



## Okanagan Area Council Minutes

**DATE:** January 16, 2021      **TIME:** Meeting called to order at 9:35 am      **LOCATION:** Videoconference

MEMBERS:	PRESENT	ABSENT
Nadia Sokal, President (AGR 20043)	X	
Lorelei Sterling, Vice President (UVAE 20035)	X	
Kelly Megyesi, Treasurer (CEIU 20972)	X	
Kareen Stanich, Secretary (AGR 20043)	X	
Jeanne Olineck (CEIU 20914)	X	
Karen Sutton (CIU 20045)	X	
Carolyn McGillivray (CIU 20045)		
Linda Woods (UNE 20140)	X	
Maria-Louiza Romano (AGR 20027)		X
Michelle Sibson (CEIU 20972)		X
Lyn Lutz (AGR 20041)		X
Anik Larivière (CEIU 20918)	X	

STAFF:		
Robert Strang, BC Regional Rep (Vancouver)		

GUESTS:		
Jamey Mills, BC REVP (Vancouver)		

**LAND ACKNOWLEDGMENT**

I acknowledge that I live and/or work in the beautiful, unceded and traditional territories of the *Tk'emlúps*, te Secwépemc, Syilx, Ktunaxa and Metis Peoples.

**ADOPTION OF AGENDA**

**Changes / Additions:** none

**Motion to accept:** Jeanne    **Seconded:** Kareen    **Carried:** Unanimous

**ADOPTION OF 2020 AGM MINUTES (January 18, 2020)**

**Changes / Additions:** none

**Motion to accept:** Kareen    **Seconded:** Jeanne    **Carried:** Unanimous

**THE YEAR IN REVIEW**

Nadia circulated a Presidents Report (attached) outlining the actions the OAC took. Highlights of report include: Thank you to all the members, PSAC staff and council executive for hanging in there, continuing to participate and supporting the Area Council. Looking forward to the previously planned KAIROS blanket event, when restrictions on gatherings are lifted. Members participated in actions around bargaining, the provincial election, Solidarity Saturdays and hosted a new event, the CLIFF series.

**ACTION ITEM UPDATE****PSAC BC REGIONAL CONVENTION:**

**ONGOING ACTION ITEM (2020-02-29a):** Linda to do purchasing of raffle basket. Tabled until such time as convention is proceeding.

**ONGOING ACTION ITEM (2020-02-29b):** Linda or Carolyn to transport raffle basket to Vancouver. Tabled until such time as convention is proceeding.

**CANADIAN LABOUR CONGRESS (CLC) CONVENTION:**

**ONGOING ACTION ITEM (2020-02-29c):** Linda, Jeanne and Kelly to make a request to the committee with anticipated costs, funding (applied for or confirmed) and request for subsidy within two weeks. (March 14<sup>th</sup>). Tabled until such time as convention is proceeding.

**LABOUR COUNCIL REPORT**

**CLOSED ACTION ITEM:** Nadia to send SOBLC meeting dates along with minutes to Council members.

Update – emailed November 10, 2020.

**OAC PLANNING FOR 2021**

**CLOSED ACTION ITEM:** Nadia to send draft resolution to members for input. Members to ask visibly racial members their thoughts on the resolution. A subcommittee will finalize wording and how we will move forward.

**UPDATE:** Draft resolution emailed November 10, 2020. Input sought from some visibly racial members and some feedback was received. Resolution sent to all of the regions Human Rights (HR) Committees and feedback received from mainland HR committee. As written, there were many questions and it was evident that the resolution may not be addressing what members are looking for right now. It was decided to put the resolution on hold, see what kind of anti-racism resolutions pass at regional and national conventions and then decide how or if to proceed in the next convention cycle. Jamey Mills, BC REVP indicated: (1) that there are a small number of resolutions on the subject including one on the development of Anti-Racism Employer based training, (2) that Area Councils can directly submit resolutions to the PSAC National Triennial Convention. The resolution intent was discussed and there was committee consensus that the intent of resolution could be explored further. Karen suggested a questionnaire. Jamey Mills, BC REVP advised that PSAC is looking for facilitators to do training; however recruiting has been difficult because many organizations are looking to do same.

**CANADIAN LABOUR INTERNATIONAL FILM FESTIVAL**

**CLOSED ACTION ITEM:** Nadia to contact CLIFF organizers to see how many members signed up and information on how to mail in a cheque.

**UPDATE:** Thirteen people signed up for the event, some names were unfamiliar indicating potentially new engagement from members. Information on how to make a donation was given to the treasurer and donation made.

**TREASURER'S REPORT**

Balance as of January 1, 2020 \$2928.70

Balance as of December 31, 2020 – \$3612.33

**Changes / Additions / Questions:** Nil

**REVENUE**

National allocation \$1000.00

Interest earned \$0.67

**Total Revenue \$1000.67**

**EXPENSES**

Meeting Expenses

• Meals and conference calls \$17.04

Donations

• RAMA \$100.00

• Canada anti-racism \$100.00

Event/Project

• CLIFF Event \$100.00

**Total Expenses \$317.04**

**TOTAL PROFIT (LOSS) \$683.63**

**Motion to accept:** Kelly **Seconded:** Karen **Carried:** Unanimous

**BUDGET**

Proposed budget presented by Kelly. Discussed 2020 expenditures. Jamey Mills, BC REVP suggested reducing conference / convention expenses (virtual) and increasing allocation to major event. Promotional / event materials discussed and Jamey Mills, BC REVP indicated that new materials will be available to reflect re-branding. There was consensus to reduce conference / convention expenses to \$500 and increase event expenses to \$1500 with all events

bundled into one line item.

**EXPENSES**

Meeting Expenses \$500.00

Donations\* \$400.00

Event/Project Expenses (Labour, Major Okanagan Event, Other Events or Projects) \$1500.00

Conferences / Conventions \$500.00

Membership \$150.00

Education / Training \$500.00

Office \$50.00

Total Expenses \$3600.00

TOTAL PROJECTED EXPENSES \$3600.00

TOTAL BUDGET REQUEST FOR 2021 \$1000.00

**Motion to accept:** Kelly **Seconded:** Karen **Carried:** Unanimous

**UPDATE FROM JAMEY MILLS, BC-REVP**

It was noted that committees have not spent their budgets because conferences, education, etc. were cancelled. Congratulations to OAC for continuing to be engaged with one another and communities. The BC Regional Convention is May 7-9 and some details are still being worked out. The deadline for submitting new resolutions was Jan 6<sup>th</sup> and the new resolutions will be prioritized into reports. Many new collective agreements have been negotiated. These are good agreements and it was noted that Canada Revenue Agency (CRA) employees were without an agreement since 2016. We are now going back into bargaining and there has been an input call to Treasuring Board bargaining units. Demands can be put forward. Bargaining teams will be elected and demands prioritized at the Bargaining Conference during the last week of April and. Parks Canada contract was finally signed. Bargaining with Statistical Survey Operations (SSO) has been challenging. Treasury Board approached the CRA regarding Phoenix damages and the response indicated that a portion may be taxable. However, PSAC was not consulted and all challenges will be pursued. A possible federal election was discussed and PSAC members need to be prepared. A new system to replace Phoenix is still a ways out and prior to a new system being implemented individual pay files need to be reconciled. It was noted that the five year anniversary of Phoenix is coming up next month.

**Q&A**

(Q) Kelly inquired about grievances from 2015-16 that are still unresolved. (A) Depends on how your component is proceeding with grievances. PSAC does have an internal escalation method. Employer does not have enough counterparts to hear cases, but PSAC is ready. Can talk to Robert for especially egregious cases. Three year window or more for grievances to get to adjudication level.

(Q) Jeanne inquired if we can make more accountability in Phoenix system (push for more staff and training). (A) PSAC pushing for public inquiry for five years.

(Q) Kareen – observation that union dues deductions are not correct, at least for some members in Local. (A) Robert indicated he has a link for dues reporting.

(Q) Karen – seems like no end in sight with Phoenix problems. Will PSAC be negotiating further settlement? (A) Yes, PSAC will continue to seek damages.

(Q) Nadia –Clarification around salary protected employees and significantly longer to receive back-pay. (A) correct.

(Q) Nadia – Question about regional education. A Grievance Handling course was posted and then cancelled. (A) Delay at national level. Any applicants will have priority as courses are re-scheduled. Robert can do one-off Local development training if there is a long delay in rolling out virtual courses. Jeanne expressed interest in Local Development and will send a proposal to Robert. Reminder that individuals should also apply for courses on-line and webinars. Robert indicated upcoming webinars on convention procedures and new collective agreements.

**LABOUR COUNCIL REPORT**

Nadia indicated that she could no longer attend the South Okanagan Boundary Labour Council (SOBLC) meetings. Meetings are over Zoom, are a great community connection and councils have funding for education. AGR Local 20043 will be trying to recruit another member to attend SOBLC. Jeanne indicated that two people in her Local are attending District Labour Council. Kelly attending North Okanagan Labour Council at this time. Robert indicated there is also a West Kootenay Labour Council. Subsidies are available from PSAC BC Regional and Components to affiliate.

**ELECTIONS**

Elections and administration of oath of office by Jamey Mills, REVP BC

President: None (Nomination and seconding for Karen, Kelly, Nadia, Jeanne and Kareen however no one was able to let their name stand).

Vice President: None (Nadia was nominated by Jeanne and seconded by Kelly. Kelly was nominated by Jeanne and seconded by Karen. Karen was nominated by Jeanne and seconded by Nadia. No one was able to let their name stand).

Treasurer: Kelly nominated by Jeanne and seconded by Karen. Elected by acclamation.

Secretary: None (Lorelei nominated by Jeanne and seconded by Kelly. Karen nominated by Jeanne and seconded by Lorelei. No one was able to let their name stand).

The committee took a break for discussion and then re-opened nominations.

President: None

Vice President: Jeanne nominated by Karen, seconded by Kelly, elected by acclamation.

Secretary - Kelly agreed to the Treasurer and Secretary positions being combined for 2021.

## ROUNDTABLE

none

## ADJOURNMENT

**Motion to adjourn:** Karen **Seconded:** Kelly **Carried:** Unanimous

**Meeting Adjourned:** 11:18

**Next Meeting:**

*Okanagan Area Council Presidents Report  
Prepared by Nadia Sokal January 2021*

*As it's been stated copious times, 2020 was a challenging year. Although the beginning of 2020 held plans for events, conventions and in person meetings, I am proud that our members adapted to virtual meetings, organized new events and stayed political active.*

*During the first few months of 2020, the Okanagan Area Council was involved in coordinating a KAIROS blanket exercise event, collaborating with the Okanagan Human Rights Committee and the Southern Interior Regional Women's Committee. The planning for this event was complete and all groups were starting to advertise when COVID restrictions were put in place. This event is now on hold, though we are hopeful it will run when it is safe to do so.*

*Although COVID restrictions dampened in person meetings and events, the council met throughout the remainder of the year virtually. The first virtual meeting was to touch base and discuss how to stay connected. Virtual meetings took place throughout the year, and some new participants from more distant locations were able to join the discussions.*

*Even though some parts of our lives were on hold, collective bargaining resumed. Our council sent letters to MPs in the interior urging them to support Treasury Board in good faith bargaining. We were able to have Bargaining team member Sargy Chima attend a meeting for a PA table and common issues update, which was very informative. Many bargaining units ratified agreements in the fall, and we are hopeful that the remaining units follow suit with similar wage increases, Phoenix damages and other wins to their agreements.*

*Events in the summer spotlighted the continued issue of racism in the USA as well as Canada. We were privileged to have had Danyel Haughton (CEIU) speak to our group on how to be anti-racist and how our committee can improve in this area. Many Area Council members also attended PSAC regional and national anti-racism events, contributing to our awareness of this issue.*

*Another event that was not on hold during the fall was the provincial election. Our members were able to support candidates from afar and some participated by leafletting for progressive candidates in their area. In the interior there were a few new successful progressive candidates, however our region mainly remains conservative.*

*On a lighter note, many members of our council participated in BC region's Solidarity Saturday events through the summer and fall. Masterfully organized by Lea Serron (UTE), our members stayed connected with other PSAC activists in the region, renewing connection and friendships virtually. The Okanagan Area Council hosted a Solidarity Saturday in honour of Labour day which had many members across the region participate by submitting videos and attending the event.*

*To end off the year the Okanagan Area Council organized a Canadian Labour International Film Festival online movie screening of short labour films. This was made accessible to the entire PSAC BC region. This event was easy to organize and in the future could be enhanced to include group discussion which may encourage participation and connection with new activists.*

*In closing, I'd like to thank the 2020 executive and active members for continuing their commitment to the council during this strange year. I look forward to seeing what a new President will bring to the group, and I will continue to support the council as a member.*

*In solidarity,  
Nadia Sokal  
President, Okanagan Area Council 2020*