



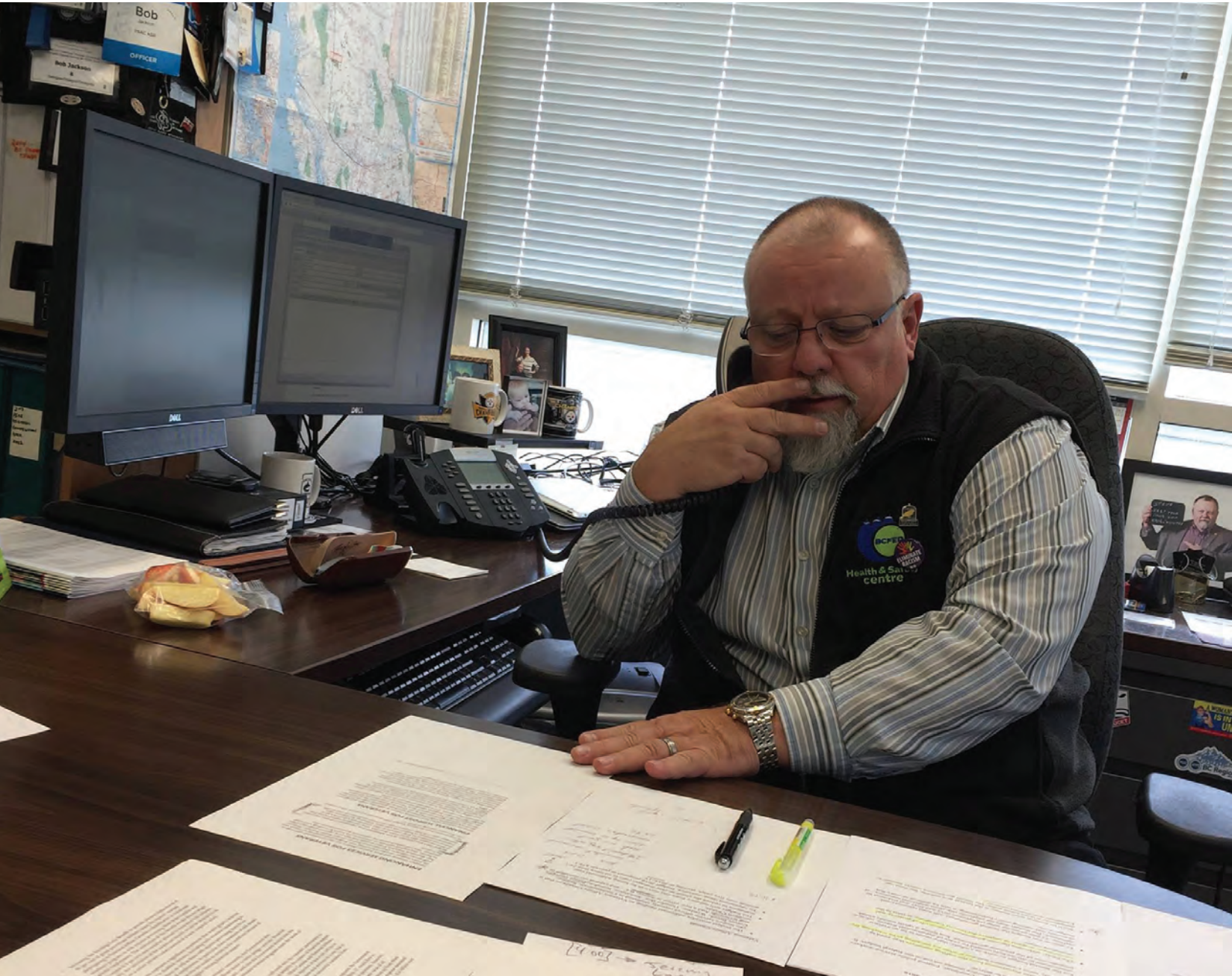
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# Report of the Regional Executive Vice-President, B.C.



## INTRODUCTION



Just three short years ago, members gathered at this same venue in Vancouver for the 6th PSAC B.C. Regional Triennial Convention to discuss, debate and decide the direction of the B.C. Region. It's hard to believe how far we have come in such a short period of time. At the time, we were facing the fight of our lives against the Harper Conservative Government and their ruthless cuts to public services. It was a time when we were not only standing up for our members' rights, but also for the rights and values of all Canadians that were under a barrage of assaults by the government of the day.

At the April 2014 B.C. Regional Convention, held under the theme Standing Together, Standing Strong, we made a commitment to protect members' rights, defend public services, and preserve the rights and freedoms that all Canadians enjoy. I'm proud to report that we were successful.

Eighteen months after we made that commitment, in October 2015, we achieved

our primary goal: we defeated Stephen Harper and his Conservative Government. That victory initiated a period of change for the PSAC and the B.C. Region: we now had the ability to be more proactive and less reactive to issues affecting our membership. The election of a federal government predicated on a promise of "real change" created opportunities for us to win back lost ground and make real gains. It's only fitting that this shift in our focus occurred at the start of 2016, which marked the 50th anniversary of the PSAC.

Now in 2017, the B.C. Region is celebrating yet another milestone in our Union's history with the twenty-year anniversary of regionalization. As we reflect on where we have come from, where we are now, and where we are going as a Union, and as a Region, I hope you will join me in celebrating the achievements of PSAC B.C. members—both current and past—who have made our Region what it is today.

My report that follows is a testament to the hard work of our entire membership over the last three years, the lessons we have learned, and the opportunities that still lie before us. I would like to thank every member of the B.C. Region for their determination and contribution toward our collective achievements. We faced many challenges and realized some significant losses along the way. Nonetheless, through it all, our union is stronger, more united, and more determined than ever to stand in the face of adversity and strive for what we believe is right and just.

On a more personal note, I'd also like to thank the members of the 2014-

2017 B.C. Regional Council and their alternates with whom I had the privilege of serving over the last three years. At the 2014 Regional Convention, the membership elected a strong group of leaders and activists who worked tirelessly for the members of the B.C. Region. Every member of the Regional Council played an integral role in the work of the Region, contributing creative ideas, strong arguments in support of a variety of positions, and countless hours on PSAC initiatives. Their active participation allowed us to make decisions in the best interest of the Region and the Union as a whole.

To those Regional Council members and activists who

will be retiring or moving on, I extend my heartfelt congratulations and thanks for your contributions to the Region and the PSAC. And to our young workers who will be accepting and raising the torch from our departing Sisters and Brothers, I welcome you. Your new energy and ideas will ensure our continued success.

As you may know, I, too, will be retiring from the federal public service in the coming weeks. And while it is a bittersweet realization that my journey as a PSAC member is coming to an end, I take solace in the fact that I leave the Region in the very good hands of the PSAC B.C. activists, leaders and membership across the province.



# B.C. REGIONAL COUNCIL



Since the 2014 B.C. Regional Triennial Convention, the B.C. Regional Council conducted eight face-to-face meetings in Vancouver and Victoria. Several conference calls were also held to continue the work of the Regional Council between meetings. Members of the B.C. Regional Council were also assigned to the Regional Council's eight standing committees, which met periodically throughout the three-year term.

Over the course of the last three years, some of the faces have changed on the B.C. Regional Council as Coordinators left mid-term for a variety of reasons. Their alternates were then asked to step in and

assume the vacancies. I'd like to acknowledge to two members in particular who resigned from the B.C. Regional Council in 2016:

After serving on the B.C. Regional Council every year since its inception, Brother Nic Humphreys retired from the federal public service and from his position on the B.C. Regional Council at the end of January 2016. After nearly twenty years of service to the Region, Nic's hard work and dedication will be sorely missed. Those who know Nic will attest that he was a strong voice for B.C. and UHEW, his Component, over the years, especially on Convention floor. On behalf of the B.C. Region, I'd

like to thank Nic for all his contributions to the PSAC and wish him the very best in his retirement.

## Committees of the B.C. Regional Council

- By-Laws
- Convention
- DASH (Donations, Awards, Subsidies and Honours)
- Education
- Environment
- Finance
- International Solidarity
- Political Action

# POLITICAL ACTION AND REGIONAL CAMPAIGNS

## "We Are All Affected" Campaign

Around the time of the 2014 PSAC B.C. Regional Triennial Convention, the "We Are All Affected" (WAAA) campaign took on a more regionalized nuance, allowing each of the PSAC's seven Regions to formulate and carry out regional plans for political action based on the NBoD's 2013-2015 action plan. The regional plans were to begin in 2014 and continue up until the federal election in October 2015. The plan developed in the B.C. Region included a variety of activities, aimed at engaging members in the WAAA

campaign and more generally in the Union:

### May 1st Day of Action

As we began what proved to be a tough round of bargaining with Treasury Board, in 2014 we invited PSAC members in the B.C. Region to take part in a provincial Day of Action on May 1 at lunchtime. Each worksite in B.C. was encouraged to take a photo of their action, no matter how big or small, with the knowledge that we would post them at the PSAC B.C. Regional website and share them via social media to show the government, the public and fellow PSAC

members that we are committed to defending our collective agreements and public services. Members across B.C. congregated outside their worksites and held signs that read "Standing Together for Public Services, Standing Together for Fairness" showing our employers and our fellow members that we were united, ready, and committed to the task ahead at the bargaining table. Over 1400 members participated in the Day of Action and we received over 200 photos from every corner of our Region.



### Political Action Summit

The next slated item in our regional action plan was our Political Action Summit, which took place in Richmond in May 2014. The Summit brought together representatives from the Region's eight Area Councils, the B.C. Regional Council's Political Action Committee and Component National Officers from the PSAC B.C. Region for a one-day planning and skills-building session. Together this group developed strategic and coordinated plans tailored to each geographic area within the Region as well as a budget for the political action work that was carried out in the months leading up to the 2015 federal election.

### Summer Outreach

It seems as though nearly every weekend over the last three summers included a PSAC B.C. community outreach event somewhere in the province. Area Councils, Regional Committees and the B.C. Regional Council members all organized booths and took part in various community events across the Region, using the events as opportunities to engage with the public in a conversation about the impact of the federal government cuts and to correct some of the misinformation out there regarding our members serving the public and the union.

I'd like to acknowledge the hard work of all the members involved in the summer outreach events. Without their involvement and commitment, we would not have had the large presence in the community that we've had in recent years and we would not have been able to engage with the public as successfully.

### Some the Community Events our the BC Region Has Been A Part Of:

- River Boat Days, Terrace
- Seafest, Prince Rupert
- National Aboriginal Day, Vancouver and Terrace
- Car Free Days, Vancouver
- Canada Day, Vancouver and Surrey
- Pride Parades and Festivals, across BC
- Victoria Day Parade, Victoria
- Surrey Fusion Festival, Surrey
- Saanich Fair, Saanich
- Labour Day events, across BC





**Peoples Social Forum - PSAC B.C. Region Bursaries**

In August 2014, there was an unprecedented convergence of social movements, activists, and Union members from across Canada who came together in Ottawa during the Peoples Social Forum to share experiences, to learn, to strategize and build practical alliances in the struggle against the Conservative Government. In our regional action plan we included eight \$1500 bursaries to assist PSAC B.C. members with their attendance at the Peoples Social Forum.

**Monthly Member Mobilization Events**

Throughout 2014 and 2015 PSAC B.C. members, along with other members from other public sector unions and labour-friendly politicians, came together on the 19th of each month to mark the countdown to the 2015 federal election and remind the public about the cuts to public services. It was also an opportunity to show solidarity with the bargaining teams and tell the employer that we would not accept their “go to work sick” plan. The events took on a variety of different

formats ranging from rallies, to lunch time food truck events, to a Halloween trick or treat event with a ghoulish ‘Stephen Harper’ and his ‘empty treat bag of promises.’ Support for these monthly actions grew quickly with events taking place across the province, and many members attended these event who don’t typically get involved in the union.



**PSAC B.C. Federal Election Membership Engagement Plan - "I'm Voting For ..."**

As part of our regional action plan, the B.C. Region also developed a plan to engage as many PSAC B.C. members as possible in the federal election and in the related public services issues. Our hope was that this plan would move members further along the spectrum of engagement and help us target members who would be willing to work directly on our member-to-member campaign. In terms of the public services issues, we identified eleven issues that we believed would resonate with members.

Those issues overlapped with the CLC’s broader Better Choice campaign, including: workers’ rights, marine safety, food safety, child care, healthcare, veterans, public services (job cuts), the environment, human rights, Employment Insurance, and retirement security. Our membership engagement plan rolled out during National Public Services Week in June 2015. That week was selected because our action plan also included a provincial week of action, which we used to ‘kick

off’ the campaign. During membership events, we asked PSAC members to select one of these issues and pledge to vote, using the issue as a catalyst or starting point (i.e. “I’m voting for public services”, “I’m voting for safety”, “I’m voting for food safety”, etc.). As part of this regional plan, we used a campaign website designed to gauge interest and gather information from respondents. Members were invited to visit the website and take the vote pledge and share their area(s) of interest. After hearing from members, we were able to plug them in to the regional plan wherever they felt most comfortable. Members quickly embraced the campaign, realizing all too well the consequences of another Conservative Government in Ottawa after October 19. Area Councils and activists in B.C. took on eight priority ridings and organized member-to-member phone banks and door knocking activities in those areas. Response from both the members who did the canvassing and from the members who were canvassed was extremely positive.



### National Public Service Week Boycott Events

The boycott of National Public Service Week (NPSW) in 2015 was extremely successful. There were an unprecedented number of events that took place with record numbers in terms of participation. In addition to participation by PSAC members, in 2015 members of PIPSC and CAPE also joined in the activities.

On June 15, a few Regional Council members conducted a day-long plant-gate of various worksites in the Metro Vancouver area. They handed out 'Respect' buttons and talked with members about the NPSW boycott.

On June 17 the Vancouver and District Area Council held their annual public services softball tournament as a boycott event for NPSW. This event also provided an

opportunity for members to come together and speak out against Bill C-59 and the Conservative Government.

On June 19, the Victoria Area Council hosted their annual softball tournament for members as an alternative NPSW event. I attended the tournament in the morning and saw firsthand how engaged members are and how determined they are to see a change on October 19.

A large rally was also held in downtown Vancouver at Library Square on June 19 during the lunch hour. Members working in the downtown core came together to rally against the current government and their attempt to infringe on our Charter-protected right to free collective bargaining.

A year later in 2016, NPSW boycott events were again held in the B.C. Region.

Members realized that there could be no celebration given the slow pace of negotiations with the new Liberal government. The Liberal government had not delivered on their stated commitment to repair their relationship with the public service and restore respect for public service workers.

This year the NPSW boycott is continuing. At a time when PSAC members are stressed and struggling with financial uncertainty due to the inadequacies of the Phoenix pay system, it's difficult to justify employer-sponsored activities. If the employer wants to show their recognition for our members' valuable work, they should do that by paying members in full and on time. The PSAC has encouraged Locals and Branches to organize their own "alternative NPSW" events as in previous years.



### Vote to Stop the Cuts Campaign



In July 2015, the PSAC launched its nation-wide campaign to raise awareness about the impact of the cuts to public services and to encourage Canadians to consider these issues before casting their votes in the federal election. The "Vote to Stop the Cuts" campaign included billboards, posters, newspaper and radio ads, and targeted web and social media content. The campaign focused on cuts to key services that affected Canadians since the Conservative Government came into power: support for veterans, border security, search and rescue, Employment Insurance,

environmental protection, and food safety. In terms of our social media presence, the campaign video received well over 1.9M combined views on Facebook and YouTube. The PSAC also purchased ad banners for web viewers, and those banners were seen over 4.5 million times. In addition, the national Facebook page quadrupled its number fans in the first three weeks of the campaign, amounting to over 27,000 followers. The PSAC national Facebook pages now has almost 33,000 followers, which is more than any other Canadian union.

Regionally, campaign ads ran in major Vancouver



newspapers as well as smaller newspaper markets in Victoria and Kamloops. Ads were also placed in 24 local papers across the province in the last week of July. Radio ad space was purchased on province-wide news radio station CKNW. Billboards were also erected in Greater Vancouver and Victoria areas before the writ was dropped.

The success of the campaign can be attributed to the members of the PSAC who spread the message on social media, wore campaign buttons, and worked hard to ensure that Canadians knew about the impact of drastic cuts to public services before they voted.



### Tips for Lobbying:

1. Establish your agenda and goals
2. Listen well
3. Be prepared, but don't feel that you need to be an expert
4. Don't stay too long
5. Remember you are there to build a relationship
6. Follow-up is important

### 2015 Federal Election

Beginning on October 20, 2015 the result of the federal election was a topic of much debate and discussion. We gathered on conference calls and at meetings to debrief what happened, and what didn't happen, on October 19. And while the wave that hit Ottawa in October was more red than orange, we can all agree that it washed out much of what was wrong in Parliament. Our primary goal was achieved: we defeated Stephen Harper and the Conservative Government. We need to applaud the hard work of our members, but our political action cannot end there. We need to hold the Liberal government accountable for delivering on their promise of a new tide of change that our country has needed for so many years.

After almost a decade of Conservative rule we are in a new era. In October 2015, the Liberal government received a strong mandate for change from Canadians. That change needs to include restoring public services and building a positive relationship with the federal public service. Over the course of the election campaign the Liberals made

many commitments to Canadians and to federal public service workers, including the restoration of our bargaining rights and the repeal of anti-union legislation like Bills C-4, C-525 and C-377. They promised to re-open the Kitsilano Coast Guard Station, which they have done, and Veterans Affairs Offices, a process that is still underway. The Liberals said they would improve the quality of all public services Canadians need and deserve.

The honeymoon period for the Liberal government is over, and they must act on the promises they made to Canadians. As a Union, I believe our job is to hold them accountable and to remind them of their commitments. That cannot happen unless we are actively engaged and meeting face-to-face with our MPs. Along with many others, I began this work immediately following the election. I regularly meet with my Liberal MP to talk about PSAC issues, and will continue to do so. I encourage all members to contact their own MPs and talk with them about the value of strong public services, the needs of our members, and the election promises the Liberals made.

### Regional Area Council & Political Action Committee Summit

In January 2016, the Region organized a second two-day summit for Area Councils and the Regional Council's Political Action Committee (PAC). This summit gave Area Councils and the PAC the opportunity to refocus and reengage following the federal election. It also provided them with the direction and tools needed

for regional political action in the 2016-2018 cycle. The Summit's agenda included: a discussion on the history of Area Councils and their mandate, Area Council roles and responsibilities; Area Council requirements under Section 14 of the PSAC Constitution; financial reporting, record keeping and communication; and

planning, development and political action. On the latter topic, at the Summit we talked about the need for Area Councils and the PAC to engage in MP lobbying, particularly in former Conservative ridings that are now held by Liberal MPs.



### MP Lobbying

Since the 2015 federal election Area Councils and activists have lobbied MPs across the Region. These meetings have given members the opportunity to speak with MPs of all political stripes, both as a concerned constituents and as union activists. Based on reports received by the REVP Office, member conversations with MPs have centred on the need for strong public services in Canada. Specific issues addressed at these meetings have included Treasury Board and national unit bargaining, the problems with the Phoenix Pay System, the Liberal Party's

election promises to public service workers and their commitments to reverse some of the cuts implemented by the former Conservative Government.

Thus far, every MP that has sat down with PSAC members has been open to frank discussions and willing discuss the importance of public services and the workers who deliver them. It's expected that many of our Area Council's and activists will continue lobbying MPs with the hope to that this will foster strong, mutually beneficial relationships in the months and years to come.

BC Provincial Election

More than a year before the 2017 B.C. general provincial election, it was clear that many British Columbians were counting the days that the BC Liberal Government had left in office. After 16 years of BC Liberal rule, it was hard to find a British Columbian anywhere who wasn't feeling the devastating effects of the decisions made by Premier Clark and the BC Liberal Government. Consequently, it was a critical election British Columbians: our province was facing crises in the housing market, the education system, seniors' care, increasing income inequality and poverty rates, not to mention the cuts to public services and increased user fees in a variety of sectors.

It was clear that Labour needed to work together to elect a government that would put the interests of working families ahead of the interests of the rich and powerful. With that in mind, the BC Federation of Labour (BCFED), the CLC Pacific Region and affiliates, including the PSAC, developed a provincial election plan that would build on the energy and

lessons learned during the 2015 federal election campaign. We pooled our resources for our collective campaign, *Better Can Happen Here*, which launched in late November 2016. The aim of the campaign was to show Labour and the general public that Christy Clark and the BC Liberals have not been on their side and that they don't care about working people. As the campaign rolled out, it demonstrated how we could build a better B.C. together through a renewed commitment to quality public services including health care, education, and seniors' care, which provide us all with a better future.

The PSAC B.C. Political Action Committee and the Region's Area Councils also discussed how they could get involved

in the election and support labour-friendly candidates in their geographic areas. We asked each Area Council to reach out and build relationships with these candidates through various party events. To facilitate this, the Region allocated financial support to each Area Council for these activities using regional political action funds. In Vancouver, the Area Council identified two candidates to support with their campaigns: PSAC (and UCTE) member Bowinn Ma who ran for the BC NDP in the riding of North Vancouver-Lonsdale and Janet Routledge (retired PSAC Regional Coordinator) who ran for the BC NDP in the riding of Burnaby North.

PSAC B.C. member Sargy Chima also decided to run in



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the provincial election in the Surrey-Whalley riding with the BC Liberals. On behalf of the Region, I wished Sargy all the best with her campaign.

The B.C. Region also submitted a proposal the PSAC Executive Office for the provincial election, which was approved in early March. A large portion of the funding allocated for the proposal went toward progressive, labour-friendly candidate campaigns.

Another component of the Region's provincial election plan was to provide funding for the Metro Vancouver Alliance (MVA) provincial election accountability assembly that was held on April 4. For the assembly, the MVA invited the leaders of all

three major parties to come and discuss the MVA's priority issues: affordable housing, access to transit, and income equality. The PSAC had a delegation of members at the assembly along with dozens of other faith, labour and community groups. In total nearly 900 people attended the assembly and asked the politicians to commit to making B.C. a better place to live and work.

Finally, the plan also called for a members' telephone town hall (TTH) meeting that we held on April 20. The Regional Council's Political Action Committee recommended that the Region hold a TTH in lieu of a mass membership mail out, noting that it would provide an interactive forum

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for members to engage with the election. The TTH panel included BCFED President Irene Lanzinger, BC NDP candidate Janet Routledge and myself. Members asked some tough questions and voiced concerns on a number of key election issues. All in all, members who participated in the TTH left the call determined to vote for a government that will work for, and with, them.

At the time of this writing the election has concluded. However, the results are still uncertain as we await the absentee ballots, discussions between the parties, and recounts in some ridings. What is clear, though, is that the majority of British Columbians voted for change. They voted for a government that would work for them and make BC a better place for everyone. Part of that change is in the progressive voices that have made their way to Victoria. I extend my congratulations to both Bowinn Ma and Janet Routledge who were successful in their bids, and also to the many other labour-friendly MLAs that will that will work hard for working people like us.



## MEMBER OUTREACH - VISIBILITY IN THE WORKPLACE

When I was first elected REVP in 2011, I committed to making the Union more visible in our members' worksites. Over the course of my first three-year mandate I spent as much time as possible attending Local and Committee meetings, bargaining information sessions, as well as many worksite visits. These one-on-one and group meetings held at worksites were an excellent way of connecting with rank-and-file members and learning more about the work being performed by members across the Region. During my second term as REVP I renewed my commitment to meeting with members in their workplaces as much as I could.

As a result, I was able to get to some of the more remote areas in the Region and connect with members who don't hear from the Union very often. As I've mentioned in the past, PSAC visibility in the workplace is critical to our overall effectiveness. It is through member-to-member contact that we're able to

build solidarity between members and support for our Union and our various campaigns. Recurrent, good communication and visibility will generate momentum and refuel members with the encouragement they need to continue the fight for members' rights.



Connecting  
with our  
members:  
  
@psacbc



Number of  
monthly newsletter  
subscribers: **9,000**



Number of  
Facebook fans: **3,500**



Number of Twitter  
followers: **1,400**

## BUILDING ALLIANCES AND SUPPORTING THE LABOUR COMMUNITY

### CLC Conventions

Shortly after the 2014 PSAC B.C. Regional Triennial Convention, I attended the CLC Convention in Montreal along with my counter-parts from the other Regions. Several members from the B.C. Region also attended the conference including young worker and equity representatives. Together we witnessed the historic election of Hassan Yussuff and heard the message from CLC members: we have voted for change and renewal – for a move back toward grassroots action at the CLC and for a more inclusive and mobilized labour movement.

At the time of this writing, we are days away from the

2017 CLC Convention. I look forward to joining members in Toronto for the next Convention. I am hopeful that we will be every bit as successful as we were in 2014 when we supported change at the CLC and the election of Brother Hassan Yussuff.

This time around, one our own AEC members is up election at the CLC Convention. The NCR Region's REVP Larry Rousseau is running for the position of Executive Vice President and I am proud to put my full support behind him. Larry has been a strong union activist for many and I believe he will have a very positive impact at the CLC, working for all members in the Canadian labour movement.

### BC Federation of Labour Conventions

This cycle there have been two BC Federation of Labour Conventions. The first was in the fall of 2014 and the second was in November 2016.

The 56th BC Federation of Labour Convention in 2014 was the largest convention in Federation history. This convention proved to be highly political, both with a hotly contested leadership election and a number of resolutions addressing government attacks on public services at all levels of government.

The REVP Office strongly encouraged PSAC members to register as delegates and attend the convention. We also encouraged our delegates to support Irene Lanzinger for president. Prior to the convention the B.C. Regional Council voted to officially endorse Irene on behalf of the Region. This decision was due in part to Irene's proven track record for supporting the PSAC and fighting against the cuts – most notably when





she joined UCTE members, former BCFED President Jim Sinclair, myself and others at our occupation of the Kitsilano Coast Guard Station in 2012 prior to its closure by the Conservative Government.

Two years later, the BC Federation of Labour held the 57th convention in Vancouver. Again, I attended along with nearly 50 PSAC members from across the Region. While it wasn't as large as the 2014 convention, it was successful. I had the privilege of chairing the Resolutions Committee for the 2016 BCFED

Convention. At the centre of much of the debate was the need to get rid of the Christy Clark government. At the close of the convention, Irene Lanzinger and Aaron Ekman were re-elected as President and Secretary Treasurer for the BCFED respectively. Since then, both Aaron and Irene have worked tirelessly on behalf of working people. They also have tremendous respect for the work our members do.

#### Metro Vancouver Alliance

The PSAC B.C. Region has continued its involvement

with the Metro Vancouver Alliance (MVA) over the last three years. The MVA is a broad based alliance of community groups, labour, faith and educational institutions representing 200,000 people in the Greater Vancouver Area. Together, members of the MVA aim to build strong relationships among diverse groups in the community. When these groups come together through the MVA they listen to the concerns of members and agree on issues that can be worked on together.

#### United Way

The PSAC has been actively involved in the annual United Way workplace giving campaigns for many years. During the 2014 campaign a concerted effort was made to bring greater attention to our union members who lead and support the workplace campaigns. The success of the United Way employer campaigns rests largely on the contributions and hard work of our members, and we need to recognize ourselves for this.

This new approach to the campaign was met with exceptional results. Members reengaged with the campaign and we received positive feedback from the community. In fact, the PSAC B.C. Region was honoured with the Labour Award of Distinction in 2014 from the United Way of the Lower Mainland. This award is presented to a union and its members that have demonstrated a commitment to community and to furthering the values shared by the United Way and the labour movement.

Each year since this shift, PSAC Locals have been recognized and nominated

for a variety of United Way awards around the province.

Since first elected in 2011, I have been an active member of the United Way of the Lower Mainland (UWLM) Cabinet and Labour Committee. Both of these committees promote the United Way from a labour perspective and raise our profile. Linda Harding has recently joined me on the Cabinet and brings a great depth of experience with her.

I also participate in the Government of Canada Workplace Charitable Campaign with senior members of the Pacific Federal Council of the Public Service. This committee has been successful in identifying

campaign associates who are our members, loaned to the United Way for four months to work on the campaign. The knowledge and experience they obtain through this experience will stay with them throughout their career, and I hope this practice continues.

#### Fight for \$15 Campaign

One of the focuses at the BC Federation of Labour Convention was their current Fight for \$15 campaign, which aims to increase the provincial minimum wage to \$15 per hour. Raising B.C.'s minimum wage to \$15 per hour would put minimum wage workers above the poverty line according to all the standard measures of poverty.



On behalf of the PSAC members in B.C., I officially endorsed the Fight for \$15 campaign and have encouraged members throughout the Region to join with the BCFED, the affiliates and community groups to support this campaign. Together we hope to work with the BC Federation of Labour and the labour movement to effect change and address income equality in BC.

On the 15th of each month the BCFED, affiliated union and community groups organize rallies, advocating for a \$15 per hour minimum wage. In April 2016, the B.C.

Regional Council attended one of these monthly rallies in Vancouver. The rally was part of the larger national day of action for the Fight for \$15 campaign to increase the minimum wage across Canada. Just three weeks after the rallies took place, the BC Liberal government announced its plan to increase the minimum wage to \$10.85 per hour, effective September 15, 2016. This \$0.40 increase moved BC out of last place nationally. However, the move was short lived because just 15 days later PEI increased their minimum wage to \$11 per hour on October 1.

Based on the moves by this government, it's clear that the BCFED's campaign has had an impact, forcing the BC Liberals to reconsider this province's low minimum wage and make marginal improvements to B.C.'s minimum wage. Nevertheless, the BC Liberals did not take the steps necessary to lift a person working full time above the poverty line in our province. It's not surprising that the BC NDP included a commitment to a \$15/hour minimum wage within the election platform, which the BCFED and affiliates greatly supported.



### Labour Community Christmas Dinners

For the last 22 years the BC Federation of Labour and its affiliates have been working together with our community allies to provide a holiday event for thousands of men, women and children who could use a little Christmas cheer. Each year we've hosted two events on Christmas Eve, one in Surrey and the other on the Downtown Eastside of Vancouver. During these events we offered not only a warm turkey dinner, but also an opportunity for children from struggling families to receive a toy from Santa. The BCFED also collected and purchased items such as warm clothing and personal hygiene items to distribute to those in need. Guests also received a hamper to take with them, including fresh produce and canned/non-perishable goods.

The PSAC B.C. Region is proud to contribute to this event every year, both financially and in terms of volunteer time. It is always a joyous event with wonderful food, music, laughter and the spirit of giving that bring both Labour and community together.

### BC Lions: Be More Than a Bystander

In my role as an Officer of the BC Federation of Labour, the PSAC had the opportunity to be part of a ground-breaking initiative between the BC Lions and the Ending Violence Association of BC. The Be More Than a Bystander campaign aims to substantially increase understanding around the impact of men's violence against women. The program breaks the silence surrounding violence against women and girls by providing tools, language and practical ideas about how to be more than a bystander, how to speak up and how to communicate that violence and abuse is not acceptable. The BC Federation of Labour, the PSAC and several affiliates are proud supporting partners in the campaign.

This three-year initiative, guided by an advisory group of women who are experts in the area of violence against women, will see the BC Lions use their status and public profile to educate about violence against women in BC and urge everyone to 'Break the Silence on Violence Against Women.'

### 6 Reasons Why Unions Matter:

1. Unions allow workers to be come united and to mobilize and come together during times of collective bargaining. Unionization is important to raise the standard of living for its workers and for all working people.
2. Unions make life better for people everywhere. Even if you're not in a union, you enjoy things that have become the norm because unions fought to make them that way.
3. Unions help make a workplace more fair. People know when they are not being treated justly, and equate unions with fairness
4. In a unionized workplace you have a voice and an advocate.
5. We live in a global world. It's important that unions can do international solidarity work and stand up against human rights violations.
6. Unions are instrumental in fight for workers' rights to safety in the workplace.

# MEMBER EDUCATION

## Regional Education Program - Course Offerings

Every spring and fall the Region puts out a schedule of basic and advanced courses across B.C. to provide members with learning opportunities that will develop their knowledge, skills, and personal confidence. Union education encourages participation and promotes mutual respect and understanding between members and the union leadership. I strongly believe that a trained membership is an active membership, and active members build a strong union.

## Advanced Courses

In October 2015, the B.C. Region piloted the new Advanced Representation Training for Stewards (ARTS) course, which built on the former Advanced Steward Training. The four-day ARTS course looked at various routes for engaging members in helping them to resolved workplace issues. Using case studies, participants deepened their knowledge of the processes and legal framework of grievance handling and what is needed to support the PSAC's representation of members at all levels of the grievance process, up to arbitration/ adjudication.

Two months later, the Region offered the Advanced Duty to Accommodate course. This three-day course focused on accommodations for persons with disabilities and return to work programs. The goal of the course was to develop our union's ability to provide effective representation on the duty to accommodate members with disabilities at the Local level.

In 2016, the Region re-energized the Alliance Facilitator Network when 20 participants graduated from the three-day Alliance Facilitator Training. After completion of a certification program, these activists will be joined by 10 existing Joint

Learning Program union-side facilitators and will form the B.C. Region's Alliance Facilitator Network. They will offer workplace training for locals/branches, area councils and committees. There had not been an AFN in the B.C. Region for some time and this training has been one of my goals since being elected.

## Young, Organizing, Unionizing and Resisting (YOUR) Course

This past April, the B.C. Region held the YOUR course in Vancouver. Designed specifically for young workers, it was a participatory, action-oriented course where participants met other young workers to share experiences, discuss

and analyze the issues they face at work, in the union, and in society. Participants talked about their rights as workers, learned about global issues and shared about the role of young workers in the dynamic movement for social justice. Our hope is to hold other offering of this course in the next cycle to encourage more young workers to get involved in the Union and in social justice actions within their communities.

## Activist School

In January 2015, the B.C. Region held a three-day Activist School. The school educated participants on their workplace and political rights; taught them more about the challenges

facing PSAC members and workers across Canada; and provided participants with a variety of tools and skills that support political and social activism. Over 50 participants attended the Activist School, who were keen to work with members to support of good collective agreements and quality public services. Following the school many of the participants went on to organize and assist with workplace events that engaged members in the federal election and community events that promoted the interests of PSAC with allies and elected representatives at all levels of government.

## B.C. Education Program by the Numbers:



Number of Courses held in the B.C. Region over the last cycle:

**103**



### Course Breakdown

Advanced	8
Province-wide	6
Basic	89



Number of Participants who attended courses in the B.C. Region over the last cycle:

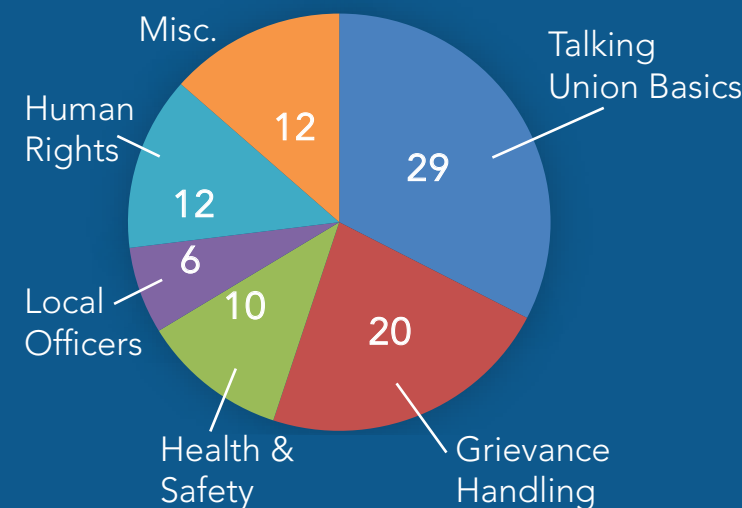
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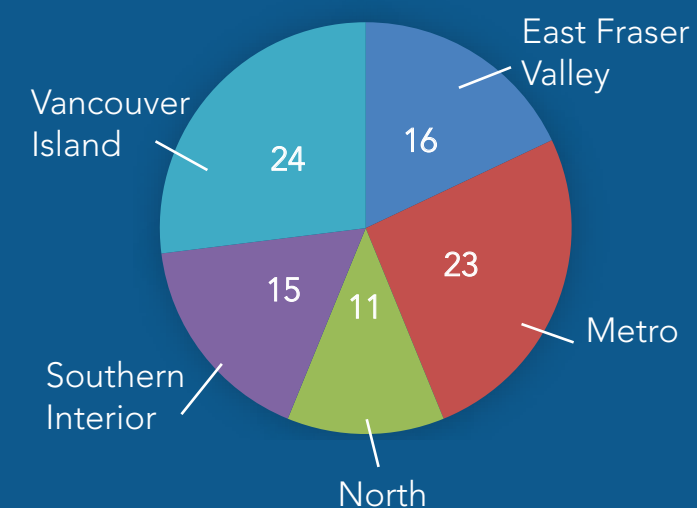
Advanced	134
Province-wide	169
Basic	991

## May 2014 to May 2017

### Types of Basic Courses Offered in B.C. over the cycle:



### Where Basic Courses were offered in B.C. over the cycle:



**Political Action Training**

Also related to the federal election, the Region provided two offerings of Political Action training. The two-day course was designed to provide members with a solid political foundation, from reviewing the current government's policies and actions and their impact, to strategizing about communities, to engaging, motivating, and connecting with fellow PSAC members. On the second day of the course, members had a choice of practicing their skills by taking part in a member-to-member canvass either in person or over the phone. By the end of the course participants were equipped to continue political action into the federal election.

**West/North Union Development Program**

The PSAC's Union Development Program (UDP) has been one of the most comprehensive union leadership training programs in Canada for more than 35 years. In 2015, UDP was relaunched by the PSAC where it was divided into three concurrent offerings: UDP East (English), UDP East (French) and West/

North UDP. West/North UDP includes participants from the Prairies, North and B.C. Regions. Each year seven participants are selected from each Region, for a total of 21 graduates from West/North UDP annually.

UDP is a 10-month intensive program comprised of six steps. Each year, the REVPs attend two steps of the program at the face-to-face meetings to talk with the participants about sustainable activism, navigating within the union and democracy with the PSAC. As I'm reminded each year of the Program, every class of participants brings a unique lens to the course materials, and provides us the opportunity to delve more deeply into what we do as union activists.

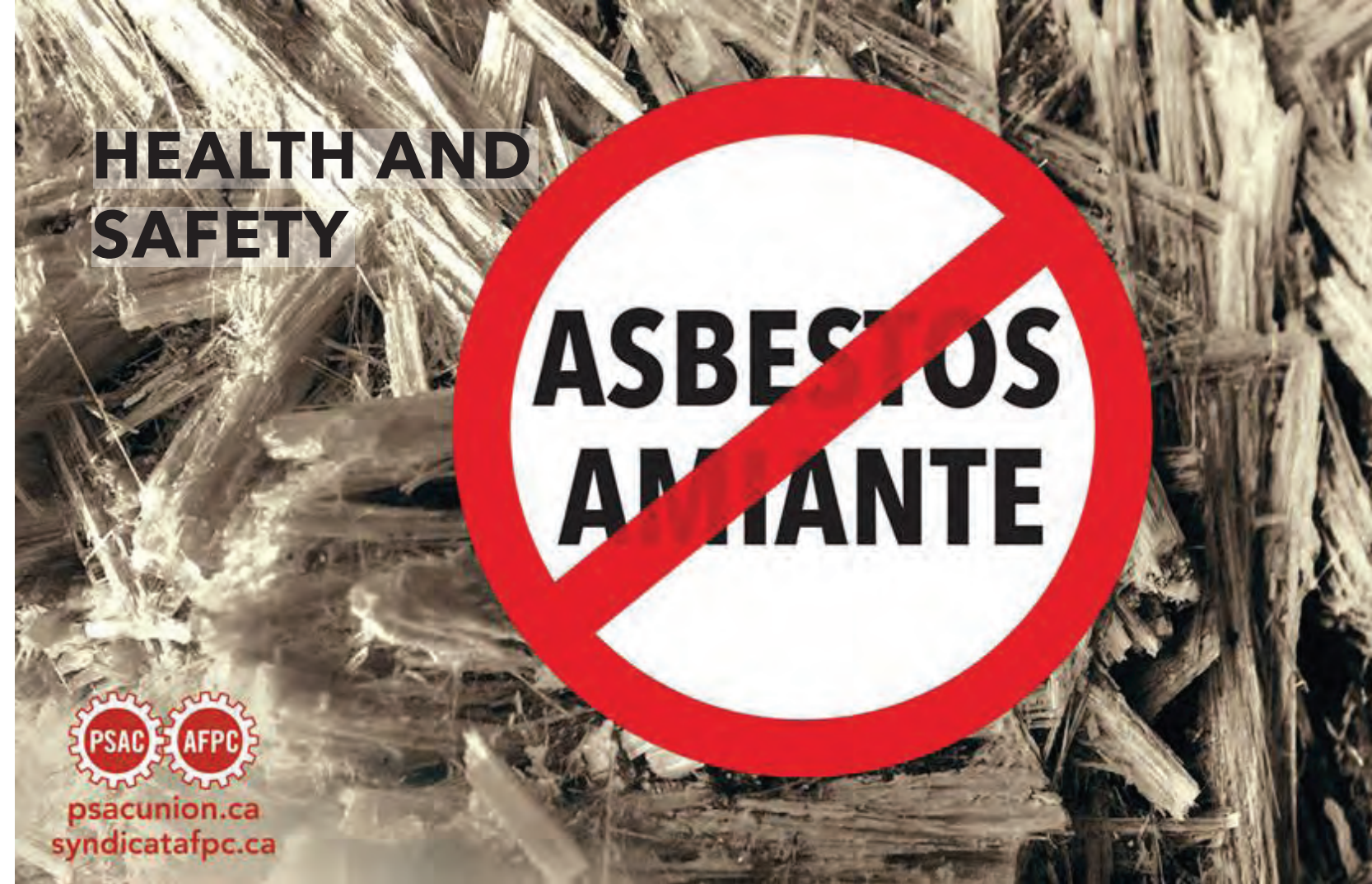
When the program concludes each year, the graduates emerge as strong new leaders for their respective Region. My congratulations goes out



to the graduates of West/North UDP 2015 and 2016. I also extend my best wishes to the 2017 class of West/North UPD who will be completing the program this fall. They should be very proud of their accomplishments.

**Education Survey**

As part of the regional education planning process for the 2016-2018 cycle, a survey was designed for PSAC members in B.C. with the assistance of the B.C. Regional Council Education Committee. The survey solicited member input on the scheduling of courses, the types of courses offered, course format and the communication of education opportunities. The survey was emailed out to approximately 570 members. Ninety-two members completed the survey and their feedback will help us continue to improve upon the great education opportunities we have for PSAC members in B.C.



As you're likely aware, health and safety has played a huge role in my entire work life. So it should come as no surprise that I have continued to be heavily involved in health and safety over the last three years. As part of my role on the AEC, I chaired of the NBoD's Standing Committee on Occupational Health and Safety. I also chaired the BCFED's Standing Committee on Occupational Health and Safety. Needless to say, I strongly believe that unions play a vital role in providing the education and resources necessary to participate in health and safety at the workplace to prevent injury, illness, disease and death.



**CLC Symposium on Health & Safety**

In November 2014, the CLC cosponsored a symposium in Toronto on mental health and safety in the workplace. I attended the meeting along with representatives from several federal unions and employers in the transportation and communications sector.

The focus of the symposium was to engage in thoughtful dialogue on practical ways and best practices to improve the psychological well-being of employees in the workplace from both the unions' and employers' perspectives. The symposium was an excellent opportunity for labour, employers and government to come together to address matters that are important to all working Canadians, and discuss practical solutions for issues in the workplace.

### Golden Tree Monument Unveiling

After many years in the making, on October 3, 2015 the Golden Tree Monument was unveiled in its permanent home in the Friendship Garden in Abbotsford, B.C. Motivation for the monument began after three farm workers were killed in a tragic accident while on their way to work in 2007. The women were packed into a poorly maintained and unsafe work van along with fourteen other farm workers.

The BC Federation of Labour and the PSAC B.C. Region were strong supporters for the establishment of this monument and provided the financial support for its establishment. We also called for the province-wide review that stemmed from these senseless deaths.

The Golden Tree will stand as a fitting legacy to Sarbjit Kaur Sidhu, Amarjit Kaur Bal, and Sukhvinder Kaur Punia. It will also serve as a monument to all farm workers, recognizing the important work they do for our communities, and as a powerful reminder of the consequences of unsafe work.



### Regional Health & Safety Conference

The PSAC B.C. Regional Health and Safety Conference took place November 14-15, 2015 in Richmond under the theme, “When crazy stuff happens, are we safe at work?” With sixty participants in attendance, the conference objective was to create a forum for Health and Safety activists to discuss current health and safety issues, including violence and bullying awareness, mental health in the workplace, regressive labour laws like

Bill C-4, improving return to work outcomes, and health and safety fundamentals.

### National Health & Safety Conference

The National Health and Safety Conference took place a year later in Montreal under the theme, “Shaping a new culture for our health and safety.” As the Chair of the NBoD’s Standing Committee on Occupational Health and Safety, I chaired the Conference and witnessed some great debate on emerging issues within workplace health and safety,

including workplace and domestic violence. On the last day of the conference regional caucuses were held. In the B.C. caucus attendees set the Region’s priorities, including a commitment by attendees to participate regularly in the Region’s B.C. Region Union Safety and Health (BRUSH) Committee.

### Health & Safety Policy Forum

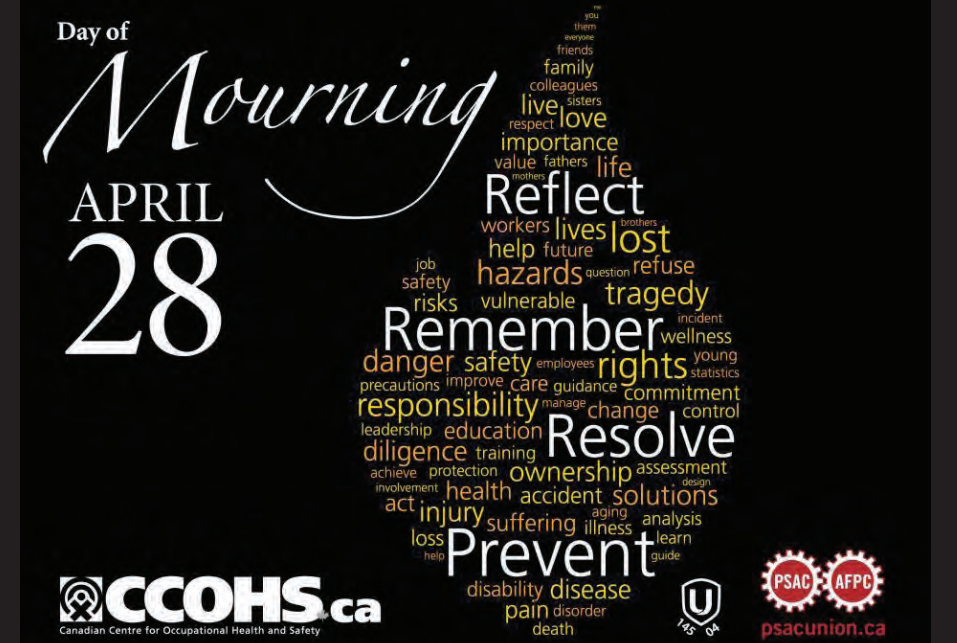
The PSAC’s second National Health and Safety Policy Committee Forum was held from February 11-12, 2017 at the PSAC national office in

Ottawa. Designed specifically for union representatives that sit on a National Policy Health and Safety Committee that fall under the Canada Labour Code, the 1.5-day forum focused on practical skills to be used in assessing psychosocial hazards. Participants increased their proficiency in using big data sets, such as the Guarding Minds at Work surveys and PSES (Public Service Employee Survey) to identify the presence of any of the fourteen Psychosocial Factors, that impact employees’

psychological responses to work and work conditions, potentially affecting workers’ mental health and causing psychological health problems. The required pre-reading and advanced skill-based focus of the National Health and Safety Forum was extremely effective at raising the practical abilities of our policy committee members, encouraging lateral communication within and between Components as well as strengthening the backbone of occupational Health and Safety, our National Policy Committees.

### Day of Mourning

On April 28, 2017, the BC Federation of Labour held their annual observance of the National Day of Mourning at the Legislature in Victoria. I attended the event along with a number of PSAC members from the Greater Victoria Area. This year marked the 100th year since the Workers’ Compensation Board was established (now known as WorkSafe). To mark the anniversary, we carried one hundred caskets in the march, symbolizing the 100 years of injuries and worker



fatalities on the job. It was a somber occasion that I will not soon forget. My hope is that the National Day of Mourning will serve

as an important reminder to employers, government and all workers to establish safe working conditions for everyone everywhere.

# CONFERENCES AND CONVENTIONS



## Regional Racially Visible Conference

The Regional Racially Visible Conference took place May 13-15, 2016 in Burnaby. The conference included 35 participants and included a great lineup of speakers. The keynote speaker was Marie Clarke Walker, Executive Vice President of the CLC, who provided a national lens to the history of racism in Canada and the labour movement's involvement. The conference also included three workshops: two were developed nationally and the third was a regional workshop that had been customized based on

member survey responses. The regional workshop focused on employment equity in the members' workplace, union and community. By all accounts the inaugural B.C. Racially Visible Conference was a huge success.

## Regional Women's Conference

On September 23-25, 2016 the B.C. Regional Women's Conference was held in Richmond. Over 40 sisters came together to discuss ways to strengthen the PSAC women's program at the regional level, discussed the impact of domestic violence

in our communities and our workplaces, identified ways to support PSAC's pan-Canadian campaign on childcare, and mobilized to create social change. The agenda also included a keynote address from Alberta MLA and former PSAC REVP for the NCR Maria Fitzpatrick, who shared her personal experience with domestic violence. On the Sunday of the conference, the delegates participated in resolutions debate, which resulted in six resolutions moving forward to the National Equity Conferences and the B.C. Regional Triennial Convention.

I had the opportunity to attend portions of the conference, and found it to be very eye-opening. While many sisters in our union take on the issue of violence against women, I must assert that it is not a women's issue; it is everyone's issue. As a husband, a brother, and as a son, I believe that every person must play a role in breaking the silence on violence against women and do their part to end it.

## Regional Young Workers Conference

I was very pleased to be able to address the second PSAC B.C. Regional Young Workers Conference, held November 26-27 2016 in Vancouver. As you may recall, B.C. was the first region to establish a constitutionally recognized

young workers committee and I'm particularly proud of our young activists. These members have taken on an important, emerging role in the union, both in B.C. and at the national level. Their work in the union continues to lead us forward and grow our union for the better.

The conference agenda included a number of great speakers, including Brother Carl Gannon who spoke to the members about his experience as a young worker in a nationally elected position. Also present at the Conference were representatives from Check Your Head and Generation Squeeze. These organizations were brought in to talk to participants about social issues that young people face and systemic generational

inequality in Canada. Through their discussions, participants talked about what young workers and the union can do to bring awareness to these issues and lessen the pressures on Canada's young people and their families.

## PSAC 2015 National Triennial Convention

In April 2015, PSAC activists from coast to coast to coast met in Quebec City for the 17th PSAC National Triennial Convention. The B.C. caucus numbered approximately 70 members, all of whom were active and vocal on the floor. Together, the B.C. delegates were able to effect the change they wanted to see and advocated strongly for issues that will impact the Region. I am proud of every one of them.

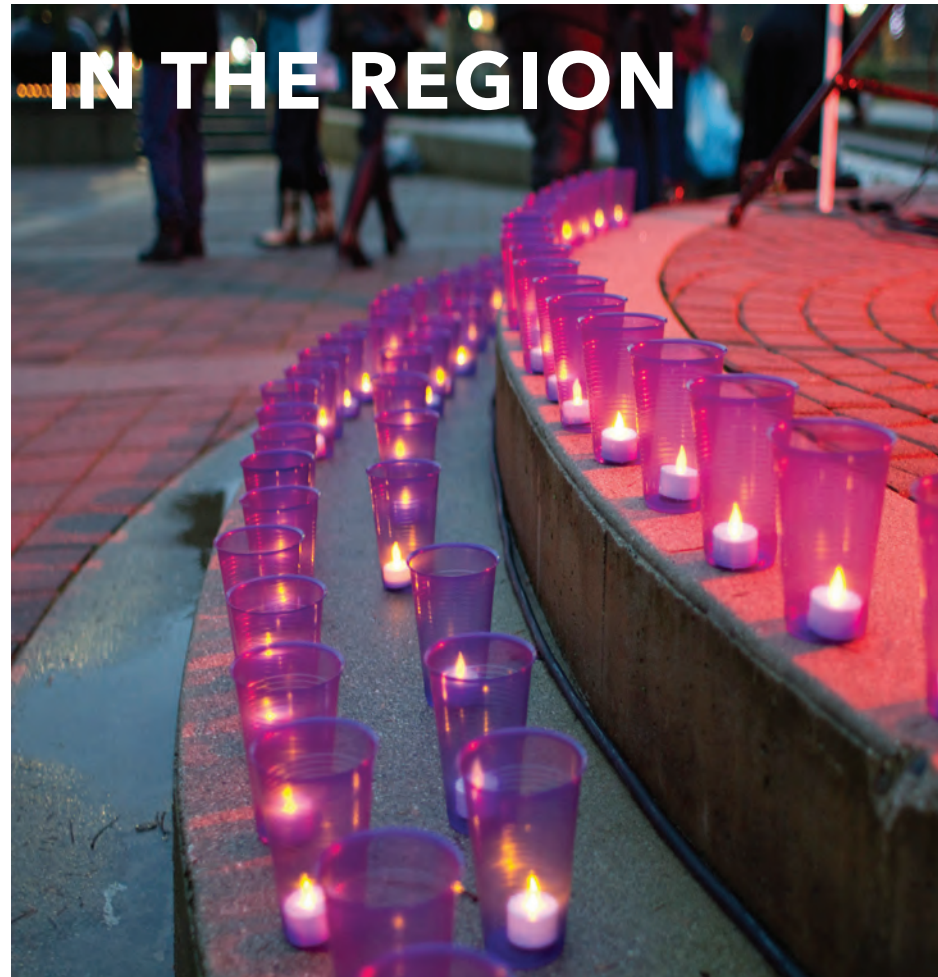
As I stated on the floor of Convention, the 2015 PSAC National Triennial Convention marked my last as a delegate. Already I know that I will miss the debate on convention floor and the camaraderie between members. However, I also know the great work of this union will carry on for years to come, especially under the strong leadership of the activists who were in Quebec City.



PSAC National Equity Conferences

Over 500 members from five equity groups and their allies gathered in Toronto to attend the National Equity Conferences (NEC) this past March. Under the theme “Equality at Work,” the NEC aimed to raise awareness and deepen knowledge around issues of discrimination and equality. I attended the five-day NEC, which was a very eye-opening experience, particularly in today’s difficult global climate.

With the rise of right-wing movements in North American and Europe, it’s more important than ever that we band together to speak up and speak out against discrimination and oppression. Be it racism, misogyny, homophobia, transphobia, ableism or xenophobia; hate should have no place in our world. And we must work together, equity members and allies, to fight for equality and give rise to hope, love, and optimism. The work initiated at the 2017 NEC has planted the seeds that will continue to sprout and grow in the B.C. Region, nurturing hope and engagement within the greater PSAC membership and within our communities.



December 6th Ceremonies

Every December, members from across the Region take part in December 6th ceremonies to commemorate the anniversary of the 1989 École Polytechnique massacre in Montreal. B.C.’s Regional Women’s Committees have taken the lead on organizing a number of the ceremonies that the PSAC members attend. Currently there are three different annual events that are put on by PSAC B.C. members: one in Surrey, one in Victoria and one in Abbotsford.

With regard to ceremonies organized by the Victoria Regional Women’s Committee, during this last cycle the Committee worked tirelessly to erect a permanent monument in Victoria to recognize the National Day of Remembrance and Action on Violence Against Women in Canada and to commemorate the 25th anniversary of the massacre in 2014. As part of the Committee’s plans, they invited Laurent Haviernick to come and speak at the anniversary vigil. Laurent’s

28-year old sister, Maud, was killed in Montreal on December 6 1989 and he was there to represent the families who lost loved ones that day. I also attended the vigil along with PSAC National President Robyn Benson. Together we saw firsthand how the Committee was able to bring the monument and ceremony from concept to fruition through much hard work and dedication. I’d like to congratulate the members of the Committee on a job well done! I’d also like to acknowledge the hard work of Sister Virginia Vaillancourt who was instrumental in the planning and execution of the monument. This is something that both the Committee and Virginia should be very proud of and they will be able to reflect on every December 6th.

Kitsilano Base Reopened and Enhanced

In early August 2016, the long-awaited formal re-opening of Kitsilano Coast Guard Base took place with the Minister of Fisheries, Oceans and the Canadian Coast Guard visiting the base. During his visit, Minister LeBlanc also confirmed that the Government will be expanding the Base to include emergency environmental

responses and emergency responses training.

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

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



PSAC 50th Anniversary Celebrations in the Region

November 2016 marked the 50th anniversary of the founding convention of the Public Service Alliance of Canada. To mark the 50th anniversary of the PSAC in the B.C. Region, we embarked on organizing two separate evening events that would allow members and staff (both current and retired) to come together to reflect on our history as a union, how far we’ve come and how far we still strive to go.

The first event was held in October in Victoria in conjunction with the B.C. Regional Council meeting. The second event took place in Vancouver during the BC Federation of Labour Convention in late November. Both events were well attended, and I believe members appreciated the opportunities to gather together to connect with our union and our history.



### Sacred Water Ceremony

On International Human Rights Day in 2016 I joined members of local First Nations and the PSAC at a Sacred Water Ceremony on the territory known as Lekwungen of Songhees & Esquimalt First Nations. The event was organized by members of the Vancouver Island Human Rights Committee as well as the PSAC's National Aboriginal Peoples Circle (NAPC). The aim of the Water Ceremony was to raise awareness about the need for safe drinking water in First Nations communities and to remind the Liberal government of their pledge to end boil-water advisories on First Nations reserves within the next five years.

### Sad Goodbyes

Over the last three years, we lost some instrumental individuals who helped shape the B.C. Region into what it is today. They will be forever remembered by the members of the B.C. Region, their friends, colleagues and loved ones.

In particular, I'd like to give special mention to retired PSAC Regional Representative Regina Brennan. This past

December, Regina passed away surrounded by her loved ones. As many of you will know, Regina started her working life as union activist and PSAC member at Canada Post Corporation and began her career at PSAC in 1991 as a Regional Representative in the Vancouver Regional Office. Regina was a strong advocate for workers and an inspiration to both members and staff in B.C. and across the country. Regina's passion for social justice, her love of music and labour history and her dedication to defending the rights of workers will not be forgotten, and she will be missed by all who knew her.



I'd also like to acknowledge the loss of PSAC B.C. activist and former UPCE National Executive Officer Sharon Tieman. Sister Sharon Tieman passed away on March 30, 2017. She was a mentor and friend to many of our members in the B.C. Region. Sharon was also an active and valued member of the Vancouver and District Area Council, serving as the treasurer for many years. Sharon will be remembered for her kind smile, open heart, and spirit of inclusiveness for all Union members and their communities.

## REGIONAL NEGOTIATIONS



Over the last three years, collective bargaining continues to be challenging both at the national and regional levels. Despite our struggles with employers at the bargaining table, we have still managed to negotiate successful contracts for our regional units, albeit at the eleventh hour for several groups. Having seen the support and mobilization efforts from our members, I'm confident that much of our bargaining success could not have been realized without the solidarity shown by members.

### First Nations Health Authority DCL 22000

There is one regional unit that warrants some individual attention in this report.

In July 2015, representatives from the First Nations Health Authority (FNHA), PIPSC, and PSAC (DCL 22000) gathered to sign their first collective agreement together after more than two years of negotiations. This DCL was

established when workers at Health Canada were transferred to the FNHA in B.C. The bargaining process for this new unit was challenging from the start; however, through perseverance an historic agreement was achieved.

In keeping with the FNHA's approach and wellness philosophy based on First Nations teachings, the new collective agreements and their negotiations incorporated unprecedented inclusion of First Nations perspectives, values and sensibilities within their terms. This agreement demonstrates that recognition of First Nation sovereignty is compatible with fair collective bargaining. We are proud to support both progressive change in First Nations health care delivery and the workers who deliver those services, and we look forward to working collaboratively to achieve improved First Nations health outcomes.

# NATIONAL



## Treasury Board and Agency Bargaining

Treasury Board (TB) bargaining consumed a tremendous amount of time and resources at the national level. Spanning nearly the entire cycle, TB Bargaining was one of the key priorities for the PSAC over the last three years. At the heart of the negotiations was a battle to protect our members' sick leave.

In the 2014 federal budget, the Conservative government announced that it planned to eliminate the existing sick leave provisions for federal public service workers, whether or not an agreement

was reached at the bargaining table. PSAC members immediately responded. We were adamant that we would not give up our sick leave and that members should not have to choose between going to work sick or losing pay.

After Justin Trudeau defeated Stephen Harper in the federal election, we had hoped for a more cooperative bargaining process. But these hopes were soon dashed when the Liberals came to the table with the same Conservative concessions and short term disability program. In response, the PSAC launched a series of radio and print ads across the country, calling on the Prime Minister to make

good on his word and respect public service workers.

As a result of the PSAC pressure, the Liberal government backed down from their position on sick leave and we were able to come to tentative agreements at four of the five TB tables in early 2017. The tentative agreements for the PA, EB, TC and SV Groups initiated the nation-wide ratification process for many PSAC members. Beginning February 27, bargaining team members and B.C. regional staff undertook the huge process of conducting ratification vote meetings across the province. For six weeks, team members and

staff travelled all over B.C., meeting with members to explain the terms of the new agreements and administrative voting. I attended several the meetings and saw firsthand how much work went into the ratification process. I extend my thanks to staff and bargaining teams for all their efforts. Following the successful ratification of the agreements, B.C. regional staff held a debrief session in May to assess how the processes may need to be adjusted for future rounds. It's hard to believe that the next round to TB bargaining is already approaching as the new agreements for the TC, SV, EB and PA groups are set to expire in mid 2018.

At the time of this writing, the FB Group is still without an agreement as are Parks, CFIA, and SSO. The agreement UTE achieved with CRA in October 2016 has already expired. I am hopeful that the Liberal government will do the right thing and get back to the table and negotiate in good faith for all of the remaining national units. All our members deserve a fair agreement that respects their working conditions and their sick leave.

# FIX PHOENIX PAY SYSTEM

More than a year after its full scale launch, the Phoenix pay system is still not working. Thousands of public service workers have been paid incorrectly or not at all. Many more worry every pay day if they will be the next victim of the Phoenix debacle. It is also putting excessive stress on the employees who process pay under the new system.

As the Phoenix pay system disaster continues to play out over the months and now years, we need to continue to put pressure on this government to fix the problem, pay our members properly, and give us the respect we deserve. In 2015 the Liberal government pledged they would respect public services and the people who deliver them. To date they have failed to do so, and we don't appear to be any closer to a resolution to the Phoenix

## #FixPhoenix PSAC - Fighting for Justice

- We successfully fought to compensate workers for Phoenix related costs
- We're taking the government to court
- We took the issue directly to Judy Foote, Minister responsible for Phoenix
- We're advocating for Miramichi workers caught in the nightmare
- We filed a complaint about privacy breaches
- We're exposing the extent of the crisis by telling our members' stories

fiasco. In fact, the Liberal government has even given up on setting a target date to fix Phoenix.

The Liberal government recently announced the creation of a ministerial working group, but we still have no timelines on when the problems will be solved. More concrete action is needed to fix the system problems, and the federal government needs to spend whatever money is needed to fix Phoenix. However, in the 2017 budget the federal government failed to address the problem. We must continue to work to ensure that this government makes fixing Phoenix as a priority.

Nonetheless, the PSAC is committed to helping our members who have been



affected. On October 31, 2016 PSAC members across the country stood in solidarity, demonstrating that they are being 'haunted' by the Phoenix pay system failure. Armed with Halloween-themed picket signs, candy, and costumes; members voiced their dissatisfaction with the government's inaction on Phoenix. Members also used this opportunity to show their support for members in financial difficult positions as a result of the failed pay system.

I want to thank the members who have been active on this issue, both online and in their workplaces. Together we will see this matter through and ensure that our members are paid for the work they perform. Our government may not show our members the respect they deserve, but we will!

**#FixPhoenix**



**Strategic Plan**

Following the 2015 PSAC National Triennial Convention, the NBoD discussed the PSAC's strategic goals, priorities and plan for the next three years. In December 2015, the NBoD held a strategic planning session that took into account the discussions at the PSAC National Triennial Convention, deliberations of NBoD Committees, as well as the current political and economic climate. From that session a plan was drafted that was subsequently approved at the February 2016 NBoD meeting.

The plan, while ambitious, acknowledges that the PSAC must now shift to the offensive and take advantage of this current opportunity for change under the new Liberal government, recover lost ground and make real gains: for our members and for all workers. Most importantly, it calls for increased participation and engagement by all members in all aspects of the PSAC. The plan will not be easy to achieve, but it is attainable with the commitment, hard work and support of all PSAC members. I call on all members to pledge their support to the plan and the work ahead of us.

Now that we are half way through the term of the plan, we can see some of its successes already as evidenced by our collective achievements at bargaining tables, in Ottawa, and in our workplaces. For the last three years PSAC members from coast to coast to coast worked collectively to fight against the attacks on public services, our collective agreements and our labour rights. Through that fight we have become a stronger union. Together we will continue to use this strength to accomplish the remaining goals in our strategic plan and build an ever greater PSAC.

## NATIONAL AND REGIONAL STAFF

My report would not be complete without acknowledging a very special group of people who work tirelessly for the members of the PSAC. The PSAC relies heavily on the incredible work of our dedicated and passionate staff. At times, PSAC employees work with arm-in-arm with members at the bargaining table, at mobilization events or in boardrooms, attending meetings or facilitating courses. However, many PSAC employees work behind

the scenes, supporting our initiatives in a variety of way: preparing and shipping materials, processing member expense claims, administering membership records or simply ensuring that the union's bills are paid on time. Seen or unseen, the regional and national staff of the PSAC are a vital part of our organization. They support us every step of way, bringing their expertise, energy and enthusiasm to a wide-range of activities. Without the support of

the PSAC staff we would not be able to advance our agenda and achieve our many proud accomplishments.

On behalf of the membership of the B.C. Region, I extend my heartfelt thanks to the PSAC staff for their enormous contribution and for all the assistance they have provided to me, the B.C. Regional Council and all the PSAC members across the country.



## CLOSING REMARKS

It has been an honour and a privilege to serve as the REVP for the B.C. Region for two consecutive terms. When I first accepted this role in 2011, I knew there would be a considerable learning curve. Even with many years of experience, I continue to grow as a union activist. Much of this growth is attributed to you, the members of the B.C. Region.

Over my six years as your REVP, I've had the great fortune to meet members from across the Region, to hear your stories, and to see you in your workplaces. This experience has helped me gain a better understanding of the challenges facing the members in our diverse Region. When representing the Region at the AEC and at the National Board of Directors, I have always tried to convey your thoughts, your ideas, and your concerns that I heard directly from you, the members. Your wisdom and insight inevitably brought – and will continue to bring – an innovative and important perspective to the PSAC.

I am constantly in awe of the strength and perseverance of our membership. You have never shied away from an opportunity to

take action and speak up for the rights of our members and for the rights and freedoms that all people should enjoy.

Just as I began this report, I would like to conclude by thanking the members of the Region. To every member who attended a union meeting, volunteered at community outreach event, went door-knocking during an election, participated in a PSAC course, cheered at a rally, sat on a bargaining team, or simply spoke with another member about the importance of being engaged; THANK YOU. Together, it is you who make our union strong. Please know that your union needs your voice and your energy as we move forward into our next twenty years as a Region and beyond. Solidarity Forever, my friends.

Respectfully submitted,

Bob Jackson  
Regional Executive Vice-President

