



**REPORT OF THE REGIONAL EXECUTIVE VICE-PRESIDENT – BC REGION
TO THE PSAC NATIONAL BOARD OF DIRECTORS
September 2019 to January 2020**

Political Action and Campaigns

Global Climate Strike

On September 27, staff from the PSAC Vancouver Regional Office and the REVP Office (along with nearly 100,000 others) joined the global climate strike in Vancouver. As you’re likely aware, global climate strikes have been organized to bring greater attention to the current climate crisis and to call on political leaders to take ambitious action against climate change.

While I wasn’t able to attend the strike with staff due to a scheduling conflict, I applaud their participation in this much needed global show of solidarity that will (hopefully) bring about the necessary environmental changes we so desperately need.

Orange Shirt Day



Staff in the Vancouver Regional Office and REVP Office participated in Orange Shirt Day on September 30. The Day is intended to raise awareness of Canada's legacy of residential schools, to honour the healing journey of residential school survivors and their families, and to recommit to the ongoing process of true reconciliation with the Indigenous Peoples of Canada. Every child matters.

Red Dress Day – Sisters In Spirit

Each year on October 4 communities across Canada come together to honour the lives of missing and murdered Indigenous women and girls (MMIWG) through Sisters In Spirit Vigils. This year, PSAC BC members and staff wore red dresses on October 4 to honour the lives of these sisters, daughters, mothers and grandmothers who were tragically taken too soon. They also called on all political parties to ensure that Indigenous women and girls and their families get the justice they deserve.

A month earlier, the attendees of the PSAC BC Regional Women’s Conference took time during the conference agenda to recognize and honour MMIWG by wearing red as well.



Participants also brought and held red dresses on hangers to symbolize the women and girls. It was great to see the Region partake in these activities as the Red Dress campaign is an important part of reconciliation.

Labour Day

In partnership with the BC Federation of Labour, the PSAC BC participated and organized numerous Labour Day events across the Region including events in Vancouver, Kelowna, Abbotsford, and Victoria. These events were a great opportunity to engage other unions and the public in conversations around Phoenix, Treasury Board bargaining, our work, and the federal election. I attended the Labour Day event at Jack Poole Plaza in Vancouver along with members of the Vancouver & District Area Council and some other familiar faces.



Feminine Hygiene and Basics Bag Campaign



The PSAC Vancouver Regional Women's Committee held a collection drive this year called the FH&B Campaign (Feminine Hygiene and Basics Bag). The aim of the campaign was to collect feminine hygiene products and toiletry items for disadvantaged women in the Lower Mainland. *Lookout Housing and Health Society* was chosen as the recipient for their collection efforts.

The Committee assembled over 100 bags and had enough supplies leftover for the organization to assemble dozens more. The Committee delivered the bags to the *Lookout Housing* shortly before the holidays where they were very much appreciated. I'd like to thank the Vancouver RWC for initiating this campaign and making it such a success.

December 6 Vigil

This year marked 30 years since the tragic mass shooting at l'École Polytechnique in Montreal that cut the lives of 14 young women violently short. This senseless act of targeted violence shook our country then and continues to remind us of the troubling fact that for women, girls and LGBTQ2 individuals across our country violence continues to be a daily reality.

PSAC's Vancouver Island Regional Women's Committee organized a vigil in Victoria on December 6, the National Day of Remembrance and Action on Violence Against Women. And for the 9th year running the PSAC's West Fraser Valley Area Council, in conjunction with the New Westminster and District Labour Council, also organized a vigil in Surrey. As in past, the

organizers of both vigils gathered financial and material donations for local women's organizations and the events were well attended by members of the community and local politicians.

Federal Election

All Candidates Forum

The Vancouver & District Area Council put on a well-attended candidate forum on September 17 for the Vancouver Kingsway riding at the community centre next door to the PSAC Vancouver Regional Office. Candidates Lawrence Taylor (Green), Tamara Taggart (Liberal) and Don Davies (NDP) all participated in the forum, which drew over 100 attendees including 30 PSAC members. While invited to attend the forum, the Conservative candidate for the riding was a no-show.



The forum began with opening statements from the candidates as well as some prepared questions from the Area Council. The candidates then fielded questions from the audience. Candidates were provided with the general themes and discussion topics for the forum in advance to assist them with their preparations.

Telephone Town Hall

The Region held a telephone town hall on September 25 to provide PSAC BC members with an opportunity to talk about the federal election with myself, National President Chris Aylward, and Secretary Treasurer Sussanne Skidmore from the BC Federation of Labour. Of the members who asked questions during the telephone town hall, the majority of call attendees wanted to know the status of Treasury Board bargaining. Numbers-wise, more than 1300 members participated in the call to some degree and 200 members remained on the line for the full duration of the one-hour town hall.



CLC Election Candidates Training

The Canadian Labour Congress, in conjunction with CUPE and HEU, held Election 2019 training camps around the province. The PSAC BC Regional Offices and the REVP Office shared the details for these training camps and encouraged members to get involved in labour canvasses and other election activities.

Members attended the CLC canvass training in Vancouver and Surrey.

Building Alliances and Supporting the Labour Community

Professional Employees Association Rally



On November 1, I participated in a lunchtime rally with members of the BC Federation of Labour and affiliated unions to support striking Professional Employees Association members at the Legal Service Society (LSS).

Justice workers at the LSS comprise the most important point of contact and serve on the front lines of justice for vulnerable British Columbians who need legal aid. LSS staff lawyer wages are 30 percent lower than their colleagues in Crown

Counsel, resulting in legal aid centres across BC struggling to retain and recruit qualified lawyers. The BC government must come back to the bargaining table with a fair wage offer. Wage equality is needed at LSS to ensure sustainable legal aid and to retain and attract good staff lawyers that help B.C.'s most vulnerable. All British Columbians should be afforded the same access to justice!

UNITE HERE Local 40 Rally

In early October, I rallied in solidarity with UNITE HERE Local 40 hotel workers who were on strike at the Hyatt Regency, Westin Bayshore, the Four Seasons Hotel and the Pinnacle Hotel Harbourfront in downtown Vancouver.



One of the hotel properties involved in the UNITE HERE Local 40 strike was the Pinnacle Hotel Harbourfront, which is venue for the 2020 PSAC BC Regional Triennial Convention. In light of this, we impressed upon the hotel the importance of improving working conditions for workers and stressed that we were prepared to cancel our booking and avoid any future events with the involved hotels until the dispute was settled (as were all other Affiliates within the BC Federation of Labour).

I'm happy to report that the pressure imposed on the hotels by BC's Labour Movement spurred success at the bargaining table: soon after the rally, the 28-day strike ended when a new agreement was ratified by the members of UNITE HERE Local 40. The new agreement included raises of up to 25 percent and the contracts at the hotels "pioneer new standards around workplace safety, sexual harassment, and job security."

CLC Strike

Members of the Canadian Union of Labour Representatives (IAMAW Local Lodge 3111 CULR), which represents the majority of staff at the Canadian Labour Congress (CLC) in offices from British Columbia to Newfoundland and Labrador, were on strike at all offices of the CLC from October 15 – October 30.

Since the CLC Pacific Region Office is just down the street from the REVP Office, I visited the members on picket line and showed my support during their labour dispute.

BCFED 2019 Regional Conference

In September I attended the 2019 BCFED Regional Conference in Prince Rupert and was pleased to serve as the Conference Ombudsperson.

The conference brought together more than 100 delegates from the Prince Rupert area and from across the province for a weekend of presentations, information sharing and skills development. Under the theme of the Future of Work, the conference offered participants the chance to discuss how our workplaces are changing, how the labour movement is responding, and the impact of these changes on the Prince Rupert area.

It was a wonderful opportunity to meet with the community and Labour leaders with a strong commitment to social and economic justice.

Given that this was the last big 2019 conference for which PSAC BC members were able to apply for subsidies, the BC Regional Council was pleased to provide five subsidies to members who attended the 2019 BCFED Regional Conference.

BC NDP Convention

Along with many other BC Labour leaders, I attended the BC NDP Convention in Victoria this past November. It was my first BC NDP Convention, and I found the experience very eye-opening. Amidst the convention debate was a resolution on paid leave for victims of domestic and sexual violence, requiring a change to the *Employment Standards Act*. The Labour representatives were strongly in favour of this resolution and helped the resolution pass. It's worth noting the BC Government also initiated a public consultation process on this issue earlier this year.

Union Savings

In October I attended the Union Savings Board of Directors meeting in Toronto. As you're likely aware, the Board is entirely governed by volunteer union representatives. I sit on this Board as a representative for the PSAC. Union Savings, itself, is Canada's only not-for-profit, union run, members' benefit program.

Presently, Union Savings has more than 90 participating unions, including the PSAC. With almost two million individual Union Savings members, they are able to leverage their strength to negotiate savings and discounts, exclusive to Canadian union members and their families. Providing these additional services for union members can play an important role in membership engagement and retention. Our affiliation with Union Savings means PSAC members will gain access to high quality programs, designed to save them and their families money.

We have invited Union Savings to attend the upcoming PSAC BC Regional Convention as an exhibitor so we can share information about these benefits with our members, and I encourage other Regions to do the same.

Regional Negotiations

Corps of Commissionaires

The bargaining team met with the employer and a mediator on October 11 and 18 in an attempt to reach an agreement. However, talks stalled after those meetings. After initial efforts for a strike vote, the parties were able to come to an agreement in November. The agreement was later ratified in November 2019.

The new three-year agreement, which expires in March 2021, contains significant wage increases over the three-year term, particularly for members at the lower end of the wage scale and for mobile patrol positions.

The new agreement also contains improvements to the boot and safety item allowances, improvements to the grievance procedures as outlined in the collective agreement, and a new trial project on standby and call out procedures. Language around gender identity and gender expression have been also added as prohibited grounds of discrimination.

IMP Comox

PSAC filed for arbitration and anticipate hearing dates in the spring of 2020.

CMHC Granville Island

Notice to bargain was served by this group in early December 2019. Prior to this, the team met in October to discuss the New Career Framework that the Employer is instituting with the non-union workers and whether or not their members want to join it.

Bargaining dates are being set for January and February 2020.

First Nations Health Authority

This unit's Collective Agreement expires in March 2020. A call for demands was sent out to members in November 2019 and bargaining team elections were conducted in December.

Victoria Airport

Now that the classification review process is complete for the members at the Victoria Airport, the bargaining team will be meeting with the negotiator in February to prepare for their face-to-face meeting with the Employer in mid-March.

Education

Winter 2020 Weekend Course Schedule

A large focus of the BC Winter weekend course schedule is the *Convention Procedures* course, which will be offered several times in various areas of the Region over February and March to help prepare members for the upcoming Regional and Component conventions in 2020. The Winter weekend course schedule also includes Steward training, which will be held in Victoria and Kelowna.

Presently, staff are finalizing the Spring 2020 weekend schedule, which covers courses that will be held in late March, April, and May. I anticipate the schedule being released in the coming weeks. This spring the BC Region is also holding the *Domestic Violence at Work: PSAC Training*

for Representatives course on March 21-22 and the *Young, Organizing, Unionizing and Resisting! (YOUR)* course on June 6-7.

CLC Winter School Subsidies

Every year the Canadian Labour Congress Pacific Region holds a series of training sessions for union members during January and February. This Winter School provides an opportunity for union members to come together to gain new skills and build relationships and solidarity. Traditionally, the BC Region offers education subsidies to PSAC BC members who apply for Winter School to help offset the costs of the week-long courses. This year several subsidy applications were received, and three \$500 subsidies were awarded.

Member Engagement

Membership Engagement and Phoenix Mobilization Event in Prince Rupert

We held a “membership mixer” at a local pub in Prince Rupert in concert with the BCFED 2019 Regional Conference. To prepare for this event, Northwest BC Regional Council Coordinator Jill MacNeill conducted worksite visits to engage and encourage members to attend.

PSAC members were invited to an informal after work get-together to hear an update on bargaining and to discuss Phoenix. The mixer was also an opportunity for members to engage with PSAC’s regional and local leadership and give us their input on a variety of issues.

PSAC BC Civilian Members Information Session

In anticipation of RCMP civilian members who will be deemed into the federal public service in May 2020, USJE and PSAC organized information sessions across the country this fall to give these workers the opportunity to meet representatives of their future union and to ask any questions about our union and the deeming process.



In BC, one such information session was held on November 6 at the RCMP BC divisional headquarters in Surrey. I attended the information session with USJE National President Stan Stapleton, PSAS staff rep Sharon Barbour, and sixteen participants.

Participants had many questions and raised concerns about Phoenix. We were able to assure the CMs that they would not be transferred to the Phoenix system until ongoing testing proved the system would work for them. Another issue raised related to the division of bargaining units (PSAC and PIPSC) among the two primary positions in the forensic lab, which we will further investigate.

Overall, the session was quite positive. The CMs we met with have good attitudes toward the Union and many indicated they had been unionized in the past. They are very eager for information and appreciated the session.

Post-Holiday Membership Social

On January 29, the REVP Office, along with the Area Council and Regional Committees in the Greater Vancouver area, will be hosting our annual post-holiday meet and greet for members at the PSAC Vancouver Regional Office. The Victoria Regional Office is also hosting a social event sponsored by the Area Council and Island Committees on January 22. Both events provide a casual setting for members to come out and network with fellow union members, and an opportunity to engage members in our bargaining mobilization activities.

As with past years, we anticipate that these events will be well received by members. They offer a relaxed, low barrier activity to help members get more involved in the Union.

AGM Season

With AGM season upon us, I have been busy attending as many Local, Area Council and Committee meetings as I've been able to fit in my schedule. I've used these occasions to speak to members about the bargaining, to provide updates on PSAC campaigns and initiatives, and to answer questions members may have. It is also a great way to talk to members about the upcoming BC Regional Triennial Convention and to have members more engaged in union activities across the province.

Regional Activities

BC Regional Council Meeting

The BC Regional Council met in-person in Victoria from September 19 – 20. The By-Laws and Finance Committees came in a day prior to meet. The two-day meeting discussed activities accomplished since the last meeting, political actions for the upcoming federal election, preparation for the Regional Triennial Convention, any challenges faced, and new motions put forward. The meeting also had four observers in attendance.

The second day of our meeting consisted of committees breaking up into their groups for discussion followed by a reporting session. It also included an extensive review of potential By-Law changes and resolutions for submission to the BC Convention this May. During the lunch



break, the Regional Council attended a global climate strike held on BC Legislature lawns, a short walk from the meeting venue.

The next in-person Regional Council meeting is scheduled for January 2020 in conjunction with the next PSAC BC National Officers meeting. A large focus for those meetings will be the draft PSAC BC 2021-2023 budget that will be debated and approved at the 2019 Regional Triennial Convention.

B.C. Regional Women’s Conference

From September 13-15, 49 delegates from across the Region gathered in Richmond to attend the PSAC B.C. Regional Women’s Conference, under the theme “Empowered Women Empower Women.” Through the course of the three-day conference, participants were able to achieve the ambitious conference objectives, which included challenging ideas and barriers to women’s participation in the Union; encouraging strategic actions to build a better Union, better workplaces, and a better society; and contributing to the work of the PSAC’s Gender Equity Task Force by identifying opportunities to develop women’s leadership and achieve gender equity within our union.

During the first day of the conference, I had the privilege of addressing the women at the conference. I spoke about the federal election, encouraging members to say no to Andrew Scheer’s Conservatives. I asked delegates to remember the annihilation of the Status of Women Canada and the federal funding cuts for important women’s programs and national women’s organizations we had under the last Conservative government. I also took the opportunity to advise the conference delegates of the BC Government’s current consultation process regarding paid leave for people who experience domestic or sexual violence. I shared that the Region is making a formal submission and I encouraged everyone to participate in the consultation process if they are able.

A special moment during the conference was the impromptu, member-initiated action that took place Sunday morning when Andrew Scheer’s Conservative Party of Canada campaign van was spotted in the hotel parking lot. Armed with “I support my bargaining team” signs, the women effectively surrounded the van while chanting, “So-so-so-Solidarity” until the van backed out of the lot.



Regional Committee Summit

Our Regional Committee Summit took place September 16 in Burnaby. Like our past Area Council Summits, each PSAC BC constitutionally recognized committee in BC was invited to send two members from their executive to attend the summit.

The aim of the Summit was to provide a refresher on Regional Committee roles and responsibilities, to discuss on how Regional Committees can best work together to support the members in their constituencies, and how to collaborate on membership engagement and action plans. The Summit also provided some time to discuss barriers Committees are facing, how to work through them, and sharing best practices between committees.

Regional Racially Visible Conference

Planning is underway for the 2019 PSAC BC Racially Visible Conference, which is slated to take place February 28-March 1 in Richmond.

The theme of the conference is “Building our Power for Change: Equity for All,” and the organizing committee has been busy working with staff on content for the conference. I expect the conference will be a great opportunity for the 50 participants who will attend. The deadline for participant applications is January 17.

Regional Triennial Convention

It’s surprising to realize that in just over three months, delegates will gather in Vancouver for the 8th PSAC BC Regional Triennial Convention at the Pinnacle Hotel Harbourfront. On November 1, the REVP Office issued the official call out for our Convention, inviting all Locals and Branches to submit their delegate names and resolutions for debate. Since then, the REVP Office has been busy working with all PSAC BC National Officers to confirm delegate names.

Over the next few weeks we will be forming the three Convention Committees (Finance, General and By-Laws Resolutions) with members from both the Regional Council and from the general membership of the Region. Together, these committees will begin the work of reviewing and prioritizing the resolutions that have been submitted for the BC Regional Convention and preparing their committee reports.

As a result of the 2018 PSAC Convention decision to fully fund regional conventions, this May’s BC Convention will be the largest and most representative in our history. Considering the amount of energy and attention our Convention is already generating, I’m certain that this Convention will be a huge success. We look forward to welcoming delegates, observers and guests to discuss, debate and decide the priorities for the BC Region and renew their sense of pride in the PSAC. I hope that many members of the NBoD will be able to join us this May at the BC Regional Convention.



It is not lost on me that this is my last report to the NBoD prior to the BC Regional Convention and the next election for the office of the Regional Executive Vice-President for BC. My three-year term as REVP has gone by faster than I imagined possible. It has been an absolute honour and privilege to serve on the PSAC National Board of Directors and as the REVP for the BC Region.

I hope to continue serving the members of the BC Region in whatever capacity they see fit.

Over the last three years I have learned a lot, and gained even more, from this role. I would like to thank the members of the NBoD for their guidance, encouragement and for the friendship they extended to me during my time as REVP. I would also like to acknowledge and thank the hard-working staff of the regional and national offices without whom we would not be able to undertake the important work we do for the membership and for workers everywhere.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Jamey Mills', with a stylized flourish at the end.

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

ITINERARY HIGHLIGHTS – September 2019 – January 2020

Date(s)	Event	Location
September 2019		
September 1	Saanich Fair with Victoria Area Council	Victoria
September 3	VDLC Labour Day Event	Vancouver
September 4-5	BCFED Executive Officers' Meeting	Prince Rupert
September 5	BCFED Executive Council Meeting	Prince Rupert
September 5	PSAC BC Membership Mixer	Prince Rupert
September 6	BCFED Regional Conference	Prince Rupert
September 9	AEC Meeting	Ottawa
September 9	NBoD Phoenix Committee Meeting	Ottawa
September 11	Vancouver & District Area Council Meeting	Vancouver
September 12	Plantgating activity with Alternate REVP	Vancouver
September 13	PSAC BC Regional Women's Conference (greetings)	Richmond
September 16	PSAC BC Regional Committee Summit	Burnaby
September 18	PSAC BC Regional Council Standing Committee meetings	Victoria
September 19-20	PSAC BC Regional Council Meeting	Victoria
September 23	Conference Call on Young Workers Committees	via Skype
September 24	PSAC Young Workers Working Group meeting	via Teleconference
September 25	Federal Election Telephone Townhall Meeting	via Teleconference
September 26	CFIA BC Regional Mobilizing Committee meeting	via Teleconference
September 27-29	UNDE BC Regional Conference	Parksville
September 30	PSAC All Staff meeting	Via Skype
October 2019		
October 3	BCFED Officers Meeting	Vancouver
October 5	CEIU Regional Executive Council Meeting	Vancouver
October 7-8	AEC Meeting	Ottawa
October 9	Staff Retirement Party for REO Deb Seaboyer	Vancouver
October 10	UCTE 20088 Bargaining Lunch & Learn	Vancouver
October 13	BCFED Officers Meeting	via Teleconference
October 16	DCL 20500 Commissionaires Strategy Meeting	via Teleconference
October 21	AEC Meeting	Ottawa
October 22	CFIA Bargaining Meeting	via Skype
October 22-25	NBoD Meeting	Ottawa
October 23	NBoD Phoenix Committee Meeting	Ottawa
October 23	USJE Local 20174 AGM	via Teleconference
October 24	DCL 20500 Commissionaires Strategy Meeting	via Teleconference

October 29-30	Union Savings Board of Directors Meeting	Toronto
October 31	CFIA NSCC Meeting	via Teleconference

November 2019

November 1	Rally to support Professional Employees Association – Legal Services Society Staff Lawyers	Vancouver
November 4	West Fraser Valley Area Council Meeting	Langley
November 6	Meeting with PSAC Holdings re Vancouver Regional Office Outstanding Maintenance and Capital Projects	Vancouver
November 6	PSAC BC Civilian Members Information Session	Surrey
November 7	BCFED Officers Meeting	Vancouver
November 13	PSAC Young Workers Working Group Special Training	via Skype
November 14	UCTE Local 20219 AGM	via Teleconference
November 14	PSAC BC Regional Council Meeting	via Teleconference
November 15	National Joint Strategy Committee Meeting	via Skype
November 18-19	AEC Meeting	Ottawa
November 20	UNDE Local 21013 AGM	Victoria
November 21	USJE Site Tours and AGM	Victoria
November 22-24	BC NDP Convention	Victoria
November 26	PSAC Young Workers Working Group Meeting	via Teleconference
November 27	Meeting with Regional Coordinator on Local Development	Vancouver
November 29-30	PSAC National Health and Safety Conference	Montreal

December 2019

December 1	PSAC National Health and Safety Conference	Montreal
December 3	UVAE Local 20045 AGM	Vancouver
December 4	United Way Labour Appreciation Dinner	Burnaby
December 5	AGR Local 20043 AGM	Agassiz
December 5	BRUSH Committee Meeting	Vancouver
December 6-13	Scheduled Annual Leave	
December 15	PSAC North Vancouver Island Area Council Meeting	via Teleconference
December 17-18	AEC Meeting	Ottawa
December 18	CEIU BC/YT members' Holiday Event	Vancouver

January 2020

January 8	Collective Bargaining Committee Meeting	via Skype
January 9	BCFED Officers Meeting	Vancouver
January 11	AGR Local 20060 AGM	Vancouver

January 14-15	AEC Meeting	via Teleconference
January 16	PSAC East Fraser Valley Area Council Meeting	Abbotsford
January 22	PSAC Vancouver & District Area Council Meeting	Vancouver
January 23	UTE Local 20050 AGM	Surrey
January 27-29	PSAC BC Staff Conference	Vancouver
January 28	Meeting with Labour Leaders and Premier John Horgan	Vancouver
January 28	PSAC Young Workers Working Group Meeting	via Teleconference
January 29	PSAC BC (Post) Holiday Meet & Greet	Vancouver
January 30	PSAC BC National Officers Meeting	Burnaby
January 31	PSAC BC Regional Council Meeting	Burnaby