

Political Action and Campaigns

Uncover the Costs Campaign

In November UNDE and the PSAC launched a national campaign against the contracting out of public service jobs on Canadian military bases. The campaign was launched in concert with the release of a [report](#) issued by the Component and PSAC, which uncovers the true costs of privatization: not only does contracting out at Canadian military bases invariably cost more, but it also provides poorer quality services, leaving our Armed Forces vulnerable.



To support the campaign in the BC Region, we organized a webinar with UNDE elected Officers for January 14 where members were able to learn more about the findings of the *Uncover the Costs* report, discuss next steps, and find out how to get involved in the campaign to end privatization in the Department of National Defence (DND).

Our campaign plans had also included a Burma shave activity on January 12. However, this piece of the campaign had to be postponed in light of the current public health restrictions on gatherings. In the interim, we have produced lawn signs with the campaign messaging that members can display at their homes to support campaign and the [online petition](#) that calls on DND and the federal government to stop paying more to get less.

SOS: Supporting Our Sisters

As part of the 16 Days of Activism to End Gender-Based Violence, the PSAC BC Vancouver Regional Women's Committee launched the [SOS: Supporting Our Sisters campaign](#), designed to assist women who are facing homelessness or require support through transition houses.

Committee members gathered donations themselves and through their community networks and Locals (special thanks to Local 20937) and delivered them to women's organizations in North Vancouver, Abbotsford, Surrey, and Vancouver's Downtown East Side.

The Northeast Regional Women's Committee conducted a similar campaign during the holidays where they assembled care kits for women and their families in two cities: Prince George and Prince Rupert.

As in past years, they gathered critical items for local organizations that will certainly be put to

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good use. While organizing and distributing the kits looked a bit different this year, the hard work and dedication of these women and their supporters remains steadfast!

BC Provincial Election

In October, BC held a provincial election. As a result of the pandemic, this election was unlike any other in recent memory for BC. Over half a million mail-in ballots were received and over six hundred thousand votes were cast during advance polling!



I'd like to acknowledge the hard work of PSAC members in getting out and supporting the new progressive majority government that was elected. It is a new and exciting time for British Columbians. With the previous minority BC NDP government, some progressive changes were made. Now that BC has a stable majority government and they are unfettered by their former agreement with the BC Green Party, we can expect to see a government that truly stands for British Columbians and

for working people. The pressure is now on the BC NDP to take bold steps over the next four years that will bring about positive change for people in BC.

BCFED FUTURE FOR ALL CAMPAIGN

The BCFED and its Affiliates have been focused on BC's economic restart plan with an eye to ensure the government's plan



recognizes the importance of well-funded public services including health care, seniors care and quality child care; the need for safe working conditions for all workers; and the necessity for building more inclusive communities. This pandemic has exposed how deep and wide the gaps in our province are, and how many people have been left out or sold short in BC's economy. Now is the time to address these inequities as we rebuild our province in this 'new normal'.

To this end, the BCFED launched their [Future For All campaign](#), which calls on British Columbians to mobilize around a simple, powerful idea: Instead of just going back to what we had before, BC's economic recovery is an historic opportunity to build something better and fairer. Now is the time to make the right decisions and address the systemic inequities that have been magnified in this pandemic.

Solidarity with Farmers, Labour Activists and Workers in India

As Regional Council members will know, in December we voted on and agreed to take a position in favour of the farmers, labour activists and workers in India who are leading the world's largest protest in response to new, draconian agricultural laws that were proposed by the Indian government. The proposed laws will deregulate agricultural markets and effectively undermine the livelihoods of Indian farmers, opening them up to exploitation by large corporations.

The Regional Council unequivocally asserted that this situation cannot be shouldered alone by those directly impacted in India. This must be a shared struggle, invoking international solidarity to ensure that any policies that undermine working people—be they in Canada or abroad—are actively and unreservedly opposed.

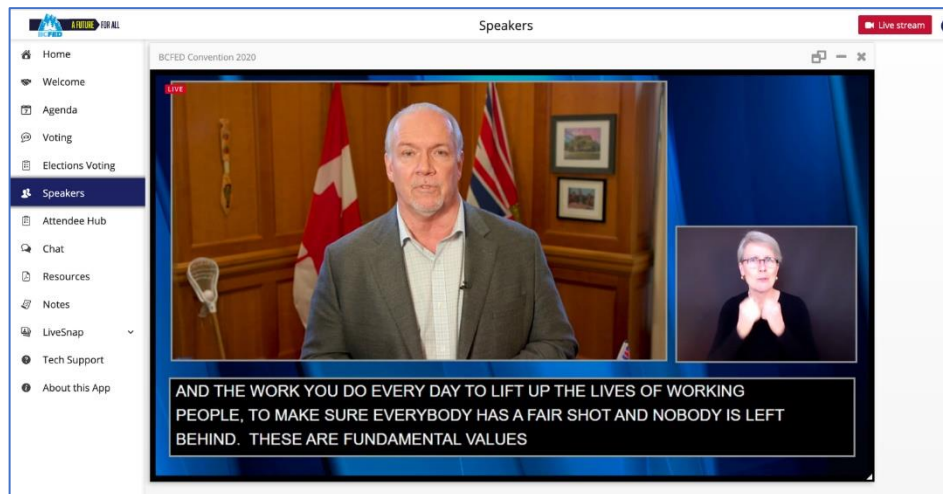
A copy of the Regional Council's statement is [posted on the PSAC BC regional website](#).

Building Alliances and Supporting the Labour Community

BC Federation of Labour and Affiliates

The BCFED and the Affiliates continue to meet regularly to discuss the pandemic impacts on workers in BC. Along with these discussions, we continue to speak with government officials on how to best navigate this situation with COVID-19. This is especially important for workers and Affiliates who have been disproportionately affected by layoffs and job loss, including our friends, sisters and brothers at UniteHere, IATSE, and CUPE.

BC Federation of Labour Convention



The BC Federation of Labour (BCFED) held its 59th constitutional convention on November 25th and 26th with an orientation session and equity caucuses on November 24th. The Convention was historic in that it was the first ever virtual

convention for the BCFED. Given the decision to conduct the convention virtually, the convention schedule was abbreviated and there wasn't a lot of time for resolutions on the agenda. Despite it being a different kind of convention, delegates did manage to get through eleven resolutions and acclaimed incumbents President Laird Cronk and Secretary-Treasurer Sussanne Skidmore. DLC and Equity representatives were also elected to the BCFED Executive Council.

Thirty-one PSAC members participated as delegates and two PSAC staff sat in to observe the virtual format. Because the BCFED used the ChimeLive platform to conduct their convention, which is the proposed platform for 2021 PSAC regional conventions, we surveyed our delegates and staff after the convention to gather feedback on their virtual convention experience. On the whole, the delegates found the ChimeLive platform user-friendly, though they missed the social aspect conventions traditionally provide. The majority commented that they would have liked more time on the agenda for resolutions debate and discussion, and those who experienced technical issues were almost all using mobile devices. It's hoped that this virtual convention experience will help better prepare our Region for our virtual convention this May.

Regional Negotiations

BWXT Isotope Technologies

The parties met on November 24, where the employer put a significant number of concessions on the table - roll backs to the overtime compensatory leave bank; vacation leave; the pension plan; acting pay and some premiums. The team is at the table again in January and it is expected monetary proposals will be exchanged at that time.

IMP Comox

After filing for binding arbitration in 2019 and the bargaining team presenting their case at a virtual hearing on November 12 and 13, 2020, the Arbitrator rendered their decision on November 30, 2020 in the Union's favour. The ruling included a fair wage increase, improvements in key areas and no concessions. The new collective agreement expires June 30, 2023.



The Arbitrator's ruling also included protection from involuntary deployments – language in the new collective agreement states that members cannot be involuntarily sent to another base of operation for more than three weeks. This is significant insofar as the Arbitrator later issued a supplementary award in early 2021 on this point when the Employer attempted to limit the scope of the language to the three "Main Operating Bases" rather than any other IMP operating base, inclusive of longer term semi-permanent sites serviced by IMP.

The result of the team's efforts at the table is a strong award that provides members with many deserved improvements in their working conditions, and I thank the bargaining team for their hard work and determination throughout this protracted process.

CMHC Granville Island

The bargaining team met with the Employer in December and have additional dates scheduled at the end of January.

First Nations Health Authority

After delays caused by the pandemic as well as the Employer's unwillingness to commit to meeting dates, bargaining for PSAC members at FNHA commenced in mid-December. At their December meeting, the Parties agreed in principle to how bargaining would proceed while current public health orders are in effect. In addition, the Employer agreed to additional bargaining dates on January 26 and February 4, 2021.

Seal Cove Commissionaires

There has been no movement with this group since my last report. The Employer is seeking significant rollbacks, so members are currently enjoying a statutory freeze. If they go to the table, they will face concessions.

Education

Union Education – Moving to An Online Platform

As members of the Regional Council are aware, PSAC regional education courses were suspended with the onset of the pandemic as the standard delivery model for our courses is in-person. Over the past few months staff have been busy working to adapt our traditional union education into online formats to ensure that members still have access to this important training.



This winter and spring, the BC Region will be offering the following courses via online webinar: *A New Collective Agreement: Now What? 4-Steps for Collective Agreement Interpretation*, *Talking Union Basics (TUB)*, *Grievance Handling (GH)*, as well as *Convention Procedures Q&A* given the upcoming regional and Component conventions later this year.

We had originally planned to offer the TUB and GH online courses earlier in 2021, but the original dates were unavoidably postponed as additional time was needed to prepare the materials and facilitator notes for the new online versions of the courses. [Please see the regional website](#) for the most up-to-date information regarding courses dates and registration information.

It's important to note that while the online format may be the new way of doing things for some time to come, it is not meant to replace full union education courses that we have traditionally provided to members.

Webinars

Given the success of the webinars the BC Region hosted over the spring and early summer months, we organized additional webinars in December that provided an overview of the changes to the *Canada Labour Code Part II* and the *Work Place Harassment and Violence Prevention Regulations*, which impact federally regulated workers across Canada. Recordings of these webinars have been [posted on the regional website along with the materials that were presented](#).

Member Engagement

PSAC BC Women's Survey

This fall, PSAC BC Regional Council Women's Coordinator Kelly Sidhu along with input from her Alternate and the BC Regional Women's Committee chairs, initiated a province-wide survey for self-identified PSAC women members in the Region. This survey aimed to capture and document the current challenges facing our women, particularly during the COVID-19 pandemic. Nearly 200 women had responded to the survey when the survey closed in early December.



Those who participated in the survey were entered into a draw to have \$200 donated to a women's rights organization in their name in their geographic area. We drew the name of a PSAC BC member from the Lower Mainland and the donation was made in her name to the Cytheria Transition House Society.

I'd like to extend my thanks to the survey respondents and the women involved in organizing the survey. The information gathered will be used to support members and capture women's perspectives going forward, especially within Region's Women's Program in 2021.

December 6 Vigil

On the 31st anniversary of the 1989 Montreal massacre and the National Day of Remembrance and Action on Violence Against Women, the Vancouver Island Regional Women's Committee hosted a virtual December 6th Memorial. The event was very well attended by over one hundred members and allies from across the province who participated. The event included a powerful and moving tribute to the victims of the 1989 tragedy, which has been [posted on our regional website](#).



As part of the memorial, the PSAC Vancouver Island Regional Women's Committee collected financial donations from members, Locals/Branches and the community, which were put towards local women's organizations in the Greater Victoria Area. In total the Committee raised \$3650 and donated \$1825 to both the Victoria Women's Transition House Society and the Victoria Sexual Assault Centre.

I'd like to thank the Vancouver Island RWC and the other members and staff who assisted with the organization of this event. They all helped ensure that this important day of remembrance was recognized in a fitting and moving way despite the ongoing pandemic.

Holiday Photo Contest

In the leadup to the holidays, we asked PSAC BC members to send us festive pictures of them with their holiday decorations and celebrations to liven the season and give us all a smile at the end of a long year. We posted the pictures on our social media channels along with a blurb about the great work our members do—whether from home or in the workplace—and entered everyone who submitted a photo into a draw from some PSAC swag.



Regional Activities

Young Workers Summit – Being Young and Leading Change

Prior to the onset of the pandemic, the Region had planned to host a Young Workers Summit in the fall of 2020. This event traditionally takes place every two years in B.C. and is organized by the PSAC BC Young Workers Coordinator along with the chairs of the PSAC BC Young Workers Committees. Unsurprisingly, the 2020 Summit had to be postponed and had to shift to a virtual event. This Young Workers Summit is now scheduled to take place January 29 and 30 via Zoom under the theme “Being Young and Leading Change.” The Summit objectives are to:

- Gather PSAC Young Workers in BC virtually to learn more about our union, including its work on young workers' issues from past to present;
- Provide an opportunity to hear from, share experiences and talk about challenges face by those in leadership positions who have mobilized around these issues;
- Gain skills and tools on how to effect change in our political landscape inside and outside of the union; and
- challenge participants to develop their own political action skills and empower them to bring these skills to their respective Young Worker Committees.

At the time of this writing, the Summit's organizing committee is hard at work finalizing the details for the Summit. I'm pleased to report that REVP Alex Silas has agreed to attend as a keynote speaker, and we look forward to welcoming him at the Summit. As in past years, I have every expectation that our Young Workers Summit will be a great event (virtual or otherwise) and I know that it will be an excellent opportunity for PSAC BC Young Workers to improve their level of activism in the Union and build their leadership in the workplace, in the union, and in our communities.

BC Regional Council Meetings

The BC Regional Council met via Zoom for a two-day meeting on October 28 and 29. This was the first full meeting of the Regional Council since the pandemic hit. While we weren't able to conduct a regular in-person meeting, the virtual meeting still afforded us the opportunity to conduct good discussions and debate on important issues affecting members in BC. Since March, we've also continued to conduct monthly Regional Council conference calls to ensure Council members are connected and apprised of union and COVID-19 related matters.



Our next Regional Council meeting is scheduled for January 27-28 and will again be conducted via Zoom. This meeting will be our last full meeting prior to the postponed PSAC BC Regional Convention taking place this May. However, we will also be meeting briefly in late March for some training from [Decolonizing Practices](#).

BC Regional Council Changes

Since my last report to the NBoD, there have been some additional changes on the BC Regional Council. In October, Northeast BC Coordinator Ron Hardy resigned from his position. As there were no further elected alternates or delegate remaining the Northeast BC caucus from the 2017 Regional Convention, the position will now go vacant until the position can be filled at the postponed PSAC BC Regional Convention. To ensure the constituency was represented at the Regional Council meeting this fall and at our next meeting, we invited the Northeast BC Area Council President to attend as an observer.

Following the October meeting there were three further resignations from the Regional Council as a result of job changes and competing personal commitments. LGBTQ2+ Coordinator Nia Gillies, Young Workers Coordinator James Brierley and Racially Visible Coordinator Stephen Torng resigned. We attempted to fill these vacancies through by-elections. However, unfortunately no candidates stepped forward to assume these roles. As a result, these three Regional Council positions will also be vacant until they are once again elected at the PSAC BC Regional Convention this May.

On behalf of the Region, I extend my thanks to Ron Hardy, Nia Gillies, James Brierley and Stephen Torng who will all be missed on the Regional Council. Each of these individuals were very active within their respective constituencies and served the BC Region well over the last three years.

National Officers Meetings

As provided in my last report, we've held regular conference calls with PSAC BC National Officers since the onset of the pandemic. These meetings have allowed us to share the virus impacts on members and their worksites, share information on risk-mitigation strategies employed by various employers and details of the regional implementation of Return-to-Worksite (RTW) plans. Initially we held these meetings every couple of weeks to ensure that we were sharing the latest and most useful information. However, now that the focus has shifted to a more interactive forum for National Officers to share common workplace issues and best practices, we are now holding the calls monthly.

Area Councils and Regional Committees Planning Meetings

As a follow up to our Area Councils and Regional Committee Summit held during the summer, the REVP Office hosted two planning meetings on November 9: one for the Region's Area Councils and a second for the Region's Women's Committees, Human Rights Committees, BRUSH Committee and Young Workers' Committees.

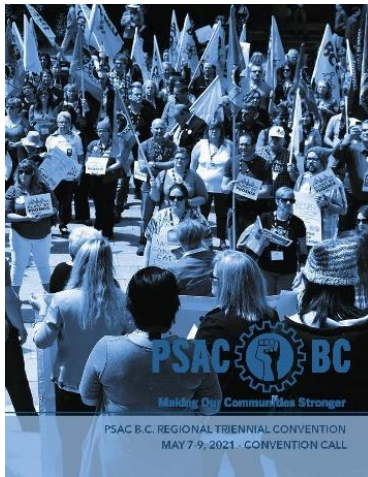
The purpose of the meetings was to provide an opportunity to discuss some unique and creative ways to engage the constituents of the Area Councils and Regional Committees over the coming year. Attendees also began talking about their plans for their AGMs and 2021 operating budgets. The meetings were conducted during the day and via Zoom. To facilitate the attendance of representatives from each of the Area Councils and Regional Committees in BC, the REVP Office provide some loss of salary reimbursement/LWP authorization for attendees. As a result, the meetings were attended by over 30 members and staff who had the opportunity to discuss plans for the balance of 2020 and into 2021.

PSAC BC Regional Convention

On November 27, the BC Region officially released the Convention call for the postponed PSAC BC Regional Convention, which is now scheduled to take place virtually on May 7-9, 2021.

The theme of our Convention, "Making Our Communities Stronger" celebrates the PSAC's strength, solidarity, and inclusiveness and acknowledges that by working together, we can make our communities stronger. While this theme was selected well in advance of COVID-19 and the events of 2020, this theme now seems more fitting than ever given the challenges faced by members, their families and our global community in recent months. Together, we

must tackle the issues before us, work collectively to prioritize the needs of workers and the needs of our communities, and ensure that the changes we bring forward are achieved through a lens of equity, solidarity and sustainability.



Throughout the months of December and January, the REVP BC Office worked with Component National Officers and Local Presidents in BC to confirm and register all delegates and observers to the postponed PSAC BC Regional Convention. Now that this work is largely complete, we have turned our attention to the work before our three resolutions committees. Our focus is on the new resolutions that were received during the new resolutions submission period and any applicable updates that may be required for their original committee reports to convention.

For the latest details on the postponed PSAC BC Regional Convention, [please see the PSAC BC regional website](#).

As we close out 2020 and begin 2021, it's hard not to reflect on where we are now and what we've been through as individuals, as a community and as a union. 2020 has not been an easy year. The pandemic touched every part of our lives in many profound ways and will continue to do so for some time. Thankfully, there is a light at the end of the tunnel now, but we all must continue to do our part to help stop the spread of the virus and protect those who are most vulnerable in our society.

Looking back on the past few months, I want to thank and acknowledge all the members and staff across the Regions who have worked hard—sometimes under very difficult circumstances—to help keep the country going in so many different ways. Despite the pandemic, our work as a union has continued on. This would not have been possible without the energy, activism and solidarity of PSAC members and our dedicated staff. As we move into 2021, we will continue to press forward as a union, ensuring that government at all levels does more to ensure the recovery doesn't leave anyone behind or come at the expense of others.

Finally, I want to conclude this report but noting that there will undoubtedly be more challenges ahead in 2021, including the potential for a federal election, and new issues will inevitably emerge in our workplaces and in our communities. However, I am confident that our membership will continue to be here for Canada and the public we serve.

Respectfully submitted,



Jamey Mills
Regional Executive Vice-President
Public Service Alliance of Canada, BC Region

ITINERARY HIGHLIGHTS –October 2020 to February 2021

Date(s)	Event	Location
October 2020		
October 1-2	On Annual Leave	
October 5	All PSAC Staff Meeting	Via MS Teams
October 5	AEC Meeting	Via Zoom
October 5	North Vancouver Island Area Council Meeting	Via Skype
October 6	NBoD Meeting	Via Skype
October 6	UTE Pacific Regional meeting	Via MS Teams
October 6	BCFED Executive Council Meeting	Via Zoom
October 7	CLC Winter School 2021 Planning Meeting	Via Zoom
October 7	Collective Bargaining Committee Meeting	Via MS Teams
October 7	Parks Ratification Vote Meeting	Via GoToWebinar
October 8	BCFED Executive Council Meeting	Via Zoom
October 8	Victoria Area Council Meeting	Via Skype
October 13	Parks Ratification Vote Meeting	Via GoToWebinar
October 14	CFIA Ratification Vote Meeting	Via GoToWebinar
October 15	Parks Ratification Vote Meeting	Via GoToWebinar
October 16	Parks Ratification Vote Meeting	Via GoToWebinar
October 19	AEC Meeting	Via Skype
October 19	West Fraser Valley Area Council Meeting	Via Zoom
October 20-22	NBoD Meeting	Via Skype
October 22	Vancouver Island Young Workers Committee Meeting	Via Skype
October 26	AEC Meeting	Via Zoom
October 27	PSAC BC National Officers Meeting	Via Skype
October 28-29	BC Regional Council Meeting	Via Zoom
November 2020		
November 2	Union Savings Bord of Directors Meeting	Via Zoom
November 3	NBoD Meeting	Via Zoom
November 3	FBEC Training Session	Via Zoom
November 4	Special AEC Update Meeting	Via Zoom
November 5	NBoD Presentation on Virtual Platform Option for Conventions	Via Zoom
November 5	BC Federation of Labour Officers Meeting	Via Zoom
November 7	Okanagan Area Council Meeting	Via Zoom
November 9	PSAC BC Area Council and Regional Committee Planning Calls	Via Zoom
November 9	UNDE Uncover the Costs campaign discussion	Via Zoom
November 13	Special AEC Meeting on Regional Conventions	Via Zoom
November 16	AEC Meeting	Via Zoom
November 16	Vancouver Island Human Rights Committee Meeting	Via Skype

November 17	NBoD Meeting	Via Zoom
November 18	UNDE Uncover the Costs campaign discussion	Via Zoom
November 18	Vancouver & District Area Council Meeting	Via Zoom
November 18	Northwest BC Area Council Meeting	Via Zoom
November 19	AEC Update on 2021 TB Bargaining	Via Zoom
November 23	AEC Meeting	Via Zoom
November 23	PSAC BC Regional Education Discussion	Via Zoom
November 23	Northeast BC Area Council Meeting	Via Skype
November 24	PSAC BC Caucus Meeting for BCFED Convention	Via Zoom
November 24	BC Federation of Labour Convention Orientation	Via Chime Live Platform
November 24	Victoria Area Council Meeting	Via Skype
November 25-26	BC Federation of Labour Convention	Via Chime Live Platform

December 2020

December 2	PSAC BC National Officers Meeting	Via Zoom
December 2	Northwest BC Area Council Meeting	Via Zoom
December 3	BC Federation of Labour Officers Meeting	Via Zoom
December 3	Mainland Haida Gwaii Young Workers Committee Meeting	Via Zoom
December 6	VIRWC December 6 Memorial	Via Zoom
December 7	AEC Meeting	Via Zoom
December 8	United Way CCLC Meeting	Via MS Teams
December 8	BC Regional Council Meeting	Via Zoom
December 9	"Uncover the Cuts" campaign meeting	Via MS Teams
December 10	FB Bargaining National Townhall Webinar	Via GoToWebinar
December 11	NBoD Meeting	Via Zoom
December 14	AEC Meeting	Via Zoom
December 15	NBoD Meeting	Via Zoom
December 16	Special AEC Meeting on Ratification Process	Via Zoom
December 16	FNHA/DCL 22000 AGM	Via Zoom

January 2021

January 5	AEC Meeting	Via Zoom
January 5	Meeting with VPER-Quebec on YWC	Via MS Teams
January 7	United Way Labour Cabinet Meeting	Via MS Teams
January 7	UCTE Local 20209 AGM	Via Zoom
January 11	AEC Meeting	Via Zoom
January 12	NBoD Meeting	Via Zoom
January 13	PSAC BC National Officers Meeting	Via Zoom
January 14	BC Federation of Labour Officers Meeting	Via Zoom
January 14	UNDE Uncover the Costs webinar	Via GoToWebinar

January 15	Okanagan Human Rights Committee AGM	Via Zoom
January 16	Okanagan Area Council AGM	Via Zoom
January 18	AEC Meeting	Via Zoom
January 19	REVPs meeting on Financial Reporting and Regional Conventions	Via Zoom
January 19	BCFED Virtual Workshop on Government Relations	Via Zoom
January 19	"A New Collective Agreement: Now What?" Online Course	ViaGoToWebinar
January 21	NBoD Environment Committee Meeting	Via MS Teams
January 21	Treasury Board 2021 Strategic Planning Meeting	Via Zoom
January 23	Southern Interior RWC AGM	Via Zoom
January 25	AEC Meeting	Via Zoom
January 25	BC Regional Council Education Committee Meeting	Via Zoom
January 26	FNHA/DCL 22000 Bargaining	Via Zoom
January 27-28	BC Regional Council Meeting	Via Zoom
January 29-30	PSAC BC Young Workers Summit	Via Zoom
January 30	CEIU Regional Bargaining Conference	Virtual
January 30	North Vancouver Island Area Council AGM	Via Zoom