

Vancouver Area Council Annual General Meeting October 23, 2014

In Attendance:

Jamey Mills (UTE 20027), Ramona Dcosta (CEIU 20937), Helio Da Costa (UVAE 20045), Jessica Kerek (CIU 20040), Jose Fabian (CEIU 20949), Sandra Wasilewski (CEIU 20949), Calvin Smith (CEIU 20939), Tracy Shudo (CEIU 20949), Todd Smith (AGR 20044), Aaron Chang (CEIU 20938), Ferzana Samnani (UTE 20027), Monica Angell (CEIU 20937), Crystal Warner (CEIU 20974), Terri Lee (AGR 20044), John Dixon (AGR 20044), Jennifer Horsley (UPCE 20095), Kieran Kennedy (UTE 20027), Bill Fleming (GSU 20008), Kelly Sidhu (CEIU 20944), Ruby Langan (UNE 20150), Mandy Chahal (CEIU 20974), Monica Urrutia (PSAC Staff)

Regrets: Bob Jackson, Sharon Tieman, Dave Clark, Cheryl Oenema, Frank Anez, Colin Van Haar

Meeting Called to order at 5:48 PM by Jamey Mills

Bill Fleming requested that we observe a moment of silence in honor of Corporal Nathan Cirillo and Warrant Officer Patrice Vincent, the soldiers killed in separate violent incidents this week.

Introductory round: lots of new faces, everyone introduced themselves along with their Local and what positions they hold

Agenda:

- Previous Minutes
- Guest Speaker – John Wilson
- President’s Report
- Treasurer’s Report
 - Financial Statement 2013/14
 - Budget 2014/15
- Affiliate Reports
- Area Council Elections
- PSAC National Triennial Convention
 - Resolutions
 - Delegate Election
- Donation Request – RJ Aquino
- Brief Discussion on Annual Plan
- Next Meeting
- Protein for People – Nov 20th
- District Labour Councils
- Round

Motion to adopt the Agenda (M/S/C) Crystal / Aaron

Adoption of Minutes of previous AGM October 30, 2013 (M/S/C) Helio / Tracy

Adoption of the Minutes of previous meeting September 23, 2014 (M/S/C) Terri / Tracy

Guest Speaker John Wilson who is a PSAC staff negotiator is delayed on the ferry, will join us later if we are still here when he arrives.

Report of the Vancouver and District Area Council President (2013-2014) (M/S/C) Jamey / Jen

Sisters and Brothers, as I do in every report I would like to thank you for your hard work, sacrificing your weekend and evening time that you could be with your family and friends and taking the time to advance OUR movement, the labour movement.

As you know our movement has instituted many gains for workers; weekends, the 8 hour work day, health and safety provisions and maternity leave to name just a few. You also know that many of these fundamental rights are under attack from the Harper Conservatives and we are looking down the barrel of a gun that will put our advances back decades at least.

Rights such as sick leave and defined benefit pensions are enshrined in our negotiated collective agreements, agreements where we made past sacrifices in order to make these gains. Sisters and Brothers, now is the time where we stand up and get to the streets and protect what we have gained while we continue to fight for those that have not yet been afforded these rights.

Never have we faced a repressive Government so hell-bent on dividing the working class that it uses legislative tools such as massive omnibus or budget bills to cut working Canadians bit-by-bit until the sum of the cuts bleeds us dry. Never before have we had an employer telling us what we have fairly negotiated with past governments (many of the same political stripe) are no longer fair and should be rolled back. Never before have we seen a government create such a schism in society of haves and have-nots.

I can't disagree that the economic climate of the world is in flux and truth be told it can't be entirely blamed on the Canadian government. Our fail-safes prevented an American style fallout. What can be said is that this government has manipulated the situation by granting massive tax cuts to their wealthy friends and bosses of large corporations while stripping the nation of the services it has come to expect. These Sisters and Brothers are OUR jobs.

With less than 12 months before the next Federal Election, and in many opinions sooner, we have the opportunity to shed this government and begin the arduous task of rebuilding our Canada. I ask for your commitment to stand with me as a unified front to bring down the Harper Conservatives. Talk to your co-workers, friends and family about how you want to see our country shaped. Talk to your MPs about the plight of the public service and the impact it has on Canadians and most importantly talk about the importance of voting in ALL elections.

Respectfully submitted,

Jamey Mills

President-PSAC Vancouver and District Area Council

Treasurer's Report (M/S/C) Jamey / Crystal – unanimous

Given by Jamey Mills, as Treasurer Sharon Tieman sent her regrets.

Budget 2014/15 (M/S/C) Jamey / Terri

Affiliate Reports:

UVAE 20045 – Helio L. Da Costa, Local President:

As a local president, I attended the President's Conference and the 16th Triennial UVAE Convention in Ottawa recently. I am glad to report about these events.

Attending as a guest for some of the proceedings was PSAC president Robyn Benson, who in her speech reiterated the goals of PSAC presently are:

1. To protect the collective agreement rights
2. Defend public services for all Canadians
3. To get rid of the Conservative government in 2015

Another guest speaker was Donald Lafleur, executive vice president of the Canadian Labour Congress.

We also heard from Stephane Grenier, a Veteran, who now speaks to groups and companies and who in this occasion gave a power point presentation on human interaction. He quoted Albert Einstein who said that "I fear the day that technology will surpass our human interaction. The world will have a generation of idiots." Mr. Grenier spoke on the de-humanization of work places and the need to re-humanise it. He also spoke of his experience tackling PTSD and his interactions with the bureaucracy of VAC, his attempts at suicide and mentioned that the biggest risk factor is the lack of social support.

We also heard from Toufic El-Daher, a member of the bargaining team, on the status of our negotiations with the Treasury Board. He mentioned that the individuals sent by the Treasury Board came unprepared to the meetings that have taken place so far, that they want to have a disability plan outside of the collective agreement, and that the Union has adamantly stated that it will not consider the changes being proposed by the Treasury Board on our sick leave benefits and in no way will agree to a disability plan established outside the collective agreement. In sum, the negotiations have not been productive at all and that the bargaining team I appalled by the attitude of the employer.

We also had a presentation on the national child care campaign to push for the establishment of affordable child care across the country.

The representative of one of the Veterans Association in the country also made a brief appearance and indicated that the Veterans are behind the workers of VAC, thanking the UVAE for its support in the fight against the cut in services for Veterans and that Veterans are behind the demands of VAC staff.

Change of the guard at UVAE:

The leadership of the UVAE has changed by democratically elected new officers and among them the following which are interest to us:

National President – Carl Gannon (who is an Analyst working at NCCN Dartmouth)

National Executive Vice-President – Jayne Auranen (who is an Analyst working at NCCN KL)

National Vice-President Western Region – Virginia Vaillancourt from Victoria AO

Other issues: as the UVAE has adopted to have a balanced budget, and whereas the staff at head office of UVAE in Ottawa has been cut to the bone with now being reduced to 3 people instead of 5, there was a need to increase the union dues by \$0.83 per member per month. However, with the possibility of St. Anne's hospital staff, which constitute a sizeable number of our members, leaving our bargaining unit, with the result of a large amount of dues loss, **if and only, if** they leave, then there will be an increase of a further \$3.70 per member per month in

order to allow the continuation of service to UVAE members and the survival of the component. Otherwise, UVAE would be forced to merge with another component (such as DND or Health).

As a show of support and to indicate to the Treasury Board that all components and unions are united, we took part at lunch time demonstration, in support of the component representing the immigration workers, in front of the Treasury Board office. More than 300 unionists marched and sang and heard speeches indicating that we are all united in the fight against the threat to the various benefits we earned in the last 40 years.

UTE LOCAL 20027 - Ferzana Samnani

WFA - the employer is hiring more term employees under sunset funding provisions and wfa'ing the indeterminate employees holding the same positions. The term of contract will not count towards their 5 year rollover plan.

PIC- UTE is still negotiating a contract. Been without one for 2 years

Political Action-We had a membership appreciation event and had 525/600 members in total come out over a span of 3 days. We hired a food truck and it was very successful. Members were excited, engaged with their reps, asked a lot of questions & took back a lot of information. We will be doing this again next year.

CEIU 20974 – Crystal Warner

Local is having problems around Governor in Council (GIC) appointees managing public servants (PSAC members). We are seeking resolution to this at a national level. Also having problems with management in establishing representation on regional OHS committee.

UPCE 20095 – Jennifer Horsley

I recently attended my Component Convention in Gatineau, QC. I was elected as Alternate National Executive Officer, and while I appreciate the new role, I'm hoping that everyone stays healthy and stays in for their full term, both for the stability of my Component and so that I won't have to take on that full role yet. A couple of highlights of the convention were Robyn Benson speaking, that we passed a resolution that gives our Purolator Local a seat at the Executive, although currently only an alternate. Also, that my local brought the BC Human Rights Committee Resolution regarding the participation of a person with a disability in the process of vetting a venue for a PSAC sponsored event to the floor of our Component Convention and it was carried, just as it was at BC Regional Convention, so it will be going to the Convention from more than one body.

Attended local UMC meeting where we brought forward the concerns of Duty to Accommodate and Harassment in the workplace, as these have both been recent issues in our local.

Vancouver Area Council Elections:

Chair turned the meeting over to PSAC Staff member Monica Urrutia to conduct the elections. Monica explained the process and that we would be electing for the positions of:

President, 1st Vice-President, 2nd Vice-President, Secretary, Treasurer, and 3 Member at Large positions.

President:	Jamey Mills (N/S) Terri / Crystal – Acclaimed
1 st Vice-President:	Crystal Warner (N/S) Aaron / Tracy – Acclaimed
2 nd Vice-President:	Todd Smith (N/S) Tracy / Crystal – Acclaimed
	Terri Lee (N/S) Jamey / Jessica – Declined
Secretary:	Jennifer Horsley (N/S) Crystal / Tracy – Acclaimed

Treasurer: Sharon Tieman * (N/S) Jamey / Aaron – Acclaimed
Ruby Langan (N/S) Tracy / Crystal – Declined

* Sharon wrote in her regrets that if she was nominated she would let her name stand

3 Members at Large: Aaron Chang (N/S) Crystal / Mandy – Elected
Terri Lee (N/S) Jamey / Todd – Elected
Helio Da Costa (N/S) Bill / Tracy – Declined
Monica Angell (N/S) Ferzana / Aaron – Elected
Sandra Wasilewski (N/S) Aaron / Crystal
Bill Fleming (N/S) Tracy / Jamey – Declined

While votes were being counted for the Member at Large election Jamey moved the District Labour Council discussion up in the Agenda.

District Labour Council:

District Labour Councils are to the CLC what Area Councils are to the PSAC. District Labour Councils are affiliated to the CLC through the regional Federations of Labour, much like Area Councils are affiliated to the PSAC through Regional Councils. They are the political arm of the CLC.

There are costs associated with affiliation, but there are also a lot of benefits to affiliation. There is a subsidy available to locals through the Area Council of up to \$400.00. Also, for CEIU locals the Component subsidises up to 50% of the dues cost. The benefits are that it is a diverse labour community to make allies and connections. Before every meeting there is a Pizza Educational which covers a wide variety of subjects in the labour movement. If your local affiliates you have a vote at the meetings, you have the possibility of attending the CLC Convention and BCFed Convention as a delegate through this body. You have a chance to report on your local's and the PSACs campaigns and struggles and to hear about what is going on in the wider labour community through affiliate reporting much like we do at area council meetings.

The Vancouver and District Labour Council meets the 3rd Tuesday of every month, except August and December at 7:30 at the Maritime Labour Centre. Pizza Educationals are at 6:30.

Election of Delegate to the PSAC National Triennial Convention:

Delegate: Terri Lee (N/S) Bill / Todd
Jennifer Horsley (N/S) Crystal / Tracy – Elected

Alternate: Terri Lee (N/S) Crystal / Todd – Acclaimed

Motion to destroy the ballots – (M/S/C) Jamey / Tracy

Tracy Shudo:

Tracy Shudo had to leave before the meeting ended, so Jamey took this opportunity to recognize Tracy for her commitment and contributions to the Union, the Labour Movement and the Community. As this might be Tracy's last meeting as a member of the committee, we all want to recognize that Tracy has been an important influence on the lives of the members of this committee. Thank you Tracy for all that you have done and continue to do. Tracy will always be welcome as a guest at this table.

Resolutions to PSAC Triennial Convention:

RESOLUTION (1): NATIONAL ABORIGINAL DAY AS STATUTORY HOLIDAY

M/S/C – Jamey / Crystal – Unanimous

RESOLUTION (2): Changes to workforce survey to include equity seeking groups

M/S/C – Jamey / Crystal - Unanimous

RESOLUTION (3): Protective Reassignment for pregnant and nursing mothers

M/S/C – Jamey / Crystal - Unanimous

RESOLUTION (4): Domestic Violence Awareness Education

M/S/C – Jamey / Crystal – Unanimous

RESOLUTION (5): Constitutional Amendment

M/S/C – Jamey / Crystal

RESOLUTION (6): Affiliation with provincial labour federations and local labour councils

M/S/C – Jamey / Crystal – Unanimous

RESOLUTION (7): Performance Management Response

M/S/C Crystal / Ferzana

RESOLUTION (8): Mental Health & Wellness

M/S/C Crystal / Todd

Donation request RJ Aquino:

The Vancouver Area Council received a donation request for \$250.00 to the Municipal Election campaign of RJ Aquino of the One City Party. Jamey felt uncomfortable with the amount of the request as we had reduced the budget line item for donations. He put forward a motion that the Vancouver Area Council donate \$100.00 to RJ Aquino's political campaign. (M/S/C) Jamey /Crystal

At 8:00 John Wilson arrived, Jamey welcomed and asked if he would stick around after the agenda was completed to answer questions about bargaining. John agreed.

Annual Plan:

At the previous meeting we had discussed that individuals who are members of this committee should be taking ownership of events that the Area Council participates in so that the planning and implementing doesn't fall all on one person. Jamey would like to encourage the members of the Area Council to bring forward any events that you think we should be participating in. Jamey would like this to be ongoing business for next meeting(s). We would like to carry on with events that that we have previously participated in and expand on our activities.

Bill asked if there was a theme for events we participate in.

Jamey said that the theme was to carry out the mandates around the PSAC "We Are All Affected" campaign, cuts to services that effect our members and the public, but that we also carry the themes of the events that we participate in, for example, Pride or Aboriginal Day.

Terri mentioned that something that has been going on across the country is Member Engagement events on the 19th of the month, as this represents the scheduled date of the next Federal Election, October 19th, 2015. The Vancouver Area Council are also going to be doing Member Engagement events, although not necessarily on the 19th, we will be doing a Halloween event on October 31, 2014 at Harbour Centre. The poster is on the PSACBC website.

Protein for People – Nov 20th:

Protein for People is a labour initiative to provide labour fished canned salmon to local food banks, particularly in poverty stricken areas, such as Strathcona.

On November 20th they will be holding a Community Barbeque from 3-6 at Queen Alexandra School. This event is being partially funded by the VDLC. Jamey put forward a motion that the Vancouver Area Council donate \$100.00 to assist funding Protein for People for this event. (M/S/C) Jamey / Ruby

Jamey committed to send out the flyer for this event to all locals in Metro Vancouver Area so that they can either participate or utilize the event.

Next Meeting:

Week of January 16th, 2015

Motion to Adjourn (M/S/C) Terri / Jen 8:10 PM

John Wilson and members of the committee who were interested in bargaining updates/general inquiries stayed after the meeting was adjourned. John introduced himself as a PSAC staff negotiator for the SV team.

He mentioned that there is a link on the PSAC website to the employer's sick leave proposal:

<http://psacunion.ca/treasury-board-bargaining-teams-reject-attacks-sick-leave-promote-public-services>

The PSAC has no interest in bargaining on this proposal and will not discuss it until the appropriate time comes in the bargaining process.