

DRAFT

To be added as an APPENDIX to November 6, 2019 meeting minutes.

Vancouver and District Area Council Meeting **Notes** – September 11, 2019 (names as notes as meeting did not reach quorum).

In Attendance:

Todd Smith (AGR 20044), Crystal Isaac (UTE 20027), Aaron Chang (CEIU 20938), Jen Horsley (UPCE 20095), Sky Belt (AGR 20044), Terri Lee (AGR 20044) Andre Bessette (UHEW 20729), – via teleconference, Marion McLarty (UNE 20150) – via Teleconference, Stephen Torng – (GSU 20008, Racially Visible Coordinator, guest), Warren Wulff (UCTE 20088, guest), Jamey Mills (REVP), Monica Urrutia - Staff

Regrets:

Called to Order at 6:02 PM

Agenda:

- 1) Approve previous minutes (May 15, 2019, attached)
- 2) Ratify three motions addressed in between meetings
- 3) Business arising from previous minutes
  - a) Car Free Day - Jun 17
  - b) National Indigenous People's Day – June 21
  - c) Canada Day, July 1 (if any report)
  - d) Annual softball tournament – July 19
  - e) Pride (1<sup>st</sup> Sunday in August)
  - f) Labour Day (Sept 2)
- 4) Standing finance update c/o Aaron
- 5) Metro Vancouver Alliance update
- 6) Upcoming events:
  - a) Annual barbecue (Sept?)
  - b) CLIFF (fall)
  - c) Federal Election (October 21?)
- 7) Phoenix sub-committee
- 8) Affiliate Reports (3 minutes per local/committee) – **Important note: please send written affiliate reports to Secretary, Jennifer Horsley at [Horslej@psac-afpc.com](mailto:Horslej@psac-afpc.com) either prior to or within two weeks after the meeting to be included in the official minutes.**
- 9) New Business
  - a) Discussion on ideas for resolutions. Note: Resolutions will be asked to be submitted for consideration and debate at the scheduled November meeting.
- 10) Round Table
- 11) Adjournment/Next Meeting is scheduled for November 6, 2019.

Before the meeting was called to order, Monica Urrutia presented on her Solidarity trip to the Philippines.

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

**Welcome & Acknowledgement** – Todd opened the meeting with the acknowledgement of the traditional territories of the Musqueam, Squamish and Tseil-Waututh. Todd spoke about Orange Shirt day and the significance of it as related to the lived experience of those who went through residential schools.

“Orange Shirt Day is a legacy of the 2013 St. Joseph Mission residential school commemoration event, held in Williams Lake, B.C. It grew out of a former student’s account of having her brand-new orange shirt taken away on her first day of school. Wearing an Orange Shirt is meant to recognize the harm done to residential school students, and show a commitment to the principle that every child matters.

A date in September was chosen because it is the time of year when children were taken from their homes to residential schools, and because it is an opportunity to set the stage for anti-racism and anti-bullying policies for the coming school year.

Orange Shirt Day is an opportunity for First Nations, local governments, schools, and communities to come together in the spirit of reconciliation and hope for generations of children to come.” (from <https://www.dd-productions.ca/pages/orange-shirt-day>).

Todd encouraged members to wear an orange shirt on September 30 to show their support for reconciliation.

The floor was turned over to Jamey Mills, REVP to bring an update on Phoenix and Bargaining.

Jamey opened by saying that he wished he was coming with excellent news, but sadly, that was not the case.

Phoenix Update

The backlog is slowly whittling down, from 240,000 to 230,000 open cases. There has been some success with some departments now using Pods, which have been very effective because it looks at a member’s entire pay file and fixes all of it, rather than focusing on one issue. It is still departmental specific. He felt though that the number of open cases is not accurate, and is a very low estimate as there are still many contracts that have not actually been implemented yet. He is still hearing of members having \$0.00 pays and other issues. The government has gone through their tender process and it is now down to 3 potential providers, Ceridian and SAP and a third that he could not recall. The feeling is that Ceridian and SAP are the front-runners. It will still be at least 24 months before it begins to roll out, as Phoenix will need to be stabilized in order to start a new payroll program. You can’t put garbage into the new system and expect better results, have to have correct information to put in or the same problems will continue. He said that it will be anywhere from 24 months to 5 years before it will be truly settled. Jamey encouraged members to action any pay issues promptly and to take the lead from your component as far as any formal processes such as grievances.

Phoenix Damages

For out-of-pocket compensation there are 3 layers. PSAC is seeking compensation for all members, whether your pay has been affected or not, as you will have been personally affected by the stress of wondering what will your pay look like every pay period. Claims should be put in for out of pocket expenses such as interest, fees and penalties for cashing out investments. There is money also set aside

for payroll reconciliation for taxation corrections. It is \$200 per year that your payroll has been affected by Phoenix and is applied against accountants' costs. If you need to reconcile more than one year, apply for each year that you need to do taxation corrections. The final layer is for catastrophic damages, such as overpayments, mortgages, etc.

Questions?

Aaron: A question about dues in arrears, he has members who have indicated that they are still having dues in arrears deducted from their payroll, a member who never received their dues in arrears letter, but is having dues deducted and others who are having dues removed for a period that they were not in the position.

Jamey: it is supposed to be 12 months equivalent of dues, if they are still having dues deducted they should follow up with the employer, the change file was submitted, and it should stop once the member is caught up on the arrears.

Sky also mentioned that the online feedback form on the Phoenix website should be used if it is available to your department.

Aaron clarified that some have the wrong dues rate being applied or an acting rate applied but the start date is from before the member was in the acting position.

Jamey said that that should be followed up with the employer.

Jamey mentioned that the dues recovery is improving the PSAC financial position, \$10 million in dues recovery has been collected, and there is further financial improvement as there are now more PSAC members, our membership numbers are up.

Stephen asked if there is a list of departments that are using pay pods? Also, is there contact information for members to contact their pay pods?

Jamey and Monica said that members should go through their components to find out

Stephen also mentioned that in his department PARS are submitted through the HR Resource Portal

#### Bargaining Update

All major departments, including Parks and CFIA have reached impasse. PA & Common Issues teams were called back to the table in Ottawa just before Labour Day. They were there for 6 days, they made progress, but were not close enough to come to a deal. The offer was not to pattern and the financial offer was not there. Jamey noted that the Public Service has fallen behind inflation. He went on to mention how disingenuous the employer was. When the team contacted them on Friday to find out what time the meeting on Saturday would be, there was no response. They then found out that the meeting room had been cancelled and the translators had been sent home.

In bargaining for Phoenix damages the PSAC felt that leave is not appropriate compensation because not all members at all levels have the same entitlements or able to utilize leave in the same way. The team was able to come to an agreement that the bargained compensation would be monetary, but could not come to an agreement on an amount.

Aaron commented that the Liberals had gauged their chances about bargaining and the upcoming election.

Jamey agreed.

Jamey went on to describe the Public Interest Commission (PIC) process, the first hearings will be in December going on into January. Treasury Board members will not likely be in a strike position until February. There is still hope for a negotiated deal in the meantime. By the first or second week of November the new cabinet will be installed and we may be able to go back to the table before the PIC.

Terri said that the PIC submission for the CFIA negotiations has been completed. They asked for Bob Kingston to be their mediator.

Monica said that there are lunch and learns being offered by regional reps. Title is "We're at impasse, what's next" please pass on to locals that these are available to keep the membership informed.

Jamey closed by saying that he was extremely proud of this Area Council for putting together and hosting the upcoming Candidates Forum on September 17. Also, if any locals would like Jamey to attend their AGM please contact the REVP's office sooner than later, as his calendar is filling up fast.

Jamey excused himself and left the meeting. Todd took over the Chair again.

**Previous minutes** - Jen / Crystal (M/S/C)

### **Motions**

We had 3 motions to ratify that were put forward between meetings:

\$250.00 towards Vancouver Pride parade

\$250.00 to Todd Smith to attend the BCFed Conference in Prince Rupert

Up to \$1100.00 from the Political Action line item to be spent on the Federal Candidates Forum for Vancouver Kingsway riding

A question was asked about the capacity of the room that the forum was being held at, it holds approximately 100 people. We've hired an AV company for sound, will have 2 floor mics, 1 roving mic, 1 for each of the confirmed candidates and 1 for the moderator.

### **Business Arising**

#### **Car Free Day**

Todd opened the floor for participants to report back. Sky and Jennifer agreed that there were a lot of people who attended the event and that it was a good forum to get our message out. Jennifer mentioned that even during setup interested members of the public stopped by the PSAC tent.

#### **National Indigenous People's Day**

Todd asked if we as the Area Council had a presence. Neither Andre or Marion were able to attend as they had previous commitments. Crystal went to volunteer, but the event was quite large and she did not locate the PSAC tent, she was there later in the day, so speculated they may have packed up early.

Stephen attended as a volunteer and said it was a good event. He was surprised by the huge crowds in attendance on a Friday afternoon. The event was lead by the MHRC.

### **Canada Day**

Sky reported that the event held in Vancouver was cost-prohibitive to participate in. She spoke to the West Fraser Valley Area Council about sharing costs/volunteers to participate in the Cloverdale Canada Day event, but was not able to get a commitment from them, so we did not proceed on that event, as it is in their area.

### **Softball Tournament**

Sky and Crystal reported back. The event went great, nobody fought, nobody refused to play as assigned. There were 7 teams, a really good turnout. Pizza instead of a barbeque and Todd mentioned that he estimated the amount needed excellently, there were only 4 slices left by the end. The event raised \$840.00 for the Metro Vancouver Alliance. There was water left over from the event that which Deanna Kimball suggested be donated to the campers at Openheimer Park, who have so far been able to avoid eviction due to community support like this. Monica passed around a list of items that the campers are looking for donations of to support the people living there.

### **Pride**

Todd said that it was awesome. Sky noted that this was the first time ever that PSAC had a float in the parade, it wasn't without challenges, but it worked out. For future she suggested that the decorating/theme committee should start early. This year theme was "Blood is Blood" to go with the PSAC campaign to remove the ban on blood donations. They used candy blood bags in rainbow colours from the dollar store and red pompoms. Volunteers were handing out materials/post cards to the parade attendees. Sky felt that people were very receptive to the political message. Monica noted that people from other unions spoke to her about it, so it must've been memorable.

### **Labour Day**

Todd was the PSAC representative on the organizing committee. The location was changed from last year and the VDLC and NWDLC did separate events. The VDLC held theirs at Jack Poole Plaza in downtown Vancouver, the NWDLC held theirs at Holland Park. The Area Council attended and had volunteers staffing a tent at the VDLC event. Terri felt that the event missed out on community engagement in this location, definitely didn't get the same sort of crowds of past years. Jen noted that having the speeches at the beginning of the event was maybe poor timing in terms of getting people's attention and maximizing the audience, maybe having them in the middle of the event around 1:30ish would have had a better result. Todd said that the sound system that was used wasn't very good, it was hard to hear the speakers. Monica felt that they did hit the mark on making it a family friendly event, there were lots of activities to draw families in, and there were random members who stopped by the tent. The organizers also did a good job of making sure that the tables had different activities, not all wheels or face painters, different things to draw people in. Jen felt that people went to the booths, looked around and left. Terri mentioned that it would have been good to have a shaded seating area and food was definitely a missing element. Someone mentioned that a member had mentioned the varying levels of "flooring" in the plaza and how that made it difficult for people with mobility issues to

participate. Aaron said that the venue was a little strange psychologically, it's like going back to work for those who work downtown, especially if you live outside of the area. He also felt that having separate events between the VDLC and the NWDLC lessened the public impact and divided the crowd to chose between events. Aaron also mentioned that Trout Lake was a better venue, it offers green space and you catch more of the public, who may just be out for a walk. More open venue.

### **Financial Update**

Aaron gave a report on the Area Council spending to date. Monica mentioned that the Vancity account still has not been closed by Shane Polak and Sam Wiese, there is about \$200.00 of the Area Council's funds still in the account that should be recovered. Because of the way the account was set up, Sam and Shane are the only one's who can go close it. A reminder should go to them to try to get together to close the account.

### **Metro Vancouver Alliance Update**

Jennifer gave a report on current activities of the MVA. It was quieter over the summer while the Lead Organizer was on a leave due to lack of funding. They greatly appreciate the funds we were able to raise through our Baseball Tournament. The MVA is moving forward on signing up for a Grant search site to help raise funds to carry on activities. There is a Leadership Institute coming up at the end of September. There was a Labour Caucus held over the summer which focused on what Labour would like to bring to the MVA and increase membership participation in the Alliance. There was also discussion about deepening member engagement and how participation in the MVA would assist that. The MVA website should be up and running soon, it was down through most of the summer. The MVA shared our upcoming Candidates Forum with their members in the riding.

### **Upcoming Events:**

#### **Annual Barbeque**

Will be held before the Candidates Forum, Damir is taking the lead. Being held in the PSAC office, starting at 5:30 the day of the forum. All members are invited.

### **CLIFF**

Sky and Jen are going to take the lead on this. An event should be held in November, need to order a package by October 20. 3 packages are available:

**\*\*PACKAGE "A" (60 Minutes)\*\*** - Councilwoman - 60 Documentary, USA (Unions/Electoral Politics)

**\*\*PACKAGE "B" (60 Minutes)\*\*** - Model Employee, 16mins, Documentary, Canada (Technology and Work) • Azadeh, 9.5mins, Drama, Iran, (Farming) • Rethabile's Story, 25.5mins, Documentary, (Export Processing Zone/Precarious work) • Zero, 9mins, Drama/Comedy, Spain, (Corporate)

**\*\*PACKAGE "C" (56.5 Minutes)\*\*** - A Radiant Sphere, 9.5mins, Documentary, Canada (History/Communism) • Glasgow Women's Strike, 11mins, Documentary, United Kingdom (Women/Pay Equity) • Fishnet & The Fish, 8.5mins, Drama, Iran (Work) • 24-Hour Workday, 14.5, Documentary, USA (Precarious work) • The Stain, 13mins, Suspense/Drama, Iran (Work)

Description of the films : [http://labourfilms.ca/wp-content/uploads/2019/08/CLIFF\\_2019\\_Films.pdf](http://labourfilms.ca/wp-content/uploads/2019/08/CLIFF_2019_Films.pdf)

Motion (M/S/C) Sky/Jen

The Vancouver and District Area Council will provide a \$100 donation to support the ClIFF Festival if we do hold an event.

Dates we could look at would be: November 19 or 21 in the evening or November 24 in the afternoon.

### **Federal Election**

We will be holding our Candidates Forum on September 17, 2019. Todd gave a shout out to the organizing committee: Todd, Andre, Sky, Jen, Crystal, Marion, Damir, Patrick and Jamey. We have confirmed participants and the hall which will hold up to 100 people.

The VDLC and NWDLC usually do a canvassing campaign, check with your District Labour Council for opportunities to participate in canvassing, there is a difference this election with the changes to the laws, so compliance is making the organization of these days a bit different.

The CLC is offering election training and also has a get out the vote campaign with 5 planks: Climate Action, Equity and Inclusion, Retirement Security, Good Jobs and Pharmacare for Everyone.

### **Phoenix Subcommittee**

Sky reported that there has been no action on the subcommittee since our last meeting. Todd noted that it is not politically prudent with the upcoming election to do direct actions on Phoenix. Warren mentioned that a direct action held in his workplace actually brought out anti-union sentiments from PIPSC and CAPE members in his office. Todd mentioned that Jill McNeill in Prince Rupert will be holding a Pumpkin Carving event in her office again this year. They are also printing t-shirts and wearing them every day.

### **Affiliate Reports**

No written reports were received

### **New Business**

### **Next Meeting**

Our next meeting will be on November 6. Jen reminded everyone that she would not be in attendance, at least not in person, so someone else will need to take minutes. We will need to elect our delegate to PSAC BC Triennial Convention. We also need to update our bylaws. We will need to have a meeting or call ahead of this meeting to put together resolutions to put forward to the convention, as we will not have time to formulate resolutions at this meeting, it is a packed agenda. October 23 was decided on for a resolutions get together.

### **Round Table**

Crystal – Labour Notes is offering a course on October 26, “Troublemakers School”, \$25 registration, held at the Maritime Labour Centre at 8:30 AM

Todd – reported on the BCFed Conference in Prince Rupert, “The Future of Work” and thanked the Area Council for the support to attend. The plenary sessions were a great opportunity.

Motion (M/S/C) Todd/Sky

The Vancouver and District Area Council make a \$100.00 donation to support Rank and File, an online forum for Canadian labour news and analysis from a critical perspective.

<http://rankandfile.ca/>

Monica – the PSAC BC Women’s Conference, “Empowered Women Empower Women” is coming up, and then she will be working with Stephen on the upcoming Racially Visible Conference

Jen – is excited to be heading to Newfoundland for a Component Education session and to be attending the upcoming Women’s Conference. Gave thanks to Aaron for the work site visit she attended with James Brierly and Vanessa Miller.

Stephen – the organizing committee for the Racially Visible conference is meeting on September 26

Aaron – will be away on training for the next two weeks, with the CEIU Regional Executive Council and training

Sky – was contacted by Alex Sangha who works in the film industry about a new project he is working on. He previously worked on “My Name was January”, a film about the murder in New Westminster of January Marie Lapuz, a 26-year-old transgender woman. He had contacted Sky seeking funding for a new project “Emergence”.

Motion (M/S/C) Sky/Terri

The Vancouver and District Area Council make a \$100.00 donation towards the making of the film “Emergence” through Sher Vancouver

<https://www.nsi-canada.ca/2019/02/my-name-was-january/>

<https://www.northdeltareporter.com/news/sher-vancouver-founder-alex-sangha-of-delta-working-on-second-documentary/>

Marion – there is a town hall meeting scheduled for Vancouver Granville on October 10 at Temple Shalom, questions need to be submitted by October 3.

Adjourned 8:13 PM