulfilled my role on the Council
Oct. 18	Multi-Union Phoenix Rally	Engage members and bring public awareness to our discontent with Phoenix
Oct. 18	Workers' Action Centre Project	This is a BC Fed working group to create and implement a support network for low-income and/or vulnerable non-unionized workers
Oct. 19	Annual Fundraising Gala for the Canadian Centre for Policy Alternatives.	This fundraiser also provided the opportunity to listen to speakers regarding Indigenous rights, young worker initiatives, political activities, and the pipeline
Oct. 23	BC FED Community and Social Action Committee Meeting	We discussed the Rohingya refugee crises, upcoming events, the Poverty Reduction Taskforce, Worker's Action Centre Project update, and opened discussions on an affordable housing campaign.
Oct. 26	Working CLAS Blues – a fundraiser.	CLAS is a non-profit legal organization. They work towards positive social change by providing legal assistance to people who are disadvantaged or face discrimination. They also look to advance the law in hopes of creating a legal system that works for everyone in BC.
Oct. 28-29	Grievance Handling Course	Learning to be a better steward
Nov. 3-4	Regional Council In-Person Meeting	Council updates, discussion, and planning
Nov. 3	RC Meet and Greet & CLIFF Movie Night (co-hosted by BC Human Rights Committee)	An evening of work-centred movies themed on humour, changing times, poor working conditions, and environmental impacts
Nov. 8	Mainland Haida Gwaii Young Worker Committee	Supporting other Young Workers and encouraging activism

Activities Since the Last B.C. Regional Council Meeting		
	Activity	How it fulfilled my role on the Council
Nov. 14	BC Human Rights Committee Meeting	Remaining engaged in identifying areas where we can support minorities and vulnerable groups
Nov. 15	BC Woman's Committee Meeting and Shoebox Wrapping Day	Engaging with other Union sisters, and brought my son to help wrap donation gift boxes for less-fortunate women
Nov. 16	Phoenix Public Awareness Sub-Committee Teleconference	Discussed and planned the 'Grinch Who Stole Christmas' Phoenix rally
Nov. 25	Steward's Series Course	Learning to be a better Steward
Nov. 27	MP Lobby Call	Planning for upcoming lobby
Nov. 29	MP Lobby – Randall Garrison	Jamey Mills, Colleen Girard, Paul Jones, and myself met with Randall to discuss the impact Phoenix had on our members and ask for identified actions and reparations. Randall invited us to the Defence meeting that evening where Harjit Sarjjan was going to be. The meeting was televised, where Randall told my personal story of Phoenix issues, and Harjit apologised. Randall pressed that this was a Defence issue because it is affecting the mental health of our public servants.
Nov. 29- Dec. 3	Leadership Training in Ottawa	This was an information-packed training and networking week.
Nov. 30	MP Lobby – Nathan Cullen	Jamey Mills, Colleen Girard, and myself met with Nathan to discuss the impact Phoenix had on our members and ask for identified actions and reparations. He was very empathetic, and offered to table our proposal for tax exemptions if we drafted one.

Geographic Coordinator Reports

Activities Since the Last B.C. Regional Council Meeting		
	Activity	How it fulfilled my role on the Council
Dec. 3	Rally Outside Parliament Hill & TV Interview	Members from the leadership training gathered after the final session and marched to Parliament Hill where we sang twisted Christmas Carols about Phoenix woes. I was interviewed on TV along with some other members, which was later broadcast on national news.
Dec. 7	PSAC Open House	Attended the open house to meet with our members and staff
Dec. 12	Rally Mobilization & Member Outreach	Todd Smith, Jessica Kerek, Terri Lee, and other members throughout the day met with us to plant gate at various downtown Vancouver locations. I also took the opportunity to reach out to a handful of members from my local at Library Square and update contact information.
Dec. 13	Phoenix Rally & CBC Radio Interview	MC'd 'Grinch that Stole Christmas' themed Phoenix rally. I was later interviewed on CBC new radio, and many of my local members were listening.
Dec. 18	PSAC Regional Council Conference Call	Council updates, discussion, and planning
Dec. 21	AGRI 20044 Local Executive Meeting	AGM planning
Dec. 24	Labour Christmas Dinner	Volunteered for multi-union Christmas dinner for those in the DTES.
Jan. 12	Agriculture Local 20044 AGM	I was elected president of my local
Jan. 15	BC FED Community and Social Action Committee Meeting	Discussed the Worker's Action Centre project, International solidarity, and local updates
Jan. 18	Camp Cloud Support	Delivered food to pipeline protesters with Todd Smith and my son
Jan. 17	Women's & Young Worker's AGM	Supported the Women's AGM, and got the tail end of the YW's AGM.

Activities Since the Last B.C. Regional Council Meeting		
	Activity	How it fulfilled my role on the Council
Jan. 25	AGRI Local 20044 Executive Meeting	Maintaining my engagement with our local membership needs
Jan. 27	Phoenix Training	Attended training to learn what directions were being given and how to better support others, as well as to engage with members
Jan. 31	Vancouver Area Council AGM	I was elected vice-president of the VAC
Feb. 6	PSAC Regional Council Conference Call	Council updates, discussion, and planning
Feb. 7	Phoenix Public Awareness Sub-Committee Teleconference hosted by the Political Action Sub-Committee	Discussed the Province-wide approach to the National Day(s) of action for the 2nd Anniversary of Phoenix



Challenges you had to cope with since the last meeting

- Transitioning to role as president of Local

What would you like to work on next?

- February 20, CEIU Local 20944 AGM - attending as Regional Council guest
- February 22, Vancouver Regional Women's Committee meeting
- February 27, BC Mainland Human Rights Committee AGM
- February 28, Second Anniversary of Phoenix Protest
- February 28, United Way Spirit Awards
- March 2-4, BC Regional Council meeting
- March 9-11, Agriculture Regional Seminar
- April 14, Vancouver Vaisaki - lead plan PSAC presence for Area Council
- April 18, Vancouver Area Council meeting
- April 25, BC Mainland Haida Gwaii Young Workers Committee meeting
- April 29-May 5, PSAC National Triennial Convention - attending as an Observer
- May 9, Vancouver Regional Women's Committee meeting/event - help plan
- June 13, Vancouver Area Council meeting
- June 21, Aboriginal Day - help plan VAC/BC Mainland HRC presence
- July 1, Canada Day - lead planning for VAC presence in Vancouver
- August 5, Vancouver Pride - help plan



- September 12, Vancouver Area Council meeting
- September 19, Vancouver Regional Women's Committee meeting
- November 14, Vancouver Area Council meeting
- November 21, Vancouver Regional Women's Committee meeting
- TBD, Phoenix Public Awareness sub-committee meeting
- TBD, Vancouver Area Council softball tournament - help plan
- TBD, VAC BBQ - lead planning



PSAC Geographic Coordinator for the West Fraser Valley - Johann Ackermann
Report to the B.C. Regional Council

A report was not received in time to be included in this compilation of Regional Council Reports.

PSAC Geographic Coordinator for the East Fraser Valley - Antony Paller
 Report to the B.C. Regional Council

Over the past few months I have been active in attending the Fraser Valley District Labour Council meetings on a regular basis. Currently the Labour Council is turning its attention to the upcoming municipal elections this fall.

Before Christmas I was able to attend a Phoenix demonstration outside of MP Mark Strahl's constituency office. The event was well attended by members who work and live in the Chilliwack-Agassiz area. It was great to see individuals come out on their lunch breaks or on their days off to show their support and engagement.

REVP Jamey Mills and I had a face-to-face meeting with Mark Strahl to discuss the impact the Phoenix Pay System has had on members, particularly those in the riding. We raised member concerns regarding the government's lack of movement on the Phoenix file. I also conveyed that there are many members who are still not being paid correctly. All in all, it was a good, open discussion with the MP. Mark Strahl was very open and advised that he'd like to continue hearing from his constituents on Phoenix pay issues or any other matters.



In January, we had our East Fraser Valley Area Council meeting. There was a good turnout with some new faces, and we were able to successfully elect a new executive. During the meeting, we also discussed plans for our next Area Council meeting, which will take place in April. Our hope is to encourage even more members to come out to the meeting and get involved. At our April meeting, we plan to discuss what PSAC members in the East Fraser Valley are interested in doing in terms of political action in the community.



PSAC Geographic Coordinator for Northeast BC - Tiffany Hobbins
Report to the B.C. Regional Council

In August, Sister Sharon Bull requested a 6 month leave of absence from her position on the PSAC BC Regional Council, which expired on February 14. In advance of that expiration, Sister Bull advised that she had decided to fully step down from the Northeast BC Geographic Coordinator position.

Sister Tiffany Hobbins, who had assumed the role on the Regional Council during Sister Bull's leave of absence, was asked if she would like to continue in the position for the balance of the three-year term. However, Sister Hobbins declined the position and did not submit a report for the March BC Regional Council meeting before the expiry of her 6-month term on the BC Regional Council.



PSAC Geographic Coordinator for North Vancouver Island - Robert (Bert) Farwell
 Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Oct. 30, 2017	I met with the Vancouver Island Commissionaires in Duncan at their ratification vote. I had a nice discussion with their First Vice-President as he lives in the area. We talked about the Area Council and things happening in the North Island.
November 3-5, 2017	Regional Council in-person meeting. This was the first official meeting with the Regional Council since the Convention. National Officers were also invited to attend the meeting. There was lots of conversation and learning about the roles we have as we carry out our term on the Regional Council. There are different jobs and different strength on the Council.
November 16, 2017	Political Action Committee teleconference call about the Phoenix Pay System. As we all know, this has taken on a life of its own event though Phoenix does not affect every member. But we, that are affected, know we have a sympathetic ear from the rest of our union and other unions. Discussion on rallies and events were presented.
November 22, 2017	I attended the BRUSH meeting via teleconference. As always, the meeting was informative.
November 30-December 3, 2017	I attended the National Leadership Training in Ottawa with well over 300 members from across Canada. The training was intense and very informative; there were lots of subjects to choose from and learn about. The training was well received by the attendees. However, I was hoping that the event would include a rally on Parliament Hill. This was not part of the Leadership Summit program, and I feel it was a mistake on the part of the organizers for not including it.
December 16, 2017	North Vancouver Island Area Council (NVIAC) meeting was interesting as this was the first meeting that new Regional Rep James Little attended; there was a nice welcome for him. However, due to technical difficulties, the Powerpoint presentation for the Phoenix Lunch'N Learn was not available. James still proceeded without the visual presentation.

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
January 25, 2018	Try to get a ticket to attend the PC meeting with Andrew Scheer at the Mellor Hall in Cobble Hill, but I was unsuccessful as the event was full.
January 27, 2018	NVIAC meeting was cancelled due to bad road conditions. A new meeting date will be scheduled in February.

Challenges you had to cope with since the last meeting:

- To get more involved in local events with political and labour contacts in the North Island

What would you like to work on next?

- Getting tickets to attend the Justin Trudeau Townhall meeting in Nanaimo on February 2



November 2017 to January 2018

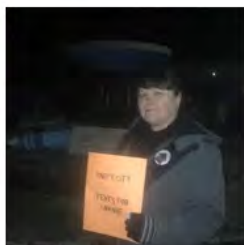
1. November 3-5, 2017 Attended BC Regional Council Meeting in Vancouver. In addition to regular BC Regional Committee Agenda items, we had the opportunity to learn the roles and responsibilities of BC Region PSAC staff and the ways in which we may engage them to assist in our local events and actions. I was also assigned to the following committees:

- **By-laws Committee** – I chose to participate in the Bylaws Committee as I need to gain experience in this area. I would like to do my best to ensure our Northwest Area Council is set up for success. I hope to learn from those more experienced in relation to their work with bylaws. Also, our NW Area Council bylaws need to be updated to ensure consistency with the PSAC constitution. We, as the Regional Bylaws Committee, agreed to review bylaws of all the BC Area Councils and to make recommendations for changes.
- **Environment Committee** - I do have a passion for the environment. Our environment committee is working on a couple of resolutions; one in relation to plastic and one in relation to solidarity with those standing up for environmental protection. Our environment committee discussed having a teleconference on February 18, 2018 to further discuss our considerations.



2. November 16, 2017 Attended teleconference to discuss ongoing and upcoming Phoenix actions and issues. I shared our plans for the December Prince Rupert Phoenix action.

3. November 7 to 26, 2017 Affordable Housing / Poverty From November 8 to 26, I actively advocated for and supported the homeless of Prince Rupert in the creation of a Tent City. With housing costs rising, our homeless numbers have been increasing. Prince Rupert did not have a shelter for the homeless. This was completely unacceptable and especially so, given that we very often have inclement weather on the north coast. On Nov. 7, a very beautiful young lady named Patrika, advised me that she will be working with the homeless to erect a Tent City at Prince Rupert City Hall, as she feared for their safety over the coming winter months. From the inception of Tent City on November 8, to its dismantling on November 26, I supported Patrika in her efforts and the homeless in any way I could. As I was able, I personally provided



food and materials to Tent City and its residents. We started a Facebook Page and sold buttons “Prince Rupert Cares – Homes for Everyone”. We advocated for political and community support. I participated in a ‘homelessness’ tour. I pledged Patrika in a Homelessness Challenge, where challengers were to spend 24 hours homeless. I attended a city council meeting, and immediately after Tent City was erected provincial and municipal officials began to do more than talk of homelessness in Prince Rupert; they took some action. On November 14, Jennifer Rice announced there will be 44 supportive housing units coming to Prince Rupert in 2018 and that there will be 12-hr emergency shelter once space is found. My support and advocacy toward this issue will continue until there are “Homes for Everyone” 24 hours per day. I was very honoured to work alongside Patrika in these actions. She took the courageous first step of erecting the tents. She very successfully started a fire and kept it burning. Her actions and communications were instrumental in leading to the announcement by city and provincial officials that funding has been found for our homeless in Prince Rupert. I look forward to the day when our Northwest Area Council has finances transferred back from region so that I may approach them for small bits of funding for worthy initiatives such as this.

4. **November 22, 2017 Missing and Murdered Indigenous Women (MMIW) – Community Event – Caribou Legs** On November 22, I had the opportunity and honor to meet Caribou Legs, a [#WarriorAgainstViolence](#). He stopped at our community on his Highway of Tears Healing Run from the Lheidli T’enneh territory (Prince George) to Tsimshian territory (Prince Rupert). Our community shared a meal, song, and dance. He shared his experiences in relation to MMIW and domestic violence. He explained how [#CultureSavesLives](#) and shared “Caribou Legs – The Film,” a movie produced to raise awareness of MMIW and domestic violence.
5. **November 29, 2017 to December 4, 2017 National Leadership Conference – Ottawa.** I had the opportunity to attend the National Leadership Conference in Ottawa. My favorite course at the conference was “Creating a Communications Strategy for Effective Membership Engagement.” I look forward to putting this learning into practice in my plans for engagement with members of the Northwest.
6. **November 30, 2017 MP Lobbying – Phoenix Pay - Nathan Cullen** On November 30, 2017, Sky Belt, Jamey Mills, and I took our concerns with Phoenix to Nathan Cullen. We told Nathan about the impact Phoenix is having on the personal lives of our workers.
7. **December 1, 2017 Joint Learning Program (JLP) Focus Group** On December 1, 2017, I volunteered to attend a JLP focus group to provide feedback in relation to the benefits and challenges of the JLP process.



8. **December 3, 2017 Phoenix Christmas Carols on Parliament Hill** On December 3, 2017, I joined our sisters from CEIU who organized a Christmas Carol session on Parliament Hill. We sang a few different songs explaining our frustration with the Phoenix Pay System to the tune of Christmas carols, while affected members shared their pay problems with media.
9. **December 15, 2017 Phoenix Pay Action – Christmas Gift to Trudeau** I organized a Phoenix Pay action in Prince Rupert. December 15, I invited Northwest PSAC members to join me for coffee and muffins and to place a card in our gift and letter to Justin Trudeau.

December 15, 2017

Justin Trudeau
Prime Minister of Canada
Office of the Prime Minister
80 Wellington Street
Ottawa, ON
K1A 0A2

RE: NAUGHTY LIST

It is with great regret that I inform you that you are on the naughty list of P.S.A.C. members throughout Northwest BC this holiday season. As such, enclosed you will find your holiday gift from us -- a lump of coal -- straight from Prince Rupert's Ridley Coal Terminal, and some cards signed by members (it is unfortunate that you will note many are angry).

PSAC members here are saddened that laws governing the pay of federal workers are being grossly ignored. Many here are not being compensated accurately or on time for now going on two years. If you hope that federal departments have the ability to deliver quality public services, we feel running a country with such negligence is not the answer. We do not want to spend our days figuring out how to get this fixed in a system that is not working. We do not want to spend our days filing grievances or being sick and stressed because of the pay system.

The situation is a mess, but we have hope! We can fix this! With your gift of coal, I have enclosed some tools to help us -- some pencils, an eraser for really BIG mistakes, and a calculator. Perhaps we can utilize some of the brilliant employees here in the Northwest. We do have one employee who used to be a pay specialist; she was given the pink slip by the previous government then transferred to a new job in our area. She is quite awesome by the way. She has spent many hours working with affected employees figuring out the accurate amount of pay they are due. She has the skills and the know-how. What she is lacking is the government priority, the system, and the authority to pay employees properly.

I really hope your name can be struck from our naughty list. Until the pay situation is straightened out, we ask that you adhere to the attached 5 demands. I have enclosed my card if you would like to contact me to arrange a meeting. Together with the pencils, erasers, and the calculator, we can help you get this fixed.

Sincerely,

Jill MacNeill
PSAC - BC Regional Council
Northwest BC Coordinator
302-5238 Joyce Street
Vancouver, BC V5R 6C9

Our Demands

PSAC calls on the government to:

1. **Step up the hiring process and permanently expand the compensation capacity both in the pay centres and in departments**
2. **Recognize that damages are owed to workers impacted by Phoenix**
3. **Dedicate staff to helping employees decipher their pay and figure out what they are owed**
4. **Stop recoveries of emergency advances until employees have received the pay they are owed**
5. **Recover only the net pay of overpayments, instead of the gross pay.**

10. January 25, 2018 – JLP Training – Respecting Differences / Anti-Discrimination
Organized and participated in a JLP Respecting Differences/Anti-Discrimination Workshop.

11. Upcoming Events or Activities

- **February 6, 2018** BC Regional Council Teleconference
- **February 16, 2018** Northwest Area Council AGM
- **March 2-4, 2018** BC Regional Council Meeting
- **March 26-30, 2018** National Bargaining Conference





PSAC Geographic Coordinator for Southern Interior - Jeanne Olineck
Report to the B.C. Regional Council

A report was not received in time to be included in this compilation of Regional Council Reports.



PSAC Geographic Coordinator for Southern Interior - Carolyn McGillivray
Report to the B.C. Regional Council

A report was not received in time to be included in this compilation of Regional Council Reports.



PSAC Geographic Coordinator for South Vancouver Island - Colleen Girard Report to the B.C. Regional Council

During the last reporting period, we began with a Phoenix rally on the 18th of October at 1230 Government. The rally was well attended by approximately 75 members from PSAC, PIPSC, and some Unifor members. Members were interviewed by Chek TV, and I was honoured to be on CFX and CBC doing live interviews. The rally was aimed to bring awareness to the public about our pay issues.

In November I attended the UNDE bargaining conference. I was elected to represent UNDE for the PSAC bargaining conference to take place in March of 2018. This experience gave me the ability to witness the demands of UNDE members across Canada. I was pleased to see there was many similarities in our proposals.

On November 23rd, I attended via conference call the VIHRC AGM. The committee elected a new executive and I have reached out to those executive members to see how I can better support the Human Rights committee on the Island and assist them in making the committee more active.

On November 29 through December 3, I attended MP lobbying and the PSAC leadership conference in Ottawa. We met with MP Randall Garrison and were invited to a meeting for the defence critics with the Minister of Defence Harjit Sajan. During the question period, Randall Garrison spoke about the Phoenix Pay System and the members of his riding facing pay problems listing specific examples. We were given a promise that the Minister's office would contact us directly to assist in fixing our pay problems. I left that meeting feeling positive that we had a contact through Jody Thomas to be able to push some of the cases we face at DND to be rectified for the members. We continued to wait...

The PSAC leadership conference was attended by approximately 300 members. There was a wide range of speakers and panelists as well as individual workshops. One of the things I took home with me was the type of leader I am as well as other members I have worked with in the past.

During the conference, we also took the opportunity to meet as a group for the PSAC BC Political Action Committee. We spoke about Phoenix and brainstormed ideas for future actions and rallies, etc. The challenges some smaller areas face is the magnitude of the action needed to make an impact. We discussed options for those members.

As the one of the South Vancouver Island Coordinators, I took the liberty of taking a donation collection for a long time staff member Dave Jackson. Dave, who retired on January 13th, was a huge support for many of us on the Island: he was a mentor, a teacher and a leader. Dave was presented his gift shortly after his retirement. He was quite touched by the gesture and generosity of the Island Locals.

On December 18th, I attended the BC Regional Council Teleconference call.

From December 22 through January 8th, I was on holidays.

On January 10th, I attended the Victoria Area Council meeting. We spoke of the upcoming National Day of Action for Phoenix in February and the interest of the Components to participate, ideas etc. We went through the schedule of events for the year for the Area Council and had two speakers at the meeting. It was progressive.

On January 16th, I had a follow-up meeting with MP Randall Garrison. Randall was disappointed to hear we had not received any follow-up from our November meeting with the Minister of Defence, and Randall said he would raise the matter in Question Period. I have continued to work with Randall, and we have discussed a collaborative, joint project of Phoenix pay cases and public awareness. Randall was seeking stories of constituents from his riding to share their stories with the local newspaper. He felt that by doing so it would give the local public the understanding that this is going on in their community. We have been successful at having members share their stories. We would like to continue receiving more cases to be published.

On January 31, I attended the Victoria Regional Women's Committee AGM. My goal and focus of this term is to increase and better assist the committees on the Island with participation and interest. As the committee was unable to hold the December 6th event on the Island due to lack of participation, I felt the need to assist in revitalizing the committee. I was honoured to be voted in as the chair. I look forward to working with everyone.

In solidarity,

Colleen Girard



PSAC Geographic Coordinator for South Vancouver Island - Trish Martin

Report to the B.C. Regional Council



October 2017 – We had a great Phoenix rally in October with almost 100 members coming out in the pouring rain. We had a lot of good feedback from members about the action we were taking, and it was a great opportunity to talk to the public and the media.

Leadership Conference/Training – It was a fabulous experience to meet council members from other regions. Although I didn't feel like I got what I really wanted from the classes I chose, it was still an experience I won't forget. I was also part of a group that held a rally for a member in the Ottawa area. Nothing feels better than chants of solidarity in the employer's house.

January 10, 2018 - Victoria Area Council Meeting – We had guest speakers from the Retail Action Network and Eslap. Planned out our events for the year and watched the Phoenix presentation. We had lengthy discussions/debate around phoenix and the upcoming Rally.

January 22 to 26, 2018 - CLC Winter School Member Engagement & Member Action – I attended Winter school in Harrison for Week 2. The course was Member Engagement and Member Action. Where we had discussions on how to engage members back into the Union.

January 31, 2018 - Victoria Regional Women's Committee AGM – I attended the Victoria Woman's Committee AGM in January. We had the best turnout we have had in a couple of years with 15 women in attendance and 3 more on the phone. We elected a new executive for the next year and discussed ideas for events and actions the committee can do. I look forward to working with the committee over the next year working on revitalizing this committee. It was heartbreaking to have to hear the December 10th event was cancelled because of lack of volunteers.



February 2 to 5, 2018 - Advanced Representation – I am always motivated and inspired after spending a weekend with a group of activists and some fabulous PSAC facilitators. The weekend was great, and I got a lot out of the role play and quick grievances. I also had feedback from classmates that maybe I am too hard on the employer. I do not think I am all the time, sometimes I must be to get our point across.

Challenges you had to cope with:

Family needing to be a priority and finding that balance. Every Saturday when I am not busy with union, I spend the day with my sister. Her journey with Cancer has been a roller coaster over the past 3 years. She inspires me every day, with her strength and positive attitude, I have no doubt that it is this attitude that has kept her with us as long as it has. There are moments I have wanted to quit my union roles over the past 3 years, but she has always supported me in my union activities even when it takes away from our time together, she is texting me to remind me how important it is I continue my journey.



What would you like to work on next?

Continue working with the island committees and Area Council to increase participation and engagement. Working on the Strategic plan for CEIU and Vancouver Island focusing on communication and engagement.

Organizing site visits with Colleen to visit the locals on the South Island. This will better help us understand their issues and have the opportunity to discuss the benefits of their local attending the island committees and councils.





PSAC Aboriginal Coordinator - Jenny Macleod
Report to the B.C. Regional Council

In December 2018 Sister Giselle Henry resigned from the Aboriginal Coordinator position on the B.C. Regional Council. Subsequently, Sister Jenny Macleod assumed the role of the Aboriginal Coordinator in December for the balance of the three-year term.

Given Sister Macleod's limited time in the role thus far, no Coordinator report is required from Jenny Macleod for this reporting period.



PSAC Members With Disabilities Coordinator - Shane Polak Report to the B.C. Regional Council

Below is a list of my activities as the Members With Disabilities Coordinator on the B.C. Regional Council, as well as my activities as Local President for UVAE 20045, for the period November 2017 through February 2018:

Members with Disabilities Coordinator:

- November 3 and 4, I attended the PSAC BC Regional Council Face to Face meeting
- November 21, I attended as a delegate the Vancouver and District Labour Council meeting
- November 29 to December 3, I attended PSAC National Leadership Training
- December 4 to 5, I attended the National Human Rights Committee meeting
- December 8, I attended the BC Fed Climate Change Working Group meeting
- December 12, I attended the Vancouver and District Labour Council meeting
- December 18, I attended the PSAC BC Region Conference Call
- January 16, I attended the Vancouver and District Labour Council Meeting
- January 31, I attended the PSAC BRUSH meeting
- January 31, I attended the PSAC Vancouver and District Area Council AGM
- February 5, I attended the workshop on Provincial Environmental Assessment Reform as a PSAC representative
- February 6, I attended the PSAC BC Regional Council Teleconference
- February 20, I attended the Vancouver and District Labour Council Meeting

Local President UVAE 20045:

- October 30 to November 10, assisted the GCWCC campaign in the workplace.
- November 11, attended Remembrance Day Ceremony at Victory Square
- February 16, March 22, August 24, December 12, and January 30, 2018 UVAE 20045 Local Executive Meetings

In solidarity,

Shane Polak
Members with Disabilities Coordinator





PSAC Women’s Coordinator - Kelly Sidhu
 Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
11/30-12/03: PSAC Leadership Training in Ottawa	Part of the PSAC National Education Program provided once per cycle.
Attended the one-day National Human Rights Meeting in Ottawa	As BC's Women's Coordinator representing the women's equity group
Dec. 6th: Attended a December 6th event in Vancouver	In solidarity, the importance of National Day of Remembrance & Action on Violence Against Women
Jan. 20th: Attended MARCH ON Event in Vancouver	Solidarity - united against discrimination, harassment and inequality
January: Attended the Vancouver Regional Women's Committee AGM	New executive was elected and budget / activity plan for 2018 was discussed.
January: Participated in the Victoria Regional Women's Committee AGM by phone	New executive was elected and budget / activity plan for 2018 was discussed.
February: Helped organize diversity event at the Local	Promoting diversity and including of all cultures, intersectionality and positivity with open-mindedness
Feb. 20th: I will attend my Local Component AGM	I will speak briefly to the Women's portfolio and the local Women's Committee events
January onward: As shop steward, I am representing a member in a harassment	Grievance Case: Demanding of time and resiliency. Case is heading toward external mediation.
Teleconference meeting with PSAC's Morna Ballantyne on National child care campaign - personal stories project	Personal child care stories and struggles are shared on national website, supporting affordable child care
Attended BCFED Standing Committee meeting	First meeting of 2018 with the standing committee - review previous minutes and discussed upcoming plans
February: Attended First Call BC Gala Fundraiser Event	Child care is a PSAC national priority. This event recognizes the importance of child safety advocacy

Challenges you had to cope with since the last meeting:

- No challenges to report other lack of time to attend and support the region geographically in person.

What would you like to work on next?

- Promoting: Tampon Tuesday which takes place March 8th.
- IWD events and importance of how far we have come, and all the positive work that is being conducted across the country - the MARCH on, Time's Up and #MeToo united movements that address systematic inequalities and injustices that are indebted in so many walks of life. People are speaking up and sharing their personal stories of sexual misconduct horror, strength and initiatives for justice.
- Attend the Treasury Board Bargaining Conference as a delegate for the first time in March 2018.
- Attend & partake in the pilot PSAC Domestic Violence Awareness Course (Pilot Project) in April 2018
- In March I will attend the BC Fed's Women's Lobby in Victoria that will focus on sexual assault services for women, domestic violence in the workplace language and sexual assault & harassment at work. Lobby meetings have been arranged with various NDP Ministers and MLAs.
- Affordable Child Care Campaign-continue to support the www.childcareforall.ca campaign.



January 20th MARCH ON Event

Over 2000 people attended the March ON Event that took place in Vancouver to END Discrimination of all intersections and advocate for total equality.

- 2017 Why we March
- 2018 MARCH on continues

Resistance and activism is up across North America, expanding this year with #MeToo and the anti-trump, anti-white nationalism movements which all started at a grassroots level.

People are talking about minimum wage, gender equality in the workplace, and status of sex workers, affordable child care, women with disabilities, sexual violence against domestic workers, and missing and murdered indigenous women.

The march was attended by anyone and everyone who supports the values of equality, inclusion and intersectionality.

Speakers included:

- Child Care Advocates; Islamophobia Advocate, Noor Fadel. Noor was assaulted on the Skytrain Canada line last December for being Muslim, she performed a poem about her thoughts on the attack.
- Wage disparity
- Black Lives Matter Vancouver speaker, Judi Lewinson discussed the Hogan's Alley as the site of the former thriving Black Community and its rebuilding in the future.

This year, organizers stressed an importance on race, class and sexual orientation to reflect increased intersectionality.

Speaker Hailey Heartless recounted how she did not feel comfortable attending the march last year as a Trans woman and a sex worker, as well as the hate she received for being announced as a speaker this year.

"Stigma is weaponized to keep us out of feminist spaces," said Heartless. "[Sex workers] are not victims ... Sex work is real work — we face stigma when outsiders call us prostitutes ... and we face stigma from laws that take away our agency."

Vancouver [#MeToo](#) rally draws dozens in support of sexual assault survivors

[Sexual and other types of violence against women were discussed by many speakers.](#)

Angela Marie MacDougall, the executive director of Battered Women's Support Services, said her organization responds to 11,000 cases of violence against women annually. The message focused on collectively addressing violence against women as we strive toward equality.

Indigenous speaker Lorelei Williams told stories of missing and murdered Indigenous women, including those of her own family members' loss and survival.

Link for references: <https://www.ubyssey.ca/news/march-on-Vancouver-2018/>

First Call Fundraising Gala

On February 1, 2018, I attended the First Call Fundraising Gala event in Vancouver.

The Keynote speaker was Grand Chief Ed John. The Grand Chief has served 11 consecutive terms as a political executive with the First Nations Summit Task Group, the body mandated to carry out Aboriginal Title and Rights negotiations with the governments of BC and Canada. In November 2016, the Grand Chief submitted a final report on “Indigenous Children in Care” illustrating the rooted causes of indigenous children in care as well as recommended solutions going forward.

Ref: <http://fns.bc.ca/our-resources/indigenous-resilience-connectedness-and-reunification-from-root-causes-to-root-solutions>

The Grand Chief spoke passionately about the residential schools history and its long lasting and current impact on the Aboriginal people. A video was shared recently compiled by youth from the north that speaks to their feelings about the injustices that they have experienced as a nation.

The Gala also recognized Raffi, the author and founder of the Child Honouring movement. Raffi was awarded the 2018 Champion of Child and Youth Rights Award.

Ref: <https://firstcallbc.org/gala/>

PSAC’s national priorities include Affordable Child Care. Child care encompasses safety, quality and affordability. Children in care and child care are interconnected issues.

Respectfully submitted in solidarity,

Kelly Sidhu





PSAC Racially Visible Coordinator - Jennifer Chieh Ho
Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
November 2017	<p>Ottawa - PSAC Leadership Training</p> <p>One of the exercises I registered for was the Kairos Blanket Exercise. It was a powerful and interactive way for participants to learn about the history of Canada. Participants saw how children were taken away from their families, how treaties were misinterpreted which resulted in lands were taken away and traded off, how the Indigenous Peoples died from diseases etc. It was an emotional exercise where most, if not all were affected emotionally.</p> <p>This, is an exercise I truly believe that everyone should have a chance to be part of as it is a meaningful and impactful eye opener.</p>
November 2017	<p>Vancouver - Investigation</p>
December 2017	<p>Ottawa - PSAC National Human Rights Committee</p> <p>There were presentations of priorities chosen by each Equity group. The Racially Visible members reviewed and discussed different priorities set by all regional conferences. There are four new regional representatives for this mandate (2018-2020). Everyone had great input and worked well together during discussion.</p>
December 2017	<p>At Parliament Hill in Ottawa - Participated at a rally as an ally to call upon the Canadian Government to fully adopt and implement Bill C 262, the Declaration, and stand up for the rights for the Indigenous Peoples (UNDRIP)</p> <p>#UNDRIP #passbillc262</p> <p>http://www.adoptandimplement.com/</p>
December 2017	<p>Holland Park, Surrey - Worked with a group of PSAC and community Racially Visible Members in organizing the 7th candle light at Holland Park, Surrey to commemorate Dec 6- National Day of Remembrance and Action on Violence Against Women.</p>
December 18, 2017	<p>Vancouver (Teleconference) – PSAC BC Regional Council</p>

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
December 6, 2017	Montreal – I attended the commemoration Dec 6 National Day of Remembrance and Action on Violence Against Women.
January 2018	Vancouver - Investigation
January 13, 2018	<p>Vancouver – Representing and Advocating Against Workplace Racism course (RAAWR)</p> <p>The goal of the RAAWR course is to develop our ability to provide effective representation on racial discrimination at the Local level.</p> <p>The course covered useful information, resources and case studies on what to anticipate in racial discrimination situations, how to identify, advocate, support and represent effectively, on racial discrimination grievances and to ensure that our workplaces are free from racism and discrimination.</p>
January 15, 2018	Surrey – PSAC West Fraser Valley Area Council AGM
January 17, 2018	Vancouver (Teleconference) – PSAC Vancouver Regional Women’s Committee AGM
January 22, 2018	Surrey - Surrey International Women’s Day Committee - Organizing committee for March 8th IWD event in Surrey
January 25-27, 2018	Ottawa – UNE National Human Rights Committee Meeting
February 1, 2018	Posters and Bookmarks to commemorate Black History Month
February 4, 2018	<p>Holland Park, Surrey – Participated and spoke as an ally from PSAC and UNE at a Vigil to mark the first anniversary of the Quebec Grand Mosque Massacre, a brutal attack on the Canadian Muslim community.</p> <p>This day was also to mark the 20th anniversary of the murder of Nirmal Singh Gill who was killed by skinheads in 1998. He was beaten to death in the parking lot of the Guru Nanak Sikh Temple in Surrey while working late at night.</p> <p>“We Refuse to forget, We Reject Islamophobia”</p>

Constituency Coordinator Reports

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
February 8, 2018	<p>Vancouver – Granville Island AGM where I had the opportunity to meet with PSAC racialized members</p> <p>Burnaby – A public inquest held by The BC Coroners Service into the death of Du Na Phuong (Tony), a disabled Chinese-Vietnamese man who was fatally shot in 2014 while in distress by the Vancouver Police Department on Knight Street near 41st Avenue in Vancouver. Tony’s family wants general public to know that what happened to Tony was wrong, and that having a disability is not a death sentence. Asking for community support to pressure the jury into making important and necessary changes.</p> <p>http://www.pivotlegal.org/pivot_legal_society_calls_for_systemic_changes_to_police_training_and_policy_around_mental_health_related_calls_during_coroner_s_inquest_into_the_death_of_tony_du</p>
February 9 and 15, 2018	Vancouver - Investigation
February 17-18, 2018	Vancouver – KDOCs (Kwantlen Documentary File Festival) volunteer and PSAC Table
February 24, 2018	<p>SFU Burnaby – Black History Month celebration, organized by SOCA (SFU Students of Caribbean & African Ancestry) and African Students Association</p> <p>With open discussion and forum, performances and panel of speakers</p>
February 26, 2018	<p>Vancouver PSAC Regional office:</p> <p>Organized a dinner, movie night with a panel for discussion. Movie being shown is on Hogan’s Alley in Vancouver</p> <p>https://youtu.be/ANX5kYh-8dc</p> <p>https://youtu.be/B-8lgpvj0Hg</p>
February 27, 2018	Vancouver – PSAC Mainland Human Rights Committee AGM

Challenges you had to cope with since the last meeting:

- Time on hand
- I would like to hear more from our PSAC Racially Visible members who can share their concerns, issues, make suggestions and provide input on how and what they would like me, in the role of the BC regional rep for RV members to represent them.

What would you like to work on next?

- Continue to reach out to Racialized members, hoping to hear what their concerns are and how we could work together to fight for whatever their concerns and issues are
- Continue to seek support from allies
- Continue to be strong allies to other equity, union and community groups
- I would like to organise our quarterly meetings for RV members soon.
- Lastly but not least, continue to work with my alternates, Brothers/Friends Stephen and Eamon. Also not forgetting, PSAC Regional Representative for RV caucus, Sister/Friend Monica Urrutia who is always there to provide support and resources. I want to thank them for their support and assistance in the work I do in this role.





PSAC Pride Coordinator - Nia Gillies
 Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
<p>I went to the Victoria Pride Society's AGM. It was great seeing so many diverse people from the community. I also went to see if they have this year's entry fees available. They aren't available yet but will be available in the next month or two.</p>	<p>It fulfills my role on the regional council as it gets my face and name out there as a labour activist in Victoria Queer community. It is also important to learn about the costs of entry fees. Through protests and collective action, the private and individual queer experience of discrimination is given a very necessary public stage when the Union partakes in Pride Parades.</p>
<p>I aided a Trans Member in Victoria who is facing micro aggressions and being mis-gendered on a daily basis at her work place. I helped them understand their rights under their component's collective agreement to be provided a work place free of discrimination. I also provided them with a copy of the Support for trans employees: A guide for employees and managers created by Public Service and Procurement Canada. As of the writing of this report I am still trying to do a lunch and learn on Trans issues for the members of their work place.</p>	<p>My role is fulfilled by standing up for LGBTQ+ members. Transgender workers do not expect any special treatment. They simply want their identity to be respected. This often means they want to be addressed by the name and pronoun that reflects their gender identity. Most often transgender members want to be referred to with the pronouns "she" "her", "he" "him" or "they" them". So education on what pronoun to use and LGBTQ+ issues are so important. Also, just like all coworkers, LGBTQ+ members do not want other members and the employer talking about them behind their backs or making fun of them. I believe education is the best way to combat misunderstanding and to end homophobia and transphobia.</p>
<p>I spoke with Sylvie Berube ADM for Employment and Social Development Canada about three Transgender issues.</p>	<p>It is always important to engage the Employer's Leadership to help create change and a supportive environment. As the Pride coordinator it is fulfilling to stand up for the LGBTQ+ members for BC.</p>

Three Issues discussed with ADM Sylvie Berubes

1. **There are no gender neutral washrooms in my work place.** A comfortable place to go to the washroom in mid transition is so important. I am wondering if the Government will be making gender neutral bathrooms available and mandatory in all Government buildings? I am not asking for every bathroom to be gender neutral I am just looking to have one washroom in every work place designated as gender neutral.

Sylvie Berube's response was that the Employer is going to reach out to Public Services and Procurement Canada (PSPC) to inquire on how the issue is being addressed in the government infrastructure. The Employer will put forward for further discussion and consultation to develop & implement a consistent strategy across the Department. She believes it is important to have meaningful engagement and consultation with members of the transgender community to develop next steps, refresh the Interior Design Standard (IDS) and implement an approach. To engage the transgender community, we will reach out via the various network contacts such as the Pride Network to engage in the upcoming work necessary to address the needs of our LGBTQ2 employees and clients.

2. **Is Service Canada going to adopt the *Support for Trans Employees: A Guide for employees and managers*, which was developed by Public Workers and Procurement Canada or is Service Canada going to create their own document?** If you are creating your own document, it is important to get input from members of the transgender community.

Sylvie Berubes response is that at this time there is no national guide for Trans employees and clients. She states that National Headquarters and the Pride Network Co-chairs have been engaged in the process to ensure that a meaningful guide is created.

3. **Can there be some training implemented for the phone unit and in-person staff on how to deal with transgender client who are in mid transition and haven't legally changed their gender and name?** For security reasons I understand that we have to ask for the person's legal name however for many they have changed their name in their personal life before legally doing it and prefer to go by a different pronoun. I would like to see training on how to address someone who is in mid-transition and how you address someone once they have passed the security questions. I would be happy to create a training package and help implement and teach it.

Sylvie Berube response Service Canada has recently implemented mandatory training for all employees in the form of the Richness of Our Differences online learning course. She states this course is designed to help employees understand the importance of being part of a diversified workforce. The course materials

include specific information about the LGBTQ2 community. As well she says ESDC has also committed to training Positive Space Ambassadors across the country and has certified over 400 this year. There is a continued commitment to train a further 400+ Ambassadors by 2018/2019. Additionally, In-Person Services has engaged the Service Canada College to develop training on how to serve clients who are in transition. This request is very early stages of development at this time, however, this product, once ready, should be easily adaptable for other business lines to use.

Challenges you had to cope with since the last meeting:

- Not enough time to devote to my various endeavours.

What would you like to work on next?

- I would like to create a living tree LGBTQ+ glossary designed to provide basic definitions of words and phrases commonly used. All language is constantly evolving; new terms are introduced, while others fade from use or change their meaning over time and it would be nice to have a record of this at regional offices and for components on request.





PSAC National Officers Coordinator - Leanne Hughes
Report to the B.C. Regional Council

A report was not received in time to be included in this compilation of Regional Council Reports.

PSAC Young Workers Coordinator - James Brierley

Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Lobby Meeting – NDP MP Sheila Malcolmson Oct 2017	\$10 a day childcare. Spoke on a need for affordable childcare for all Canadians. MP was supportive and made commitments to speak on this issue in parliament, at question period and push for a much larger allocation for national childcare program in the 2018 Federal Budget. PSAC stand left for MP and member stories shared to show local constituent impact.
Site Visits Metro Vancouver Oct 2017	Met with young workers at CEIU Harbour Center local to discuss issues affecting their members. Was well attended and was able to network with YW of varying backgrounds in the lower mainland area and their unique circumstance. Met with Young Workers of CIU (CBSA) at YVR. Talks centered on issues affecting young workers such as FB02 classification, student border guards, wage disparity, phoenix, and bargaining issues such as parity with other law enforcement as they are losing members to the RCMP, City and Municipal Police forces. Members are very upset at the current bargaining situation.



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
CEIU Young Worker Committee Meeting October 2017	Came together with the newly formed BC/YT Young worker committee for CEIU. Geographic Coordinators from Vancouver Island, Southern interior, Metro Vancouver, and Prince George were in attendance. Call out to be conducted for further members from North BC and Fraser Valley to complete geography for province. Terms of Reference created and events planned for the future such as a focus on affordable childcare, self identification drive through nation builder technology, and Family Day in BC to be set aside as a holiday for family's and showcasing the issues of leave on this day when the employer does not allow pre-scheduled family time however childcare closes this day.
Childcare in Parliament Oct 23, 2017	MP Nanaimo-Ladysmith Sheila Malcolmson spoke in Parliament on the pressing need for a national universal childcare and learning program and the need for more financial allocation to the Federal Budget for 2018 as the Liberals proposed amounts are not near enough. My specifics and situation were referenced with regards to the economic burden this has placed on my family.
BC FED Young Worker Standing Committee Conference Call ONGOING Monthly (Nov, Jan, Feb)	Spoke as PSAC BC YW Coordinator and liaised with other young workers both within PSAC and other unions as well as non- unionized young workers. Camp Jubilee recapped and BCFED Renewal Conference. Advocated along with other young workers on the call to promote the BCFED Fight for \$15 minimum campaign and increased YW training.
PSAC BC Regional Council Meeting November 2–5, 2017	Committee meetings with both Education and Bylaws. YW's identified on council to meet at further meetings as sub group potentially. Further meetings established for committee's during PSAC National Leadership Training in Ottawa.
PSAC Young Workers - National Working Group November 7, 2017	Unable to attend call. Further meeting to be had with all regional YW Coordinators from across Canada at Leadership Training in Ottawa.
YW Training Call out November 14, 2017	Seeking YW Speakers for High schools to discuss and inform on the importance of unions in Canada. Call out to all PSAC BC Self Identified Young Workers.

Constituency Coordinator Reports

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Call out for interest – BC Young Workers November 27, 2017 ONGOING	YW Committee for BC Interior North. Seeking component letters from 2 further components authorizing the creation of a PSAC YW Committee in the region. Feedback and response has been good and emails coming from YW in the areas noted. Hoping to secure component letters from this initiative to further the creation of the committee.
PSAC Leadership Training November 29 – December 3, 2017	Workshops, Discussion Panels, information sharing and networking with PSAC Leadership from across Canada and across components. Was a great forum to connect with young workers from across Canada. Also while the PSAC Leadership rallied at Parliament Hill to sing Christmas Carols deriding the continued hardships caused by Phoenix Pay System.
National YW Meeting – YW Coordinators from all Canadian Regions December 1, 2017	In person meeting with PSAC YW Coordinators from across Canada. Spoke on YW resolutions, use of social media (nation builder, Facebook, twitter), national YW FB page to be created, going to be seeking methods of self-identification drives on a national scale to assist getting messages to YW across Canada and to share information.
Site Visits: Victoria BC December 6, 2017	Visits with UNDE Local 21008 at their AGM, Victoria Graving Dock GSU Local 20001 and CEIU 20975 site visits. Spoke to members on engagement within the union and to get active in their Vancouver Island PSAC YW Committee which having their AGM in early 2018 and has open positions. Also spoke on YW Opportunities in the union, \$10.00 a day Childcare, Education in Action Guatemala: PSAC Social Justice Fund sponsorship of \$2500 for four (4) Young Workers for the 2017 delegation, Scholarships, New Activist Bursary's (component specific).
PSAC BC Young Worker Conference Call December 7, 2017	Conference call to discuss 2018 Budget development, set up of strategic in-person planning session for BC YW for early 2018. Date for planning session and in-person meeting discussed. Spoke on initiatives for 2018 and a request for use of Nationbuilder for YW self-identification to further this initiative. Feedback and accomplishments from 2017 regional plan outlined detailing how these are being achieved and next steps.
North Vancouver Island Area Council December 16, 2017	Coordinate with other PSAC Components on Phoenix actions, rallies and networking. Was the only YW in attendance and is good to bring a minority voice to the table. Meeting set for AGM in January 2018; elections for executive.

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
PSAC BC Regional Conference Call December 18, 2017	Alternate Maggie Humen on the call to foster engagement with alternates and assist with future planning to succession etc. Many other alternates on the call.
News Interview: Chek News Vancouver Island December 23, 2017	Interviewed for Chek News Vancouver Island with additional coverage on CBC Canada. Speaking on the Phoenix Pay system debacle with news that December 27th pay may be further incorrect. Interviewed with CEIU NVP BC/YT Vanessa Miller at my place of residence concerning Phoenix, Canadian public servants and young families impacted by this serious pay problem.
BC FED YW Conference Call January 10, 2018 ONGOING	Spoke on the fight for \$15.00, YW initiatives such as camp Jubilee and BC Fed YW Plan for 2018 going forward.



**The
Fight for 15
continues.
Let's take
unfair wage
rules off the
menu!**



Constituency Coordinator Reports

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
CEIU BC/YT Young Worker Conference Call January 11, 2018	CEIU BC/YT Young Worker Conference Call for Regional Committee. Met via teleconference with BC/YT CEIU Young Workers to discuss upcoming self-identification initiatives, strategic plans for 2018 and upcoming president's conference and national convention cycle.
Mainland Haida Gwaii Young Worker Committee AGM January 17, 2018	Called in to attend Mainland Haida Gwaii Young Worker Committee AGM. Spoke on plans for 2018, mobilization, self-identification initiatives such as the potential use of Nation Builder, progress in BC Interior Committee and social events. Plans for committee were discussed and coordinator present to assist as needed.
PSAC BC Regional Conference Call February 6, 2018	Spoke to coordinator reports and committee issues coming toward PSAC Convention 2018.
PSAC BC Young Worker Planning Session February 10th, 2018	In person meeting at Victoria BC RUO to discuss plans for 2018; budgets, initiatives such as child care, family day, Phoenix, fight for \$15, how to engage young workers across the province and mobilization among agenda items. Discussion to be had on status of YW committee's and next steps.
Phoenix Day of Action February 2018	National action taken to demonstrate to the Liberal Government that the continued use of Phoenix pay system has irreparably damaged the relationship with public servants and the extreme hardship and financial implications this has had on members. Rallies planned across Canada to mark the second anniversary of the implementation of the system.
Potential Site Visits – Vancouver BC	Site visits to meet in person with PSAC members at various sites across the lower mainland to target young workers and speak to mobilization and self-identification and how to get involved with their locals. Pending.
Ongoing Member contact and YW Recruitment	From the various site visits and functions attended I have provided my contact information to local presidents, area councils and young workers. I continue to focus on recruitment for self identification, to establish and assist YW committees and create a YW committee in the BC Interior and North.

Challenges you had to cope with since the last meeting:

- Response to recruitment attempts to form a PSAC Young Worker Committee for the BC Southern Interior. Initial contact has been very positive but follow through with members obtaining component letters has been slow. Further call outs have been done via emails to YW list and post's on website. Despite contact with other components seeking to get involved, component letters are still sought and outstanding; a step crucial to the committee creation. Continued efforts, conversations and support needed to further this endeavour.
- Working with members to self-identify as young workers. This is a constant effort to obtain young worker numbers and get young members involved and active in their respective regions and components.

What would you like to work on next?

- Plan for PSAC BC Young workers for 2018; what do we wish to accomplish and create. Much to be discussed.
- Continued work towards Young Workers Committee in the BC Southern Interior area as key people from two Components have come forward, yet work is required to ensure start up.
- Continued lobbying of MP's to Fix Phoenix and push for \$10.00 a day childcare. Both of these issues are paramount to Canadians and young workers as well. Phoenix will decimate young workers being attracted to the government and also create further issues of affordability in large centers such as Vancouver. Affordable childcare for all Canadians is essential. All MP contact sought; efforts to be focused on Liberal MP's as well to make voice heard.
- Site visits in BC North and Vancouver Island to meet young workers and engage members.



PSAC Health & Safety Coordinator - Linda Harding
 Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
BC Fed H&S Standing Committee meeting – November 22	Topics discussed were Occupational H&S management system, PPCC report,, research review: managing depression in the workplace, Stress Assess,sbestos, End workplace violence project, and Day of Mourning.
UWLM Cabinet Meeting – November 23	Representative on the United Way Cabinet for PSAC.
PSAC Leadership training & MP Lobby November 28-30	Leadership training with regional council members from across the country as well as component council members. With four others from my component, we met with Minister Qualtro to discuss the Phoenix issue and our asks of the minister.
UWLM Cabinet Meeting – December 14	Representative on the United Way Cabinet for PSAC.
Regional Council Conference call – Dec 18	Unfortunately, I missed a lot of the call due to a prior commitment. I was able to join the last portion.
BC Fed H&S Standing Committee Meeting – January 9-10	<p>The meeting was a fairly full two-day meeting. We had presentations on:</p> <ul style="list-style-type: none"> • The Role of the OHS Standing Committee • The Role of the BC Fed at the WCB • CAREX Canada • Radon Exposure Initiative – BC Government <p>The second day was mostly dedicated to determining what our priority workplan would be for the next couple of years.</p>
GSU training Ottawa – January 23-24	Component training as the majority of our National Council is all new including our President. It was a refresher for those of us who have been on council for a while.

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
BRUSH – January 31	Topics discussed were the BC Fed activities, Terms of Reference amendments, Duty to Accommodate – Medical Marijuana, Proposed Changes to the Canada Labour Code Part II
CLC Lobby training – Ottawa - February 5-6	<p>Representing the Region at the CLC Lobby training in Ottawa followed by an MP Lobby on Tuesday.</p> <p>Topics of lobby are:</p> <ul style="list-style-type: none"> • Pharmacare • Pay Equity • Employment Insurance • Bankruptcy Legislation to Protect Workers & Pensioners
BC Fed lobby – Victoria - March 5-6	The focus of the lobby will be on the issue of health and safety of women in our communities and in workplaces, with a particular focus on sexual assault services for women, domestic violence in the workplace language, and sexual assault and harassment at work. The second day we will be attending Question Period

Challenges you had to cope with since the last meeting:

- It has been a busy fall. Unfortunately, due to time restrictions and the fact that there is no H&S staff rep, we had to cancel our 6th meeting for 2017. Hopefully we are now back on track, and I look forward to working with the new rep.

What would you like to work on next?

- Next I will be helping to prepare for the lobby in Victoria. I would also like to plan a BRUSH meeting to be held in Victoria as members there have been asking for one.

Constituency Coordinator Reports



PSAC Coordinator for DCL and Small Separate Employers- David Schinbein
Report to the B.C. Regional Council

There was no report from David Schinbein for this reporting period.

