

**6th B.C. REGIONAL  
TRIENNIAL CONVENTION**  
April 25-27, 2014 • Vancouver, B.C.

**Standing Together**



**Standing Strong**

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**PSAC B.C. REGIONAL COUNCIL  
COORDINATOR & COMMITTEE REPORTS**



**PSAC B.C. REGIONAL COUNCIL  
COORDINATOR & COMMITTEE REPORTS  
TO THE 6th B.C. REGIONAL TRIENNIAL CONVENTION**

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PSAC B.C. Alternate REVP - Jayne Johns

Report to the PSAC B.C. Regional Triennial Convention

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As Alternate REVP I supported the REVP and the B.C. Regional Council to address political and workplace issues through activities such as:

- B.C. Regional Council Standing Committees: By-Laws (chair), Donations.
- B.C. Regional Council Ad Hoc Committees: EI, Succession Planning.
- BC Federation of Labour: Executive Council Member attending Executive Council meetings, MLA Lobbies, attended Regional Equity Conference.
- CLC: Ranking Officer for PSAC, past Executive Member and current delegate to the Fraser Valley Labour Council.
- PSAC Fraser Valley Area Council: past President and active member.
- Awarded a PSAC scholarship to attend the 2012 CLC Intensive Labour Studies Program.
- Attended PSAC Regional Health and Safety Conference, PSAC Regional Women's Conference, PSAC Triennial Convention, PSAC National Equity Conference.

Over the last three years there have been a number of initiatives that we have championed, including our own "We Are All Affected" campaign and the CLC's "Together Fairness Works" campaign for all working people. I attended, whenever possible, events on behalf of the REVP to learn from others and promote the "Union Advantage" to our members, politicians, community partners and Canadians.

My personal challenge was that I became a WFA affected employee. I was fortunate to find a new job but that meant leaving my 27 year career with one Federal Department to move to another job; leaving one component to join another.

Yet, this process reminded me about the importance of standing up and being a union "activist". In 1991 I was on the picket line and though we didn't gain much we did get WFA provisions in our Collective Agreement. I couldn't imagine then that 22 years later that provision would save my job. This reinforces my resolve that fighting for a just cause is the right thing to do... for me and for everyone, for today, for tomorrow and forever.

I have been honoured to serve as a member of the B.C. Regional Council for 14 years.

In Solidarity,

Jayne Johns



British Columbia

# Geographic Coordinator Reports



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

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This was an extremely challenging term marked by extensive downsizing of many locals in the Region. Budget 2012 had dramatic effects on members and locals. The current Harper Conservative Majority Government has not been good to unions or government and the onslaught continues. It is imperative that they are defeated in the 2015 Federal election.

### **Vancouver Area Council (VAC)**

I participated in the VAC executive as a member-at-large for my term of office. The Area Council took the lead on many outreach activities in the BC lower mainland area. This included a booth at several Labour Day picnics, Pride Parade, Car Free Day, MayDay and networking with PSAC locals and activists. The VAC continues to work with the Metro Vancouver Alliance, a broad based alliance of community groups, labour, faith and educational institutions, all working together for the common good.

### **Environment Committee**

I attended a Green Jobs Conference put on by Green Jobs BC. The conference's goals included promoting a partnership between the labour and environmental movements to create a greater investment and improve public support for green and community sustaining jobs. I continue to participate in activities of the committee and support green initiatives.

### **Vancouver & District Labour Council (VDLC)**

I participated in numerous VDLC activities including International Women's Day, Canadian Center for Policy Alternatives and Labour Appreciation night and other various community events. I attended several VDLC meetings and continue to be a delegate to the VDLC. The VDLC are currently

### **Canadian Food Inspection Agency – Agriculture Union**

I was a member of the PSAC - CFIA Negotiations Team. The term was marked by delays by the CFIA. They seemed to lack a mandate to negotiate with the PSAC.



A tentative agreement was finally reached after 29 months, highlighted by the loss of severance pay and the Treasury Board pattern settlement. The agreement has yet to be ratified. I spoke with many members in BC who were supportive of the efforts of the negotiations team. I would like to thank all the members for their feedback, support, photos and mobilization efforts. This is really appreciated by the team & helped reach an agreement.

I continue to support Agriculture Union members in the region through my role as Regional Vice President. I provided representation to many members in grievances, staffing complaints and dispute resolution meetings.

### **Political Action**

I volunteered in several Municipal, Provincial and Federal Elections. Unfortunately, the results were sometimes were not as desired. I attended the BC Federation Convention, as well as the PSAC convention as a delegate.

### **PSAC Activities**

I attended the Regional OSH and Regional Women's conferences. I continue to advocate for and support rights for equity seeking groups. I also attended the PSAC Leadership summit and National Officers meetings.

### **Media**

I spoke to the media numerous times highlighting the work done by PSAC members to minimize the impact of budget cuts. I participated in a BC - CBC TV story about retail food and Consumer Protection, which ran on CBC radio and news. Consumers cannot detect the fraud based on examination of a product's label. I also spoke about cuts to Federal Programs which was picked up by CBC National and various newspapers. I will continue to speak out about Harper's anti-union agenda.

In solidarity,

Terri Lee  
Metro Vancouver Coordinator



PSAC B.C. Geographic Coordinator for Metro Vancouver - Jamey Mills

Report to the PSAC B.C. Regional Triennial Convention

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The past three years have been very challenging for activists in the Public Service. While we have seen gains in the Federal Opposition, we have seen ever greater gains by the Conservatives achieving a majority government. This government has shown their displeasure with public servants and Canadians in general with drastic cuts to all areas of the government affecting employees and citizens alike, reductions in wages and benefits, forced contracts, unfair bargaining practices, the creation of roadblocks for organizing, and a general disregard for the democratic process. While we look internally for the strength to succeed we need to band together in Solidarity to regain our Canada!!

During this period I have taken on greater responsibilities within my Local, Area Council, District Labour Council and Regional Council, ensuring to look at the future as much as at the present. Succession planning at all intervals is an important part of our future. Together with numerous other activists we are building our future by sharing our knowledge and experience. Participation in Component, PSAC and CLC training and committees is vital to expanding our agenda, as is partnering with our Sisters and Brothers across the Labour movement and in our communities.

While we haven't had many political success as of late I am proud that the PSAC in Metro Vancouver has become involved with progressive organizations such as The Metro Vancouver Alliance, a broad-based organization of church groups, labour organizations, community groups and educational institutions with a common goal of listening to the groups we represent and mandating change for the better in our communities.

Since taking part in our Union Development Program I have maintained the friendships created and continue to work with my Sisters and Brothers. I have continued to learn by taking additional training provided by both my component and the PSAC such as Advanced Duty to Accommodate, Advanced OHS and Local Officers training.

My intent over the next mandate is to become further involved with organizations that will better our community, continue to stand up against the Harper Government, and encourage our members, our families and our friends to participate in the democratic process.

In Solidarity,

Jamey Mills  
Metro Vancouver Coordinator





PSAC B.C. Geographic Coordinator for Metro Vancouver - Shawna Bundac

### Report to the PSAC B.C. Regional Triennial Convention

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I came aboard the Regional Council team in early 2012 and it has been a great opportunity to expand my activism and network with the larger union movement in the Metro Vancouver area. My activities as a Coordinator have been split between building our union's community presence and solidarity with other unions and supporting local PSAC activities, campaigns, committees, and events.

My community activities included attending the annual International Workers' Day rally and march each year in Vancouver, attending workshops hosted by other unions and the BC Federation of Labour on subjects like temporary foreign workers and election campaign training, and participating in the Metro Vancouver Alliance listening/organizing campaign. Through these activities I and the other Metro Vancouver Coordinators have been able to get the word out to more community members about PSAC and the We Are All Affected (WAAA) campaign. We have also learned more about the priorities and concerns of community members which will help us engage the public in future campaigns.

I also worked to be visible and accessible to Vancouver members by participating in local PSAC work. I was a part of the Vancouver Area Council and its planning and events. After the last PSAC National Triennial Convention, I worked to establish the first constitutionally-recognized BC Mainland Young Workers Committee along with other young workers. The committee is small but active and will hopefully continue to be successful in the new cycle. I also participated on the PSAC BC Mainland Human Rights Committee in order to support the committee's work and meet and network with more Metro Vancouver members.

Regionally I was actively taking union education courses including a pilot version of the new "Representing Members with Mental Illnesses" course and the Advanced Union School in June 2013 among others. Continuing my union education has increased my effectiveness as an advocate for our members. I also worked to support the One-on-One WAAA listening campaign by attending a regional training meeting and engaging my Local members. In addition to the WAAA I also ensured that my Local actively supported and promoted to members the National Public Service Week (NPSW) boycott – including access to alternative event funding and information. I also attended the 2013 BC Regional Women's Conference in Richmond where I learned a lot about women's priorities and concerns in the region and was able to meet many more union sisters face-to-face. On the Council itself I was a member of both the Bylaws Committee and the International Solidarity Committee.

Overall I was very satisfied with my experience on Council this cycle and I look forward to supporting the work of the new Council in the upcoming cycle.



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

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Since taking on the Coordinator position, I've attending all Regional Council and represented PSAC members in the Fraser Valley East. I've also attended a number of different activities in and around the East Fraser Valley.

This past Labour Day, I hosted a booth with other PSAC members at the annual Labour Day picnic at Mill Lake park in Abbotsford. The Fraser Valley Labour Council (FVLC) is the main organizer of this event. (Further details are on the FVLC website at <http://www.fvlc.ca/>). The event is a celebration of the labour movement in Canada. Over the last couple of years that I've been attending this event, I've seen that it gets bigger and bigger with more union activists as well as participation from the general public. In 2012 we had an information booth on the Conservative Government cuts and on the impact to services that fellow Canadians rely upon. We communicated to the public that as a result of the cuts these services will disappear and future generations will not know the benefits of those services lost. In 2013, the event saw an increase in PSAC participation as well as attendance by the public and other unions, who came to celebrate alongside us.

I also had the opportunity to attend the BC Federation of Labour Convention in 2012, which was well attended by other PSAC members from across the province and some national component presidents who reside in BC.

Right after the BC Federation of Labour Convention, I attended a PSAC leadership summit in Ottawa. One of the workshops was on how to expand and grow a network to bring together and share issues and concerns not just among PSAC members but with others in our local community. The workshop explained that public servants live in and contribute to the local economy. With their good living wage jobs, they're able to benefit not just their families, but the community around them. So when the Government attacks public services, they're not just attacking members, they're negatively impacting whole communities. Together the community and members must work together the wage a stronger defense against such attacks.

In the winter of 2013, I was voted into an executive position on the FVLC, representing small locals of PSAC members in attendance. Since taking on the position I've attended monthly executive meetings and the general meetings, which fall on the third Wednesday of each month. I provide updates on PSAC activities and advise what we're doing nationally with the fight against the Conservative Government regarding the attacks on unions and on the attacks to public services for all Canadians.



I've created and maintain a current email and contact list for Local Presidents who have members in East Fraser Valley. I use this contact list to share and communicate information with members in the Fraser Valley regarding meetings of the Fraser Valley Area Council (FVAC) and their events, such as the March 8 United Way fundraiser at the Abbotsford Heat game. Fifty percent of ticket sales from this event went to the United Way in the Fraser Valley.

I've also done a few drop-ins at work sites to meet and talk to PSAC members about issues. One of the biggest concerns they raise is on the changes that the Conservative Government has put forward relating to the PSAC members' 50/50 contribution to the Public Service Pension Plan. They assert that since we contribute 50 percent, we should have a say on how the money is being invested. They've also raised concerns on the increased contribution share to the retirees' Health Plan, especially since some of these members are transitioning toward retirement. Another concern relates to the potential changes to our sick leave.

I would like to close by thanking the other members of the Regional Council for their help and their contributions over the last couple of years. We have achieved a great deal in BC Region from the *We Are All Affected* campaign. Our collective voice has been heard through our emails, letters and meetings we've had with our MPs concerning the destructive attacks on public services. The cuts don't just affect members; they affect the way we all live in Canada.

Thank you,

Antony Paller  
Fraser Valley East Coordinator



PSAC B.C. Geographic Coordinator for the West Fraser Valley - Jennifer Chieh Ho  
Report to the PSAC B.C. Regional Triennial Convention

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## 2011

- June** End Violence Against Women “Justice for Rumana”
- July** Canada Day, Cloverdale Spot the Public Services and minimum wage campaign  
Surrey Pride Festival and Surrey Fusion Festival
- August** UNE Triennial Convention - Elected Regional Vice President for the UNE BC and Yukon Region  
  
CLC Labour College Intensive Program in Port Elgin, Ontario  
  
Attended regular meetings and AGMs of the following PSAC committees, including the Vancouver Regional Women’s Committee, Vancouver Lower Mainland Human Rights Committee, and the BRUSH Committee
- October** Vancouver Women’s Committee Meeting and planning for Dec 6 End Violence against Women to be held at Holland Park in Surrey  
  
“Hope in Resistance Conference” in Montreal organized by the Canadian Council. Discussed ways and means to bring together labour movement activists, to be progressive, NOT just to fight back. Regional Director of PSAC, Sister Morna Ballantyne was one of guest speakers. Brother John Cutfeet talked about water rights for Aboriginal Peoples. Talked about global climate change and climate justice ([www.systemschange.ca](http://www.systemschange.ca))  
  
PSAC BC Local Presidents’ Conference where we discussed networking, developing strategies and mobilizing around the cutbacks to federal services and contracting out.
- November** BC Federation of Labour: Meeting for Chinese International Solidarity - Participation with the Vancouver District Labour Council. At the meeting, it was agreed that it is important to establish contact and communication between the B.C. Federation of Labour and counterpart unions in China through the development of an ongoing exchange. It will benefit the B.C. Federation of



Labour and its affiliates and will give us a chance to learn from the Chinese unions about the challenges facing them in a time of rapid change.

Remembrance Day Parade in Whalley, Surrey.

Work site visit – Parks Canada in Fort Langley, met by President of UNE Local 20278 and given a tour of the site.

**December** Candle Light Vigil to honour the victims of the Dec 6th massacre and to recognize the National Day of Action to End Violence Against Women at the UNE National Executive Retreat in Harrison Hot Springs. During the event, we raised \$1080 for the Downtown Eastside Women's Centre.

Candle Light Vigil to mark the National Day of Remembrance and Day of Action to End Violence Against Women, held at Holland Park in Surrey

I helped organise a Candle Light Vigil for Violence Against Women at Holland Park, Surrey with Sister Cheryl Oenema. Speakers included Surrey Whalley MLA Bruce Ralston, Surrey Green Timbers MLA Sue Hammell, former MP Penny Priddy. The Cedar Hills Bagpipers, PSAC Vancouver Regional Representative Regina Brennan (who performed at the event), Surrey Fire Hall # 2, and Army Cadets from Whalley were there to show their support. Sisters Kelly Megyesi, Tracy Shudo, Marion, Shawna Hall from our Regional Council and many PSAC also attended. Donations of clothing were collected for women's shelters.

### 2012

**January** Ottawa Women's Committee meeting - Sisters Patty Ducharme and Andre Cote were present, and there was a discussion on International Women's Day (IWD).

**February** BC Regional Council teleconference – I was unable to participate due to being out of town, my alternate Sister Celine stepped in for me and she appreciated everyone's input and the opportunity to be involved.

Regional Council Education Committee meeting at Vancouver RO. The focus of the discussion was on the upcoming Union School on March 23 – 25, 2012.

Metro Vancouver Alliance – Leadership Training evening. Please visit <http://iafnw.org/canada/metrovancouveralliance/about-us> for more information on the MVA.

Fundraising dinner in North Burnaby for BC NDP Candidate Janet Routledge. Leader Adrian Dix attended and spoke at the event.



21st Annual March for Missing and Murdered Women in the Downtown Eastside of Vancouver.

I spent a week in the Vancouver RO, connecting with Locals and work sites regarding the March 1 PSAC National Day of Action. This was a great opportunity for me to say hello and connect with some members in my geographical area.

Visited the Salvation Army BC Headquarters with REVP Bob Jackson and PSAC staff to speak to leadership there about making a presence of PSAC support on the workers on strike in Ottawa.

Organized a movie night at the Vancouver Regional Office to celebrate Black History Month – movie we watched was about Viola Desmond who was born in Halifax, Nova Scotia: “When Halifax-born beauty shop owner Viola (Davis) Desmond’s car broke down in New Glasgow, Nova Scotia, on Nov 8, 1946, she decided to wait out the repairs at the Roseland theatre. Unaware that African-Canadians were limited to the balcony, she refused to leave her ground floor seat. The following morning, after a night in jail, she was charged with defrauding the province of the one-cent difference in tax between the ground floor and the balcony seat and paid a \$20 fine. Thanks to her ensuing court case, Nova Scotia dismantled its segregation laws and pardoned Desmond posthumously more than six decades later.”

BC Regional Health and Safety Conference in Richmond. I attended the Emergency Preparedness workshop.

Attended the Surrey Teachers Rally in Cloverdale

Attended Joint Learning Program (JLP) workshop for facilitator on new JLP topic “Duty to Accommodate”

### **March**

Demonstrated the March 1st PSAC National Day of Action at the facility for the JLP session in Richmond with Sisters Kelly Megyesi, Sam Wiese and other co-facilitators

PSAC National Officers’ meeting

Vancouver District Labour Council – International Women’s Day(IWD) Dinner

PSAC Pre-Convention Strategy Session in Richmond.

Surrey Green Timbers NDP MLA Sue Hammell’s fundraising IWD event “Kick Up the Heels” event in Surrey.



## British Columbia

- PSAC BC Education committee teleconference
- PSAC BC International Solidarity teleconference
- PSAC BC Union School
- PSAC West Fraser Valley Area Council meeting
- PSAC Vancouver Regional Women's Committee meeting
- April** Fort Langley Parks Canada Historic Site – Workforce Adjustment Question and Answer session with members
- May** PSAC National Triennial Convention in Ottawa
- Fort Langley Parks Canada Historic Site – Asian Heritage Month Celebration
- June** PSAC BC Regional Council Teleconference
- PSAC West Fraser Valley Area Council meeting
- BRUSH Committee teleconference
- PSAC Lower Mainland Human Rights Committee meeting
- PSAC Vancouver Regional Women's Committee AGM
- July** Surrey Pride Festival and Surrey Fusion Festival
- August** Vancouver and New Westminster Pride Festivals
- BC NDP fundraising dinners in Surrey, Langley and Burnaby
- October** PSAC West Fraser Valley Area Council AGM
- PSAC Lower Mainland Human Rights Meeting AGM
- PSAC West Fraser Valley Area Council AGM
- November** PSAC BC Regional Council meeting
- Leaflet at Peace Arch Border Crossing, Surrey with Regional Council members



## British Columbia

BC Federation of Labour Convention

PSAC Leadership Summit Training in Ottawa

Leaflet at Tunney Pasture Action in Ottawa while at PSAC Leadership Summit

**December** PSAC Vancouver Regional Women's Committee Meeting

PSAC Human Rights for Aboriginal Women Panel in Ottawa

### 2013

**January** PSAC BC Regional Education Committee Teleconference

PSAC BC Regional Council Teleconference call

PSAC BC Regional Council Ad-Hoc Subcommittee teleconference

Passport Canada Surrey BC – New Members' Orientation to Union

**February** PSAC BRUSH meeting in Vancouver

PSAC West Fraser Valley Area Council Meeting

PSAC Vancouver Regional Women's Committee Meeting

CBC News Interview both by Phone and in person regarding BC Family Day

BC Federation of Labour Community and Social Action Committee Meeting.  
(Discussion on two-year plan and union community campaigns)

22nd PSAC Annual Women's Memorial March for Missing & Murdered Women  
in the Downtown Eastside, Vancouver

PSAC BC Human Rights Committee meeting

PSAC WFA course

PSAC Regional Council Teleconference

BC Federation of Labour Community and Action Committee Teleconference  
(Discussion about the Temporary Foreign Workers Program in Canada and how  
to get involved in different communities)

Living Wage Campaign Course at Langara College by Michael Flynn McCarthy





PSAC Vancouver Regional Women's Committee meeting

Met with Sharon Gregson from Coalition of Child Care Advocates of BC and discussed PSAC BC endorsement of the \$10/Day Child Care Plan

## **March**

International Women's Day (IWD) Event in Surrey

MLA Sue Hammell's IWD fundraising and network luncheon, Surrey

PSAC West Fraser Valley Area Council meeting

Living Wage Campaign Course at Langara College

BC NDP Leadership network event in Vancouver

IWD Dinner, network opportunity at VDCL, Vancouver

"Stroller for Child Care" rally from Jericho Beach to Premier Christy Clark's office to push for the \$10/day Child care

CCPA Annual Fundraiser Gala and Dinner

## **2013 - 2014**

West Fraser Valley Area Council quarterly meetings and AGM – re-acclaimed Education Officer

Human Rights Meeting meetings and AGM – Acclaimed Co-Chair

PSAC Vancouver Regional Women's Committee meetings and AGM

PSAC BRUSH meetings

Regional Council teleconference

Surrey International Women's Day Committee for March 8th event

Passport Canada Surrey BC – New Members' Welcome to Union Orientation

Surrey Fusion Festival PSAC booth and making connection with public and members

Organized 3rd annual candle light vigil at Holland Park in Surrey to mark Dec 6th National Day of Remembrance and Day of Action to End violence against women

PSAC National officers' meeting



Attended the PSAC National Equity Conference

CLC Political Action Conference

Anti Gay Protest at the Russian Embassy in Ottawa with other PSAC members

Unite Here Local 40 Bargaining Support Action in Richmond

In addition to the above activities, as the Coordinator of West Fraser Valley Area Council I have also attended other National Officer activities within my component (Union of National Employees), which are not directly pertinent to my role on the BC Regional Council. My role in my component is the Regional Vice President of BC and Yukon Region.

I would like to be able to continue and achieve the following goals:

- Make connections with affiliates pertaining to International Solidarity, such as BC Federation of Labour, CoDevelopment Canada and the Social Justice Fund.
- Be more creative in mobilizing and getting members to be involved. For example, I'd like to form a running/walking team of PSAC members where we could all have fun while networking with fellow members and communities.

Something I have achieved in the role of the West Fraser Valley Area Coordinator that I wish to share is the successful organization of three annual candle light vigils in the City of Surrey to mark the Dec. 6 National Day of Remembrance and Day of Action to End Violence Against Women. We had support from local politicians, fire hall services, army cadet corps, women's groups, the PSAC, other unions and local communities.

A special thanks goes out to Sister Virginia Vaillancourt, who inspired me with what she did on the Vancouver Island for this special day. I would like to acknowledge and thank late Sister Heidi Cuthbert who worked hard with me organizing our very first vigil. I would also like to thank to two very special PSAC Vancouver regional staff members: Brother Garry Fraser and Sister Regina Brennan who extended great support to me. Without their support, encouragement and guidance, I would have not had succeeded in putting this together for the City of Surrey.

I am also thankful for my alternate, Sister Celine Ahodekon from Local 20780 Fort Langley National Parks. Celine and I have worked closely together and she stepped in during the times when I was unavailable to fulfill the role of the PSAC West Fraser Valley Area Coordinator.

Lastly but not least, a big thank you to all my fellow Council members on the Council for their continual support, guidance and mentorship during my mandate of 2011 – 2014. I have learned a lot from each and every one of them.



# British Columbia

## December 6th Day of Remembrance and Day of Action to End Violence Against Women



December 6th Candle Light Vigil at Holand Park in Surrey, BC

## Activism and Reaching Out to the Community



Anti-Gay Protest at the Russian Embassy, in Ottawa with PSAC members from the NCR



Meeting with Salvation Army leadership here in BC to let them know we support striking PSAC members at the SA Booth Centre in Ottawa



Canada Foreign Service "Same work = Same pay" protest with Randy Sanderson and Jennifer Chieh Ho



Surrey Fusion Festival 2013 "We are All Affected" campaign with Tracy Shudo and Jennifer Chieh Ho





# British Columbia

## Pride Celebrations



We Are All Affected materials at Pride Festival booth



Vancouver Pride Festival, August 2012 with Garry Fraser, Paul Croes and Jennifer Chieh Ho

## Advocating for Affordable Child Care in BC



"Stroller for Child Care" rally at Jericho Beach to Premier Christy Clark's office to push for \$10/day child care for BC with Sharon (Coalition of Child Care Advocates for B.C.) and Lorene (BCGEU)



February 14th March for Murdered and Missing Women, Downtown Eastside Vancouver





# British Columbia

## WE STAND TOGETHER FOR OUR PUBLIC SERVICES!



Jennifer Chieh Ho and REVP Bob Jackson



Interviewed by CBC on the very first "Family Day" in BC, February 2013



End Violence against women "Justice for Rumana" with Cheryl Oenema, Tracy Shudo and Jennifer Chieh Ho

## International Women's Day Celebrations



Jennifer Chieh Ho and Cheryl Oenema, PSAC Vancouver Regional Women's Committee



BC NDP's "Kick Up Your Heels" event for International Women's Day with Jennifer Chieh Ho and Linda Harding



PSAC B.C. Geographic Coordinator for the Southern Interior - Susan Yaciw  
 Report to the PSAC B.C. Regional Triennial Convention

| <b>Activities Since the Last B.C. Regional Council Meeting</b>         |   |
|--|---|
| <b>Activity</b>  | <b>How it fulfilled my role on the Council</b>  |
| Regional Council Meeting   | Meet and plan with other members of the Council. Conduct committee work and planning.   |
| Area Council meetings and Okanagan Regional Women's Committee meetings | Communicate with other locals in the region. Set goals and training for the Southern Interior and encourage participation and engage members.               |
| 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.<br>Select the BRUSH delegate to the PSAC B.C. Regional Triennial Convention  |
| BC Regional Council Conference calls                                   | Conduct business of the Region and helps keep the lines of communication open between Council representatives   |
| Education Conference Calls and meetings                                | To discuss the education needs of members. Finalize the development of the new Coordinator Handbook   |
| Bylaws Committee Meetings  | To follow up on bylaw changes and amendments.<br>Prepare resolutions for the PSAC B.C. Regional Triennial Convention  |
| Town Hall Conference Call  | To discuss and listen to guest speakers speaking on the effects of Bill C-377 and Bill C-525  |
| Honours and Awards Committee   | To develop the criteria for a service award for members who exhibit leadership of a higher degree. Terms of Reference were also created for this Committee. |





| Activities Since the Last B.C. Regional Council Meeting |   |
|---|---|
| Activity  | How it fulfilled my role on the Council   |
| UTE Mental Health Conference                            | <p>The theme of the conference was Mental Health? Taboo? Not Anymore!</p> <p>We participated in three different workshops: Assisting Workers with Mental Health Issues, Mental Health and Resilience, and the Duty to Accommodate and the Return to Work. We also had the opportunity to hear some fabulous speakers on the subject of mental health. This conference provided some valuable information on how we can assist members dealing with mental health issues.</p>  |
| International Women’s Day Event                         | <p>This event is organized and sponsored by the Okanagan College Women’s Resource Centre and is a celebration of women and diversity. A celebration of feminists of all ages, cultures, genders and occupations.</p> <p>Marcy Cohen from the Centre for Policy Alternatives was the guest speaker. The Gert Beadle award is presented to an individual and an organization that have shown commitment to women’s equality and social justice.</p> <p>My nieces aged 12 and 9 both participated again in the Wee feminist’s choir.</p> |

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

- Connecting with all members in the Region due to the wide-spread territory
- Member apathy and getting others involved

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

Try to encourage greater participation in activities in the region. To increase the member attendance of our Area Council. Encourage the Area Council participants take on a more active role in our community, become more political in our community and to create a more cohesive Area Council. Connect with all local presidents. Mentor a young worker or another individual to take over the role of Geographic coordinator



PSAC B.C. Geographic Coordinator for Southern Interior - Roberta Drinkwater  
Report to the PSAC B.C. Regional Triennial Convention

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I was sworn in as a South Interior Coordinator in November 2012, half way through the three-year term. This coordinator position historically has covered the Kootenays region so entering this role in November and attempting to cover this region from my residence in Vernon was definitely a challenge, given flight inconsistencies and road hazards over the winter.

I participated in PSAC's "Representing Members with Mental Illness" training in Penticton in June 2013 and met some members from the Kootenays and learned about different types of mental illness. I also attended several Okanagan Area Council and Regional Women's Committee meetings in the Okanagan throughout my Council term and was a Women's Delegate to the National Equity Conference in November 2013.

There were also preliminary discussions with the PSAC staff representative in June 2013 for a trip to the Kootenays to re-establish contact with members there and promote PSAC, Area Council, and training. Subsequent attempts to organize and coordinate a road trip in late summer or early fall 2013 were unsuccessful. This staff rep retired in November 2013 and with winter extending later than usual this year and travel responsibilities for my work in March 2014, I am unable to attempt to organize a trip prior to the Regional Convention in April.

As a member of the Regional Council, I sat on the Subsidies and Environment Committees. Several subsidy requests were reviewed and approved over the period of my tenure on Council, allowing several members to attend various meetings and conferences they were interested in. Also, a position paper on "Water" was developed by the Environment Committee and adopted by Regional Council recently.

I have enjoyed my short time on Council and only wish I could have been able to connect with members in the Kootenays during this time. It is hoped that this becomes a priority for the next coordinator who is elected to this position at the upcoming Convention in April 2014.

Respectfully submitted,

*Roberta Drinkwater*





PSAC B.C. Geographic Coordinator for Northwest B.C. - Benilde Gomes  
Report to the PSAC B.C. Regional Triennial Convention

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## 2011

After the PSAC BC Regional Convention I was quick to start work right away with the Think Public Campaign, Federal Election and Municipal Elections. In the Northwest, we continue to fight to keep our waters, land, wildlife and quality of life to say NO to Enbridge regarding the Northern Gateway proposals.

This region continues to support the New Democratic Party by electing Nathan Cullen again as our Member of Parliament to represent the Skeena-Bulkley Valley Riding. Record numbers voted with a higher percentage in Nathan's favour. This region saw many more PSAC members out there walking, talking, volunteering, door knocking than ever before. The efforts paid off. It's too bad the rest of the country could not celebrate in the same manner.

I continued my work with the Kitimat-Terrace and District Labour Councils as we fight to save our waters, land, wildlife and livelihood to send a strong message Enbridge. Presented to City Councils in Prince Rupert, Terrace and Smithers to make a stand once and for all to show on record that they, too, oppose the proposal. The City of Kitimat remains neutral.

I asked to attend the City Council meetings in Prince Rupert, Terrace, Smithers and Kitimat asking for their support to work with labour on the Think Public Campaign. Although I did not get support to have all Council members support the Campaign I did however get the commitment that we could use local events at no additional costs to promote the Campaign.

Battles were lost nationally with the election of the majority government to Stephen Harper but our region remains forceful that the future will bring a better knowledge and hold the Conservatives accountable.

We lost Jack Layton in body but his memory lives on as we saluted him remembering all of the trips he had made in our region.

Then, Nathan Cullen decided to run in the Leadership race for the NDP and asked that I would be his Financial Agent. What a ride..... It was great to see the support by so many PSAC members attending fundraisers, working the campaign and showing their support and not just locally.

We worked very hard in this region to ensure more progressive and like minded candidates



## British Columbia

were elected to City Councils and very proud to say that we were very successful. Did not win them all but 97% that were endorsed for 4 cities were elected. The structure of the Vision Committees and meetings contributed to this success. Can't thank everyone enough in this region for all of their work.

Continued working on the Northwest BC Area Council as we struggle to keep a larger attendance. Usual story, everyone is involved in everything and unable to recruit more. Everyone is tired/burnt out. Yet, we continued to attend community events and setting up a table or two to bring forth the Think Public campaign at Seafest in Prince Rupert, Riverboat Days in Terrace, Skidegate Days in Haida Gwaii, Fall Festival in Smithers, Labour Day picnics and during the days of recognition.

I had attended a number of annual general meetings. Bob Jackson came out for his first visit in this region as the newly elected PSAC BC Regional Vice President. Did some work site tours and conducted the election for the Northwest BC Area Council.



Coast Guard Base in Prince Rupert



Jeremy at the Coast Guard Base



Malcolm at Customs in Pr. Rupert

Bob had presented the very large cheque to Terry Intremela of the Prince Rupert Unemployed Society. This cheque was a result of the fundraising events during the PSAC BC Regional Convention. He is dearly missed in this region as he had lost his battle with cancer on September 19, 2013.



Northwest B.C. Area Council AGM, 2011



## 2012

I continued my work with the opposition to the Northern Gateway Project. I was able to speak on behalf of labour the concerns this project would have with the contracting out, unsustainable work, lack of union made jobs, abuse on foreign labour workers.

The PSAC BC Regional Council worked hard on drafting and completing terms of reference for committees to assist with future demands and mentoring new council members.

BC Teachers, BCGEU and UFCW members had many issues with job actions, rotating strike action and walking the picket lines. Unable to get a large showing of PSAC members on the job actions at the school but were able to get assistance during the picket line walks for UFCW 1518 workers at the Shoppers Drug Mart in Terrace.

We struggled to watch the “re-alignments” in organizational units watching the Harper Government slaughter 11,000 public service positions nationally. The overwhelming number of grievances filing in and representing were more than one could handle.

Attended the CLC Winter School – Labour Council Leadership training that was also getting us ready for the upcoming BC Provincial Election.



Something of a passionate nature of mine is sitting on a specific committee creating an awareness workshop for “Strategic Action Plan – Restoring Our Forests and Energizing Forest Sector.” This awareness is the presentation to Parliament to show what it would take to bring back one of BC’s natural resources back in forefront and proving its sustainability.



I worked on another campaign in Terrace to bring to this community the proposal to remove downspouts in this region. This is a work in progress. To date I still have not received a commitment. I am happy to say that they have not quashed it. I have high hopes. The Arts community continues to paint rain barrels for a donation.



After six years in the making, we finally have a respectful memorial site for those hurt or killed on the job in Kitimat. The unveiling happened in November on a very cold, wet, windy Saturday afternoon but was well attended.



The WE ARE ALL AFFECTED campaign came in effect. It is great to sit and discuss with our membership one-on-one. This campaign will continue as it grows to bring a bigger discussion than people can imagine.



Leadership workshops, 2012

I was fortunate to attend the PSAC Leadership workshop in Ottawa which was well attended and well organized.

## 2013

The Idle No More demonstrations were only a local address and boy, how it grew. The first nations group requested that the labour groups ban together and seek a greater understanding of what it is we need to do to get this Harper Government to be accountable for their actions.

Our MP Nathan Cullen sent invitations to labour activists, city councils, first nation treaty reps, local business reps, labour training reps, educators in six of the main communities in this region. He was seeking initiatives and what the community wants and desires and priorities of investments for sustainable income. Nathan Cullen is touring the Northwest to host the same questions with different followers to each of the sessions to share in this initiative

Celebrations in multiple locations in the Northwest were rewarded as we were able to Save the Sacred Headwaters from Shell Canada. Shell was trying to get their lines through in this region where the lines would have gone through the Sacred Headwaters, killing the fish, the wildlife, the livelihood of all and limiting waterways. For four years this region fought against the bullish attacks by Shell Canada and finally won the war without further incidents.



One war we did not win is the Provincial Election for the NDP. The Skeena Riding, the Northcoast Riding, the Stikine Riding were all successful in getting the NDP voted in, again.



That is about all I've got to say about that.....Other than, thank you to all who worked so hard on this campaign.

The Northwest continues to being asked by community support groups, City Councils and other labour groups for participation and support from our PSAC members. We've come a long way from the community not knowing who PSAC is to receiving invitations.



## British Columbia

It's been a lot of work for everyone. We continue to address City Councils and electing progressive persons to sit on Council such as Barry Cunningham, UCTE member at the Prince Rupert Coast Guard base. Barry was recently elected to the Prince Rupert City Council in their bi-election by an overwhelming amount of voters. Congratulations, Barry!

There are often talks at the Area Council meetings or at the Local meetings for more PSAC education in this region. Unfortunately, the courses offered which were requested have fallen short of large attendances. With the upcoming renewal proposed for this region, it is hoped that there will be more opportunities and interest to have more in attendance



With such a large geographical area where some places are difficult to travel to has been the biggest struggle. Albeit that most of the communication are done by way of Skype or teleconferencing, the more progressive look approach is face to face. When we know that members are travelling in to Prince Rupert or Terrace, we try to host meetings/socials to intrigue their interests. We continue to call upon those to attend our annual retreats in Terrace during Riverboat Days.

The next three years, I hope to put more effort in meeting our membership in the farthest regions whether I am on council or not and fighting to get the Harper Government out of having the controlling reigns.

I have been very fortunate to have such a great group of people in this region who try so hard to ensure our membership is informed and work in a healthy and safe environment. I am fortunate that our membership knows that I am always available to buy them a cup of coffee while listening to their concerns.

My portfolio on Council in my term was sitting on the Political Action committee, Finance committee, Convention committee and Environment committee.

These positions have been very challenging with meeting each and every one of our members face-to-face with the rapid changes at our work sites.

My term has come to an end with gratitude for all of the support from our Regional Office and those who have sat on Council representing their regions. I thank you.

Benilde Gomes  
Northwest BC Regional Coordinator





PSAC B.C. Geographic Coordinator for South Vancouver Island - Cindy Little  
Report to the PSAC B.C. Regional Triennial Convention

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This will be my last report to the B.C. Regional Council as I have decided not to seek re-election as a coordinator for South Vancouver Island. I have held a position on the B.C. Regional Council since 2005 and feel the time has come to let another member take on this role. The past nine years have been interesting, rewarding and sometimes challenging but I am truly grateful for having had the opportunity to serve as a geographic coordinator on our Regional Council.

I have served as chair of the Finance Committee for the past three years. The committee has worked to improve the financial reporting to each Regional Council meeting and to the Regional Triennial Convention, ensuring fiscal responsibility. I would like to thank the Executive Assistant to the REVP, Kristin Schnider for her assistance to the committee.

I also participated as a member of the By-laws committee. The Bylaws committee has worked to ensure our Regional By-laws comply with the PSAC Constitution. The committee also put forth recommendations to the Regional Council regarding necessary changes to the by-laws resulting from resolutions passed at the BC Federation of Labour Convention and the PSAC National Triennial Convention.

Over the past nine years, I also held the position of President of the Victoria Area Council. I am extremely proud of the work that has been done by the Area Council including lobbying MPs, participating in the Victoria Labour Council Labour Day Picnics each year, holding a Festive Meet and Greet each December, participating in the Victoria Pride Parade and for the past couple of years participating as a sponsor of the Annual Softball Tournament during National Public Service Week. The Victoria Area Council continues to encourage the affiliation of new locals and welcomes new members to participate in the activities of the Area Council. The work done by the Area Council is vital in the continuing struggle against the current government and will become even more important in the future. I encourage all members to get involved with their Area Councils and be prepared to stand up for their rights. I would like to thank all current and past member of the Victoria Area Council for the time and effort they have contributed to making the council successful.

I have participated in the Victoria Regional Women's Committee for many years. I have to say that under the guidance of sister Virginia Vaillancourt, this committee is accomplishing great things. The committee has held a candlelight vigil to commemorate the National Day of Remembrance on Violence and Action against Women on December 6th for the past





several years. The committee is working with the City of Victoria to establish a permanent monument to remember the women who were tragically killed at Montreal's École Polytechnique in 1989.

I have also attended meetings of the Vancouver Island Human Rights committee. This committee has organized and participated in the Victoria Pride Parade over the past several years. They have created by-laws, their own logo and flag and continue to work actively for the membership regarding human rights issues.

I would like to thank all of the members of the B.C. Regional Council, past and present for the work you have accomplished over the past nine years. We have learned much from each other and I know I will not forget the times we have shared. I am proud to have served on the Council with all of you and wish you all the best in the future.

I would like to take this opportunity to thank all of you, the members of PSAC, for your commitment and dedication in building our Union. Together we CAN make a difference!

I would like to thank the staff of the Victoria Regional Office for the support and assistance they have provided over the past nine years.

In solidarity,

Cindy Little  
South Vancouver Island Coordinator



PSAC B.C. Geographic Coordinator for South Vancouver Island - Virginia Vaillancourt  
Report to the PSAC B.C. Regional Triennial Convention

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The last three years has been very busy in the labour movement. As the South Vancouver Island Regional Council Coordinator and Alternate BC Regional Women's Coordinator, I have been working to increase the involvement of members and promote the union and the work of our members in our communities.

During the past three years, I attended meetings of the Vancouver Island Human Rights Committee; Victoria Area Council; BC Mainland Human Rights Committee Vancouver Regional Women's Committee; BRUSH and chaired the Victoria Regional Women's Committee. I was on the organizing committee for the Regional Women's Conference in 2013; which was a great experience.

I also participated in a variety of events in the community including the National Day of Action; National Day of Mourning; Labour Day Picnics. In the summer of 2013, I worked with another Local to organize a summer BBQ for our Locals and their families, we utilized this BBQ as an opportunity to provide information to members and their families on the We Are All Affected Campaign and the importance of saving public services. I have worked with the Vancouver Island Human Rights Committee to organize and participate in the PRIDE Parade in Victoria.

I lobbied MPs and worked on a variety of campaigns including Retirement Security for Everyone; Think Public; \$10 a day Child Care Plan; Standing Up for Public Service; Kits Coast Guard Closure; We Are All Affected; Veterans Campaign; Together Fairness Works and saving the door to door mail delivery service.

I organized and emceed the December 6th Candle Light Vigils in Victoria for the past five years, bringing Union members, Women's organizations, and the community together to commemorate the National Day of Remembrance and Action on Violence Against Women, to raise awareness, to speak out against violence and to share with the steps everyone can take to help End Violence.

In addition to my involvement with union and community events, I organize regular collections of donations, which have been donated to a variety of community organizations throughout the three-year cycle. At Christmas we conduct an extra collection of specific items and purchase non-perishable food items, which are donated to Women's organizations in Victoria and Duncan. This action involves community members, MPs, Mayors, and our





fellow sisters and brothers who helps provide much needed items at Christmas to Transition Houses & women's organizations for them to provide to the residents, so they too can enjoy Christmas.

I would like to thank all members for the opportunity to represent you over the past three years as a South Vancouver Island Regional Council Coordinator and Alternate BC Regional Women's Coordinator. I look forward to the next three years working together in Solidarity.



PSAC B.C. Geographic Coordinator for North Vancouver Island - Christine Walker  
Report to the PSAC B.C. Regional Triennial Convention

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Greetings to all – what an exciting time to be involved in the Union!; elections, Annual General Meetings, resolution preparation for Convention(s), collective bargaining issues related to the expiry of Treasury Board or Agency Collective Agreements and a myriad of highly contentious political issues.

Thank you for electing me as your representative to Regional Council for North Vancouver Island; I have attended all meetings of the Regional Council and been present at many union, education and political events whenever it is possible and feasible to do so. I am also a member of the Regional Finance Committee. Given my other commitments, I have been in attendance at the North Vancouver Island Area Council meetings whenever time permits; this offers a great networking opportunity for components and promotes solidarity within the PSAC. This will definitely be a time of significant change for our union, both at the regional and national levels.

Some highlights over the last three years are events I have been involved in but not limited to:

- tour of North Vancouver Island components with REVP Bob Jackson
- the *We Are All Affected* rally and event of September 15, 2012 held in Nanaimo
- Area Council events relating to the WAAA campaign in Campbell River and at Bathtub Days
- Leadership training in Ottawa
- a joint Veterans Affairs /CEIU barbeque and picnic in Saanich
- annual Labour Day picnic events sponsored by the BC Federation of Labour
- annual Day of Mourning events
- the founding meeting of the Nanaimo Ladysmith Electoral Riding Association
- National Women's Day events
- having the PSAC National President Robyn Benson and Vice-President Chris Aylward attend a council meeting

I continue to support components of the PSAC who fall within my geographic area by attending AGMs when requested and by my attendance at Area Council meetings. I try to represent PSAC's interests by regular attendance at Nanaimo & Duncan District Labour Council (NDDLCL)



meetings held on the 3rd Thursday of each month (July & August excepted) at the BCTF building on Barons Road in Nanaimo; I usually present a report of our current campaigns and member issues. I am active in my community as a volunteer Board Member for Pacific Child & Family Enrichment Society who have been providing service to children and families in the upper island region for 25 years.

In order to promote solidarity amongst our membership, I have tried to ensure that all posters, call outs and advertised events are prominently displayed on Union bulletin boards and have initiated discussions and sent emails to union members to make them aware of opportunities available to them within the PSAC relating to education, upcoming events or elected positions.

I have registered to participate in the CLC's Leaders Seminar and Member Engager Workshop as part of their Together Fairness Works campaign to be held on Saturday, March 15, 2014; this training will introduce goals and strategies for building greater member engagement and focus on the importance of developing long-term connections between members and their unions. We need to continue to help Canadians understand and support the work that is done by PSAC members all across Canada; we need to "strategize to survive". I hope each and every member has taken the time to complete and submit a "pledge" card as part of PSAC's *We Are All Affected (WAAA)* member to member campaign; the PSAC needs current contact information to inform members about various initiatives, issues and campaigns.

Currently, union density is in decline and our own federal Minister of the Treasury Board Secretariat does not pass up any opportunity to launch an attack on our hard-fought and bargained rights such as sick leave, severance pay, incremental pay increases or other leave provisions. It is very important that we stand together to fight off these attacks by Treasury Board and federal Members of Parliament, who have the majority when it comes to a vote in the House of Commons.

We have seen the advent of many destructive pieces of legislation that have been passed in omnibus style bills. Two issues of concern are Bill C-525 which aims to make it much more difficult for workers in the federally-regulated sector to join a union, and the amendment to the Fair Elections Act which seeks to change the "vouching" process during an election process.

Presently, this is a very challenging work environment and I want to thank the members of North Vancouver Island components for their support and encouragement over the last three years despite cuts to public services, retirements without replacement, member illnesses, and ongoing attacks from the media. Please remember to take care of yourself first so that you are able to attend work and perform the important work we do for all Canadians.



British Columbia

I can be reached at [c.walker@telus.net](mailto:c.walker@telus.net) or my home office phone 250-754-4035 if you have any ideas or suggestions for our district.

Respectfully submitted,

A handwritten signature in black ink that reads 'C Walker'.

Christine Walker  
North Vancouver Island District Coordinator



British Columbia

## Constituency Coordinator Reports



PSAC Aboriginal Coordinator - Heather DuDoward  
Report to the PSAC B.C. Regional Triennial Convention

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## **May 2011 – April 2012**

- Elected 'Alternate' representative to Aboriginal Equity Coordinator, BC Regional Council at May 2011 Convention, Vancouver, BC
- Attended first meeting as 'Alternate Aboriginal Equity Coordinator' day after convention ended (Representative unable to attend)
- September 15 - Sent letter of introduction to self-identified Aboriginal members as new Aboriginal Equity Coordinator (Alberta Moreau, Aboriginal Equity Coordinator, announced her retirement)
- Teleconference with Bob Jackson, PSAC REVP, B.C. regarding new role as Aboriginal Equity Coordinator
- Teleconference with Alberta Moreau: history of role, budgets, etc.
- Teleconference with Alternate Aboriginal Equity Coordinator, PSAC BC Regional Council
- Research: history of BC Regional Council, Union of National Employees, Public Service Alliance of Canada
- Teleconference with Regional Representative, BC Regional Council office regarding human resources processes and procedures
- Research & definition: mobbing in the workplace – mobbing is about collective assault in the corner office, in the cubicle, on the assembly line, or in the board room. It is an insidious form of psychological abuse conducted through innuendo, intimidation, harassment, badgering, humiliation, degradation and rumour; the worker is usually 'targeted' by a manager and mobbing is then encouraged; done by peers, subordinates and/or superiors, the goal is to force someone out using gossip, ostracism, intimidation, discreditation, humiliation, and just plain meanness; targets of bullying/mobbing are independent, self-reliant, self-motivated workers who have no need to form gangs or join cliques, have no need to impress, and have no interest in office politics



- Teleconference with Human Rights Representative BC/YT, Union of National Employees, PSAC.
- Attended 2011 PSAC National Aboriginal Peoples' Conference "The Path That Unites Us" – Yellowknife; great opportunity to network/promote issues:
  - BC Regional Caucus meeting with Bob Jackson, REVP, PSAC, Yellowknife
  - Public statement regarding resolution discussions on Violence Against Aboriginal Women – also an issue is psychological violence and mobbing in the workplace.
- Attended BC Federation of Labor Union Renewal Conference New Voices, Growing Unions, Nov. 28th-30th 2011, Vancouver; attended the conference representing the BC Regional Council. The purpose of the Union Renewal Conference was to build activism and engage visible minorities and Aboriginal workers.

### **Some notes taken at BC Federation of Labor Union Renewal Conference:**

- How do we create a better understanding of cultural and experiential views of labour?
- How do we make the union relevant & increase union participation in diverse communities?
- How do we increase underrepresented workers in participation in the union?

The challenges facing the union movement are enormous, but no greater a challenge exists than reaching out to new immigrants and aboriginal workers to grow our movement. Reaching out to these marginalized workers is the most critical task to reversing the downward trend on union density.
- During his opening Remarks, Jim Sinclair, President of the B.C. Federation of Labour stated that we have a deep commitment to social justice; we will take on the tough questions over the next 3 days; Aboriginals and visible minorities must take their place at all levels of the labor movement; biggest threat we face: 1) racism; 2) sexism; 3) homophobia – makes people less important than others; we must reject all these things; we have lots of work to do to build activism; Aboriginals faced years of practiced genocide; stole their land and culture and children; Aboriginals were builders of labor; they believed in collective action and drove the union years ago; Aboriginals took in Chinese workers who were driven out of Vancouver; young people showing more interest in the union these days; if we decide to change the way things are we can be more open and inclusive; we must set direction here in next 3 days; it's a fundamental job we must take on.



- Keynote Speaker: Karl Flecker, Director of Anti-Racism and Human Rights, Canadian Labour Congress, stated: important to know what side of the fence you're on and who is there with you; thank you for making the decision to change; how do we increase our union density and how will things be 10 years from now?; if we continue with the status quo we will be toast as a union; we are not growing our numbers or union members; 8 Million workers will step off the work wheel in the next 10 years; who will hold us up when we retire? Our kids and grandkids – they are very relevant to our lives – these young people; we are in trouble – union membership is dropping; women outnumber men in the labor movement; young Aboriginal people are the nation's fastest growing demographic; where will new workers come from? – Aboriginal communities and immigrants and newcomers; cohort of young Canadians - Gen X and Gen Y familiar with getting screwed in the workforce, which makes them strong willed.  
What to do? Embrace radical change; look at who we represent and who is missing; conduct equity audits; change workplace climate; develop and implement leadership development programs; establish mentor networks; train your union representatives; support outreach networks; provide high profile assignments for equity members (overdue justice); demand accountability from our structures; fix issues; identify barriers within our structures; the first time in our workplaces we now have 5 different generations; different accommodations for different ages in workplace.
- Keynote Speaker: Dr. Henry Yu, UBC Professor of History, stated: who am I? Who are we?; this is the challenge we face today; his mother came here as an immigrant; Chinese Immigration Act; Canada was formed on top of Aboriginals and Chinese; eventually the land was cleared of those people; 1885 railroad was completed; FN reserves – out of sight and out of mind; what is an immigrant?; 1907 anti-Asian riot led by unions; laws were made to exclude Aboriginals and Asians from the land; we sit in an unprecedented time where we are still living in someone else's house – we've stolen someone else's house and put them in the back yard; who are you sharing the house with and how?; mythic problem with our history; build a more collaborative labour movement that works with the education system; have a future where we have a common history.
- Panel: Increasing Diversity of Member Activism - with Christine Stewart, Teacher and BC Teachers Federation Executive member. She stated: in 2000 task force recommended Employment Equity for Aboriginal workers, journey is still





happening, we are dealing with internal racism; BC has 39,000+ teachers and 200 are Aboriginals; 59,000 self-identified Aboriginal children in BC; if we had parity we would have 3300 Aboriginal teachers in BC; some Aboriginal teachers face discrimination during the interview process because of racism – they may talk slow with an Aboriginal ‘accent’ which the hiring board may not accept; imagine what it’s like for some Aboriginal children in the classroom; we have to rattle the cage; language is used to keep us in or keep us out; your silence will not protect you; keep walking with us and have the courage to do so.

I commented that there is a need for B.C. Federation of Labour to work with B.C. Teachers Federation and school districts to highlight the importance of administrators/teachers doing more to help Aboriginal children succeed in the public school system by: budgeting adequate funds to hire qualified teachers to help students who require more academic instruction within classroom (e.g. academic math); measurable plans by teachers and administrators to increase Aboriginal high school graduation rates; how can we increase our Aboriginal union membership if Aboriginal students are not graduating from high school? By not graduating, it’s difficult for people to access good paying jobs – without these jobs Aboriginals cannot become contributing members of unions.

- During his closing Remarks, Jim Sinclair commented that racism exists; we need to challenge racism; if we don’t we will keep going backwards; we represent the working class; we need to see you at the convention next year; 1000 people attend and 300 should be Aboriginal and visible minorities; 25 – 30%; it’s an opportunity that the labor movement will be stronger; your job is to take care of everybody, that’s the labour movement and that’s what makes us strong.
- Contacted PSAC Human Rights/Aboriginal Rights Officer for PDF copy of Aboriginal Peoples’ Circle Report.
- Contacted B.C. Regional Council for additional copies of PSAC BC Women ‘End Violence Against Women’ pamphlet for distribution.
- Written report for PSAC self-identified Aboriginal members with:
  - PDF copy of PSAC BC Women ‘End Violence Against Women’ flyer/brochure for posting in workplace; a PDF copy Aboriginal Peoples’ Circle Report from PSAC National Aboriginal Peoples’ fall Conference; and BC Federation of Labour 2011 ‘Union Renewal’ Conference report and Glossary of Terms.



- PSAC BC Regional Health & Safety Conference, February 25-26, 2012, Richmond, B.C. included "Psychological Bullying" power point presentation by Gary Namie, PhD, Workplace Bullying Institute
- Action Item: print and post brochure on your workplace union bulletin board.
- Note: If you wish to receive hard copies of the brochure, send me an e-mail message request and I will ensure copies are mailed directly to you.
- Encourage your Aboriginal colleagues to self-identify. The easiest way is to send them the attached link they can easily fill in online: <http://psacbc.com/self-id/>
- B.C. Regional Council Education Committee
  - Drafted list of topics for inclusion in a handbook for new council members;
  - Reviewed Education Committee Terms of Reference and noted new additions/changes.
  - Participated in Education Committee teleconference March 7 re: Terms of Reference; B.C. training allocation weekend courses, union school.
- Participated in Local 20723 AGM (UNE, Gwaii Haanas, Parks Canada) March 2012
- Participated in Mainland Human Rights Committee teleconference April 2012; discussed resolution for upcoming convention – suggested the term 'psychological harassment' be added to the Workplace Violence and Bullying resolution.

### **May 2012 – April 2013**

- Participated in PSAC training 'If People Counted'
- Participated in a Work Force Adjustment online training session/webinar/teleconference titled Making the Most of Change, sponsored by Parks Canada
- Participated in BC Regional Council monthly meetings (via teleconference)
- Participated in BC Human Rights Committee meeting (via teleconference)
- Participated in lantern making session for 'Take Back the Night' & 'Sisters in Spirit' walk sponsored by Island Women's Society, Village of Queen Charlotte, Haida Gwaii.
- Participated in Amnesty International webinar titled Stolen Sisters: Missing and Murdered Aboriginal Women in Canada. Participants learned how to take action on this issue. Guest speakers/facilitators included: Kate McInturff, campaigner on Women's Human Rights, Craig Benjamin, campaigner on Human Rights of Indigenous Peoples and Jennifer Lord, Evidence to Action, Native Women's Association of Canada.



- Walked through Skidegate, Haida Gwaii, in September with group of women, children and men in support of 'Take Back the Night & Sisters in Spirit'. Participants carried lanterns and Sisters in Spirit banners. Afterward, group gathered at the Skidegate Youth Centre to share refreshments and discuss the importance of eliminating violence against Aboriginal women and children. The walk was sponsored by the Island Women's Society.
- Sent e-mail message to members of PSAC B.C.'s self-identified Aboriginals encouraging them to attend the Sisters in Spirit Vigil nearest them, on October 4th. Also, to take time to visit Canada's first virtual candlelight vigil for our missing and murdered Aboriginal sisters. There was an opportunity to go to the site, light a candle and leave a dedication.
- Sent the following e-mail message to Jennifer Lord, Evidence to Action, Native Women's Association of Canada, in support of the 2012 Joint Statement which was read aloud at more than 129+ Sisters In Spirit Vigils nationwide on October 4th 2012.

Hi Jennifer,

As a member of the Public Service Alliance (PSAC) B.C. Region, I support the 2012 Joint Statement that will be read aloud at the Sisters In Spirit Vigils on October 4, 2012.

Violence against Aboriginal women and girls is a problem that must be eliminated.

If I can help in any way, please do not hesitate to ask.

In solidarity,

Heather DuDoward  
Aboriginal Equity Coordinator, BC Regional Council  
Public Service Alliance of Canada

- Wrote and distributed electronically a report about If People Counted union training course, to self-identified Aboriginals, my Local members, and the BC Regional Council
- Participated in PSAC Leadership Summit and National Human Rights Committee Meetings, Ottawa
- Posted union material on Local's bulletin board
- Participated in PSAC BC Regional Education Committee teleconference



## British Columbia

- Networked/visited with PSAC local union members @ The Banff Centre
- Participated in meeting at Local for ratification vote of Collective Agreement. Two members of PSAC UNE Negotiating Team and BC Regional Representative in attendance; joined Negotiating Team and PSAC Regional Representative for dinner at local restaurant; joined UNE Negotiating Team for morning coffee and lunch at local coffee house.
- Joined the organizing committee for PSAC BC Women's Conference; provided guidance on Aboriginal theme
- Researched and contacted potential Aboriginal guest speakers, themes, performers and artists for BC Women's Conference
- Drafted report for BC self-identified Aboriginal members about meetings held in Ottawa
- Submitted application for education opportunity/training: Grievance Handling course
- Submitted feedback/ideas for courses, plenary for spring 2013 PSAC BC 'Advanced Union School' as member of PSAC BC Regional Education Committee.
- Participated in One Billion Rising walk. Marched through community to RCMP Detachment in Village of Queen Charlotte, Haida Gwaii. The group of women danced, participated in a traditional ceremony and listened to several speakers talk about ways to end violence against women.
- Participated in PSAC BC Women's Conference Committee planning meetings (bi-monthly meetings)
- Participated in planning meeting (Sunday) for BC Women's Conference, scheduled for May 3-5, 2012, Richmond, BC
- Participated in evening planning session with PSAC BC Women's Conference organizing committee, Vancouver; helped short-list applications
- Attended BC Regional Council meeting @ PSAC Vancouver office
- Contacted Aboriginal sisters selected to attend PSAC BC Women's Conference, prior to start date, and discussed conference agenda and details.
- Posted various PSAC articles in workplace: Top 10 historical PSAC gains for members; Violence Against Women No More!; 10 things the union has done for you!
- 2012 PSAC National Human Rights Committee Meeting, Ottawa. This was our first



meeting as various equity groups gathering at one conference. During that meetings it was noted that the Employer may be more likely to terminate workers who require accommodation – Duty to Accommodate.

- PSAC Staff person Marion Abou-Dib spoke at the meeting and advised them of the Draft Mandate of the PSAC National Human Rights Committee & TOR for committee: In 2006 National Board of Directors (NBOD's) asked Marion to work on re-structuring the EOC; Winnie Ng conducted interviews, research (a study) and a survey on the idea of changing the structure of the EOC; consultations held 2008 – 2010.
- New structure streamlines the accountability and direct links to the grassroots – have their ear to the ground so they can share and bring back their concerns to the NBOD; conferences to be held simultaneously (2013 National Human Rights Conference November 18 - 21, 2013 in Toronto); funding still split – per group; we have our own conferences so at the end we can come together in plenary, in one meeting room, and discuss our plan and actions; we will design workshops for each equity group; elections will be held for equity groups for those who will go to convention; members who self-identify in several EE groups can vote several times at convention; focus will be on resolutions process, because resolutions carry a lot of weight – so what is your priority?
- During conference I attended the evening plenary 'Human Rights for Aboriginal Women' held at Ottawa Convention Centre.

### **May 2013 – March 2014**

- Gathered goods for PSAC BC Women's Conference (gifts, decorations, etc.)
- Participated in meeting with PSAC BC Women's Conference organizing committee evening prior to first day, and continued preparations for gathering.
- Organized and participated in PSAC BC Women's Conference May 2-5, Richmond; donated cedar woven basket for draws. Conference was a huge success – several participants told me it was the best conference they had attended.
- Participated in post-conference debrief teleconference with PSAC Aboriginal sister.
- Participated and completed 'Bargaining From Strength' training.
- Contacted BC PSAC Regional Representative regarding process and timelines for one on-one conversations with union members.



- Participated in National Human Rights Aboriginal reps teleconference.
- Participated in 2nd National Human Rights Aboriginal reps teleconference.
- Discussed with Bob Jackson via teleconference his and Dave Jackson's short-list of Aboriginal applicants for PSAC National Human Rights Conference Toronto November 2013. Agreed with the selections
- Participated in BC Regional Council meeting; suggested we invite Assembly of First Nations National Chief Shaun A-in-chut Atleo, who is from B.C., as one of the keynote speakers at 6th PSAC BC Regional Convention, April 25-27, 2014, Vancouver.
- Participated in September 2013 BC Regional Council meeting; during meeting I participated in 'Walk for Reconciliation', in downtown Vancouver, representing BC Regional Council; Bernice King's message was very uplifting and emotional – she said never give up and that change does eventually happen. Thousands of people from all walks of life braved the wind and rain to support the historical event.
- Sisters In Spirit Vigil – October 4 group gathered at a fire ceremony in Skidegate, Haida Gwaii. We sang spirit songs as women drummed; said prayers and talked about the importance of showing kindness, respect and love toward one another.
- Participated in equity group's October teleconference on a Sunday night.
- Participated in October training course: Talking Union Basics – highly recommend this course for any union sister or brother wanting to be more active in the union. During training a member shared their experience about another member bullying them because they showed interest in being more active within the union. After some discussion I suggested participants read the power point presentation developed by Dr. Gary Namie, expert on workplace bullying, presented during the PSAC BC Health and Safety Conference held a few years back. I forwarded the presentation to the workshop facilitator for distribution to the union activists in attendance at the training.
- Attended my Local (20723 UNE) AGM in November. I mentioned to members PSAC President Robyn Benson's message that PSAC members are in for the fight of our lives with the new changes being proposed by current government; recommended our Local submit resolution regarding 'Leave'. Aboriginal people must take annual leave when attending relative's funerals and community events. Local members agreed with suggestion and we submitted a resolution recommending 3 days leave per annum with pay to attend such events.



## British Columbia

- Participated in November 14 evening telephone town hall meeting: Robyn Benson, PSAC's National President; Peter Julian, NDP MP for Burnaby-New Westminster, and Bob Jackson REVP for BC held a telephone town hall for PSAC members in BC on November 14th. They talked about the impact of Bill C-4 on workers, and took questions from PSAC members.
- During town hall meeting Bill C-4 discussed - is all about making it easier for the government and Treasury Board to come after federal government workers in the next round of bargaining and to strip away our long-standing negotiated rights. Check out PSAC BC web site for more details.
- Participated in January 2014 BC Regional Council meeting; as member of Education Committee worked on latest draft of the handbook for new B.C. Regional Council members; I made recommendation to Education Committee and to BC Regional Council that we also develop an information piece/fold out brochure about the negative effects and impact to our members of bullying in the workplace; as member of Political Action Committee I provided update to committee and worked on draft report for 6th BC Regional Triennial Convention April 25-27, 2014, Vancouver.
- Ouch! Your Silence Hurts CD and book available for loan through Vancouver office; available for members to show during a union meeting, human rights meeting, event, etc.
- Contacted member/sister in Victoria regarding 'Women Water Ceremony' and 'Idle No More' walk the group organized for March 22, 2014. Offered to support the march by donating give-aways for Elders. Submitted funding proposal request to Bob Jackson, REVP, BC Region for gift purchase - proposal approved and package sent to member.
- Participated in Local (20723 UNE) meeting to adopt edited by-laws; election date announced for new local executive – April 4, 2014. I reminded membership to fill out and submit their pledge cards, as PSAC requires updated membership lists; mentioned bargaining team now in place.
- Will participate in PSAC National Human Rights Committee teleconference March 25.
- Will participate in PSAC BC Regional Council teleconference March 25.

Thanks for your confidence and support. It's been a privilege to represent you.

In solidarity,

Heather DuDoward



PSAC Racially Visible Coordinator - Sargy Chima  
 Report to the PSAC B.C. Regional Triennial Convention

| Activities Since the Last B.C. Regional Council Meeting |   |
|---|---|
| Date  | Activity  |
| September 2013  | <p>Attended Finance Committee Meeting on Thursday Sept. 19, 2013 to discuss 3 year priority proposal and expenses – continued with Regional Council meeting from Friday Sept. 20 to Sunday Sept. 22 at PSAC office.</p> <p>Attended regular quarterly Human Rights meeting via telephone conference call on Tuesday Sept. 24.</p> <p>Attended the CEIU Human Rights Relations Conference held in Quebec City from Friday Sept. 27 to Sunday Sept. 29.</p>   |
| October 2013  | <p>Participated in the National Racially Visible Conference Call to discuss resolutions for the upcoming Equity conference that will be held @ Sheraton Hotel Toronto from Nov 17 to 22, 2013</p> <p>Attended CEIU National Women’s Conference as an observer in Ottawa on Saturday Oct 20, 2013. This was a very valuable conference where discussions took place regarding elimination of NVP positions.</p> <p>Attended regular Human Rights meeting via telephone conference call on Tuesday October 29.</p> <p>Attended local 20949 AGM on Wednesday October 30 @ 5pm<br/>         Attended Regional Council Conference Call on Wednesday Oct. 30 for regular business</p> |





| Activities Since the Last B.C. Regional Council Meeting |  |
|---|--|
| Date  | Activity   |
| November 2013   | <p>Attended Women’s Committee Meeting @ PSAC office on Nov 5, 2013</p> <p>Participated in attending a fundraiser for the Hayian Relief Foundation. Over \$50,000.00 dollars were raised by the Indo Canadian community in Surrey. This was an excellent fundraiser that was put together in four days. Politicians from all levels of government attended this event.</p> <p>Participated in the Emergency Regional Council Briefing call regarding the impact of Bill C 4 and what actions we can take.</p> <p>Met with members on Sunday November 10, 2013 to discuss Bill C 4 and how this will impact racially visible members.</p> <p>Participated in Town Hall Conference call regarding Bill C 4 on Thursday Nov. 14, 2013</p> <p>Attended the Equity Conference held @ Sheraton Toronto Hotel from Nov 16 to Nov 22 and participated on the steering committee. This was the first conference where all equity groups met at the same time. The feedback received from members was very positive. Many different workshops were held for each equity group. Olivia Chow, MP was one of our guest speakers that I had the honor to introduce.</p> |
| January 2014  | <p>Attended regular HR meeting and Women’s Committee meeting.</p> <p>Participated in the Regional Council meetings from Jan. 16 to 18, 2014. Robyn Benson, PSAC President attended the meeting.</p>  |
| February 2014   | <p>Attended the National Bargaining Conference for PA Group. This was my first time attending this conference. It was very interesting to see how the members got elected. I was elected as the first alternate. Hopefully, I will have an opportunity to participate in the bargaining process. Many members including myself expressed how we were feeling about sick leave and other benefits.</p>  |



| <b>Activities Since the Last B.C. Regional Council Meeting</b> |  |
|--|--|
| <b>Date</b>  | <b>Activity</b>  |
| March 2014   | I attended the 9th annual “Kick up your Heels Event”. This is a fundraiser put on by MLA Sue Hammel.<br><br>I attended the IWD dinner at Fraserview Hall to support women. |

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

- Worklife balance

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

- I would like to work with the bargaining team on our demands and ensuring we don't lose our sick leave.



PSAC B.C. Members With Disabilities Coordinator - Tracy Shudo  
Report to the PSAC B.C. Regional Triennial Convention

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As the Members With Disabilities (MWD) Equity Coordinator and as a strong union activist, I have been involved with many things in the Region and I have helped accomplished a lot during the last three years. The Council position duties include work with the following:

The BC region has currently three Human Rights Committees. These three committees work on issues for the Region's four equity groups: Aboriginal members, PRIDE members, Racially Visible members and Members with Disabilities. As I live in the Metro Vancouver area, I'm able to attend the Human Rights Committee meetings and events in person as per my availability permits. I have learned so much about all four equity groups at these committee meetings - about our differences, but also about issues that we all need to work on together.

It has been my choice as the MWD Equity Coordinator to become involved with the Vancouver Island Human Rights Committee. Largely, I have participated in their meetings via teleconference. During the last three years, I have also attended the Committee's Annual General Meetings in person.

One of the largest issue I have been involved with over the last two years is the PSAC's current "We Are All Affected" campaign. The REVP has called on the Regional Council members to be involved in the campaign, specifically with the summer outreach and public engagement actions. The public outreach that is part of the "We Are All Affected" campaign is important as it allows us to engage with, and inform, the general public about the implications that stem from the federal cuts to public services.

To get our voice out to the public, we have been involved in many summer activities such as the Surrey Fusion Festival. I have worked that event for the last three years. In addition, I have assisted with the PSAC presence at the Surrey and Vancouver Pride Festivals. These are large events that enable us to get our collective voice heard by the public. The public also get to share their thoughts and experiences with us on how the cuts to federal public services have affected them.

I am a very strong activist, and don't just sit on one committee; I sit on many: two Human Rights Committees, the BRUSH Committee (which addresses Health and Safety issues in the B.C. Region), the Vancouver & District Regional Women's Committee, and last but not least the Vancouver & District Area Council. This sounds like a lot, but many of the issues these different groups address cross over. All of the activities I get involved with involve public



engagement, and I try to coordinate member participation from all of these group.

There is such long list of things I have worked on over the last three years. I believe it would be too long to list. However, one of the things I am most proud of being involved with is the 2013 PSAC National Human Rights Conferences. As you may be aware, the five conferences were held concurrently this past fall (PSAC National Conferences for all four equity groups as well as the PSAC National Women Conference). I feel that this move toward having all equity groups meeting in one place at the same time was a very positive and large change for the PSAC.

As the MWD Equity Coordinator, I was on the National Equity Conferences steering committee that helped set up parts of the conference. Together we helped determine the conference speakers and what they would speaker about, the topics that the Access group would be address in their workshops, as well as the resolutions for debate at the conference. Most of this work was done by conference calls because the steering committee included participation from members all across Canada. I strongly feel that with all groups working separate but together at the same place made this Convention very strong. It allowed us to share so much information between the different equity groups.

I am also proud of the work I did for the PSAC B.C. Region Health and Safety conference. I was on the steering committee for the 2012 conference.

I also participated in the 2013 Leadership training in Ottawa. I found it to be a very interesting learning event.

Apart from my involvement with campaign events and committee activities, I also attended the B.C. Regional Council meetings that were held two times a year.

I have learned so much in the last three years. I would encourage anyone who wants to make positive changes in the Union in this our country to get more involved in the PSAC. I would urge anyone wanting to make a difference to run for a position on the B.C. Region Council.

In solidarity,

Tracy Shudo



PSAC B.C. PRIDE Coordinator - Paul Croes

Report to the PSAC B.C. Regional Triennial Convention

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### **2011:**

As my first event to attend I went to Surrey Pride which was empowering. I was joined by Jennifer Chieh Ho, Tracy Shudo, Gary Fraser and several others participating enthusiastically to further the understanding of PSACBC to the general public. A lot of interested and education starved people who were eager to learn the jobs we do as Public Workers. A very community based and diverse event with performances from all communities in Surrey. It was a hot day, so sunscreen was a hot commodity.

The North American Out Games/International Human Rights Conference: First I would like to thank Andree Cote (Women's and Human Rights officer PSAC) for organizing the activist of PSAC together. We had members from across the country participate in this Conference. Truly inspirational and exciting. We all got together at the Fountainhead for drinks and then went for dinner at a Lebanese restaurant down the street. We were a true group participating together and learning together. The workshops were many and unfortunately we could not participate in all as some were given at the same time. But the "plenary" periods were of solidarity and cooperation.

Vancouver Pride 2011: The parade was enormous. When you actually participate in the Vancouver Pride Parade you suddenly realize the enormity of it all. Well over 600,000 people lined the streets and there was a constant deafening roar of support for the PSAC BC contingent. We had Bob Jackson and Terry Fanning, Timothy Hunt, Denis Roy, Karen Church and many others participate in our own section of Multi Union PRIDE. It was truly quite the experience. When we had finished the parade route we went to the booth at Sunset beach where Gary Fraser and Tracy Shudo and others had already been busy all morning talking to many people who stopped by. We had a visit from Nicole Turmel (Interim Leader of the NDP) who was almost as enthusiastic as the late Jack Layton when he used to walk in the Parade. Many people again were educated on the work we do as Public Workers and the excitement was definitely present every time we talked to people who walked by and visited our booth.

Montreal PRIDE: I had already booked a trip to Montreal prior to becoming the Pride coordinator and hence participated in the Montreal Pride festivities. The parade was exciting but not as exciting as the Vancouver parade. Denis Roy and Toufic El-Daher from Ottawa/Gatineau/Montreal who also participated in the Conference (above) were there and we had an amazing time in the parade and the street festival. There was a PSAC booth and a Multi



Union float which was very well received. I would like to participate more with the Multi Union PRIDE group for future cooperation on Floats and participation across BC.

### **2012:**

BC FED Union Renewal Conference November 28-30, 2011: As there was a Youth conference prior to this meeting, there were many youth attendees. The focus was on how to engage Youth and Workers of Colour and Aboriginal Workers to feel welcomed into the Union. (See report 1)

PSAC Health and Safety Forum (Policy Committee) November 22&23: It fulfilled the role by having had a voice from BC at the Forum, which was a National getting-together of H&S activists. Many activists from across the county talked about the need to engage the youth. (See report 2)

BC PSAC regional Health and Safety Conference February 25 & 26, 2012.

The biggest event I attended was World Pride in London (UK), which included the International Conference for Human Rights. To get a global perspective on Human Rights as it relates to the GLBT community. And to be able to participate in an event with of 1 to 2 million people.

Co-Chaired the Multi Union Pride group for Vancouver and New West PRIDE's with Henry Patrie and George Tomlinson. Entered PRIDE Parades and Festivals in

Vancouver and New West. My Alternate Paul Jones participated and organized the entry of the PSAC group for the PRIDE parade in Victoria. Since the shutdown of 5 of 6 CIC offices in BC, it has been difficult to participate in outlying areas for PRIDE Events.

### **2013:**

There is a new structure for EOC (Equal Opportunities Committee) where all four equity groups used meet with one each female and male member with these members representing the whole country. The new structure allows for all equity committee members from each region to participate in the PSAC's National Human Rights Committee. To that end, we are to meet at least once a year with teleconference calls in between.

Unfortunately, the PSAC has postponed two consecutive meetings for reasons that involve a desire to have clarity as to participation in the committee. So the only meeting that was held was in 2012. We were supposed to have a meeting in 2013 which was "postponed" till sometime at the end of 2013 and was then never organized and then organized for March



2014 and again postponed until the end of 2014. No date currently available for confirmation. Needless to say, the whole committee was not impressed but could not do anything about it. We even started a petition, which was ignored.

I became Chair of the Multi Union Pride committee as the previous members were working on other projects. I secured fun swag for the parades and funding to help Victoria Pride and Vancouver Pride. Due to unforeseen circumstances I was not able to attend any further events related to Pride as my funding dried up for CIC NVP (CEIU) as 5 out of 6 offices were closed across BC. I attended the Leadership Conference (PSAC) in Ottawa as well. When in Ottawa I was able to sit in the visitor's gallery to see the Trans Bill (C-279) pass through Parliament. Of course it died on the table as parliament was again prorogued.

Virginia Vaillancourt and Michael Doerfler of the Vancouver Island Human Rights Committee requested some funds to help organize the Victoria Pride Parade entry for the PSAC. Funds for this donation were approved and greatly assisted in the Parade's success. The Vancouver Pride parade was a huge success with over 800,000 participants and onlookers. The PSAC had the largest flag entry for the parade. The booth at Sunset beach was also a huge success with many people very interested to find out what is going on in the Public Service.

### **2014:**

The Fall, Winter and Spring season is traditionally a very slow period when it comes to Pride celebrations. However, this period had all the Human Rights activists attend the PSAC National Human Rights Conference in Toronto.

The Conference was an incredible experience, especially considering yours truly was the Chair of the Conference committee for the GLBT Resolutions Committee. Glad to say that the meeting went without a hitch and all resolutions passed unanimously. Speakers were plentiful and very inspiring. The meetings were very good and respectful with some of the elections taking more time than expected. All successful candidates were supported by the membership and most, if not all, candidates who ran for the Delegate positions were acclaimed as Alternates.

Multi Union Pride is up and running with a meeting slated for the very near future. The Human Rights committee BC Fed met January 24th, 2014.

The Pride Celebrations in Toronto this year include an extra event called World Pride which has the potential of doubling the attendance rate at Toronto Pride. It also includes An International Human Rights Conference and the Dyke March and the Trans March. Pride Toronto is from



## British Columbia

June 22nd through 29th, 2014. There is some indication that indeed the Coordinator for PRIDE PSAC BC is able to attend and help in creating such things as the Conference, the Pride march (including building the float) and many other duties to be determined.

A new LOGO was proposed for the BC PSAC PRIDE committee and was subsequently approved at a recent PSAC B.C. Regional Council meeting.



Respectfully submitted:

Paul Croes  
Coordinator PSAC B.C. (PRIDE)





## Report 1: BC Federation of Labour - Union Renewal Conference

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Jim Sinclair was the host of the Conference where the BC FED had a Youth Conference the day prior. The BC Fed convention had 135 youth delegates and 150 at the youth conference. Five years ago there were five delegates.

The biggest thing that is a thread to our being is: Racism, Sexism and Homophobia. We MUST have a racism free, sexism free and homophobia free labour movement. It was not always so. We must do more on Diversity. Aboriginal workers built the labour movement, Chinese labourers built our country. We have had Japanese internment camps and much more that is a stain on not just our society but also on the labour movement. It is all about class. Take away the barriers and we can move forward.

Now we have the “Matures”, born before 1946

The “Baby Boomers”: 1946 to 1964

The GenX: 1965 to 1980

The GenY: 1981 to 1999.

In the past if an Aboriginal person wanted to go to University they had to give up their Indian Status. In 1885 they introduced the Immigration Act to exclude the Asians AFTER the railroad was build.

A speaker (MLA Victoria) Raj Chouchan spoke about being a Trade Unionist first and getting motivated to become a MLA. Without the worker, the businesses (you) wouldn't exist. Whatever we do wherever we go we must talk about workers rights. Among his friends was Cesar Chavez and he helped young women workers (farm workers) organize. If a woman would get pregnant there was no talk about it not only due to working conditions but also due to cultural barriers. We organized (Brother Chouchan and Brother Sinclair) the Union of Farm Workers. The Canadian Labour Congress and the BC Fed supported us all the way.

The next speaker was Lucy Luna who is from the Agricultural Workers Association. “We are workers regardless where we come from”. Mable Elmore spoke (MLA NDP Kingsway. Who is from a riding 70% ethnically diverse, mainly of Chinese descent. Connecting is the most important.

Thank the Executive Director for MOSAIC spoke, Eyob Naizqhi. He indicated that there are 182.000 temporary Foreign Workers in Canada. Mostly Asian workers.

There are many issues with the current governments in Victoria and Ottawa. Both take funding away from groups who fight human trafficking. Both close down Civil Rights organizations and



women rights organizations due to complete lack of funding.

Adrian Dix spoke to the Delegates and was very upbeat about the future of our Province. He is looking forward to the next Provincial Election.

For the rest of the last day we broke into several groups and were moderated by Iris Yong and Romi Chandra-Herbert. We talked about Priorities for Action and Measuring Success. There were lively and heartfelt exchanges of opinion and very constructive discussion.

Some priorities that were discussed:

1. Equity and equality (having achieved equal representation by and large)
2. Capacity and Ally responsibility. (I understand my role in challenging racism)
3. Collaboration and Action (Our union is open to working with other unions and/or is open to using multiple approaches (including radical ones)).
4. Inclusion
5. Intersectionality and Classism
6. Education and Capacity building
7. Transparency and Accountability

In closing the Delegates were expressing great surprise at how effective the conference was in allowing everyone to interact and share, respectfully, ideas and opinions. There was indeed a lot of cooperation between all participants and everyone was looking forward to the next Renewal Conference. We were also very pleased to hear that this same Conference is organized here in Vancouver, but also in the North and in Kelowna for the interior.

Job well done!

Paul Croes  
NVP CIC  
PSAC B.C. Regional Council Coordinator PRIDE



## Report 2: PSAC Health & Safety Policy Committee Forum

I attended the very first ever Health and Safety Policy Committee Forum for the PSAC (National). I was there in my capacity as NVP CIC from CEIU as I am on the CEIU/CIC National Health and Safety Policy committee. There were about 60 Delegates.

Annie Smith-St-Georges from the Maniwaki Algonquin First Nation opened the Forum.

The first panel was: Bob Kingston, President of the Agricultural Component

Lisa Addario who is a Legal Officer with PSAC

(Lisa gives advice on Human rights cases and deals with Duty to Accommodate)

Labour Code II has been in place for 11 years.

The terms of reference form each policy committee must be reviewed at every meeting but also should not limit the membership of the committee to where members are from.

We must be vigilant to submit names to participate on these committees as it is our responsibility. If we fail to submit names we are in fact in violation. These committees must have Union presence. A misconception is that Employers have the final say as to the Terms of Reference (ToR). This is not correct. The committee shall create the ToR.

The Policy Committee speaks to issues from across the country. We MUST speak up. The employer cannot withhold information. Only with an investigation can they withhold medical records but that is it. These meetings should be held in-person. Not through video conferencing and certainly not through teleconferencing.

Lisa spoke of workplace sever injuries are on the rise. Due to lack of funding, there are less and less LAO's (Labour Affairs Officers). Make sure that if anything goes on you document and grieve where possible. It is found that with documentation and grievances we have information to rely on. If there is not information how can we do something about an issue? Harassment/Bullying incidents are on a dramatic rise. It is in danger of becoming systemic. There is more talk about a SMS-Safety Management System. Your objectives should be to share best practises, Identify Challenges as much as is possible and make recommendations to the PSAC. No input, no output.

The Policy Health and Safety committees meet 4 times a year.

The PSAC National Health and Safety Conference took place in November 2012.



The next day Rod Noel made a presentation on the facts of:

- Know the law
- Apply the law to the workplace
- Get to know your H&S officers
- Engage the services of the Health and Safety Officers
- Don't get intimidated
- Document your evidence.

If you are working with "someone" whether a private or public worker you have the right to discuss the situation. Including Premise, Location, work you do, and safety measures and safety adherence. For instance if you drive a government vehicle it is up to you to make aware about brake issues, or anything wrong with the vehicle (wiper malfunction, etc). A company car is considered equipment. Mention what the issues/problems are or potential problems, how to address them.

Create templates for JHA (Job Hazard Analysis), Policy Writing, Committee strictures, etc. etc.

It all starts with the top: Legislation then follows the Regulations and then the Policies.

At the Coast Guard about 10% of injuries of the workforce is due to no - or inappropriate training. Every person HAS to be trained in the use of a fire extinguisher, have you?

Post minutes on the Union Board, report out, Keep up the Directives and Policies and work together with all unions at your workplace, be involved.

The meeting was a very worthwhile endeavour. There was much information and exchanges of information. All were heard and many expressed at this Forum.

Paul Croes  
NVP CIC (CEIU)  
Regional Coordinator PRIDE (PSAC BC)



## Report 3: PSAC National Health and Safety Conference

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Introductions were made and housekeeping was followed with anti harassment statement read. Agenda etc. was moved and seconded. Opening by Aboriginal elder, who will not be able to return for the closing.

Robyn Benson President PSAC spoke about not backing down on sick leave. No sell-off of benefits. Wins have been numerous over the last year.

As your National President I will fight this war on Unions with everything we have. No tampering with Union Dues, not reductions on benefits. We must mobilize and inform the membership as soon as possible. We must speak to the members and we need to make sure all members are well informed and the importance of unions.

EAP calls were received in one month as would normally be expected in a whole year. We are back at doing more with less. Robyn received a standing ovation when starting and when finished again the membership rose to give our appreciation.

Dr. Michel VEZINA spoke on the subject: organization interventions to prevent mental health problems in the workplace. Psychological demand (workload) Decision Making Latitude... all are mental pressures. Social Support: again help and cooperation at work. Then Effort-Reward imbalance: the feeling of being exploited.

These are 4 critical dimensions of mental health at work. Other important dimensions include Job Security, Psychological Harassment (lack of social support), Predictability (ties into autonomy). Psychological health has much to do with how work is organized. Proportion of persons with psychological distress is higher when confronted by organizational constraints, as well, work-related MSD in at least one region of the body following exposure to organizational constraints posed by work.

There are 2 to 2.5 higher incidences of cardio vascular disease. When work is stressful and there is no reward for the work done. Proportion of workers with work-related-depression who have been away from work in the past 12 months is Women 49% Men 35%. Manifestation of presenteeism (when sick you still go to work). Slower work pace and periods of inactivity. Punctuality problems.

Why deal with Mental Health in the workplace? There is a huge cost with not dealing with this. Mental health absenteeism costs twice as much as sick leave. Presenteeism costs about 10 times more than absenteeism. (sick leave).



“I suppose it is tempting that if the only tool I have is a hammer to treat everything as if it were a nail”.

The presentation was a bit clinical and more academic rather than geared for the audience. Even though it was a bit dry, the information presented was remarkably effective in highlighting the issues at hand in our work environments.

Fundamental Human Needs:

- Autonomy and achievement
- belonging and affiliation
- self esteem
- Social Justice.

Presentation is available and will be made available via E-mail (I hope).

The next presentation was by Andy King (adjunct professor at McMaster University School of Labour). We followed the “mental Injury” form. “it is NOT our fault” Then Esther Desilets spoke on the creation of “the Network” by the FLQ. in partnership with United Way 1983. FTQ is FLQ.

Next we had another presentation from Lisa Addario (Legal PSAC).

Now we have Sue Freeman who talks about the Canadian Centre for Occupational Health and Safety. They work also with the WHO. There are about 7000 frequently asked questions on the website. CCOHS. And over 1 million people are served annually. They work with Worksafe BC etc. etc. <http://www.ccohs.ca/healthyminds/>

The meet and greet was from 6 - 8 PM and was well received. There was great food and lots of meeting and greeting.

On the Saturday morning the first presenter was Mary Ann BAYNTON, co-chair of the CSA Technical Committee. She presented on Psychological Health and well being at work. And, what is the Canadian National Standard.

In a survey, over one third of respondents did not feel psychologically safe at work.

Psychological Safety and Health (Canada is the leader in the world)

<http://www.CAN/CSA-Z1003-13/BNQ9700-803/2013>

[www.csa.ca/2013](http://www.csa.ca/2013)



NATIONAL STANDARD OF CANADA (NSC).

Managers might be technically astute to get the job, but many of them have no people skills and simply can not manage the people they are supposed to manage. To Manage people IS part of their job so they are not good at doing their job.

The real power in Supervising is that you ask the employees you supervise, “what do you need to be successful in your job”, not here is what you need and walk away.

*Resolving Workplace Issues* was the booklet given as thank you’s for asking questions. Daniel Pink’s book *DRIVE*. good book.

No EAP in NUNAVUT...why not?

[workplacestrategiesfortheworkplace.com](http://workplacestrategiesfortheworkplace.com)

[workplacestrategiesformentalhealth.com](http://workplacestrategiesformentalhealth.com)

The USA was, and is, the guinea pig for the right forces to destroy the Union movement in Canada. It has had disastrous effect on the workers in Canada. Injuries are up and erosion of worker benefits have been disastrous. We must work together to counter this full force assault on the Unions.

We must educate the membership face to face. We must reconnect with the membership. When an attack occurs on the Union it is not the Union that is actually being attacked it is the worker as represented by the Union. A recent survey shows that 80% feel that the Union delivers good value. Just under 20% of members would stop paying Union dues, and just under 30% might stop paying union dues if they could. Health and Safety depends on the members and their Union.

WE must stop any law that take away our rights.

There were strong and spirited discussions on the Resolutions to be sent to the PSAC National H&S Convention. All resolutions were passed and one was split but still passed.

Respectfully submitted,

Paul Croes  
Coordinator PRIDE PSAC B.C.  
NVP CIC (CEIU)





# Kelly Megyesi - BC PSAC Women's Coordinator Final Report - 2011 to 2014





# Kelly Megyesi - BC PSAC Women's Coordinator

## Final Report for the period of May 2011 to March 2014

I ran for the position of BC Women's Coordinator with very clear ideas of what I wanted to accomplish. I campaigned on Passion for Human Rights & Diversity, and I campaigned on my commitment to Community & my Union. Immediately after being elected I threw myself into the position.

I have fully given of my time, my energy, and my passion to completing my term of office. I have upheld the dignity of the union and have worked hard to have a voice and to listen.

I pride myself on having completed all requirements in a timely manner and full detailed quarterly reports have been submitted and can be found at [psacbc.com](http://psacbc.com). While you're there check out our women's page and blog.

I began my term by preparing a three year plan and have completed those objectives. The road was definitely not easy and it is my hope that my union continues to move forward, empowering and supporting their volunteer base. I would like to see a shift from "why we can't do things" to a "how we can we do things" frame of mind.

In my BC Women's Position, I was part of the National Equity working group, the BC Federation Standing Women's Committee, the National Women's Organizing Committee and the co-chair of the National Women's Resolutions committee, Chair of the BC Women's conference and have participated in union training, leadership conferences, conventions, workshops, community events, panels, and so on. Within my component I have held a number of positions including District Director and within my local area I have been an active member in area council, women's and our human rights committees. Within my community I have been extremely active with Amnesty, Music, Disabilities, Board member, etc and I have promoted the "We Are All Affected" in everything I have done.

My positions on council have included the International Solidarity Committee and Finance Committee. Both were a great fit for me. I enjoyed being part of the Okanagan's Human Rights quilt project /National Equity conference and attending the African Grandmother's Tribunal.

Some of my term highlights include...



Participating in the Women's World Conference & marching to parliament hill.



Organizing the aboriginal themed BC Women's Conference –

PSAC BC Women  
HOLD more than  
Half the Sky



Fabulous women's educational in Naramata BC, - Women Reaching High.



Organizing a very successful We Are All Affected/Bullying/Building community workshop.

My cover sheet includes some buttons I designed and made over the last three years. I thought it would be fun to include some of them to give you a visual of the activities I have participated in.

Unfortunately my term ends with being affected by Work Force Adjustment which has been very tough. It is difficult to have this imposed and also so unnecessary. However, my activism is lifelong and I look forward to the path ahead. The gift of this position has been the people that I have connected with. Thank you to those that touched my life in such a positive meaningful way.

In solidarity,



PSAC B.C. Youth Coordinator - Erica Yang

Report to the PSAC B.C. Regional Triennial Convention

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Dear Brothers and Sisters,

It has been an honor and privilege for me to be a part of the PSAC B.C. Regional Council and serve our members as the Young Worker Coordinator. As you all know, the last three years were very challenging and difficult. However, I am not writing this report to further illustrate or emphasize the hardship we have experienced; I am writing this report to share with you all our achievements and triumphs.

#### **Young Worker Committees:**

There are currently two constitutionally recognized Young Worker Committees in BC: the BC Mainland Young Worker Committee and the BC Vancouver Island Young Worker Committee. Both committees are in good standing. Through this achievement, young workers in BC finally have a place of our own to discuss our issues, share our experiences, and learn from each other. Of course, without all your support and all the heart and souls our young workers have put in, there would be no committees. Please take this particular achievement as a symbol of our dedication to our union and our commitment to our members.

#### **PSAC BC Regional Young Worker Conference:**

In 2012, more than 20 young workers from all the corners of BC attended this well-received historical event. This is the very first Young Worker Conference for PSAC BC. There were guest speakers, political action and labour education workshops, and action planning sessions. Our 2013 action plan was drafted based on the input and feedback received from the conference to make sure our young workers were heard, and our leaders were leading according to members needs. From this conference, many young workers returned to their Locals and geographic areas with more knowledge of our union, more understanding of the differences we make, and the desire of being leaders in their own choices.

#### **Young Workers Political Voices:**

Since both Young Worker Committees are in good standing, this is the first time young workers in BC can submit resolutions to our PSAC BC Triennial Convention. This is the first time young workers in BC can send a delegate from each of our committees to our Regional Triennial convention. This is the first time young workers in BC can have a direct political voice on the



convention floor. This is a monumental step for our young workers in BC. Brothers and sisters, please see this as the promising start for building our union legacy. Young workers in BC care; young workers in BC step up to the game.

### **Young Worker Challenges:**

Achievements and breakthroughs are great, but there are many challenges along the way. Many young workers are term employees. We lost a significant number of young worker activists during this wave of Work Force Adjustment plague. In 2012, more than 20 young workers attended the PSAC BC Regional Young Worker Conference, but in 2013, just a bit more than one year apart, less than 10 young workers attended the annual young worker summit last December. It was quite discouraging at first, but we young workers never give up. We got what we got, but it did not take us away from our purpose. We were clear on our goals, and we knew what we had to do, so we stood our ground and kept going.

WFA is unfortunate, but we are facing a bigger problem. Due to the current age restriction in our constitution, members are no longer considered as young workers once they are 30 years of age or older. Nowadays, people join the public service in their mid or late 20's, and most of them do not get involved with the union until a year or 2 after. Therefore, by the time people are ready to take on leadership roles or other young worker matters in PSAC, it is almost time for them to move on. I am a good example of that. I was elected as the young worker coordinator when I was 28. I am aged-out now. I cannot lead or involve in any young worker activities even I want to. Being a part of this "young worker" group is like an "initiation phrase", and it is not meant for people to stay in forever. However, due to this mandatory "turn-over", young worker leaders have to recruit and engage young workers constantly instead of focusing on developing who and what we have. It is way too energy consuming and distracting. It is extremely hard to get work done when we lose people on an annual basis with no guarantee of any replacement coming in. Young workers are the future of our union. We cannot afford to see young worker involvement in the union like a playground for people to warm-up for the "real game". Leadership has to be solid, no matter what. In order to bridge the gap we are facing, we have to do whatever it takes to ensure young workers are taken seriously. The real battle starts right here, right now, not when you are over 30 years of age.

### **Young Worker Engagement, Involvement, Action, and Leadership:**

Promoting PSAC to other youth networks within the federal public service has always been one of our main focuses. Not all networks were open to have us there, but we still managed to make some allies and promote what union is all about. Personally, I love attending these kind of networking events and workers summits because I get to listen to what is important



## British Columbia

to our employer and employees who want to lead the public service in the future. We need leaders in our union, and leaders need support from other leaders. We can't expect people to believe having a union is still relevant in this day an age when we fail to listen and be present.

During my term, I found that involving young workers in different kinds of projects and activities was a good way to engage and retain them. Of course, we had to have fun at the same time. I supported our young workers to attend the BC Federation of Labour Summer Young Worker School, CLC winter school, International Solidarity Education Trips organized by Co-Development Canada, our own PSAC B.C. Union School, and many other conferences and events. Our young workers really appreciate having these opportunities. Moreover, PSAC young workers are more than just participants. I facilitated and organized one of the BC Federation of Labour Annual Young Workers Summits. I was a part of the 2012 BC Regional Health and Safety Organizing Committee, and I was one of the facilitators at the PSAC National Equity Conference last November. At the most recent PSAC National Bargaining Conference, many young workers from BC ran to be on the bargaining team, and some made it. Many others took lead at their Locals and their components. We cannot over emphasize on how much we appreciate your on-going support and mentorship. We learn form the experienced, and we take care of those who will keep fighting for our members in the future. We are ready to bridge the gap, and we are ready to take a stand for our union, for our members, and for our public service.

Thank you for believing in us. We are ready to step up to continue this union legacy.

Solidarity forever,

Erica F.J. Yang  
Young Worker Coordinator



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

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I would like to start by thanking Sister Sam Wiese for all her hard work in Health and Safety. I hope you enjoy your retirement.

I took over the position of Health and Safety Coordinator in February 2013. It has been a busy year. We had a very successful National Health and Safety Conference in April 2013 with H&S activists from across the country. We now have a number of new members attending our BC Regional Health and Safety Committee (BRUSH) meetings. Also in April, many of our members participated in the National Day of Mourning held on April 28th. Unfortunately we did not receive the pins and posters we had hoped to in time for the day; however, this year we are being proactive and making our own.

One of the outcomes of the National H&S Conference was to have more BRUSH meetings. In 2013 we increased our number from four to five, and this year we are on track to have the six that were requested. Our hope that by having more meetings, issues will be dealt with quicker and meetings themselves will be shorter. We have reviewed our Terms of Reference and now bring forward items that can be used at local health and safety meetings.

We now have in stock a supply of first aid kits with the new BC logo for locals to use as prizes, handouts, etc. Some locals have printed their own component logos on clear labels and affixed to the back of the kit. If you are interested in acquiring some for your local, please contact James Little in the Victoria Regional Office.

I have represented the PSAC at the monthly Occupational Health and Safety Committee meetings of the BC Federation of Labour.



PSAC B.C. National Officers Coordinator - Nic Humphreys  
Report to the PSAC B.C. Regional Triennial Convention

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As your National Officer Coordinator the prerequisite is, of course, being a national officer. The members of the Union of Environment Workers BC/Yukon privileged me again by voting me in as their regional vice-president at our convention in August of 2011. As well as the National Officer Coordinator for the PSAC B.C. Regional Council my roles on the Council are:

- Member of the standing Finance Committee
- Chair the newly founded Environment Committee  
(see *Environment Committee report*)
- Attend the BC Federation of Labour Climate Change Committee meetings
- Attend BC Fed Federation of Labour Political Action Committee meetings

Attendance at the BC Federation of Labour committee meetings requires written reports afterward, which are available through the REVP Office.

The other labour roles that I fill outside of my component duties include:

- Executive member on the Victoria Labour Council
- Labour representative on the Victoria United Way Board of Directors
- Chair United Way Labour Committee
- Labour Council liaison with Victoria NDP constituency association

### **National Officer Meetings**

There were two national officers meetings and one conference call held in the B.C. Region over the past two years.

#### September 23rd, 2011

A conference call was held to try and ensure that all national officers had the most up-to-date information on the cuts by the Conservative Government. Points of discussion included:

- Departmental cuts
- No Cuts fight-back campaign – BC and national update
- Work Force Adjustment
- PSAC National WFA Working group updates from Howie West, Work Reorganization Officer



### March 12, 2012

Seventeen national officers were in attendance along with five PSAC staff members (in and out during meeting), two guests and one observer during the March 12 meeting. Some of the main items that were covered during the meeting included:

- B.C. was the only Region that held a pre-convention meeting of delegates
- REVP Bob Jackson reported on March 1st day of action
- Each component identified and discussed their top priorities to convention
- Nic Humphreys opened the discussion on component campaigns
- Staff reported on WFA activities within the B.C. Region
- Brother Jim Sinclair, President of BC Federation of Labour, addressed current labour landscape in BC and talked about upcoming by-elections
- Bargaining team member Tom Hopkins updated the officers on TC bargaining
- Nic Humphreys talked about the need to access WFA training, expansion of WFA committees and communications between components over alternations

### September 19, 2013

Fourteen national officers and 3 staff were in attendance at the Vancouver Regional Office on September 19. The main items of discussion included:

- The REVP mentioned what a challenge it is to bring the national officers together due to busy schedules
- The WAAA campaign took up a lot of the meeting time with overviews by N. Humphreys and B. Jackson and updates by the different components. Some of the challenges experienced by the components were discussed and different ways to move forward with the campaign were analyzed
- Pay in arrears was discussed with Bob Jackson informing the members that Robyn Benson was doing her best to ensure it didn't happen
- Sick leave in the next round of bargaining was brought forward as was the need to counter the false information
- Nic Humphreys talked about the need to inform the members at the next election that it has to be anybody but conservatives
- Environomics Survey was analyzed with agreement on the need to mobilize the membership around the next election
- Other issues that were discussed included bargaining updates, engagement with area councils, MP lobbying, United Way campaign and the 2014 regional convention





## **Component Campaigns**

As the National Officer Coordinator, I promoted component campaigns to the B.C. Regional Council and BC activists. These included but were not restricted to:

- Stop privatization at Canada Post
- Food Safety first
- Save our farms
- OURFISH
- AS Compensation Advisers
- Anti-Lab Privatization

PSAC-led campaigns certainly dominated our landscape over the past three years with the following campaigns:

- Think Public
- Hands Off our Pensions
- Defending Quality Public Services
- Third Choice
- Justice for Aboriginals
- We Are All Affected

## **Collective Bargaining**

I had the privilege of attending the PSAC National Bargaining Conference February 2014 as a delegate for the TC group. I thought the conference was well run with an emphasis on mobilizing the members but also plenty of time to go over priority bargaining proposal. I know that we have elected strong bargaining teams for all the bargaining tables. We will need these strong teams to be successful in the next round of bargaining, possibly our toughest round of bargaining ever.

## **Environment Committee**

The establishment of a standing Environment Committee of the B.C. Regional Council I thought was a necessary initiative. I was proud to be elected chair of that committee and especially proud of the work the committee accomplished. The Committee had to come up with terms of reference, a mission statement and focus. We chose “water” as the focus of the committee





as it is such an important issue for British Columbia and will only become more so in the near future. The committee developed a “Water Policy” that was adopted by the regional council and will be coming forward at convention for adoption by the PSAC. I think it is an important document that deserves the conventions support.

### **Summary**

I have enjoyed the past three years as the National Officer Coordinator, and believe I have been involved with and taken the lead on numerous issues and worthwhile initiatives. I predict that the next three years will be some of the toughest our union has ever gone through and look for your support as the National Officer Coordinator.

Nic Humphreys

National Officer Coordinator – PSAC B.C. Regional Council



## Committee Reports



## PSAC B.C. Regional Council By-Laws Committee Report to the PSAC B.C. Regional Triennial Convention

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The following members were appointed to the 2011-2014 B.C. Regional Council By-Laws Committee: Jayne Johns (Chair), Jamey Mills, Cindy Little, Susan Yaciw and Shawna Bundac (who replaced Cheryl Oenema). Regional Executive Vice-President Bob Jackson is also a de facto member of the Committee.

The Committee is guided by Terms of Reference that specify that they will address issues that have an impact on the B.C. By-Laws and Regulations and refer them to the B.C. Regional Council.

The Committee met in person and by conference call on the following dates:

|                   |                    |
|-------------------|--------------------|
| January 25, 2012  | April 6, 2013      |
| February 25, 2012 | September 19, 2013 |
| March 3, 2012     | November 23, 2013  |
| November 23, 2012 | January 17, 2014   |

The Committee addressed five main issues:

1. Business Arising from the PSAC National Triennial Convention-specifically the Constitutional change to include Regional Youth Committees and the definition of Youth. This required a comprehensive review of our Regional By-Laws and Regulations to ensure that they comply with the Constitution.
2. Business Arising from the BC Federation of Labour Convention-specifically the Constitutional change to a Biennial Convention cycle with Regional Conferences in the alternate years. This required a review of our Regulations to adjust to this change while ensuring continued support for PSAC members to attend BC Federation of Labour events.
3. Business Arising from decision of the National President and direction from PSAC Headquarters-specifically a review of all the Regional By-laws to ensure that they conform to the Constitution and to each other, where practical.
4. Supporting Regional Committees-specifically providing advice and guidance on draft Terms of Reference.



5. Preparing for the 2014 B.C. Regional Triennial Convention-specifically preparing and presenting draft resolutions, based on the above noted issues, for the B.C. Regional Council to consider as resolutions to the Convention.

In Solidarity,

Jayne Johns  
Committee Chair



## PSAC B.C. Regional Council Convention Committee Report to the PSAC B.C. Regional Triennial Convention

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The Convention committee is a standing committee of the PSAC B.C. Regional Council and reports to Regional Council and the PSAC B.C. Regional Triennial Convention. We created terms of reference, which cover the committee's vision, goals, terms of reference, accountability and membership.

The Committee came together during Regional Council meetings and via teleconference over the past three years to discuss ideas and plans for Convention. We have been working hard with PSAC B.C. staff and REVP Office to organize the 6th Regional Triennial Convention, selecting swag, providing suggestions and input for guest speakers, selecting info booths and working to ensure the Convention is welcoming, informative and inclusive for all members.

The Committee has organized a few raffles for convention and several gift baskets that have been kindly donated by various Committees, Locals, DCLs and Components. The Committee has selected Protein for People to receive the funds raised through the raffle at Convention. Protein for People is a non-profit society started in 2006 by unions and the United Way that works in cooperation with food banks throughout BC.

We have worked with PSAC B.C. who has worked with the hotel to ensure that common areas of the hotel have scent free soap during the convention. We welcome all delegates, observers and guests to the 6th PSAC B.C. Regional Triennial Convention and wish you a great Convention.

Virginia Vaillancourt  
Chair – Convention Committee

### Committee Members:

Jamey Mills  
Tracy Shudo  
Benilde Gomes  
Anthony Paller



## PSAC B.C. Regional Council Donations Committee Report to the PSAC B.C. Regional Triennial Convention

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The Donation Committee members are: Tracy Shudo (Chair), Paul Croes, Jayne Johns, Antony Paller and Erica Yang.

The Committee oversees all requests sent to the REVP Office and then reviews each request to ensure it meets our guidelines (see below).

### **Categories:**

1. Sustaining Contributions
2. Campaign Contributions
  - Labour Organizations (strike fund, awareness raising, education)
  - Solidarity organizations (regional or international)

### **Areas of Focus:**

Donations or contributions may be granted to an organization or activity that falls into one or more of the three areas below:

1. Public Service – Globalization, anti-privatization, anti-poverty, environmental issues, water rights, etc.
2. Social Justice- Human rights, equity, community, international solidarity, etc.
3. Labour-Events that celebrate labour history, international solidarity, etc.

### **Recommendations:**

1. Donations may be given to those organizations that solicit funds from the PSAC or that the Regional Council proposes as an organization/ activity it wishes to support.
2. The Donation Committee will meet twice per year to prepare donations recommendations for the Regional Council. (The Donation Committee now vets requests and meets via email when donation requests come in. All committee members receive the request information electronically and they are to review the request and email back a their recommendation to all committee members. This has made the process much more efficient.)
3. The budget allocation for donations will be set by the Regional Council.
4. The Donations Committee shall work to ensure that funds are



- a. Focused on local (BC) organizations, campaigns and events.
  - b. Distributed throughout the region.
5. The Regional Council, by simple majority, can exceed the recommended dollar amount of a donation.
  6. Each Regional Council coordinator has the option of using a reasonable amount of their own budget to make contributions to organizations/campaigns in their area of responsibility provided the above guidelines are applied and their RC activities are still adequately funded.

In the 2012-2014 Cycle, the committee is responsible for an annual allocation of \$5,500 for donations and memberships.

During the past three years this committee reviewed and made recommendations on over 60 donation requests, granting the majority received. We have made some great choices that have gone on for three years because the committee strongly believes in their issues.

This is a very rewarding committee to be on, and the way we have worked via email has worked so well for this committee.

Tracy Shudo, Committee Chair



**2012-2014 YTD Donations and Memberships**

**Donations**

|  |  |   |
|--|--|---|
| Amnesty International                            | John Spencer                           | United Way  |
| BC Coalition of People with Disabilities         | Kamloops Council of Canadians          | VDLC Fundraiser Dinner for Queen Alexandra School                           |
| BCFED Annual Christmas Dinner                    | Leukemia & Lymphoma Society            | Victoria Merriman House   |
| Broadbent Institute                              | Mayworks                               | Victoria Women's Sexual Assault Centre                                      |
| Camp Jubilee                                     | Nelson and District Women's Centre     | Walk4Justice  |
| Covenant House                                   | Oxfam Canada                           | West Kootenay Labour Council Holiday drive for Locked Out Fortis BC members |
| Cumberland Miners' Memorial Weekend              | Pollution Probe                        | World Peace Forum Society   |
| David Suzuki Foundation                          | Project Somos                          |   |
| Downtown Eastside Women's Centre                 | Protein for People                     |   |
| First Call - BC Child & Youth Advocacy Coalition | Quest Outreach Society                 | <b>Sustaining Memberships</b>   |
| Friends of Canadian Broadcasters                 | The Realistic Success Recovery Society | CoDevelopment Canada  |
| Greater Vancouver Food Bank                      | Rick Hansen Foundation                 | Council of Canadians  |
|  | Servants Anonymous Foundation          | Coalition for Child Care Advocates of BC                                    |
|  | The Tye                                | Everywoman's Health Centre  |





### PSAC B.C. Regional Council Education Committee

Report to the PSAC B.C. Regional Triennial Convention - May 2011 to April 2014

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The following members were appointed to the 2011 – 2014 B.C. Regional Council Education Committee: Susan Yaciw (Chair), Heather DuDoward, Erica Yang, Jennifer Chieh Ho, and Linda Harding (replacing Sam Wiese).

Over the past three years the Education Committee faced a number of challenges. For a good period of time we were without a staff Regional Education Officer (REO) and the committee members changed a couple of times during our three-year period. Deb Seaboyer was named as the permanent REO in late December 2013, who is now overseeing the education portfolio.

During the cycle, the Education Committee met in person during our B.C. Regional Council meetings and participated in conference calls in between our in-house meetings.

Although we had a few challenges, the Education Committee was able to develop the Committee's Terms of Reference and develop a Handbook for new Regional Council Members.

Deb Seaboyer, who at the time was the acting staff REO, organized and put on a very successful Union School under the theme "Our Strength: Mobilizing and Fighting Back." This school gave participants the opportunity to learn, practice and take back strategies and skills to mobilize in the fight back against Federal Government cuts and privatization.

Susan Yaciw  
Committee Chair



PSAC B.C. Regional Council Environment Committee

Report to the PSAC B.C. Regional Triennial Convention - January 2014

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It was decided early in the mandate of the 2011 B.C. PSAC Regional Council that the establishment of an Environment Committee of the Council would be worthwhile. One of the Committee's first orders of business was to produce a Terms of Reference (Appendix A) and a Mission Statement (Appendix B).

### **"Water"**

The committee decided that "Water" would be the focus of the committee work given the essential importance of water to the environment especially in British Columbia. The committee promoted the need for the sustainability of water through several means including: the video Water on the Table <http://vimeo.com/14300743>, World Rivers Day [www.worldriversday.com](http://www.worldriversday.com) and the partnership for water sustainability in BC <http://waterbucket.ca/cfa/category/partnership-for-water-sustainability-in-bc/>. One of the water initiatives supported by the committee was the management of rainwater and runoff particularly through the disconnection of downspouts <http://marc.org.environment/Water/downspout.htm>.

The importance of water to a sustainable environment and the lack of any PSAC policy on water were the reasons that the committee decided that a "PSAC Policy" on water was desirable (Appendix C).

### **"Green Jobs"**

The Environment Committee of the BC Regional Council has also participated in initiatives of GreenJobs BC <http://greenjobsbc.org/about/>. GreenJobs BC have taken the lead in the promotion of developing the economy through sustainable jobs in energy, conservation, forestry, transportation, buildings & energy efficient retrofits in BC. Dollar for dollar, investments in the electric power, clean technology and energy efficiency industries produce several times more jobs per \$1 million in output, than the fossil fuel industry does, sometimes by a factor of 7 to 1. That's because these sectors are job-rich, requiring dedicated and skilled workers who can build our new future and maintain it for the long-haul.

We encourage members to look at the green jobs plan and sign on to the campaign. Sign the letter and call on our premier to adopt a bold green jobs plan for B.C. (Appendix D).



## **“Environment and Political Action”**

The committee has recently discovered a federal government initiative, “The Environmental Petitions Process”, that they feel could be a very use tool in bringing attention to environmental issues.

[http://www.oag-bvg.gc.ca/internet/English/pet\\_lp\\_e\\_930.html#hd3a](http://www.oag-bvg.gc.ca/internet/English/pet_lp_e_930.html#hd3a)

The environmental petitions process was created as a result of a 1995 amendment to the federal Auditor General Act. It is a way for Canadians to bring their concerns about environmental issues to the attention of the Federal Government and obtain a formal response. Unlike other public petitions, environmental petitions do not need to contain multiple signatures and can be a simple letter.

By submitting an environmental petition in writing to the Auditor General of Canada, residents of Canada can ask certain federal ministers and their departments to explain federal policy, investigate or take action on an environmental problem, or examine their enforcement of environmental legislation.

The committee will be using and promoting this process when the need for increased focus is required on an environmental issue.

Current Members of the Committee:

Nic Humphreys – Chair  
Be Gomes  
Terri Lee  
Roberta Drinkwater



## Appendix A

### **PSAC B.C. Regional Council Environment Committee Terms of Reference**

This Committee provides advice to the REVP and the Regional Council on environmental issues of concern to all PSAC members. The committee's purpose and objectives include, but are not limited to, the following:

1. Recommend measures, programs and campaigns to the Regional Council to ensure that environmental issues remain a priority for the union
2. Invite the Regional Council to refer environmental issues to the committee for discussion and advice
3. Increase PSAC members' knowledge of environmental issues
4. Support PSAC members in developing and carrying out work on environmental campaigns
5. Assist in the development of resolutions related to national, provincial and local environmental issues
6. Serve as a mechanism to gather and vocalize environmental concerns of PSAC members
7. Liaison with environmental groups around the province on issues of mutual interest or concern
8. Participate in environmental conferences and forums



## Appendix B

### **PSAC B.C. Regional Council Environment Committee Mission Statement**

The Harper Conservatives has consistently made the environment an extremely low priority. There has been a revolving door in the minister of Environments' office, with four ministers idling in the post over five years. Harper's government has continually undermined environmental improvement in Canada by favouring outdated reasoning that taking action on environmental issues hurts the economy.

The environment is crucial to Canadians health and prosperity. We need clean air, water and soil. The environment and its resources sustain our economy and livelihoods. Canada must have a Federal Government that has the vision to lead our society along a greener and more sustainable path. Our next Federal Government must fund and implement a clear and comprehensive environmental program including:

- Continuing to deal with the jobs crisis in Canada by publicly investing in a green jobs strategy centred on public transit, municipal infrastructure, building retrofits, energy conservation, renewable energy generation, and other areas to foster job growth and environmental improvements:
- Restoring and increasing Environment Canada's budget.
- An ambitious greenhouse gas (GHG) emissions reduction strategy and program that includes a price on carbon, such as a carbon tax that has protective measures for vulnerable Canadians. Any serious climate change actions in Canada will require a just transition program for adversely-affected workers and communities.



## Appendix C

### **Proposed PSAC Policy Paper on “Water”**

The Public Service Alliance of Canada recognizes water as Canada’s most valuable natural resource and essential to our lives as Canadians.

The Federal Government has considerable jurisdiction over water and its uses in Canada including Navigable Waters, Environmental Assessment, Fisheries Act, International waters and federal lands. It used to be that we could look to the Federal Government to protect fresh water for all Canadians with the establishment of institutions such as: The Inland Waters Directorate, Canada Centre for Inland Waters, Canada Water Act, Great Lakes Water Quality Agreement and in 1987 the Federal Water Policy.

Unfortunately this commitment towards ensuring a sustainable water resource for all Canadians has declined markedly in the past two decades. The Inland Water Directorate was disbanded in the 1990s and almost nothing from the Federal Water Policy was ever implanted. In addition the current Federal Government has to all intents and purposes done away with the Navigable Waters Act, Environmental Assessment Act, Section 35 of the Fisheries Act and with the implementations of Bill C-45 we have gone from 2.5 million protected lakes and rivers in Canada to 159 lakes and rivers protected. Compounding this abrogation of responsibility by the Federal Government has been the hundreds of millions of dollar cuts to both Environment Canada and Fisheries and Oceans Canada.

“From groundwater protection on federal lands to enforcement of the Fisheries Act, these cuts will tie the hands of Environment Canada to protect the nation’s water heritage for future generations,” declared Randy Christensen, lawyer with Ecojustice. “Going forward, our environment, our health and our prosperity will require that Canada manage water better and these cuts will cripple Canada’s ability to do that.”

A reinvigorated federal role in water sustainability begins with rebuilding and enhancing our country’s capacity to deal with our freshwater challenges. Federal inaction does not arise from a lack of mandate, it comes from a lack of political will.

The Public Service Alliance of Canada will support and promote:

- The UN Human Rights Council’s resolution that places certain responsibilities upon governments to ensure that people can enjoy “Sufficient, safe, accessible and affordable water, without discrimination”



- That water is a public good, not a commodity and as such will oppose any bulk water exports of Canadian water. The need for a ban is pressing due to the pressure to send water to serve drought prone areas of the United States.
- The exclusion of water from NAFTA and all future trade agreements. Under NAFTA water is defined as a service and an investment. If a corporation is granted permission to export water anywhere in Canada, it becomes a tradable good under NAFTA, and other provinces will have to grant similar access to corporations seeking water export rights. Only a clear exclusion of water from NAFTA and other trade agreements will avert this threat.
- The development of water conservation strategies that benefit the Canadian economy, communities and the environment.
- The establishment of national enforceable drinking water standards.
- The declaration of surface and ground water as a public trust. Under a public trust doctrine private water use would be subservient to the public interest.
- The creation of a national public water infrastructure fund. Decades of cuts in infrastructure funding, coupled with the downloading of programs and services to municipal governments, have resulted in a “municipal infrastructure deficit” conservatively estimated at \$123 billion by the Federation of Canadian communities.

A strategy to address water pollution concerns including:

(Although regulation water pollution falls mostly under provincial jurisdiction, the Federal Government is responsible for protecting fish-bearing waters through the fisheries act and controlling toxic substances under the Canadian Environmental protection Act.)

- Standards for industry and agribusiness which would include the enforcing of strict laws against industrial dumping, use of pesticides and discharge of toxins into waterways.
- A slowdown of tar sands production and increased monitoring by federal agencies on water usage and water pollution. Toxins connected to the tar sands have been found as far downstream as the Athabasca Delta, one of the largest fresh water deltas in the world.
- Removal of Schedule 2 from the Fisheries Act. Lakes that would normally be protected as fish habitat by the Fisheries act are now being redefined as “tailing impoundment areas”



in a 2002 schedule added to the Metal Mining Effluent Regulations of the Act Under this schedule, healthy freshwater lakes lose all protection and become dump-sites for mining waste. Canada is the only industrialized country to allow this practice.

- National enforceable standards for sewage treatment. Canada has no national standards for municipal sewage treatment and wastewater effluent quality. As a result, 200 billion litres of raw sewage are flushed into our waterways every year.
- The restoration of historical funding levels to both Environment Canada and Fisheries and Oceans Canada investing in the country's freshwater heritage-surely our greatest heritage – in a world running out of clean, accessible water.





## Appendix D

### Open Letter Calling for a Bold Green Jobs Plan for BC

Dear Premier Christy Clark:

From the mountain pine beetle epidemic to a rise in extreme weather events, evidence of the rapidly increasing impacts of climate change and environmental degradation on our communities and economy have been a wake-up call to British Columbians. Reputable economists agree that the negative economic impacts of climate change and the cost of acting belatedly will be far greater than making change now.

British Columbians, and all Canadians, need a modern economy with plentiful, good, green jobs – a modern economy that will support and sustain our communities and the environment. To facilitate the creation of this economy BC needs a Green Jobs Plan.

Economic development policy must green existing industries, workplaces, infrastructure and public services as well as attract new and explicitly green industry. Today's British Columbians are looking for an approach that integrates environmental care with our economic development needs – rather than positioning the environment and the economy as opposing choices.

A Green Jobs Plan for BC must be:

**Sustainable:** Focusing on economic development that respects ecosystem health and the ecological values on which we depend;

**Low-Carbon:** Positioning BC near the front of the curve with respect to emerging economic opportunities in the low carbon economy;

**Adaptive:** Considering how best to help communities adapt to the impacts of climate change; and

**Worker-focused:** Incorporating training and skills building that assist with both employment transitions and economic development opportunities for youth and the existing workforce.

The tools required include:

- Supportive policy (training funds, educational support, research and development)



- Investment (use of royalties as legacy funds to kick-start renewable energy development and strategies to green existing industries)
- Taxation instruments (that encourage and incentivize sustainable, low carbon or carbon reduction initiatives), and
- Political will (setting comprehensive policy to achieve strong but measurable targets, with clear time-lines for the short, medium and longer term)

BC needs bold and purposeful policy and action to meet our climate goals. It requires political leadership, social license and economic investment to build an economy with plentiful, good, green jobs that support and sustain human communities and the ecosystems on which we depend and within which we live.

We, the undersigned, look forward to working with government to develop a Green Jobs Plan for BC.



## PSAC B.C. Regional Council Finance Committee

### Report to the PSAC B.C. Regional Triennial Convention

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The following members were appointed to the 2011-2014 B.C. Regional Council Finance Committee: Cindy Little, chair, Sargy Chima, Nick Humphreys, Kelly Megyesi and Christine Walker. The Finance committee was assisted by Kristin Schnider, Executive Assistant to the REVP.

The committee met in conjunction with B.C. Regional Council meetings in October 2011, March and November 2012, April and September 2013 and January 2014.

During this cycle, the committee presented Terms of Reference to the B.C. Regional Council for approval.

The committee made several recommendations regarding coordinator allowances during the current cycle. The first recommendation dealt with the establishment of a Coordinators Allowance Reserve Fund in which unused Coordinators Allowance moneys would be carried forward at the close of each year within the three-year cycle rather than be transferred to the general surplus fund annually. The moneys allocated to this new fund could then be accessed by Coordinators to fund the activities that fall outside their established annual budgets. At the end of the cycle any unused amounts in this fund would then be rolled into the general surplus fund.

Cindy Little  
Committee Chair



PSAC B.C. Regional Council International Solidarity Committee  
Report to the PSAC B.C. Regional Triennial Convention

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## BC PSAC International Solidarity

Committee

Paul Kelly Shawna Jennifer

This report covers the last two years of the Committee. There was a lot of turnover and was not well served with WFA and other external events. Three Regional Council activists were also quite active with the committee, namely Celine Ahodekon, Pat Holmes and Erica Yang.

Most of our time was taken up with coordinating with organizations to set up cooperative work to benefit International Solidarity and to clarify events involving Foreign Workers, CoDevelopment Canada, Amnesty International and the African Grandmothers Tribunal.

We have been very active with the issues surrounding the legislation criminalizing GLBT “behaviour” in Russia, Nigeria, Zimbabwe and other countries around the world. Committee member Jennifer Chieh Ho was in Ottawa and the other members were either present at other events or supporting events through the Internet.

The campaign that targets the GLBT community with such punishments as death penalty for just being expressive with their love or the perceived expression of the love between GLBT members of the community.

Kelly Megyesi attended the very emotional and inspiring event: African Grandmothers Tribunal. At the event grandmothers not much older, or even younger, than Kelly talked about experiences related to losing most of their families and having to look after the grandchildren of their and other families.



Sister Celine had an unbelievable experience being able to connect a retired CBC Producer and the child he documented many years before. The Vancouver Sun link is: <http://www.vancouversun.com/entertainment/movie-guide/Pete+McMartin+reunion+Dead+Living/8860668/story.html>

There were also stories with CBC and of course Parks Canada.

There were letter writing campaigns in relation to human rights issues around the world and through KIVA to allow micro loans for entrepreneurs around the developing world. There were campaigns to further building wells and make villages self sufficient by Celine and Paul who attended the Cirque Du Soleil "Drop Charitable" events.

Shawna was in the Philippines talking to a Union activist who was afraid to talk as it is very dangerous right now to be a Union activist. Life is difficult and dangerous for Union members and activists.

We would like to connect with CoDevelopment Canada to allow the next members for this Committee to perhaps do an exploratory trip to a developing country or make this happen for a youth activist.

For the Convention we would like to have an event that will allow interactive participation for the PSAC B.C. Convention participants to express to us what they feel International Solidarity is to them. To that end we are asking for the Regional Council to allow for an expenditure of up to \$250 making this happen, this was approved.

The Committee has been busy trying to organize an International Solidarity event with CoDev where a Young Worker would be selected to go to a South American country for a Social Justice experience. The response from CoDev (Barbara Wood executive director) was very positive and she indicated that for \$3000.00 all in one person can do a trip to places like Honduras/Nicaragua or somewhere in Central America to experience what sweatshops are and get a tour of these countries with translation etc., included. Flight and room and board are also included. Codev is in the beginning stages to create this tour to meet with two of our partners in the areas, March 2014. Probably a bit soon, but could be done. The way such an endeavour would be realized would normally be through the Social Justice Fund (National) or by requesting Donations from various sources: \$500.00 (each) from the International Solidarity Committee, the Donations Committee, the Okanagan Human Rights Committee, Vancouver Human Rights Committee, Young



Workers Committee (perhaps nationally), Vancouver Island Human Rights Committee, Area Councils and the REVP BC Budget

Last time this was done was in 2011. We feel that this is a very effective way to publicise our Social Justice work. In addition to Social Justice we are putting our Union in a positive community light as well as the International spot light to show that we truly are ALL Affected! After the trip we would suggest that the Young Worker comes back and reports out to our Regional Council or reports to the PSAC B.C. Convention. If it turns out that the financial part is impossible to complete prior to the trip's scheduled departure, we would suggest that the financing made possible thus far are returned to the respective donating bodies who may decide to donate the funds to CoDev or not. The enterprise with CoDev is something that will be realized in the next mandate with all the ground work having been realized by this committee. Bob Jackson is coordinating with the CLC and others to co-sponsor a CoDev proposal for the next term.

International Solidarity follow-up to the PSAC B.C. Convention from notes submitted at the previous Regional Council meetings. At Convention the International Solidarity Committee will have a booth where pictures are taken of the membership (individually) holding signs with statements from the members on "what does international Solidarity mean to you" These photos will be used in a collage to be presented to Convention. The Committee is excited to be an active participant at Convention. Solidarity is Unity, and we believe that a better world is possible.

Respectfully Submitted by the Committee,

Paul Croes (Chair), Kelly Megyesi, Shawna Bundac, Jennifer Chieh Ho



### PSAC B.C. Regional Council Political Action Committee Report to the PSAC B.C. Regional Triennial Convention

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The Political Action Committee is a standing committee of the PSAC B.C. Regional Council and reports to Regional Council and the PSAC B.C. Regional Triennial Convention. Over the past three years, the Political Action Committee has created terms of reference to guide our work in the Region.

The Committee met in person during the Regional Council meetings over the past 3 years.

We have worked with Regional Council members to bring attention to many political actions in BC. Some of the issues that the committee has worked on have been Enbridge, Northern Pipeline, lobbying politicians.

We have been working on the *We Are All Affected* Campaign, which includes one-on-one conversation with members to raise awareness on the cuts to public services, how members can help, and how we can build community support for public services. Members of the Regional Council also attended the National Day of Action events across the province to raise more awareness to members and the communities.

The committee came up with a plan to do up advertising signs regarding the cuts to public services, though this was already in the works through PSAC B.C. Region. The first advertising piece was on the cuts and closure of Veterans Affairs Canada (VAC) offices and the impacts to our Veterans across Canada. The PSAC B.C. Region took out bus stop ads during the months of November and December to raise awareness on the closures of VAC offices, which led to REVP Bob Jackson traveling to Prince George where the VAC office closed in 2012, which gained local media attention. Bob also went to Kelowna where the VAC office closed at the end of February 2013. We had good response from the public who sent emails to PSAC B.C. Political Communications Officer asking how they were able to help. PSAC also did a large online campaign on the Veterans Affairs closures and supporting our Veterans.

The Regional Council has been promoting the \$10 a day Child Care Plan and PSAC B.C. Regional Council became a supporter in 2012 of the BC Coalition for Child Care Advocates. Women's Committees have been lobbying MPs regarding the need for a Child Care plan and some have also signed on to support the Child Care plan.

Members of the committee have attended and participated in a variety of political action



activities in their communities including, but not limited to, Take Back the Night & Sisters In Spirit; One Billion Rising march; Sisters In Spirit Vigil; Provincial By-Elections.

We have also been working with the BC Federation of Labour, helping with the IKEA Lockout; members have gone down to stand on the picket line with our fellow Union sisters and brothers to show our support.

A member of the Political Action committee represented the PSAC B.C. Region during her participation and support in the Walk for Reconciliation in September 2013.

The next year leading up to the Federal Election will be a very busy time for all members to ensure we elect a labour friendly government.

Virginia Vaillancourt  
Chair – Political Action Committee

Committee Members:

Heather DuDoward  
Terri Lee  
Linda Harding





PSAC B.C. Regional Council Subsidies Committee

Report to the PSAC B.C. Regional Triennial Convention for September 2013 to March 2014

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We had four subsidy request received since our last B.C. Regional Council meeting:

1. Date: Sept 2013  
Name: Kelly Sidhu  
Reason: CEIU Regional Women's Conference as an observer  
Location: Kelowna  
Amount: \$ 500.00
2. Date: Oct 19 2013  
Name: Sargy Chima  
Reason: CEIU National Women's Conference as an observer  
Location: Ottawa  
Amount; \$500.00
3. Date: Nov 18-22, 2013  
Name: Hakam Bhaloo  
Reason: PSAC Equity Conference as an observer  
Location: Toronto  
Amount: \$500.00
4. Date: March 27-29, 2014  
Name: Kelly Megyesi  
Reason: Progress Summit  
Location: Ottawa  
Amount: \$500.00

As per regulation 7 of the Convention and Conference Subsidies guidelines, the subsidy committee, had reviewed all four subsidy request and recommended approval in the amount of \$500.00. The REVP, Bob Jackson concurred with the committee recommendation and provided the \$500.00 to each member.

A written report was provided by three members within the 30 day time frame and the fourth report will be provided after attending the conference in late March 2014.

Sargy Chima, Chair  
Christine Walker  
Roberta Drinkwater