



**BC Regional Council  
REVP, Coordinator and Committee Reports  
April 2016 to October 2016**



**PSAC BC Regional Council Meeting  
October 14-16, 2016  
Victoria BC**





**BC REGIONAL COUNCIL  
REVP AND COORDINATOR REPORTS  
April 2016 to October 2016**

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## REPORT OF THE REGIONAL EXECUTIVE VICE-PRESIDENT April 2016 to October 2016

### *Political Action*

#### **Provincial Election – May 2017**

While it may feel like just yesterday the Liberals were elected to government in Ottawa, nearly a year has gone by and BC is facing yet another election period. In just eight months, British Columbians will go to the polls to elect our provincial government. And, like the 2015 federal election, this is a critical election for BC. After 14 years of rule in BC, it's hard to find a British Columbian who isn't feeling the devastating effects of the BC Liberal Government. During their tenure, Premier Clark and her party have enacted unfair labour laws, made devastating cuts to public services and jobs, increased user fees in a variety of sectors, and encouraged privatization wherever possible.

British Columbians need a change in Victoria, and the labour movement is already hard at work, aiming to bring that for desire change to fruition. In particular, the PSAC BC Region is participating with the BC Federation of Labour and its affiliates in a provincial election working group. That group is now meeting twice monthly and working on the final details of a public-facing campaign, which will roll out in November. The campaign messaging will show labour and the general public that Christy Clark has not been working for them, and it will focus on a variety of public services including health care, education, and seniors' care.

Apart from the BCFED's provincial election working group, the eight PSAC BC Area Councils have also been tasked with working on the election and supporting the labour-friendly candidates in their geographic areas. The Vancouver and District Area Council has already identified at least one candidate, in particular, that they plan to support: PSAC (and UCTE) member Bowinn Ma has announced her candidacy to run for the NDP nomination in the riding of North Vancouver Lonsdale, and the Vancouver & District Area Council is looking forward to helping Bowinn with her campaign.

#### **MP Lobbying**

Since my last report, our Area Councils have continued to lobby MPs in the Region. These meetings have given members the opportunity to speak with MPs of all political stripes, both as a concerned constituents and as union activists. Based on the reports received by the REVP Office, member conversations with MPs have centred on the need for strong public services in Canada. Specific issues addressed at these meetings have included Treasury Board and national unit bargaining, the problems with the Phoenix Pay System, the Liberal Party's election promises to public service workers and their commitments to reverse some of the cuts implemented by the former Conservative Government. I have had similar meetings with my own MP over the last few months as well.

Thus far, every MP that has sat down with PSAC members has been open to frank discussions and willing discuss the importance of public services and the workers who

deliver them. It's expected the many of our Area Council's will continue lobbying MPs with the hope to foster strong relationships with the MPs in the geographic areas that will benefit us in the months and years to come.



### **National Public Service Week Boycott Events – Annual PSAC Softball Tournaments in Vancouver and Victoria**

On June 15, the Vancouver and District Area Council held their annual public services softball tournament as a boycott event for National Public Services Week (NPSW). I attended the event and saw firsthand how successful has grown over the years, with more and more members coming out each year. Proceeds from the event went to the Metro Vancouver Alliance.

Two days later, members in Victoria held their annual softball tournament for members as an alternative NPSW event. The Victoria event was attended by national officers from UTE and UNDE as well as several members from the BC Regional Council, who took time to talk with tournament participants about CRA and Treasury Board bargaining and supporting the bargaining teams.

### **CCPA**

The CCPA BC Office has recently created a new position designed, in a nutshell, to change the conversation around public services and taxation in BC. The intent of the role is to establish a spokesperson for the left who will respond to the misleading, and often unanswered comments in the media touted by the likes of the Canadian Taxpayers Federation's BC mouthpiece Jordan Bateman.

The position, which is funded by a consortium of public sector unions in BC including the PSAC, has been filled by Alex Hemmingway. Alex is a PhD student in Political Science at UBC. Alex began in the position by writing for CCPA BC's blog (see <http://www.policynote.ca/author/alexhemingway/>), focusing on the state of BC's public services, including education, healthcare, social services and regulation. It's hoped that this new position will evolve into a Jim Stanford/Armine Yalnizyan-esque role in the provincial media.

The BC Regional Council is hoping to have Alex Hemmingway attend our January meeting, where he will be able to present on his work and on his new role with the CCPA.

### ***Building Alliances and Supporting the Labour Community***

#### **BC Federation of Labour Regional Conference in Kamloops**

In May, I attended the BC Federation of Labour Regional Conference in Kamloops. The conference explored some the initiatives taking place in that area that protect good jobs and build strong communities, both locally and provincially. The conference also provided an opportunity to discuss the upcoming provincial election and what's at stake for the labour movement. Delegates heard from the leader of the opposition, John Horgan, who detailed numerous examples of how the Liberal Government is failing British Columbians. As we continue down the road to the 2017 election, I am confident PSAC members in the region will answer the call to action and make sure that our voice is heard at the ballot box. There is much work to be done and we will rely upon our growing experience in the election process.

#### **Canada Post and the Canadian Union of Postal Workers**

In July I wrote an open letter to the Right Honourable Justin Trudeau on behalf of the PSAC members in BC regarding the troubled negotiations between Canada Post and the Canadian Union of Postal Workers (CUPW). The letter was in response to the Employer's refusal to bargain in a meaningful way with CUPW and the threats Canada Post had made to lock out CUPW members. In my letter, I called upon the Prime Minister to use his authority to remove Canada Post CEO Deepak Chopra from his position and to direct Canada Post to negotiate fairly with CUPW. I also reminded the Prime Minister of his pre-election letter to Canadian public servants, wherein Trudeau wrote of respect for public servants, the value of a strong public service and the important role unions play in middle class prosperity; I encouraged the Prime Minister to live up to his words put an end to the dispute.

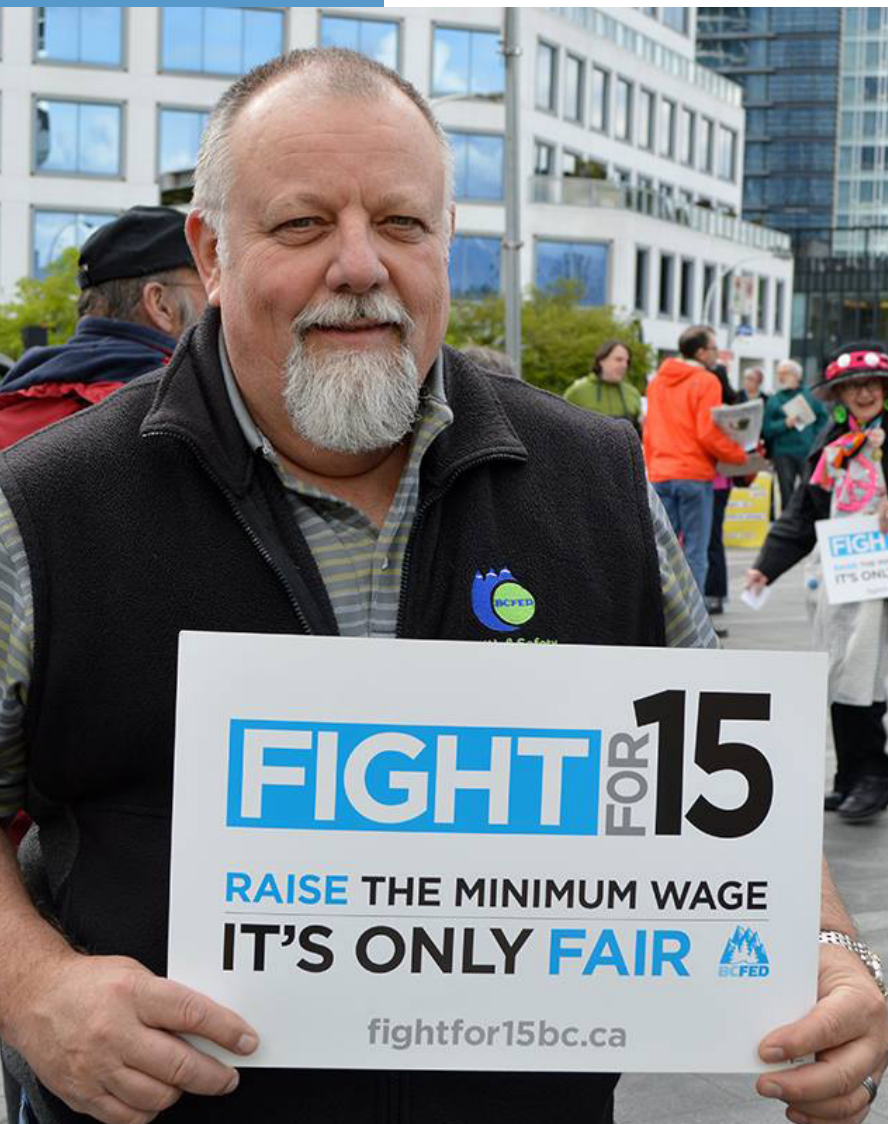
#### **BC Nurses Union versus MoveUP and Unifor**

In July, we were advised of difficult negotiations between the BC Nurses Union (BCNU) and their staff unions, members of MoveUP and Unifor.



Since then, workers represented by MoveUP and Unifor voted in favour of striking against the BCNU in response to the Employer's efforts to strip them of their health benefits and impose an unfair contract on them. To support striking members of MoveUP and Unifor, PSAC members attended their rally on BBQ on August 25 at their picket line at BCNU headquarters. Several other solidarity events have continued since the BBQ, and PSAC members are taking place wherever they are able.

At the time of this writing, MoveUP and Unifor members are still on the picket line, and are hoping that BCNU will reconsider their heavy-handed, concessionary negotiation tactics that started this dispute. It's unfortunate that the BCNU leadership isn't walking the talk when it comes to living their supposed union values. Nonetheless, we will continue to support our striking sisters and brothers at MoveUP and Unifor in any way that we can.



### **Fight for \$15 Campaign**

The Fight for \$15 campaign is still alive and well in BC and the PSAC continues to support of BC Federation of Labour and its affiliates in the effort to address income inequality in BC. On September 15, the PSAC will be participating in leafletting events in the Metro Vancouver area. The leafletting coincides with the implementation date for a \$0.40/hour increase to BC minimum wage that the BC Liberal announced just three weeks after the April 15 national day. That \$0.40/hour increase will bring BC's minimum wage to \$10.85 per hour, moving BC out of last place nationally. However, the move will be short lived because just 15 days later PEI will increase their minimum wage to \$11 per hour on October 1.

Based on the actions taken by the BC Liberals to date, it's clear that the BCFED's campaign is having an impact in BC and has forced the BC Liberals to reconsider this province's low minimum wage. Nevertheless, this government is still not taking the steps necessary to lift a person working fulltime above the poverty line in BC. Consequently, we will continue to lend our support to this campaign with the hope that it will result in a \$15 per hour minimum wage for all British Columbians.



## **Education**

### **Regional Education Schedule**

Over the next few months, the Region’s fall education schedule will be rolled out across the province. In particular, we will be holding 12 separate 2-day basic weekend courses in BC this fall. For the first time in BC, we will be offering a combination of the Stewards Series Tier 1 and Tier 2 courses over two separate weekends. Other courses being held are: Talking Union Basics, Grievance Handling, Health & Safety, and Local Officers.

### **West North Union Development Program**

The 2016 West North Union Development Program (UDP) will be winding down this September with Step VI taking place in Victoria September 15-18. At this final step of the 10-month program, participants will meet one last time for their mock convention. Along with the REVPs Hladun and Bourassa, I will join the group in Victoria for the final day. I look forward to attending all seeing the participants’ hard work come to a completion. After this intensive yearlong program, all three Regions will greatly benefit from the strong new leaders who have emerged from this year’s West North UDP. My congratulations goes out to this year’s graduates; they should be very proud of their accomplishments.

Just as the 2016 participants are completing their UDP program, the 2017 West North UDP has just been announced, and we are now seeking applications for this next offering of the program. The 2017 program will be hosted by the North Region and staff are already hard at work preparing for the next year ahead. I’d like to acknowledge and thank the education staff for their ongoing efforts and their tireless work to ensure the successful delivery of this exemplary advanced learning opportunity for emerging PSAC leaders.

## **Treasury Board Negotiations and Mobilization**

### **June 8th National Day of Action**

Locals across the Region participated in the National Day of Action on June 8. While the event was originally planned for just the TB units, the event was expanded to include other non-Treasury Board national units as well. To encourage as many BC members as possible to participate on June 8, the REVP Office staff and I made a web video expressing the importance of taking action and sending the Government a clear message on June 8: PSAC members reject sick leave concessions and are prepared to take action to win a fair settlement. We also encouraged members to make their own videos, which we plan to use in our regional bargaining communications going forward.

It’s important to note that planning for the Day of Action did raise some concerns with some Locals in BC: there were concerns over the decision to conduct information ‘pickets’ at worksites and the potential issues associated with that type of action. Of specific concern was the use of picket signs at the worksite. In light of these concerns, we encouraged these Locals to modify the action as they felt necessary and use

alternative media to convey the important message of support to the bargaining teams. More critical than the picket signs is the show of solidarity both for the teams and for Employer to see.



### ***Regional Negotiations***

There are several units are currently in negotiations in BC.

Last fall the unit at IMP Comox also started their negotiations. However, they had trouble with the Employer in terms of receiving information. Consequently, the team filed an unfair labour practice (ULP) complaint with the Labour Relations Board. Since the ULP was filed, the Employer has been slowly providing the required information. Currently, the team is still awaiting a response from the Employer.

The Seal Cove Commissionaires in Prince Rupert are still in collective bargaining. However, they are currently enjoying a statutory freeze with no concessions. That means if they go to the table, there will be concessions on the table. Therefore, progress has been slow and there has been no further update since the last REVP report.

In December, notice to bargain was served by the Employer for the Corps of Commissionaires – Victoria, The Islands and Yukon. Communications between the DCL President and negotiator Erna Post began in the spring to prepare for the negotiations. However, due to a death on the Employer side, the parties won't be meeting until the fall. New developments are anticipated in the coming weeks.

As previously reported, the unit at MDS Nordion exchanged their proposals in mid-May. The negotiator assigned is Hassan Husseini who met with the bargaining team and the Employer in the spring. Since that time there have been no further developments.

In July, members of UCTE Local 20212 at the Prince George Airport voted to ratify a tentative five-year agreement. The new agreement includes a wage increase averaging 2.5% per year over the life of the agreement as well as improvements to language around staffing and safety equipment. Congratulations to the bargaining team for the work on behalf of the members at the Prince George Airport.

Another regional unit that will be in negotiations this fall is the Vancouver Airport Authority. At the time of the writing, notice to bargain has just been served.

Two other regional units that will in negotiations in the coming months include the First Nations Health Authority and the unit at Granville Island. Currently, the teams of soliciting bargaining input from members.

## **Regional**

### **Kitsilano Based Re-opened and Enhanced**

In early August the long-awaited formal re-opening of Kitsilano Coast Guard Base took place with the Minister of Fisheries, Oceans and the Canadian Coast Guard visiting the base. During his visit, Minister LeBlanc also confirmed that the Government will be expanding the Based to include emergency environmental responses and emergency responses training.

Many of you will recall the that the Kitsilano Coast Guard Station was closed by the Conservative Government in February 2013 after PSAC members, elected officials from all levels of government, and community members rallied for several months to “keep it open.” During the federal election campaign in 2015, the Liberals promised to re-open the base if elected.

In following through on their election promise, I’m happy to report that the Liberal government made the right decision to listening to the many Vancouverites who spoke out against the closure. The reopening and enhancement of the Kitsilano Base can be viewed as a victory for all who campaigned to keep the base open. The community spoke, and the government listened.



## **2016 Regional Conferences: Regional Racially Visible Conference, Regional Women's Conference and Regional Young Workers Conference**

The Regional Racially Visible Conference took place May 13-15 at the Hilton Vancouver Metrotown in Burnaby. The conference included 35 participants and included a great lineup of speakers. The keynote speaker was Marie Clarke Walker from the CLC who provided a national lens to the history of racism in Canada and the labour movement's involvement. The conference also included three workshops. Two of the workshops were developed nationally and the third was a regional workshop that had been customized based on member survey responses. That regional workshop focused on employment equity in the members' workplace, union and community. By all accounts the inaugural BC Racially Visible Conference was hugely successful. A large part of that success is due to our Regional Council Racially Visible Coordinator Jennifer Chieh Ho, the conference organizing committee and the dedicated PSAC staff who worked tirelessly to pull everything off.



Planning is well underway for two other upcoming regional conferences in 2016: the Regional Women's Conference and the Regional Young Workers Conference.

The Regional Women's conference will take place September 23-24 in Richmond with a theme of Domestic Violence. Forty-two participants have been selected to attend, a number of excellent speakers have been lined up for the event, including Alberta MLA Maria Fitzpatrick and PSAC National President Robyn Benson. Also included in the conference agenda is time for resolutions debate: a number of resolutions have been received from BC's Regional Women's Committees. We hope that these resolutions were spur meaningful discussions that will carry forward to the National Women's Conference in March.

The callout for the BC Young Workers Conference was released in August and initial response has been really good. A number applications have already been received for the November 26-27 conference. The conference, which takes place in Vancouver, will immediately precedes the BC Federation of Labour Convention. As part of the Young Workers Conference agenda, the organizing committee is hoping to include an NBoD member who is young workers to share his experiences in the labour movement. The Women's Coordinator and the Young Workers Coordinator the on the BC Regional Council have been involved in the planning process for their respective conferences, bringing great ideas and suggestions.

## Community Summer Outreach Activities

PSAC members in BC participated in a number of community events across the province this summer, including the Surrey Fusion Festival, the Surrey Pride Festival, the Vancouver Pride Parade and Festival, the Saanich Fair, as well as several Labour Day events in Chilliwack, Duncan, Kelowna, Ladysmith, Prince George, Vancouver, and Victoria.



While there was no official PSAC campaign this summer as seen in previous years, PSAC BC members still took the opportunity to engage with the public at these community festivals and events and talk with them about our priorities and our principals.

By continually engaging with the public in a positive way, and reminding the community of the value of strong public services, we aim to dismantle the negative stereotypes of public sector workers that were built up by the previous government. Moreover, through community conversations and engagement we will continue to show the public that that the PSAC is delivering the services Canadians need and deserve, and that the union is supporting the community more generally.

As an aside, it should be noted that the PSAC's involvement in this year's Labour Day activities across BC was the largest on record. Members should be proud of the efforts to come together with the labour community to celebrate this important date on the calendar.

It's true that every day we need to celebrate the successes of the labour movement. But on Labour Day in particular, we need to take time to acknowledge and commemorate the many gains and victories that the labour movement and PSAC members have made over the years, not just for ourselves but for all workers and all Canadians. These victories – large and small - would not be possible without members being involved and being active. For this reason, I'd like to extend my thanks to all PSAC members for this important work that they do for the union and for the community as a whole.

## **BC Regional Council**

Once again, the BC Regional Council has had a change to its composition in recent months. In July, we conducted a by-election for the National Officer Coordinator position on the BC Regional Council, and CIU's Sister Leanne Hughes was acclaimed. As you may recall from my last report, this vacancy was created with CEIU's trusteeship: Sister Crystal Warner had to take a step back from the BC Regional Council given that she is no longer a national officer.

Two other positions on the Regional Council have also changed hands: after many years of service, Sister Benilde Gomes resigned from her position on the BC Regional Council and from the Northwest BC Area Council. Sister Gomes will be moving to Alberta with her husband and we wish her all the best on this next chapter. In Benilde's place, Alternate Jill MacNeill has assumed the Northwest BC Coordinator position on the Regional Council.

Finally, Brother Ken Waldron has also resigned from the BC Regional Council. Brother Waldron was the Members With Disabilities (MWD) Coordinator for BC who made the difficult decision to leave the BC Regional Council for personal reasons. Alternate Joyce Slett now holds the MWD position for the balance of the term.

Our thanks goes out to Crystal, Benilde and Ken for all their hard work and dedication to the BC Regional Council. We also welcome Leanne, Jill and Joyce to their new roles on the BC Regional Council.

Respectfully submitted,

Bob Jackson  
Regional Executive Vice President, BC



## ITINERARY HIGHLIGHTS - April 2016 – September 2016

Date(s)	Event	Location
<b>APRIL 2016</b>		
April 5	BCFED Political Action Campaign Planning Meeting	Vancouver
April 5	Meeting with BC NDP Riding nominee (and PSAC Member) Bowinn Ma	Vancouver
April 6	National H&S Conference Resolutions Committee Meeting	Via Teleconference
April 6	CCPA Annual Fundraising Gala	Vancouver
April 11-14	AEC meeting	Ottawa
April 13-14	NBoD Standing Committee Meetings	Ottawa
April 15-17	BC Regional Council meeting	Vancouver
April 18	United Way meeting with PIPSC and CAPE	Vancouver
April 19	BCFED OH&S Standing Committee meeting	Vancouver
April 24-25	BCFED OH&S Provincial Lobby	Victoria
April 27	BCFED OH&S Standing Committee meeting	Vancouver
April 28	National Day of Mourning Golden Tree Monument ceremony	Abbotsford





## MAY 2016

May 2	West Fraser Valley Area Council meeting	Surrey
May 3	CLC CPP Expansion Campaign – strategy session	Vancouver
May 6	NBoD Standing Committee on OH&S	Via Teleconference
May 7	UNDE 50th Anniversary Celebration	Ottawa
May 9-10	AEC meeting	Ottawa
May 12	BCFED Ranking Officers Meeting	Kamloops
May 13-14	BCFED Regional Conference	Kamloops
May 18	AEC & Pol Coms meeting on June 8 Day of Action	Via Teleconference
May 23	Victoria Day Parade with Victoria Area Council	Victoria
May 24	BCFED Convention Planning Meeting	Burnaby
May 25	BCFED OH&S Standing Committee Meeting	Vancouver
May 25	BRUSH Meeting	Vancouver
May 27	Presentation to the BC Federal Council on the GCWCC	Vancouver
May 27	UEW Regional Seminar	Victoria
May 29	Asian Heritage Month event	New Westminster
May 30	Meeting with PIPSC and BCFED	Vancouver
May 31	Meeting with CAPE and BCFED	Vancouver

## JUNE 2016

June 1	United Way Cabinet Meeting	Vancouver
June 1	GSU Regional Seminar	Vancouver
June 2	USGE Regional Seminar	Vancouver
June 6-7	AEC Meeting	Ottawa
June 6	NBoD Standing Committee on Honours and Awards	Ottawa
June 8	National Day of Action	Vancouver
June 9	BCFED Ranking Officers Meeting	Vancouver
June 15	Vancouver Area Council Annual Softball Tournament	Vancouver
June 20	AEC Meeting	Ottawa
June 21-24	NBoD Meeting	Ottawa
June 23	Treasury Board NSCC Meeting	Ottawa
June 24	Constitution Review Committee Meeting	Ottawa
June 27	BCFED Officers meeting with MLA Shane Simpson	Vancouver
June 30	NBoD Standing Committee on Representation	Via Teleconference

# REVP-B.C. Region Report

## JULY 2016

July 6	AEC Conference Call	Via Teleconference
July 7	BC Regional Council Conference Call	Via Teleconference
July 11-15	Scheduled Annual Leave	
July 22	Meeting with NEVP Chris Aylward and CEIU Deputy Trustee Crystal Warner	Vancouver
July 25	National H&S Conference Resolutions Committee Meeting	Via Teleconference
July 27	BCFED OH&S Standing Committee Meeting	Vancouver
July 27	BRUSH Committee meeting	Via Teleconference

## AUGUST 2016

August 2-5	Scheduled Annual Leave	
August 9	United Way Cabinet Meeting	Vancouver
August 16	Meeting with Virginia Vaillancourt regarding the BC Regional Women's Conference Delegate Selection	Vancouver
August 24	NBoD Briefing of Phoenix Pay System	Via Teleconference
August 30	NBoD Standing Committee on Representation	Via Teleconference

## SEPTEMBER 2016

September 1	BCFED Ranking Officers Meeting	Vancouver
September 5	Labour Day Celebrations	Prince George
September 7	United Way Cabinet Meeting	Vancouver
September 7	BCFED OH&S Standing Committee Meeting	Vancouver
September 8	NBoD Standing Committee on OH&S	Via Teleconference
September 12-13	AEC Meeting	Ottawa
September 14	United Way Cabinet Meeting	Vancouver
September 15	BCFED Executive Council Meeting	Ottawa
September 15	United Way Campaign Kickoff Event	Vancouver
September 17-18	UDP Step VI	Victoria
September 20	Meeting of the NBoD Standing Committee on Constitutional Review	Via Teleconference
September 23	PSAC BC Regional Women's Conference	Richmond
September 28	BCFED OH&S Standing Committee Meeting	Vancouver
September 30	Labour Day of Caring	Vancouver

PSAC Alternate REVP-B.C. - Jamey Mills

Report to the B.C. Regional Council

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Over the past several months I have continued to engage our members and the public by attending workplaces, member events and meetings as well as community events. It has been good to hear from our members and more and more I am hearing about the impacts of the Phoenix pay system. At first the stories were few and far between but recently they are accelerated with more significant impact on members.

Additionally, I have met with MPs outside of my riding to discuss the lingering impacts the cuts of the Harper era are still having on our members and Canadians, issues related to Phoenix as well as the necessity to audit the CFIA to ensure safe food for all Canadians. It has been a real about-face to be able to sit with the majority Liberals as these meetings were few if ever under the Conservatives. Of special note was my meeting with Minister of Justice Jody Wilson-Raybould. She was very accommodating and listened intently as we advised her of the impacts it had on our members. She let us know that there were very little impacts in her area and it was refreshing to see our Union go out and advocate for our members. While the issue is ongoing I feel that meetings we have had with MPs to discuss these issues are not falling on deaf ears.

I have done my best to get out to as many events and offices as possible. The softball tournament held to counter NPSW in Vancouver was well attended by many PSAC affiliates as well as PIPSC members. Again we discussed bargaining and the impact of Phoenix. Our members understand we are fighting for them in the workplace and with politicians throughout the region. It was very enjoyable to get out to the Okanagan for the Labour Day event in Kelowna. The Area Council there worked hard to have well decorated and attended booth with over 600 people attending the new



event. I also really enjoyed going out with Susan to work sites in Kelowna, Vernon and lastly in Summerland at the Agriculture Canada Scientific Research Centre. I truly amazes me what our members do in their day to day work.

Over the next months I will continue to work to ensure we elect a progressive government in the BC Provincial election. I intend to work with NDP Candidates coming from our own PSAC ranks as well as community organizations such as the Metro Vancouver Alliance as they prepare to hold a Provincial Accountability Assembly pertaining to issues raised by its affiliate bodies.

I also intend to continue travelling through the region to help our Area Councils work on plans around the Provincial election, meet with members and support our equity groups at local events.

Respectfully submitted,

Jamey Mills  
Alternate Regional Executive Vice-President, B.C. Region

#### Alternate Regional Executive Vice-President Itinerary: April 2016 to September 2016

- April 21: United Way Executive Cabinet
- April 21: UTE 20027 Executive meeting
- May 2: Member engagement (Bowinn Ma nomination)
- May 25: Meeting with MP Jody Wilson-Raybould (Liberal)
- May 26: Metro Vancouver Alliance (affiliate meeting)
- June 8: National Day of Action
- June 9: Vancouver and District Area Council (regular meeting)
- June 15: VAC Softball Tournament
- June 29: UTE 20027 Executive meeting
- July 5: BC Fed Community and Social Action Committee
- July 7: Regional Council conference call
- July 14: UTE Strike Training

- July 18: MVA (Provincial Election Assembly)
- August 1: Vancouver Pride Parade
- August 5: MVS (meeting with Deborah Littman)
- August 8: UTE Workplace Action
- August 16: Meeting with MP Don Davies (NDP)
- August 18: UTE 20027 Executive Meeting
- September 5: Labour Day Event (Kelowna)
- September 6: Site tours Kelowna, Vernon and Summerland
- September 13: Vancouver and District Area Council (regular meeting)







PSAC Geographic Coordinator for Metro Vancouver - Jennifer Horsley

Report to the B.C. Regional Council - Activities Since my last report

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I had a pretty busy spring, but my union activities had to take a back seat to work over the summer as I worked a lot of overtime during the uncertainty surrounding the Canada Post Labour dispute. Hopefully with everything settling down, I can get back to my regular activities.

In May I attended a Mental Health training session with my Component, and I feel much better prepared to understand and help find accommodations and assistance for members who are experiencing Mental Health issues. The course we took was offered through Mornell Shapel and is the mostly the same course that was being offered to managers and HR reps at Purolator and Canada Post this spring, so I think that it will give us some solid middle ground to work from.

At the end of May I participated in a session offered by the BCFed called Deep Diversity. The session was led by Shakil Choudhury and was an amazing look at how our personal and societal biases affect how we view and react to diversity, and how to nurture diversity equity and inclusion within unions. It wasn't exactly what I was expecting, but it was definitely worthwhile.

In June I attended the Vancouver Area Council and also a membership event for National Public Service week event held by the Environment Local at 800 Burrard. The membership event was very cool, they offered massages to members who signed up ahead of time and had an information room set up. I couldn't stay for the whole session, but did get to meet a few members over the lunch hour. On Aboriginal Day I attended the event held at the Regional Office hosted by the Human Rights Committee and Ruby Langan. The food was delicious and the speaker was very informative about the Aboriginal experience. Thank you to the hosts for inviting members in to celebrate with you.

Unfortunately, the Vancouver Area Council barbeque was cancelled due to unforeseen circumstances, so I didn't have much in the way of activities this summer. By the time Pride rolled around, I was pretty exhausted from a long July with a ton of overtime so I didn't participate this year.

For Labour Day I was the lead officer from the Vancouver Area Council at our table at the BCFed event at Swangard stadium. We shared our table with the Metro Vancouver Alliance, and I think it was a successful day. I would have wished we had more information about the Phoenix pay issue, but I think we made some good connections. I have brought a lot of the information I picked up on to the Vancouver Area Council at the meeting held on September 13th. I have to thank Monica Uruttia for being there and bringing all the equipment and swag. I especially want to thank Terri Lee and Bowinn Ma for helping at the table and in particular Terri for taking the TV interview that aired on Fairchild TV.



Throughout the spring and summer I continued to work on issues that came up in my own local and to attend Health and Safety meetings. We are experiencing serious cutbacks with three store closures in the lower mainland, so there is a lot of fallout from that. Hopefully things will settle down soon.

I have been accepted to participate in my employer's regional Equity and Diversity Council, we had our first session at the end of August.

#### Challenges you had to cope with since the last meeting:

I think my biggest struggles have been balancing work, home and union life. I'm hoping that this will balance out soon, but with contract negotiations upcoming

for UPCE members with Canada Post we will have to wait and see. I'm hoping that my fellow component members have an easier time of negotiations than CUPW did this summer.

#### Upcoming:

I have the National Health & Safety Conference in November, a Metro Vancouver Alliance meeting at the end of September and member site visits for my own local on the Island attached to the Regional Council Meeting in October to start the ball rolling for our negotiations at the end of next year. I imagine that the Convention Committee will be picking up the pace in preparation for the Convention next year.

In Solidarity,

Jennifer Horsley





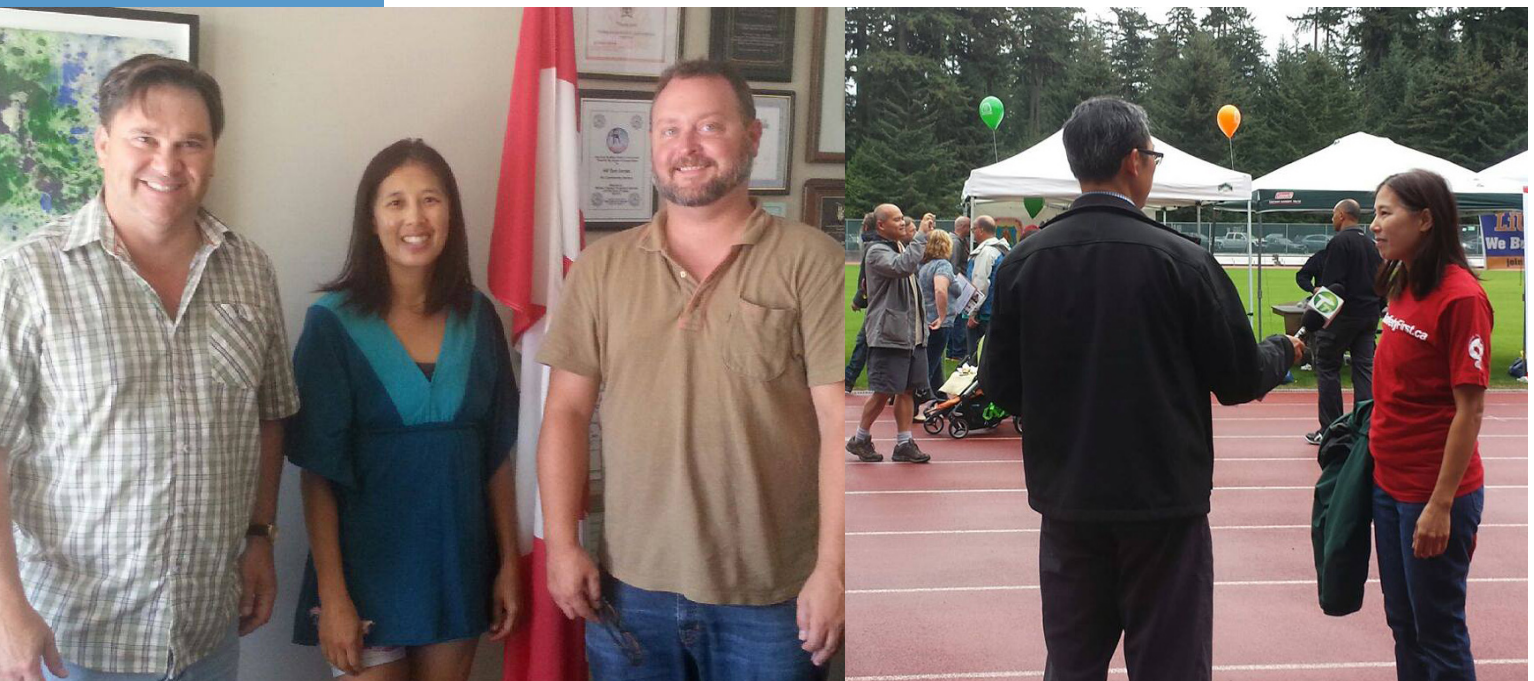
PSAC Geographic Coordinator for Metro Vancouver - Terri Lee  
 Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting		
	Activity	How it fulfilled my role on the Council
March	CFIA negotiations	Strive for a fair collective agreement
	Local 20044 Grievance Committee meeting	Education of local members
April	Vancouver Area Council meeting	Education, updating and networking with other activists
	Regional Council meeting	Finance & Environment committees, participation in the running of the BC Region
	CFIA negotiations	Strive for a fair collective agreement
	UDP – mentor conference call	Support PSAC education program & new activists
May	Local 20027 (Agr Okanagan) Annual General Meeting	Provided an update on bargaining and regional activities
	BC Racially Visible Conference	Education, updating and networking with other activists
	PSAC Negotiator Hassan Hussein tour (CFIA team)	Tour of several lower mainland CFIA worksites, including meat plants; education and mobilization of members; updates on bargaining & regional activities
	Lobby MP Jody Wilson-Raybould	Education of MP on problems with Phoenix, cutbacks, Agriculture union - CFIA audit now campaign
	BC NDP fundraiser	Support progressive candidates
June	CFIA negotiations	Attempt to negotiate improvements
	BC Fed Climate Change Working Group	Represent PSAC on BC Fed initiatives; support environmental initiatives <a href="http://www.greenjobsbc.org/">http://www.greenjobsbc.org/</a>
July	Local 20044 picnic	Provided an update on bargaining, regional activities and network with members
	CFIA negotiations	Negotiate improvements, support other PSAC members

Activities Since the Last B.C. Regional Council Meeting		
	Activity	How it fulfilled my role on the Council
August	Lobby MP Don Davies	Education of MP on Phoenix, Agriculture union - CFIA audit now campaign
	Local 20044 Steward Committee	Share Regional priorities, update on negotiations, network with local activists
September	Labour Day Picnic Burnaby – Swanguard Stadium	Support Labour activities, education public on PSAC initiatives, outreach
	BC Women’s conference	Education, network with other PSAC members, support equity movement

### What would you like to work on next?

- Continue to negotiate a fair settlement for CFIA members, member awareness & education;
- Contact more MPs for lobby meetings
- prepare for the Provincial Election





PSAC Geographic Coordinator for Metro Vancouver - Barry Tchir  
 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
Attended NDP fundraiser organized by one of my members Bowinn Ma and I am pleased to announce she is officially seeking the NDP nomination in North Van Lonsdale	Supporting membership and Political activist activities
Attended UCTE Private Sector Conference to discuss Exclusions, Organizing, Young Workers and Contract language consistency	Educational and networking opportunity
Attended BC Fed meeting for Airport Unions chaired by Aaron Eckman to see if we can re-establish Airport Council of Unions	Unity of Unions - Positive progress was made and feel further meetings should be held.
My Local has elected a Negotiating team and has been compiling proposals. Notice to bargain was given to the Employer, YVR, on September 1st	
Attended several Fight for \$15 rallies	Political and Community activity
Approached YVR to facilitate meeting with United Way coordinator for Fall campaign.	Community activities

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

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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

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I have been busy with attending and representing the PSAC on the Fraser Valley District Labour Council as an executive member and as a member present at the monthly general meeting. I have kept the Labour Council informed of the different PSAC groups in bargaining. I have also advised the Labour Council that our members are sitting across the table from the same negotiators that the Conservative government had in place. Members have been informed of what concessions the current government is demanding regarding changes to our sick leave provisions.

I was also in attendance at the annual Labour Council BBQ, which was held at the end of June before summer break. The event was well attended by different unions in the area.

In early September I was able to get out in the constituency: I took a tour and met members who work at the Matsqui Institution in Abbotsford. The tour provided me with an idea of what it is like to work in a med-max prison. Some of the issues that were brought to my attention were that during a lock down situation all inmates are locked up. Consequently, this puts added pressure on PSAC members who work in the kitchen as they no longer have the help of inmates to do prep work and other duties in the kitchen. Another challenge faced by our members was the two large kettles in the kitchen that are used for preparing soups, etc. For two weeks the kitchen was down to one kettle and management still expected staff to be able to keep up with production while working at 50% capacity.

PSAC members were happy to see a visitor, even if it was for a short time period. I think it is important that members see representation in the work place and that it is known and acknowledged of what people do. Until you experience what's going behind the walls and seeing, and also *feeling*, the what the work environment is like for our members, you cannot really appreciate their situation. As well, I think there's value in just getting into the prison and seeing it as a visitor.

I also plan to do a site visit in the Agassiz area with the Agriculture research center. On the same day, I may visit to the med-max federal prisons in Agassiz as well.



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
April 28th 2016 Nanaimo, Duncan District labour Council day of Mourning	Attended the event to honour all works who have passed, killed, or injured on the job.
May 5th 2016 Mental Health First Aid Training	This qualifies me as a JLP Facilitator on Mental Health and now able to Facilitate the JLP Mental Heath in the North Island
May 7th 2016 NVIAC meeting in Courtney BC	Well attended meeting with the newly elected executive. A lot of discussion on bargaining and other political events. Also discussed the cancellation of the island camping weekend.
May 23rd 2016 Mayday Parade in Victoria	Attended this event as an observer as I was late getting into Victoria to join in on the float. As members from the North Island, were not able to make it to this event, I was there for the North Island.
June 25th 2016 NVIAC meeting in Naniamo BC	This meeting was cancelled
July 10th 2016 Victoria Pride Parade	Attended this event as an observer to see if from a different angle.
July 16th 2016 NVIAC meeting in Naniamo BC	This attendance for this meeting was a very small. However, we were able to achieve the quorum that is needed and we discussed how to get more members to attend.
August 22nd 2016 Health and Safety Review Coast Guard	How I see this it fulfilled role on the Regional Council - as the discussion on different work sites that are needing repairs on the north island which helps to keep members and the public safe
September 5th 2016 Labour day events	Labour Day events on the North Island are spread out a great distance. My plan was to be at the two main events in Black Creek and Ladysmith. Due to traffic problems and the timing, that could not happen. So I decided to attained Duncan's event and the event in Ladysmith.

### Challenges you had to cope with since the last meeting:

- Time around everything seems to slow right down and there are not a lot of political things happening except trying to fix the Phoenix pay system, which is ongoing even today.
- Dealing with members who are not getting their regular paycheques takes time. It's hard work to event get them a partial pay cheque.

### What would you like to work on next?

- Time to refocus and get motivated with the up coming events that are about to happen in the PSAC and also my component





PSAC Geographic Coordinator for Northeast B.C. - Parveen Deepak  
 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
April 2016 Attended the racially visible members conference	Help discuss issues that racially visible members encounter and to promote other ethnic members to take part regionally
Attended the August regional women's committee meeting	Supports the women's committee and help dialogue between the committee and the BC Regional Council
May day event	Helps promote PSAC in the public and to share greetings with other local unions
North East BC (NEBC) Area Council meeting	Help recruit more PSAC members to help with political action activities





Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Regional Council conference call	To discuss any concerns from my designated area with the rest of the council and to get updates from other regions and from the REVP Office
North Central Labour Council Visioning Session	Have a chance to provide input as to what events PSAC would like to take part in and to provide further suggestions as to how the labour community and other affiliated unions can help PSAC or show their support.
Labour Day Parade organization	To help get PSAC NEBC Area Council involved To have PSAC representation at such a well- attended event in PG and also to show PSAC support

### Challenges you had to cope with since the last meeting:

- Since these are summer months it's hard to get members together due to different leaves.

### What would you like to work on next?

- Things will start to pick up now since summer is over and the provincial elections are around the corner
- I plan to be more active in the District Labour Council
- I'm looking forward to the many upcoming conferences



PSAC Geographic Coordinator for Southern Interior - Susan Yaciw

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
Regional Council Meetings	Meet in person with the other coordinators, perform any required committee work, plan events and conduct the affairs of the Regional Council
Area Council meetings and the Okanagan Regional Women's' Committee meetings	Communicate with other locals and components in the region. These meetings allow for discussion, collaboration and activism across component lines.
UTE monthly executive meetings	Involvement in my component local. Share with my local, regional and local activities
BRUSH Conference Calls	Discuss issues around Health & Safety
BC Regional Council conference calls	Conduct business of the region and helps to keep the lines of communication open between council members
DASH Committee	Reviewed a number of subsidy and donation requests and made recommendations for approval
UTE Webinar	Participated in a Q&A Webinar. This webinar was presented by a member of the Bargaining Team who answered questions and provided an insight into the Memorandum of Settlement offered by the employer.
UTE conference call with local presidents	Strategic planning and a discussion around the upcoming vote to accept or reject the memorandum of settlement.
Ratification Vote	Helped with the Ratification vote for our local. A strike mandate was achieved at this vote
Plant Gates	Participated in morning plant gates to hand out bargaining information to our members
Day of Action	Participated in a Day of Action. The purpose of the action was to give a message to the government that we expect respect and a fair collective agreement



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Strike Training	Participated in the first phase of strike training to ensure that all activists and local executive are prepared and ready if strike action is required
CRA Day of Action	Participated in a day of action outside of our building. On this day the UTE Bargaining Team went back to the table with the employer. The day of action was to show the Canada Revenue Agency management that our members are standing together and supporting our bargaining team. Our efforts even got us a spot in the local newspaper.
North Okanagan Labour Day Picnic	Attended the Labour Day Picnic with Jamey Mills, A/REVP. The event was organized and put on by the North Okanagan Labour council. Attending this event provided the opportunity to connect with other labour organizations and to celebrate the strengths and solidarity of workers. Our booth was well attended and most of the literature and swag provided was scooped up quickly. Over 550 individuals attended the event. A quick shot of our booth appeared on the news cast that evening.

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Work site visits	<p>Visited the CFIA offices in both Vernon and Kelowna, the Kelowna CRA office and the Summerland Research Station with the A/REVP.</p> <p>Meet and connected with members in these offices. Darrell-Lee Mackenzie provided us with a fantastic tour of the fields and labs within the Summerland Research Station.</p>
BC Regional Women's Resolution Committee Conference Call	<p>Participated on the call as the chairperson of the committee, we reviewed resolutions being forwarded to the upcoming Regional Women's Conference. We prioritized the resolutions and made recommendations of concurrence or non-concurrence on the resolutions submitted.</p>

### Challenges you had to cope with since the last meeting:

- Getting members more engaged. Getting the Area Council more involved in community events and in political action.
- Still feeling the lack of motivation and burnout

### What would you like to work on next?

- To encourage greater participation in the Area Council and to increase member attendance at our Area Council meetings.
- Encourage our Area Council to take a more active role in our community and to be more politically active.
- My main goal is to find an individual to take over the Regional Coordinator role and the Area Council President position.

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

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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

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Over the last reporting period South Vancouver Island has been active with many events such as aiding the committees on the Island, the Victoria Day Parade, the June 8th national Day of Action, the VAC annual soft ball tournament, Saanich Fair and Labour day events.

During the Victoria Day parade which is the 3rd largest televised parade in Canada, the South Island displayed a small float for PSAC BC that showcased our pride by "Proudly Serving Canadians". The parade was aired locally and in the states.

The Island did a spectacular job in supporting the National Day of Action on June the 8th. Members from the South Island from CEIU, UNDE, GSU, UCTE, Parks, UVA, UEW all participated by supporting our bargaining teams and the union. This event was an amazing success and the regions should be proud of their hard work. Congratulations!

The VAC annual softball tournament was a ton of fun with 5 teams participating this year. We had great fun playing, talking to our members and creating friendships. It was a great show of solidarity.

The Saanich Fair was well received by the public and they were very curious and empathetic to here of our challenges with the new pay system. The public asked questions, heard some of our local examples of the hardship had by our members and sympathised with our challenges. We also made our union visible and let the public know how we serve Canadians. The event was well received.

The labour day picnic held at the legislature by the Victoria Labour Council had its best year ever attracting a labour and labour friendly crowd. It was an upbeat event that showcased labours success and our continuing efforts to improve labour rights.

Since our members have been feeling the effects of the Phoenix pay system and we on the Island have made it a priority to inform the public of our struggles, we feel the events we have held have helped achieve that goal.

Here is a synopsis of the dates and events attended:

**April 19** – Attended and participated Vancouver Island Human Rights Committee meeting

**April 23** – Trip to camp site to take pictures for the VAC & NIAC for the summer camping trip.

**April 27** – Attended and participated in the Vancouver Island Woman's Committee meeting

**May 5-8** – UNDE local presidents conference and 50th anniversary celebration in Ottawa

**May 16-20** – Planning and organizing for upcoming Victoria Day Parade

**May 22** – Organized and participated in preparations with VAC to decorate float for the parade and get materials organized for handing out to the public.

**May 23** – Participated in the May Day parade for the PSAC BC.

**May 26-31** – LWOP in the PSAC office to organize the events for June 8th day of action

**June 6-8** – Preparations for June 8th event in Esquimalt at DND for the 2 gates to highlight the National Day of Action.

**June 8** – National Day of Action

**June 14** – Attended VAC meeting highlighting the upcoming VAC softball tournament

**June 17** – Participated and organized the PSAC Softball tournament with the Victoria Area Council

**July** – Holidays and University classes

**August 23** – VAC meeting

**September 4** – Booth at the Saanich Fair

**September 5** – Labour Day Picnic at the Legislature. Manned the PSAC booth.



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

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### Activities since the last Regional Council Meeting

**April 27, 2016** – Attended Regional Woman’s Committee meeting – The Woman’s committee has been struggling with membership in the committee and engagement of members that sit on this committee. For several meetings they were unable to make quorum to pass the financial statement and budget.

**May 22 – 23, 2016** - Victoria May Day Parade. Sunday members gathered at the Victoria Regional office to make posters and decorations for the Area Council Entry in the May Day Parade. We prepped 500 Frisbees with flyers of what members of the Federal Public Service do, and made posters for the van. I received a lot of feedback from my members on how great it was to see the PSAC in the parade.

**May 26 – 29, 2016** –UDP Step 4 – Ottawa – It was a great experience to get together with all the UDP Participants for 2016. With a focus on organizing a direct action, we learned valuable information on the steps we need to take to move forward when





we want to organize or participate in something. We also learned about leadership or perhaps what to do with a room full of strong activists with strong voices ;) in the end if came together! Our direct action was about affordable childcare, and we learned that everyone participates in their own way. Participants who were able to marched to Parliament with signs, dolls, songs and chants. Others stayed behind and learned how to tweet and about creating hashtags out information one we came up with was #kidswinweallwin. draft letters to MP's, and write summaries of what happened. We ended on learning more about writing resolutions. We also were able to go out and support OLG workers at the casino while they were still on strike.

**June 6, 2016** – Accepted a term position with PSAC in the Victoria Regional office as the Administrative Assistant.

**September 14 – 18, 2016** – My Term with PSAC is done on September 14th and I will be able to complete UDP with the rest of my West/North Class. We will be doing presentations on our action projects (Where I learned to redefine success!) as well as having a mock convention. It was interesting to read the resolutions that everyone has put forward.

### Challenges you had to cope with since the last meeting:

Finding a work/life balance that works for me, making myself a priority in my own life. Taking a term position at the Victoria RO and feeling lost. Watching my local go through a bad time with Phoenix (myself included) and feeling like there was nothing I could do to help.

### What would you like to work on next?

Continue working with the island committees and Area Council to increase participation and engagement. Volunteering for PSAC booths at local events to help change the public perception of Federal Government workers. Start implementing the Strategic plan that I have been working on for my local in regarding to engagement and communication. Also working on resolutions to submit to conventions and resolutions to fix my locals regulations. locally, regionally and nationally.





PSAC Aboriginal Coordinator - Ruby Langan  
Report to the B.C. Regional Council

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## PSAC BC Aboriginal Coordinator Report April 18, 2016 - September 9, 2016

It's been a learning, healing journey. I have not put together a spreadsheet of my activities yet, but will post it on the Facebook page **UNE Aboriginal members and Allies**. Please join. The Facebook page is a communication tool for Aboriginal members and allies to:

- share aboriginal human rights information,
- encourage union member participation ,
- support union and ally activities across the country.

I was fortunate to take part in the Union Development Program (UDP). I have learned about worker union topics such as union history, campaigns, action projects, activism, and anti-racism. I have learned outside of the UDP activities, through traveling and interacting with the world. It is my responsibility to bring the Aboriginal lens to the union and I have done this at every opportunity. I believe that worker unions are at the forefront of social justice and that they embrace Aboriginal awareness, healing, and empowerment.

Here is part of my project presentation at UDP. These are some healing and empowerment ideas that I bring to my union.

### Union

- Aboriginal member, representative -bring equity lens to union
- Social media - remembering to focus on positive or empowering items, identify problems and focus on solutions
- Fight for social justice, gain allies to combat the higher rates of Aboriginal
  - child apprehension
  - unemployment
  - incarceration
  - Drug addiction

- health problems (e.g. diabetes)
- FAS
- poverty
- suicide
- violence

*We need you. I am calling you in.*

I encourage my Aboriginal, and all, members to take the basic union courses, attend conferences and committee meetings. Take that first step. We need you.

All my relations,

Ruby Langan



**Activity Report to the PSAC BC Regional Council  
by PSAC BC Regional Coordinator for Racially Visible Members,  
Jennifer Chieh Ho (UNE Local 20088)  
for period April 18, 2016 – September 9<sup>th</sup>, 2016**

**Labour Events and meetings:**

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- PSAC BC Regional Council in person meeting and teleconference Call
- PSAC BC West Fraser Valley Area Council
- PSAC Lower Mainland Human Rights Committee
- PSAC Vancouver Regional Women`s committee
- PSAC Racially Visible caucus meeting
- PSAC National Human Rights meeting and Teleconference call
- PSAC National Racially Visible Coordinators teleconference
- Monthly Westminster District Labour Council Social and Community Committee
- Monthly New Westminster District Labour Council Monthly meeting
- BC Federation of Labour Worker of Colour caucus
- BC Federation of Labour Human Rights Committee
- BC Federation of Labour Executive Council
- PSAC June 8 National Action Day



## Update on the successful PSAC BC Regional Racially Visible Conference (May 13 – 15, 2016) - Theme `Race Forward; Our Union, Our Community, Our Future`

*Below is information obtained from conference report available  
[http://psacbc.com/sites/bc/files/rv\\_conference\\_report\\_final.pdf](http://psacbc.com/sites/bc/files/rv_conference_report_final.pdf)*

The objectives of the 2016 PSAC Regional Conference for Racially Visible Members were:

- To discuss, strategize and mobilize on issues impacting racially visible members in their region
- To share experiences and network with other racially visible members in the region
- To empower and inspire racially visible members to become active in their union, community, and workplaces

Participants shared their thoughts on priority issues for the PSAC, which included representation, outreach, education, and campaigns:

**Representation** - Participants felt there is a need to draw more attention to issues that racialized workers face and would like to see more representation of racialized members within the union hierarchy thus ensuring representation in senior positions in the workplace and in union roles. Specific resources to build racially visible leadership will be needed to achieve this, including more funding for more members to be able to attend conferences like this.

**Outreach** - Participants felt that more outreach to the community, especially youth and advocacy to government would be helpful.

**Union education** - The participants would like to see more PSAC courses geared towards the needs of racialized members.

**Campaigns** - The participants suggested several campaigns that PSAC should engage on: Precarious employment, including involving our communities in this fight; Protection of temporary foreign workers, including cooperation with other unions to gather accurate data; a plan to develop a committee and formal mechanism outside the grievance process that only deals with discrimination issues in the federal public service. Participants also felt there was a need for changes to the way staffing is undertaken in the federal public service, including more union consultation, and more involvement of racialized persons in the staffing process.



PSAC B.C. calls on the conference participants to continue to build on the groundbreaking conference by deepening the connections that were made between members and implementing the strategies that were developed.

## Political Action

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- Sept 8th – Along with two other PSAC members from the West Fraser Valley Area Council, one of whom is a Racially Visible Member, we visited my Member of Parliament, newly elected Liberal MP Sukh Dhaliwal of Surrey and Newton as his constituent and a proud member of Public Service Alliance of Canada, presented on problematic Phoenix Pay Systems and Keep our Sick Leave.

## Community Engagement

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- May 29th – 2nd Annual May Asian Heritage Month event held in New Westminster. This event was co-sponsored by PSAC BC, CLC Pacific Region and BC Federation of Labour. Gratitude to the financial support and networking with other unions and community groups, we had yet another successful celebratory event.

At the 2016 event, there were guests/panelists from different ethnic backgrounds of Japanese, Chinese, South Asian and Vietnamese. We were pleased to have two young elementary students joined us to present their projects on Asian Heritage; one of whom shared his Vietnamese family history while the other shared her work on the Komataga Maru incident. On the entertainment side, there were a group of Chinese women modelling different styles of beautiful traditional Chinese dresses (known as Cheong Sam in Cantonese), a musician who is a new Syrian refugee. This was a great opportunity to engage with community, young people, share lived experiences, promote awareness and educate all. It is an ongoing learning journey as everyone has a different story but yet similar to tell, from our lived experiences.



- June 26th (see article from Yukon News attached) – I helped to organise the 1st Annual Canadian Multiculturalism Day Event in Whitehorse, Yukon. in partnership with Yukon Federation of Labour, PSAC North, CLC Pacific Region

In my other union role as the Regional Vice President of UNE BC Yukon, I reached out to PSAC North, Yukon Federation of Labour and City of Whitehorse with a proposal to organise an event to celebrate June 27<sup>th</sup> Canadian Multiculturalism Day. I appreciate the trust and confidence that CLC Pacific Region, UNE BC Yukon Regional Team, UNE Local Y0102, has shown as without any doubts, they generously donated towards the event. It was quite an experience and opportunity to mentor and work with my counterpart on the PSAC North Regional Council in organising a community event outside of BC. It was reassuring to see that it is very important to have support, team work and networks everywhere we go and in everything we do.



- July 23rd & 24th – Surrey Fusion Festival
- July 28th – for the second time, invited to be on a radio panel on Co-Op Radio CFRO 100.5 FM to speak about community engagement and combating racism
  - (<http://worldpoetry.ca/?p=10861>)
  - [http://www.coopradio.org/audio/by/title/world\\_poetry\\_caf\\_-\\_el\\_mundo\\_de\\_la\\_poesia](http://www.coopradio.org/audio/by/title/world_poetry_caf_-_el_mundo_de_la_poesia)  
(There are two sections at 09:11 and 51:13)
- Aug 27th - community action in New Westminister to reclaim the “color” section of the cemetery, the space for people of colour, and in reminding the province the basic civility needed for those before us, irrespective of their race, color and creed. In this post TRC era, we also need to stand with those still marginalized and to engage in truth telling so reconciliation will ultimately befall Canada.

Reference: <http://www.metronews.ca/news/vancouver/2016/08/26/bc-misled-about-grave-sites-under-new-westminster-school.html>



Nearly three months after B.C.'s education minister vowed to "fix" a century-old injustice in New Westminster — [the building over a Chinese, Indigenous and Sikh cemetery](#) — a critic is accusing the province of "doing the opposite."

*Cited:* Bill Chu, CEO, Canadians For Reconciliation Society:

*"The action is simply to symbolically reconstruct and to reclaim the "color" section of the cemetery, and thereby alert the unwary public to its sad history and games politicians still play on people of colour today. Please note for many years, School District 40 (SD40) succeeded in keeping the public in suspense by not disclosing its reconstruction plans, by making the new school's exact location a secret, and by not inviting the 33 stakeholder groups to its private "consultations".*

*Although two schools were built one first over part of the "color" section in 1949 and then one over part of the white section in 1954, the significance of this cemetery has not been all forgotten. In 2015, it was nominated to BC Heritage and subsequently it was included in the 21 places of historical significance announced by the province in January 2016. The strangest thing is, just five months after, the province announced funding for re-constructing a secondary school over this historical site! While political flip flops are no surprise before election, this one to fund reconstruction over the "color" section of an un-decommissioned cemetery borders on the unthinkable, for why would a Province join in erasing another evidence of BC's dark history of segregating the people of color even at death?"*





### Upcoming events/meetings:

- September - PSAC National Human Rights Meeting in Ottawa
- October – PSAC BC Regional Council In-Person Meeting|
- November – CLIFF movie night (Canadian Labour International Film Festival)
- December - Dec 6th National Day to Remember and Action to End Violence, 7th annual candle light vigil
- February 2017 – I was honored to be invited by Kwantlen Polytechnic University to be on a panel during KDocs 2017 (<http://www.kdocsff.com>) at the Vancouver International Film Centre.
- KDocs is committed to engagement and dialogues, especially around issues of social, political, and cultural importance. They will be screening the film `Migrant Dreams`. Min Sook Lee, the film`s director will be the special guest and keynote speaker as well as one of the panelists to discuss and Q&A following the film.

To end my report, I would like to thank the continued support from the following people:

- PSAC BC REVP office
- PSAC BC Vancouver and Victoria Regional offices
- All the Racially Visible members who participated in our meetings and contributed to being part of “Making a change” on behalf of the PSAC BC Racially Visible caucus. Special thanks to my alternates, Shawna Bundac, Melissa Shih and Stephen Torng for their support, they have made this journey easier, fun and encouraging. Together, we are moving forward and outreaching to members, slowly but surely.
- The struggle to reach out to Racially Visible members continues and I hope that all Regional Council members will pass the word on to their networks and constituents that there are four equity group representatives and the women’s representative on the PSAC BC Regional Council who are eager to hear from them so that we can all work together.
- Being involved in the different roles and capacities I am in within my Component (Union of National Employees), PSAC BC Regional Council, committees and West Fraser Valley Area Council, BC Federation of Labour, New West District Labour Council and communities have enabled me to reach out to many people who can help “make the change” and I am very excited about the opportunities to learn and work with all those who truly want to work with us.

In Solidarity and respectfully submitted by:

Jennifer Chieh Ho  
PSAC BC Regional Coordinator for Racially Visible Members





PSAC Women's Coordinator - Virginia Vaillancourt

Report to the B.C. Regional Council - For the Period April 28 to June 16

Activities Since the Last B.C. Regional Council Meeting	
Activity Date	Description of Activity
March 11, 2016	Call with Chair of NHRC to discuss women's conferences and committees working on PSAC Priorities
March 30, 2016	BRUSH Teleconference Discussed National H & S Conference resolutions; National Day of Morning; CIU Ballistic Vest Carriers; CCOHS National Conference Reports; CFIA ruling on Regulation 20
April 15 - 17th, 2016	Attended Regional Council face to face meeting Had convention committee meeting; discussed swag ideas and next steps, will discuss and plan more at next face to face meeting Had DASH committee meeting to discuss outstanding donation request recommendations to present to Council for ratification
May 10, 2016	Regional Women's Conference Organizing Committee Conference call. Discussed plans for conference: <ul style="list-style-type: none"> <li>- expected number of sisters</li> <li>- hotel for venue</li> <li>- call out</li> <li>- safe space for sisters</li> <li>- themes for conference</li> <li>- draft conference agenda</li> <li>- selection criteria</li> </ul>
May 11, 2016	Attended BC Fed Women's Rights Committee meeting. Submitted report to REVPs office.

Activities Since the Last B.C. Regional Council Meeting	
Activity Date	Description of Activity
May 17, 2016	<p>Regional Women's Conference Organizing Committee Conference call.</p> <p>Discussed plans for conference.</p> <ul style="list-style-type: none"> <li>- role of organizing committee</li> <li>- friday evening event</li> <li>- baskets and raffles</li> <li>- tables for conference</li> <li>- guest speakers</li> <li>- evaluation form</li> <li>- list of businesses in area document</li> <li>- resolutions/action plan</li> </ul>



# Constituency Coordinator Reports

Activities Since the Last B.C. Regional Council Meeting	
Activity Date	Description of Activity
May 25, 2016	Regional Women's Conference Organizing Committee Conference call. Discussed plans for conference. <ul style="list-style-type: none"> <li>- finalized theme</li> <li>- basket/raffle/donation request letter</li> <li>- draft resolution call out</li> <li>- clothing donations</li> <li>- review of conference call out letter</li> <li>- update on guest speakers</li> <li>- scarves activity</li> </ul>
June 29, 2016	Regional Women's Conference Organizing Committee Conference call. Discussed plans for conference. <ul style="list-style-type: none"> <li>- number of applications received to date</li> <li>- resolution letter finalized</li> <li>- donation letter finalized</li> <li>- community resources for tables</li> <li>- boxes for donations</li> </ul>
July 6th, 2016	Attended Vancouver Island Human Rights Committee meeting via telephone
July 7, 2016	Regional Council teleconference Call provided DASH Committee report for ratification by council members on donation and sub-sidy requests
July 12, 2016	Attended Vancouver Regional Women's Committee meeting in person Met with PSAC Staff Rep Jessica Kerek prior to committee meeting
July 13, 2016	Attended BC Fed Women's Rights Committee meeting. Submitted report to REVPs office.
July 19, 2016	Had call with REVP to discuss items to do with Regional Women's Conference

Activities Since the Last B.C. Regional Council Meeting	
Activity Date	Description of Activity
July 28, 2016	Regional Women's Conference Organizing Committee Conference call.  Discussed plans for conference. - applications received to date - resolution call out sent - update on speakers and conference work-shops - videos/photos for breaks
August 10, 2016	Had call with REVP to discuss applications for RW Conference and make decisions on delegates.
August 11, 2016	Regional Women's Conference Organizing Committee Conference call.  Discussed plans for conference. - support workers - swag - approved applications and hotel update - resolution committee/process
August 24, 2016	Attended Victoria Regional Women's Committee meeting via teleconference  Discussed resolutions to send forward to RW Conference



# Constituency Coordinator Reports

Activities Since the Last B.C. Regional Council Meeting	
Activity Date	Description of Activity
August 26, 2016	Regional Women's Conference Organizing Committee Conference call. Discussed plans for conference. - support workers - donations - swag - resolutions extension
September 8, 2016	Regional Women's Conference Organizing Committee Conference call. Discussed plans for conference. - overview of resolutions committee meeting - REVP attendance - agenda - scarves - guest speaker gifts
September 9, 2016	Had call with REVP to discuss his opening of conference; organizing committees decision on observers; and organizing committees invite for REVP to attend Childcare Workshop
September 14, 2016	Attending BC Fed Women's Rights Committee meeting via teleconference

## What would you like to work on next?

- To travel up to the Okanagan and the North Women's Committee to attend a meeting in person
- To increase Women's Committees participation in events and working on PSAC National Priorities
- To increase communication between women's committees, Regional Women's Coordinator and PSAC Staff Rep responsible for Women.
- To have PSAC Communications Officer work with me on Women's Section of PSAC BC Website
- To continue to work with AEC Member responsible for Women's on communication plan to Women's Committees regarding Priorities



PSAC Pride Coordinator - Paul Croes

Report to the B.C. Regional Council

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



PSAC Members With Disabilities Coordinator - Joyce Slett

Report to the B.C. Regional Council

### Community Engagement:

I had the privilege of attending a couple of Community Held Events...

- Center for Research of Working Disabled Person Cluster Forum (CRWDP): Met with university students who are researching current disability insurance programs and discussing the failure of existing programs. Through discussions with many academic, professional people and union personnel, university student were able to map the direction that disability programs are heading, and provide possible insights.
- Fusion Festival in Surrey: supported Jennifer Chieh Ho by handing out pamphlets and educating the public about public services and the need for public servants to offer those services. Also joined forces that day to promote the BCFED Fight for \$15 minimum campaign
- Labour Day Event: Joined the Fraser Valley Area Councils on a very cold Labour Day with other Unions to celebrate and promote their achievements throughout the years in bringing, safer workplaces, fair wages, benefits, stats, accommodations, fair labour practices etc to both union and non union employees. The cold weather did not dampen anyone's involvement, as there were a lot of families who enjoyed the food, fun activities for kids and free swag from various unions.



## Challenges You had to cope with since the last meeting:

For starters, I called in for the last Teleconference Meeting when the members were saying good bye to each other. The challenge for this was a lack of attention to the memos that were sent previously.

Time is always a challenge. So many things to attend, but not enough time to attend them all.

Not many received my letter addressed to MWD. I am told that there was a technical glitch. Will send again.

## Upcoming Events:

October 20th – 23rd Canadian Labour Congress Rise UP Human Rights Conference:

I am looking forward to meeting with other movement’s activists and allies for Human Rights Issues. Canada has signed on to the UN Convention on the Rights of Persons with Disabilities, yet stigma associated with seen and unseen disabilities continue to create barriers for such people; barriers like poverty, underemployment, violence, low paying jobs etc.

December 3: International Day of Disabled Persons. The UN theme for 2016 is Achieving 17 Goals for the Future We want, drawing on 17 Sustainable Development Goals to create a more inclusive and equitable world for persons with disabilities. Open to suggestions as to how we can make this an Inclusive Event for the Region!

Activities Since the Last B.C. Regional Council Meeting		
Date	Activity	How it fulfilled my role on the Council
Mid April, 2016	NHRC – MWD Working Group Ottawa, On	Working with MWD Reps from all parts of nation to bring forward issues, and suggested resolutions affecting members with various types of disabilities
June 1, 2016	Follow Up Teleconference with NHRC – MWD Working Group	Following up on decisions made at the meeting in mid April, reminder to have a plan for Dec 3 to bring to the next NHRC MWD Working group for National Representatives across the nation to celebrate and make persons aware of National Day for Persons with Disabilities
June 8, 2016	CRWDP Cluster Forum Vancouver, BC	Research for Persons Working With Disabilities, Mapping Process for acquiring disability insurance, and discussing strategies for working persons with disabilities.

# Constituency Coordinator Reports

Activities Since the Last B.C. Regional Council Meeting		
Date	Activity	How it fulfilled my role on the Council
July 23, 2016	Fusion Festival Surrey, BC	Connect with other local Human Rights Activists and educate crowd on Public Services. Working along side BC Federation Of Labour, also encouraged crowd to sign petition for 15 dollar minimum wage.
August, 2016	Drafted and sent letter to persons who have self identified as MWD	Trying to make contact with as many members as possible who self identify, giving them opportunity to voice concerns as well as to advise them to apply for upcoming Equity Conference 2017
August, 2016	East Fraser Valley Area Council Meeting	Went to Area Council Meeting to connect with Local Area Council Members, offer support to join them for the Labour Day Event
September 5th 2016	Labour Day Event at Mill Park Abbotsford, BC	Meeting fellow union members from across the area, and education the public to union benefits and achievements that have been made by unions that currently benefit people in the workplace, union and non union; handed out some pamphlets on Accommodation as a right and other information related to disability rights at work.
September 20-22, 2016	NHRC – MWD Working Group	Continuation of plans for next Equity Conference in 2017. Expected to have some ideas for Dec 3 National Day for Persons With Disabilities.

PSAC Youth Coordinator - Vanessa Miller

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 Young Workers Committee	<p>Monthly meetings, leading up to convention was focused on fight for \$15 and reports to convention and the YW mock convention prior to the start of the Fed convention</p> <p>This meets the role as it is liaising and working with other young workers, to engage youth, both within PSAC and other unions as well as non unionized young workers.</p>
Young Worker Committee VI/ Mainland Ongoing	Attend as a member of the VIYWC, and sat in as guest to Vancouver Mainland committee. Intent to hear concerns and be a support for the committees. Working locally to grow the committees.
Outreach with potential to establish new committee	I have been in contact with Young Workers from two components in the interior. There is interest in forming their own committee. We are working to secure another component interest in order to have the committee established.
Young Workers National Working Group	I am currently working on creating a handbook for the YW committees across the country. This was a deliverable that we had committed to at the AEC and NBOD meetings we attended in 2015.



# Constituency Coordinator Reports

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Area Council Meetings Ongoing	Attend as a member to area council. Important networking. Looking to make contacts for site visits and identifying more YW in the area to network with.
Ongoing contact and recruitment	From some of the site visits that have happened this year my email has been passed to others. At this time I am focusing my recruitment around the BC YW Conference that will be held November 26/27 2016.
Ongoing planning for regional conference/summit	Working with Monica and our planning committee working towards our summit in November prior to the BC Fed. Included in this work will be the creation of a recruitment video aimed at garnering increased activities with the YW. The focus of the video will be why did the interviewees get involved and what is it that makes them continue to volunteer and put time in for the YW and labour movement.
Presentation on YW/Labour history in PSAC	I am currently in the process of creating a short powerpoint presentation for the YW Conference on labour history from a YW perspective within the PSAC. This will be delivered as part of a session during the conference.
Labour Council Monthly	Engagement with other unions. Realized there are no other YW attending the labour council from any affiliates. I have been added to the executive as a member at large.

## Challenges you had to cope with since the last meeting:

- Getting people to self-identify as young workers
- Recruiting for committees
- Recruiting for the Regional Young Workers Conference. Although we are doing well with early applications, it is always stressful when you want an event to be successful, etc.

## What would you like to work on next?

- Site visits in areas that I have not been able to get to yet
- Work towards Young Workers Committees in Kamloops/Kelowna area as we have key people identified from two Components now
- Working nationally and regionally on resolutions foing into the convention cycle
- Continue work on the Regional Young Workers Conference
- Creation of a doucment with tips, tricks and thing to know that I can pass on to whomever takes on this position after me



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 meeting Apr 27	This meeting discussed the Day of Mourning activity in Abbotsford. As well as discussing our H&S lobby that we did to Victoria.
Day of Mourning ceremony Apr 28	This year the Day of Mourning ceremony was at the Golden Tree Monument in Abbotsford. I traveled out to participate in the ceremony and was one of the fortunate people asked to lay flowers at the monument
United Way Executive Cabinet meeting May 18	I represented Bob Jackson at the Executive meeting of the United Way.
BC Fed H&S Advisory Committee meeting May 25	This meeting was held at the BCGEU office.
BC Fed H&S Committee Meeting May 25	We had two presentations at the meeting. The first one was by Steve Fraser, Vancouver Fire Department on Mental Health. He did a 2.5 hour presentation in 20 minutes! Followed by a demo of the new WCB website.
BRUSH meeting May 25	Jessica Kerek assisted us as James Little was off. We discussed the extension to the deadline for the National H&S Conference as well as a resolution that we are putting forward to the conference.
United Way Executive Cabinet meeting Jun 6	I represented Bob Jackson at the Executive meeting of the United Way.
BC Fed H&S meeting Jun 22	We had members from WCB at the meeting. The spoke on their survey "Voice of the Customer", WCB Service Standards & Contact List, and Health Care updates.
Regional Council Conference call Jul 7	I participated on the teleconference we had on Jul 7th.
United Way Executive Cabinet meeting Jul 13	I represented Bob J at the Executive meeting of the United Way

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
National H&S Conference Call Jul 25	Those of us on the Resolutions committee had a conference call to determine what resolutions we would recommend concurrence or non-concurrence as well as debating the rationale for the resolutions.
BC Fed H&S meeting Jul 27	A good portion of the meeting was discussing the first draft of the convention report.
BRUSH meeting Jul 27	We discussed all three of the resolutions that we put forward from the region. We also discussed an issue that CIU/CBSA is having.
BC Fed H&S meeting Sept 7	A lot of discussion took place on the upcoming WCB hearings. Discussion also took place on the next version of the draft convention report. We have made a commitment to review and provide feedback by the next meeting.
United Way Executive Cabinet meeting	This meeting will take place Sept 14/16.
GCWCC Kickoff Sept 21	I will be representing Bob J at the GCWCC kickoff.
BC Fed H&S Advisory meeting	This meeting will take place Sept 28/16
BC Fed H&S meeting	This meeting will take place Sept 28/16.
BRUSH meeting	This meeting will take place Sept 28/16.

### Challenges you had to cope with since the last meeting:

- It seemed like every second week I was off at another meeting. While many members are having trouble getting paid, I am having trouble getting my leave without pay for union business deducted.

### What would you like to work on next?

- I plan on working with James to do a survey to obtain all our H&S committee members names and email addresses.
- I will be attending the National Health & Safety Conference.
- I will be working with the BC Fed on the upcoming convention as well as helping to organize a H&S event at the convention.



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

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







PSAC B.C. Region - DASH Committee  
 Report to the B.C. Regional Council

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The DASH Committee is a standing committee of the PSAC B.C. Regional Council and reports to the B.C. Regional Council and the Regional Triennial Convention.

For 2016 the DASH Committee has been working with a budget of \$5,500.00

The Committee receives updates on the donation spreadsheet from the REVP's Office to see what funds are left; what upcoming donations may be there, and the history of donations made.

As of our last report in March 2016, the Committee received and made recommendations on the following donations and subsidy requests.

At the April 2016 Council Meeting the following donation and subsidy requests were ratified.

### Donation Requests

Camp Jubilee	\$599.00
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Richmond Family Place - Annual Golf Tournament - This was provided through the Advertising and Visibility Line Item.

### Subsidy Requests

D. Stevens for the 2016 National Bottom Line Conference	\$250.00
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K. Sidhu for CEIU Regional Women's Conference	\$100.00
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### 2016 Donation Requests March 15, 2016 - September 3, 2016

Donation request received for Union Gospel Mission

**Committee Recommended** a donation of \$200.00

This was ratified on July 7th Regional Council Teleconference.

Donation request received for Mood Disorders Association of BC

**Committee Recommended** a donation of \$100.00

This was ratified on July 7th Regional Council Teleconference.

Donation request received for David Suzuki Foundation

**Committee Recommended** a donation of \$50.00

This was ratified at the April 15-17 Regional Council meeting.

Donation request received for Rick Hansen Foundation  
**Committee Recommended** a donation of \$100.00  
This was ratified at the April 15-17 Regional Council meeting.

Donation request for Protein for People (VDLC)  
**Committee Recommended** a donation of \$300.00  
This was ratified at the April 15-17 Regional Council meeting.

Donation request for rankandfile.ca  
**Committee Recommended** a donation of \$100.00  
This was ratified at the April 15-17 Regional Council meeting.

Donation request for Graham Bruce Elementary PAC  
**Committee Recommended** a donation of \$50.00  
This was ratified at the April 15-17 Regional Council meeting.

Donation request received for UFCW - Light the Night Walk  
**Committee Recommended** a donation of \$100.00.

Donation request received for Habitat for Humanity  
**Committee Recommended** a donation of \$150.00

**Donations to date \$2,349.00**

**BALANCE** remaining as of September 9, 2016 is \$3,151.00

## **2016 Subsidy Requests March 15, 2016 - September 8, 2016**

Received subsidy request from Josh Miller for the CLC Young Workers Conference  
**Committee Recommended** a subsidy of \$500.00  
This was ratified on July 7th Regional Council Teleconference.

Received subsidy request from Maggie Humen for the CLC Young Workers Conference  
**Committee Recommended** a subsidy of \$500.00  
This was ratified on July 7th Regional Council Teleconference.  
Member will not be utilizing this subsidy as they are no longer attending.

Received subsidy request from Richard Barry for the CLC Rise Up! Conference  
**Committee Recommended** a subsidy of \$500.00  
This was ratified on July 7th Regional Council Teleconference.

Received subsidy request from Sargy Chima for the CLC Rise Up! Conference  
**Committee Recommended** a subsidy of \$500.00  
This was approved by the REVP in August.

Received subsidy request from Sarah Toma for the CLC Young Workers Conference  
**Committee Recommended** a subsidy of \$500.00  
This was approved by the REVP in September.

Received subsidy request from Elaine Parker for the CLC Rise Up! Conference  
**Committee Recommended** a subsidy of \$500.00  
This was approved by the REVP in September.

Respectfully submitted:

Chair - Virginia Vaillancourt  
Co-Chair - Jim Sidel

Committee Members:     Anthony Paller  
                                  Linda Harding  
                                  Paul Croes  
                                  Parveen Deepak  
                                  Susan Yaciw