



**B.C. REGIONAL COUNCIL
REVP and COORDINATOR REPORTS
April 2013 through August 2013**

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REPORT OF THE REGIONAL EXECUTIVE VICE-PRESIDENT TO THE B.C. REGIONAL COUNCIL May 2013 to September 2013

Political Action

Standing Up to Further Attacks on the Union and Public Services: Pay in Arrears, Performance Management, Bill C-525, Sick Leave

Blow after blow, in late May and into early June the Conservatives waged its latest round of assaults on unions with particular aim on federal public service employees. First, the Conservatives finally came clean on their plans to implement pay policy changes and their intention to move to pay in arrears system beginning in January 2014. Just days later, they introduced a new performance-review system for federal public service employees, “aimed at boosting productivity and efficiency while weeding out workers who don’t make the grade,” asserting that employees have never had their work performance evaluated before (which is simply not true) and that the current system is a failure because not enough people are being fired from the public service.

Next, Private Members’ Bill C525 was introduced in the House, which took aim at certification and decertification procedures, making it more difficult for people to join unions of their choosing and easier for dues-evaders to try to dissolve unions. If passed, this proposed legislation is not only an attack on existing unions but would unfairly interfere with the labour rights of all hard working Canadians.

And finally, conspicuously aligning with the start of National Public Services Week, the Tories fired their next shot at the PSAC when they announced the introduction of a new short term disability plan that would eliminate the need for banked sick leave. Skulking in that announcement was the false accusation that public servants are off an average of 18.2 days a year. This figure was deliberately designed to deceive the public and portray PSAC members as fraudulent truants. Adding further fuel to that fire was an alleged \$5.2B liability in banked sick leave, assuming that every day of it is going to be claimed.

As with previous attacks on the PSAC and unions more generally, these public announcements of new policies and systems are strategic and malicious attempts by this government to paint a false picture of trade unionists and weaken our credibility with the public. The government’s aim is to depict federal workers as incompetent, diverting attention away from reality and what the public should really be focusing on: an out-of-control government wreaking havoc on Canadian institutions.

With each of these announcements, I reached out to news media to speak out against these false accusations and attempted to set the record straight. We all need to do more of this. As



the Conservatives continue to defame unions and federal public service employees, we need to speak out and fight back. This can begin with letters to the editor in local newspapers, but it needs to continue in our everyday conversations with members and with the public. I encourage all members to fight back through these means. These efforts will help as all as we head toward the next federal election.

“We Are All Affected” Campaign

Following the regional WAAA campaign meetings held in April, we anticipated that our next steps would include regional staff following up with locals to gauge what supports are needed and to begin campaigner training so that these members have the tools necessary to engage in the one-on-one conversations. However, unexpectedly a number of unavoidable regional priorities took precedence over the immediate delivery of next steps. Staffing issues, regional conferences and negotiations-related matters all played a part in the delay of the campaign’s roll out within the Region. However, in the last few weeks we have begun to bring the campaign back on track. Campaigner training is underway in a number of areas across the Region and pledge cards are beginning to come in to the regional offices.

WAAA Campaign Activities: Summer Outreach

Throughout the summer months, our Region participated in a number of public outreach events to engage the public in our issues and help them better understand how the cuts to public services negatively impact not just our members but all Canadians. These events were hosted by members of our Regional Council and by several of our regional committees and Area Councils. Their efforts to support the WAAA campaign and facilitate the summer outreach activities are greatly appreciated. I was fortunate enough to attend a few of the events listed below and was pleased to see how well the public received and supported our issues.

On July 7, I attended the Victoria Pride Parade with members from the Vancouver Island Human Rights Committee. Committee members participated in multi-union walking group and had a WAAA booth at the Pride Festival, which followed the parade. In addition to showing our support for Pride, the booth also served as a good opportunity to educate the public on the cuts to public services.

PSAC BC members also marched alongside other union members with the Multi-Union Pride float in the 2013 Vancouver Pride Parade on August 4, and then hosted another WAAA booth at the Pride Festival.

An annual event that has been part of our summer outreach campaigns for the last few years is the Surrey Fusion Festival. The event is a multicultural celebration that takes place over two



days, and is attended by approximately 100,000 people. On July 20-21, we again attended the festival and hosted a WAAA booth, distributing small swag items and information to the crowds on the campaign. The booth provided a good opportunity to speak with members of the public and find out how they have been affected by the Conservatives' austerity measures.

A number of small WAAA events also took place among the Region's locals and regional committees. Several BBQs were hosted for members and event programs included campaign discussions and opportunities for some of the member-to-member engagement that is part of the latest phase of the WAAA campaign. As a result many more pledge cards have been sent in to the Regional Offices.

Our next large public outreach events are those celebrating Labour Day. All events are expected to bring out many members and will be further opportunities to discuss the campaign, reach out to members and garner public support.

Visibility in the workplace and community

Many of this summer's events and member outreach centred on the WAAA campaign and community festivals. However, these events also allowed me to engage with members and talk with them directly about workplace issues as well as regional and national concerns. The sentiments expressed were consistent: the cuts and WFAs are still taking a major toll on our members and the workplace climate is difficult for many.

It's more important than ever to stay the course with the AEC's Ten Point Plan generated in November 2012 and reach out to our members to offer our support and put a face to our Union. As our National President said, we have to "connect with our members, and find opportunities to talk to those we don't see at meetings or demos. We have to go to them, not just invite them to come to us. We need to tell them what their union has done and is doing for them" during this difficult time. Through these efforts we will be able to regain momentum and refuel members with the encouragement they need to continue the fight against this government.

To that end, I am planning additional worksite visits this fall in the northwest area of BC as well as on Northern Vancouver Island. And my hope is that these visits will be as successful as those earlier this year.

BC Provincial Election

"Never a dull moment in BC politics." Truer words have never been spoken – this time by BC NDP leader Adrian Dix in his post-election speech to supporters following his defeat in the provincial election by Christy Clark's BC Liberals.



Along with just about everyone else in the province, I was in shock after the election results were announced and the BC Liberals defied the pollsters and the pundits by getting re-elected. But the fact remains – British Columbians are faced with four more years of a majority Liberal government, a government that has a direct pipeline from the Premier’s Office to the Prime Minister’s Office in Ottawa.

Stephen Harper’s government will continue to exert an influence in Victoria, and will no doubt be pushing harder for the kind of anti-worker, anti-public services, anti-environment, anti-everything policies we’ve come to expect from Ottawa. So we need to remain steadfast in our efforts to stand up against the governments of the day and fight for our rights as labour activists and as Canadians.

Despite this devastating loss in the provincial election, I’d like to acknowledge the work of our members in mobilizing and educating voters on the issues and encouraging members to get out and vote. These volunteers should also be commended for the time and energy they committed to several of the candidates’ campaigns. Each campaign was a hard fought battle – some were able to realize victory at the ballot box and where others were not able to achieve their true potential and reach the BC Legislature.

Nonetheless, the lessons learned from this election will aide us going forward and with the upcoming federal election in 2015. Through further education and mobilization and by standing together we will be able to push our agenda forward and oust Harper and his Conservatives out of Parliament. I’m still confident that change is coming to Canadian politics; we may just have to wait a bit longer than we thought.

Education

Due to unforeseen circumstances, for the last few months our Region has been without an REO. This has proven rather challenging for both staff and members. Nonetheless, many individuals have stepped up during this time to ensure the continuance our of Region’s education program. My thanks goes out to all staff for their efforts, and in particular, I’d like to acknowledge Deb Seaboyer for her efforts. Without Deb’s hard work, our recent Advanced Union School would not have been carried out with the quality and efficiency that our education program is known for.

In addition to the school, courses were carried out throughout the Region in the spring and summer months in addition to our WAAA campaigner training workshops. Our fall courses have also been scheduled and we look forward to another busy education session.

Advanced Union School – “We Are All Affected and We Are Fighting Back”

In June, 60 of our Region’s activists participated in our Advanced Union School. The school,



which took place in Richmond over 5 days, was organized under the theme of “We Are All Affected and We Are All Fighting Back.” The school’s format included plenary sessions, open space and four intensive courses including Advanced Health & Safety, Advanced Unions Work for Women, Advanced Local Officer Training, and Advanced Representing Members.

Feedback received on the school was positive, and I’m confident that the information presented will better equip our members with the tools to stand up and advocate for the rights of workers, especially in light of the ongoing barrage of bashing our union has received from this government. Enough is enough, and we need to stand up together and begin fighting back!

Regional

Globe Ground Fuelers and YVR Negotiations

In late July a new agreement was ratified for the approximately 70 members of UCTE Local 20221 who fuel jet aircraft at Vancouver Airport. The agreement came at a critical stage in the negotiations process, and job action was narrowly avoided at Vancouver Airport. The three-year contract provides wage and shift premium increases as well as improvements to the language around hours of work, overtime, seniority, and staffing.

Congratulations to the bargaining team for their work. I’d also like to thank the members – their support of the team during this round of bargaining was crucial, and confirmed their confidence in the team and in our union.

While there has been success for one unit at the airport, negotiations between YVR and its 300 workers are currently at an impasse. These members provide key services such as emergency response, international arrivals customer care, runway maintenance, airfield and approach lighting, passenger loading operations, maintenance and administrative services at the airport.

In August, members voted overwhelmingly in favour of job action at Vancouver Airport. At the time of this writing, we are about to serve 72 hours strike notice and plan to engage in eleventh-hour mediation. We’re hopeful that we’ll be able to avoid the possible strike, but if not PSAC members are united behind their Bargaining Team and prepared to walk the picket line if necessary.

Purolator

I’m happy to advise that a new Collective Agreement was ratified by PSAC BC members of UPCE Local 20095, working at Purolator Inc. It should be noted that Local 20095 members were very successful in their support of the bargaining team. In the workplace members wore bracelets of support and posted photos of them to social media (forwarding additional images to the bargaining team). These actions sent a strong message to the employer and ultimately



helped the team reach a successful agreement. Congratulations again to the bargaining team for all the efforts.

Transfer of Members from Health Canada to First Nations Health Authority

An ongoing organizing focus within the Region has been the transfer of workers at Health Canada to the First Nations Health Authority (FNHA) in BC. As I reported in June, a series of PSAC information sessions and meetings began in February with members considering transferring to FNHA. At the same time, we engaged the employer in preliminary meetings to discuss the transition and implications for members' benefits, etc.

Subsequent meetings were conducted, which included participation by PIPSC as their members at Health Canada are facing the same transfer situation. After much careful consideration, we have decided against embarking on a polyparty certification and the option for a council of unions with PIPSC. Instead, we have made an application to the BCLRB seeking a single unit and single union structure and vote for the members affected. A case management meeting was held with the Labour Board's Vice-Chair in August. Further details will be provided as they become available.

National Public Services Week – Boycott Events in BC

As communicated by the PSAC National President, the boycott of NPSW was an opportunity for members to show their support for affected brothers and sisters across the country and a chance to stand up the Harper Government and say that there cannot be a celebration without the services and the members who provide them. These actions of solidarity in the workplace send a very strong message to our employers that we are not OK with the government's reckless austerity agenda.

In the B.C. Region we faced some challenges with the boycott despite NBoD's endorsement as some members continued to work with their employer to organize events and planned on attending activities. The REVP Office did send out a reminder on this matter and urged members not to participate, suggesting that they attend some of the alternative events planned by members instead.

Notwithstanding these challenges, there were a number of locals that organized their own boycott events as well as a few larger events that took place. Included in these events were two large softball tournaments hosted in both Victoria and Vancouver, which were well attended by members from several locals and components. I'd like to acknowledge the hard work of the members who organized and hosted these events. Through their efforts, members were provided with opportunities to come together and support one another against the cuts.



Convention Planning

With the 2014 B.C. Regional Convention just a few short months away, our Region, and in particular the Regional Council's Convention Committee, is already making tentative plans with the REVP Office for the theme and program of our Regional Convention. The theme is expected to incorporate the WAAA campaign and messaging, as will some of parts of our agenda and resolutions debate.

This fall we will also be forming our 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 be tasked with vetting the draft resolutions we will be receiving early in the New Year, and presenting their reports to Convention.

Related to that, we have already prompted members of the Regional Council to begin thinking about draft resolutions they'd like to bring forward at our upcoming Convention and those that they'd like to see forwarded on the next National Triennial Convention.

The B.C. Regional Council By-Laws Committee will also meet this September to review our Regional By-Laws in light of some resolutions passed at the National Triennial Convention that affect our existing language. At that meeting the Committee will discuss required housekeeping amendments to our By-Laws and work to develop a draft resolution package for Convention.

The B.C. Region also sought the assistance of Sarah Belanger to review the current Regional By-Laws for consistency with the National PSAC Constitution and Regulations. With the assistance of these individuals, we hope to have any potential housekeeping issues with our By-Laws resolved at our Regional Convention this spring.

National

TC Bargaining

As part of my AEC assignments, I am responsible for the ongoing TC bargaining. As some of you are aware, following the January release of the PIC report by the Public Service Labour Relations Board, the employer's sidesperson declined to sign the PIC report and instead wrote a dissent, disagreeing with most of the report's recommendations. The employer then further advised that it would be consulting with departments before returning to the bargaining table.

While the TC members waited for the Treasury Board to prepare to return to the bargaining table, the TC Bargaining Team updated and consulted with TC members at membership and town hall meetings across the country.



At the same time, the parties worked together through a complex consultation process to agree upon an Essential Service Agreement (ESA), which was signed by the PSAC and the Treasury Board at the end of June. With the ESA concluded, in July it was finally announced that the PSAC and the Treasury Board would be returning to the bargaining table after the lengthy delay. The parties finally did meet at the table in Ottawa on July 29-31. During those dates a PSAC rally was also organized in Ottawa with bus loads of members brought in to show their support for the TC group. After the three days, the sessions proved successful: after many long hours of hard work a tentative agreement was found between the parties. At the time of this writing, ratification vote meetings for the TC Group are being conducted across the country.

AEC & NBoD

I'm looking forward to the AEC meeting this fall when we will assess the first half of the current national cycle that began with the National Triennial Convention in May 2012. It has not been an easy 16 months, as I'm sure we can all admit. Nonetheless, as we move ahead into the second half of the national cycle and toward the upcoming 2014 Regional Conventions, I'm certain the PSAC's leadership is resolute in its commitment to take on this government and its brazen attacks on unions. Tied with this pledge is our aim to reinstate our members' sense of pride in their union, a belief in the principles of trade unionism and a confidence in their elected leaders. We may all be affected, but we are not defeated. And together in solidarity we will hold the Conservatives accountable for their actions.

In Solidarity,

Bob Jackson
Regional Executive Vice President, BC



ITINERARY HIGHLIGHTS - May 2013 – September 2013

Date(s)	Event	Location
MAY 2013		
May 1	NBoD Meeting	Via Teleconference
May 1	May Day Rally and March	Vancouver
May 2	BC Federation of Labour Ranking Officers meeting	Vancouver
May 3	Address at PSAC BC Regional Women's Conference	Richmond
May 4	North Vancouver Island Area Council meeting and worksite visits with PSAC National President	Vancouver Island
May 6-7	Worksite visits with National President	Vancouver & Fraser Valley
May 7	Members' Forum and Meet & Greet with Robyn Benson	Vancouver
May 9-10	FB Town hall Meetings	Surrey & Richmond
May 14-15	FNHA meetings	Vancouver
May 22-23	AEC meetings	Via Videoconference
JUNE 2013		
June 4	Opening of PSAC BC Advance Union School	Richmond
June 4	USGE Regional Conference Reception	Vancouver
June 5	United Way Labour Campaign meeting	Vancouver
June 6	BC Federation of Labour Executive Council meeting	Vancouver
June 10-14	AEC & NBoD meetings	Ottawa
June 17	B.C. Regional Council conference call	Via Teleconference
June 22	UEW Regional Conference	Victoria
June 24	AEC conference call	Via Teleconference
June 26-27	FNHA/PIPSC/PSAC meetings	Vancouver
JULY 2013		
July 4	PSAC BC Mainland Human Rights Committee BBQ	Vancouver
July 7	Victoria Pride Parade and Festival	Victoria
July 8	AEC meeting	Via Videoconference



July 9, 16	FNHA/PIPSC/PSAC conference call	Via Teleconference
July 20	Fusion Festival	Surrey
July 29-31	TC Bargaining	Ottawa
July 30	B.C. Regional Council conference call	Via Teleconference
July 30-31	NBoD Standing H&S Committee meetings	Ottawa

AUGUST 2013

August 10	Vancouver Area Council picnic	Vancouver
August 12	Shandong Provincial Federation of Trade Unions	Vancouver
August 13	FNHA Hearing	Vancouver
August 13	CIU/FB Meeting	Vancouver
August 14	AEC conference call	Via Teleconference
August 14	TC Bargaining conference call	Via Teleconference
August 21-22	TC Ratification meetings	Vancouver Island
August 28	TC Ratification meeting	Penticton
August 28	BRUSH meeting	Via Teleconference

SEPTEMBER 2013

September 2	Labour Day Celebrations	Abbotsford
September 4	TC Ratification meeting	Esquimalt
September 5	BC Federation of Labour Ranking Officers meeting	Vancouver
September 9-11	AEC meeting	Ottawa
September 12	TC Ratification meeting	Prince Rupert
September 12-13	Northwest BC Area Council AGM and worksite tours	Prince Rupert & Terrace
September 19	PSAC BC National Officers meeting	Vancouver
September 20-22	B.C. Regional Council meeting	Vancouver
September 26-28	Nav Can Bargaining Conference	Ottawa



PSAC Alternate REVP - Jayne Johns

Report to the B.C. Regional Council

On Monday April 8, 2013, immediately following our last in person REC meeting, I started my new job with Parole Board of Canada. Not only have I been learning the duties and responsibilities of my new job, but I'm adapting to a new workplace culture and building new relationships. Making this change after 26 years has been a challenge, but now I am secure in my employment situation. Under the WFA provisions of the CA I have been more fortunate than many of our sisters and brothers who lost their jobs. I would like to recognize all of them who have left our union.

April to May 2013 I campaigned for the BC NDP. I attended local constituency offices, met candidates, attended leadership events and promoted labours issues. The terrible defeat of the NDP was still very raw when I attended the BC Federation of Labour Executive Council meeting with Bob Jackson.

May 3-5 2013 I attended the BC PSAC Regional Women's Committee. I had the honour to address the attendees on behalf of Bob. I shared my experience with balancing work, life and union and how I took inspiration from other sisters that I met along my journey. I learned so much from the guest speakers and attendees and I was particularly pleased by the commitment we all made to support the CCCABC \$10/day Childcare Plan.

In June 2013 I stepped down as the President of the Fraser Valley Labour Council. This was a role that I held since we founded the FVAC in 2001. Stepping aside is part of my personal succession plan to allow other activists to assume leadership roles and bring new and innovative ideas to engaging our members.

The Bylaws Committee has been working on two standing items from the April meeting: drafting some proposed changes to Regulations and researching the roles and responsibilities of Alternate REVPs. I've organized Bylaws Committee meetings and gathered reference material so the Committee can put together a comprehensive proposals for resolutions for the Regional Council to consider in time for the BC PSAC 2014 Convention. At the time this report is written, we have scheduled a one-day, in-person meeting on Thursday September 19 for the Bylaws Committee. We will present our recommendations to the REC at the September meeting.

I attend Labour Council meetings each month.

I also participate in Donation Committee recommendations for donations.



British Columbia

Geographic Coordinator Reports



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

This report was not received in time to be included in this compilation of Coordinator Reports.



PSAC Geographic Coordinator for Metro Vancouver - Jamey Mills
Report to the B.C. Regional Council

Vancouver and District Area Council Our Area Council continues to strive adding 2 new locals recently. In the past few months we have successfully hosted a softball Tournament to counter NPSW, which saw 6 teams and nearly 100 employees participate. Although it rained throughout the day, much fun was had and we look forward to next year. In addition, we most recently held a BBQ which saw nearly 40 members attend. We continually are promoting the WAAA campaign along with issues that affect affiliated locals/branches/DCLs.

UTE Local 20027 (Vancouver) Many changes in the local have occurred (1st VP now RVP and Treasurer departed) and as a result I have been elected 2nd VP. The added responsibilities have helped me to use the skills I have acquired, specifically in the area of Duty to Accommodate. I have also had to take on many more grievance situations, which add to my ongoing experience. Additionally, we are promoting the fact that our in person service/front counter (including payments) will cease October 1, 2013.

PSAC Union School In June I was selected to attend the Regional Union School in Richmond. I took the Advanced Health & Safety Course and felt that I learned a lot, assisting me in my role as Local OHS Co-chair. As usual, it was a great opportunity to network with other PSAC activists from the region discussing not only OHS but the many issues facing our members in light of the ongoing cuts and forced contracts.

CLC Leadership Summit Along with AC President Tom Hopkins, REVP Bob Jackson and Youth delegate Daphne Ho, I attended this very worthwhile summit in Toronto. Meeting with over 1500 union leaders we discussed the ongoing attacks against organized labour and how we will overcome this. We heard from Labour groups from Canada, the USA and Australia to give perspective to the struggles and successes we have seen globally. The consensus was we need to re-engage our membership and the card-signing drive as part of WAAA appears to be a direct result.

Provincial Election Disappointing results to say the least. Our AC financially assisted four NDP candidates in ridings not seen as a sure thing. In addition, I, along with other members assisted candidates throughout our geographic area. I personally contributed to Burnaby North NDP candidate Janet Routledge's campaign. Lessons learned for the Federal election, nice guys do seem to come in last and we need ALL members out to bring down the Harper Government.



UTE Mental Health Conference This event was to take place in Calgary. Unfortunately, the floods resulted in a cancellation shortly after all participants arrived. While I didn't learn much about mental health I did learn a lot about the power of Mother Nature... and most importantly about how important public services are. Without them the effective evacuations, timely emergency response and generally well organized infrastructure rescue/repair would not have occurred.



PSAC Geographic Coordinator for Metro Vancouver - Shawna Bundac

Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
April 23, 2013 – BC Mainland Human Rights Committee Meeting	Networking with Vancouver members and planning for summer event – funding and volunteers
April 24, 2013 – BC Mainland Young Workers’ Committee Meeting	Networking with young workers on the mainland and increase young worker engagement
April 26, 2013 – WAAA Regional Meeting	Train for the one-on-one listening campaign
May 1, 2013 – BCFED/VDLC International Workers’ Day Rally and March, Vancouver	Solidarity with other unions and celebrate historical gains. Speakers included Brigitte de Pape from “S*** Harper Did” and Jim Sinclair
May 3-5, 2013 – BC Regional Women’s Conference, Richmond	Networking with women across province and increasing my knowledge of women’s priorities and concerns in the region
May 7, 2013 – Meet and Greet with Robyn Benson	Networking, direct discussion with PSAC President about support and advocacy for term employees and increasing use of casual employees in my workplace
May 27, 2013 – Metro Vancouver Alliance Organizing For Action Assembly	Networking opportunity with community and faith groups and also other unions. Participated in a listening campaign event sharing priorities, concerns, issues and action plans with other activists. Also learned about the MVA structure and future plans – this group is very exciting and I hope PSAC will continue to be involved.
May 29, 2013 – Vancouver Area Council Meeting	Networking with Vancouver members and reporting back on MVA meeting



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
June 4-9, 2013 – Advanced Union School (Local Officer Advanced Training)	Additional training to make me a more effective activist and networker!
June 13, 2013 – NPSW Boycott Event at Richmond Passport Office	Organized a Pizza Lunch as part of boycott of NPSW in my office and introduced motion at Local to ensure all worksites had funds available for similar events.
June 17, 2013 – BC Regional Council Conference Call	Regional Business Update
August 14, 2013 – BC Mainland Young Workers’ Committee Meeting	Networking with young workers on the mainland and developing ideas for November Young Worker training session. Based on feedback from YW members we moved the meeting to Surrey to make it more accessible to members from the Fraser Valley.
Ongoing Activities	
Provide support/advocacy and representation to Local members during transition to Service Canada	Very little information is being provided to members by upper management. It is a stressful and confusing time.
One-on-One WAA campaign	To date, have spoken to and had most members in my office sign the pledge card. With all of the upheaval in our department many were quite keen to talk about the union and share concerns. Overall the message that we’re all in this together was aptly timed for our workplace.

Challenges you had to cope with since the last meeting:

Transition of Passport Canada to both Citizenship and Immigration and Service Canada while implementing the new procedures and workflows for the 10-year e-passport.



Both the transition and the implementation of the 10-year e-passport were helpfully scheduled for July 1, 2013 leaving members scrambling to keep up with innumerable updates in both their daily work, work location and HR policy updates all being released simultaneously. Needless to say, morale is at an all-time low in many of our worksites.

What would you like to work on next?

I would like to continue to focus on Young Worker and Vancouver Area Council activities and events.



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

The Fraser Valley Area Council (FVAC) met to discuss concerns and discuss upcoming events for the year, including provincial elections, Labour Day events. I updated the list of Fraser Valley East Presidents that I send information on upcoming FVAC meetings, FVLC meetings, and other events that pertain to members in the Fraser Valley East area. I also send updates to the local presidents on upcoming events and meetings that they can attend.

I attended Fraser Valley Labour Council (FVLC) executive meetings monthly except for July and August. These meetings are followed by FVLC general meetings, at which I provide updates on the PSAC, the federal government public services and the different cuts to services for British Columbians and all Canadians. PSAC members also took part in campaigning during the BC provincial election; however, the outcome in the Fraser Valley East area was not in our favour.

I attended the regional *We Are All Affected* campaign meeting, which explained how to recruit members to take part in the campaign and how to have more of an open up conversation with members on what the union means to them and how things could be done better in the future and to move forward.

I have heard from members who attend the FVAC and as well as members from my local that they have no problem putting forward money for political action. However, they have questioned why only BC NDP candidates were invited to meetings and events. Some members from other political parties do show support for unions and its members. We saw this in recent sessions of Parliament when Members of Parliament from parties other than the NDP voted against legislation that attacks unions.

On Labour Day the FVAC took part in a Labour Day event at Mill Lake in Abbotsford, BC. At the event, PSAC members provided information on the *We Are All Affected* campaign to other unions in the Fraser Valley as well as the public. At the time of this writing, this event has not taken place. I hope that the turnout of PSAC members is greater than last year and that we have a sunny day.



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

This report was not received in time to be included in this compilation of Coordinator Reports.



PSAC Geographic Coordinator for the South Interior - Susan Yaciw
 Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Regional Council Meeting	Meet and plan with other members of the council. Conduct committee work and planning.
Area Council meetings and Okanagan Regional Women's Committee meetings	Communicate with other locals in the region. Set goals and training for the Southern Interior and encourage participation and engage members.
UTE monthly executive meetings	Involvement in my component local. Share with my local; regional and local activities
BRUSH Conference Calls	Discuss issues around Health & Safety.
BC Regional Council Conference calls	Conduct business of the region and helps keep the lines of communication open between council representatives.
Education Committee	Worked on the development of an Coordinator Handbook.
Political Action Conference Call	To strategize and develop action plans for the upcoming election
Regional Women's Host Committee Conference calls	Planning sessions for the upcoming BC Regional Conference
Area Council Workshop	This event brought together area council presidents and regional council members. We were able to work together and plan for the future.



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
National Health & Safety Conference	The theme Mental Health at Work – We are all Affected examined the current state of enforcement of H & S legislation; harassment and bullying and strengthened our ability and knowledge in identifying the issues. With this knowledge we are now better equipped to identify harassment and bullying and how to approach mental health issues. The conference had many excellent panel speakers and guest speakers; however, Stephane Grenier a retired lieutenant Colonel of the Canadian Armed Forces was fantastic. He talked about post traumatic stress disorder and how this affected him personally.
UTE Mental Health Conference	This conference was postponed due to heavy flooding in Calgary, however, those of us who were stranded in the hotel for a couple of days had many great discussions by candle light. Because of the disaster in the city and there was no place to go, I was forced to go out of my comfort zone and interact with individuals I would not normally have done so.
Regional Women’s Conference	I was part of the organizing committee, which involved numerous conference calls and a lot of hard work during the conference. The conference was well attended. At this conference I was able to connect with members who were attending a conference for the first time. It was interesting to hear their stories and to learn from their experience. As the conference had an aboriginal theme and we had many great aboriginal speakers I was able to learn and understand some of their issues and the challenges the aboriginal people face.

Challenges you had to cope with since the last meeting:

- Stressors of work due to a change in job under WFA and my own Mental Health
- Connecting with all members in the region due to the wide spread territory
- Member apathy and getting others involved



What would you like to work on next?

Try to encourage greater participation and to increase the member attendance of our Area Council.

Encourage the Area Council participants take on a more active role in our community, become more political in our community and to create a more cohesive Area Council.

Worksite visits into the Kootenays to encourage member participation in that region and to try and develop the Kamloops Area Council.



PSAC Geographic Coordinator for Southern Interior - Roberta Drinkwater (Gourlie)

Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Attempting to rebuild e-mail list for Kootenays.	To re-establish communication with members in the Kootenays.
June 17 – Regional Council Conference Call	Participated
June 21 – Representing Members with Mental Illness training, Penticton	Attended and learned about different types of Mental Illness and how to recognize for representing. Met and obtained names of participants from the Kootenays to start rebuilding communication.
June 21 – Met with Regina Brennan	Preliminary discussion regarding road trip to Kootenays to re-establish contact with members and promote PSAC, Area Council, and Training.
July 30 – Regional Council Conference Call	Participated
Communications with Susan Yaciw and Regina Brennan	Attempting to solidify dates convenient with all 3, for Kootenays road-trip.

Challenges you had to cope with since the last meeting:

It's been slow trying to obtain contacts with members in the Kootenays. Layoffs of activists have affected contacts in those areas.

The uncertainty of Martha Johnson's September return has had an impact on planning for the Kootenays road-trip this September. Busy summer schedules and leave have also had an effect on finalizing the road trip.

What would you like to work on next?

With the announced on the July 30 conference call that Martha Johnson has secured a permanent position in Saskatoon and will not be returning, I am now able to finalize a road trip to the Kootenays.



PSAC Geographic Coordinator for Northwest BC - Benilde Gomes

Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
2013 March	
Kitimat-Terrace and District Labour Council meeting	Struggling with attendances. Everyone working hard on the Provincial NDP campaigns.
Idle No More	Continued requests for labour support to provide additional attendees in Hazelton, Kitimat and Terrace
Northwest BC Area Council Meeting	Not enough attendance for a quorum
NDP – Provincial	Working on the Provincial Campaign. One on one with PSAC members to volunteer but at the minimum to vote
NDP - Federal	Updating membership lists helps to identify PSAC members and keeping up to date information
2013 April	
PSAC Area Council Political Action Conference	Attended the Area Council Committee meeting. What a fantastic way to network with other PSAC members in another role. Interesting to note that so many are active within their locals and activism in the Union. <i>To note: it is scary to see many of the same faces and very little new faces.</i> Discussed resources for future plans in Area Council structures.
PSAC BC Regional Council meeting	Regional Council meeting at the BC Regional office
NDP – Provincial	Attended both open house for Robin Austin in Terrace and Kitimat. Assisted with fundraisers in Terrace and Kitimat. Labour Council meeting changed to work at the campaign office. No PSAC members attended.



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Idle No More	Continued to participate in the multiple Idle No More locations in Kitimat and Terrace. The numbers attending have been in the hundreds albeit the cold and wet weather. Labour has a new network with first nations leaders for like minded initiatives.
Celebration for Saving the Sacred Headwaters	Community events held in Kitwanga, Hazelton, Kispiox and Smithers over 4 days. I stayed mostly sober for all 4 events. The event at Kitsumkalum Reserve began with the plan to continue to Save the Sacred Headwaters to ensure corporations such as Shell will not seek proposals to build or create destructions. To share the ideas with other like minded groups of What Works !!! :}
Terrace Trade Show NDP Provincial	Worked the table for Robin Austin and oddly enough, people assumed that I was there as a Union Representative. Received media attention to say how We Are All Affected by Stephen Harpers attacks. How Christy Clark is following suit. Lots of discussions and more email contacts for future campaign work for the fall.
Day of Mourning	Held the first event in Terrace and then went to Kitimat as this was the first event after the unveiling of the memorial site. Terrace was cold, wet and a freaky snow blizzard. Stopped just in time to drive to Kitimat for the event. The sun came out but no PSAC members attended. Approximately 75 people attended including City Council, Fire Department, RCMP and many other union locals from Kitimat.
NDP – Provincial Fundraiser in Terrace	Helped organize the Salmon Dinner at the Legion in Terrace. Guest Speaker, David Foster, Executive Director of the BlueGreen Alliance. What a fantastic speaker and I would like to have him considered as a guest speaker for the BC Regional Convention. He spoke on the struggles and accomplishments of creating an environmentally safe workplace. He was one of the founding persons to establish this Alliance. His contact info is dfoster@bluegreenalliance.org I did see contact information for an affiliation in Canada.



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
USGE membership	So many issues with so many PSE members on medical leave and lack of coverage. More grievances than I can handle. Resourcing has been a challenge due to the geographical challenges of in-person consultations
2013 May	
NDP Provincial Election	All of the NDP Provincial candidates in our region were successfully elected. Too bad that it was not the same for the rest of the province
Northwest BC Area Council	Not enough for a Quorum
City of Terrace Council Meeting	Presented second reading to City Council meeting to present the water initiative. In hopes that this may be the start
Kitimat-Terrace and District Labour Council Annual General Meeting	Once again, Secretary-Treasurer. Multiple new executives with a drive and a plan. Pushing hard for more political action than in the recent two years. Exciting times.
Regional Representation	I have been requested to represent multiple persons in multiple jurisdictions for grievances, hearings and interviews.
2013 June	
Northwest BC Area Council	Meeting was enough for a quorum and plans for recruitment, worksite tours, We Are All Affected campaign events for the region
Regional Representation	The increase of stress levels are tremendous which has resulted in multiple medical leave, lack of manpower, struggles with taking vacation to return to more stress due to lack of manpower.
NDP – Federal Annual General Meeting	Succession planning is updating membership lists and working on fundraising plans and workplace visits. Key topics for this region is Saving our Waters and Working Canadians. Another year as the financial agent.
2013 July	
Northwest BC Area Council	Meeting held by conference call to discuss upcoming community events to deliver the We Are All Affected campaign



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Hadaii Gwaii – Skidegate days	Missed out on a great opportunity to deliver the We Are All Affected campaign due to family medical issues. Maybe next year PSAC BC regional office can seek this event as one of the priorities to attend. Those in the community that may have been able to participate were involved in other obligations.
PSAC BC Regional Council conference call	It was evident on the call that others are struggling to getting PSAC membership support to their events, too.
2013 August	
Riverboat Days – Terrace	Asked by MP, Nathan Cullen to drive a donated Jeep convertible in the parade representing the MP office. Table set up at the Concert in the Park event. Only one other PSAC member assisted at the table. Lots of interaction. Many first nation groups recognized our message and helped with the delivery. Invited to events in September and October.
Protest to LNG Projects	Enroute to Calgary was encountered by a group of protestors walking down the highway at Burns Lake. Parked the truck and utility trailer and marched in the protest. Peaceful. These protests are happening all over the North and Northwest. Aggravated encounters are happening in Dease Lake – Iskut area. This falls in our <i>Save our Waters</i> campaigns.
Northwest BC Area Council conference call	Discussed the upcoming Annual General Meeting, invitation to Bob Jackson to attend, do worksite tours, one-on-one engagement with our membership seeking out answers to encourage more participation/interests.
Community BBQ – NDP initiative	Annual event during Riverboat days – fundraiser for the Helping Hands Community Services.
Regional Council Representative	Continue to struggle with stressed and unhealthy working environments.



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
2013 September	
Labour Day picnic – Kitimat	Very successful event with a lot of interest in the We Are All Affected. No other PSAC member attended nor assisted. Huge interest by retired persons who cannot get their passports, single mom’s struggling with child care, when are they next on the chopping block as the communities continue to be invaded by non Canadian workers. Residents in Kitimat are not able to get full time work in their own community.

Challenges you had to cope with since the last meeting:

- Not enough hours in the day
- Lack of interest and support by other members
- Burn out

What would you like to work on next?

- More touring in the region and planning events for the We Are All Affected campaign
Preparing for presentation to non-union groups who are like minded to the Save our Waters initiatives
- Finding a representative who may engage members in this region.
- One on One membership engagement. I don’t know how, but it needs to be done.



PSAC Geographic Coordinator for South Vancouver Island - Cindy Little

Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
March 26, 2013	Participated on Provincial Election Plan conference call. Discussed plans for AC involvement in election.
April 4, 2013	Attended Area Council/Regional committee training session in Vancouver. Discussed best practices and new procedures for funding.
April 5 – 7, 2013	Attended Regional Council Meeting
April 9, 2013	Participated on BC Fed multi-affiliate telephone town hall. Opportunity for members to ask questions of NDP leader Adrian Dix.
April 11, 2013	Attended Area Council executive meeting. Discussed new procedures for obtaining funding and reporting requirements.
April 16, 2013	Attended Area Council meeting. Discussed plans for Provincial election. Will be sending one-page mail out to members in Oak Bay Gordon Head riding. Also discussed PSAC/UTE Softball Tournament to be held June 14, 2013 and donation to VIHRC for Pride Parade.
April 22, 2013	Attended WAAA Regional meeting in Victoria
April 23, 2013	Attended reception with Jim Sinclair, President, BC Federation of Labour, to discuss the upcoming provincial election and the role labour can play in achieving additional wins on Vancouver Island. Representatives from the Victoria and District Labour Council and from various unions discussed how best to coordinate activities with other like-minded individuals or groups in your community; ranging from member-to-member contact, to multi-union canvassing events and BBQs.



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
May 7, 2013	Attended Victoria RWC meeting. Debrief of Regional Women's conference, donation to Pride, 2013 National Equity Conferences and Faceless Doll Project.
May 12 – 31, 2013	Vacation
June 14, 2013	Attended PSAC Slowpitch Softball Tournament and BBQ. Opportunity to network with PSAC members from several components in Victoria. This event was organized as an alternative to National Public Service Week events, which were boycotted by many PSAC members.
June 17, 2013	Participated in Regional Council Conference call
June 18, 2013	Forwarded email regarding Victoria United Way annual campaign that will be starting in September to all Victoria locals. The Labour Committee of the United Way is seeking a United Way contact at every Federal Government worksite in greater Victoria. Ideally, but not necessarily, these contacts would be PSAC members.
July 8, 2013	Attended Victoria Pride Parade
July 30, 2013	Participated on Regional Council conference call
July 30 – Sept 17, 2013	On leave

Challenges you had to cope with since the last meeting:

Membership apathy, my own motivation

What would you like to work on next?

Planning for retirement!



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

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
March 8, 2013	Held International Women's Day, which included a viewing of <i>MissRepresentation</i> and a potluck. The potluck allowed each attendee to bring a dish from their culture. Care package gift bags were given to each attendee. We also discussed the history of IWD and the 2013 statement from the Status of Women. The event brought women together to celebrate each other and to learn about the history of IWD.
March 18, 2013	Attended and participated in the RWC Conference Organizing Committee teleconference. Discussed the theme for conference, and held roundtable introductions.
April 3 – 6, 2013	Travelled to Vancouver for Regional Committees Best Practices Meeting then attended Regional Council Meeting.
April 13, 2013	Took the <i>Representing Members with Mental Illness</i> Course, which allowed me to gain additional knowledge, resources and understanding to better represent members
April 14, 2013	Had teleconference with PSAC BC Regional Women's Coordinator regarding Regional Women's Conference
April 15, 2013	Attended the Victoria RO Open House to review and discuss the plans for the new office. Provided the Regional Coordinator with thoughts and followed up on VIHRCs recommended suggestions for the new plans.
April 15, 2013	Attended and participated in the RWC Conference Organizing Committee teleconference Worked on conference logistics



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
April 18, 2013	Met with the President and Treasurer of VIHRC at PSAC Victoria Office to review and debrief the Best Practices Meeting. Shared and discussed financial template document provided at the meeting. Through sharing this information, I am able to keep the committee informed and included in changes that impact the committees they work on. Share knowledge and mentor upcoming leaders.
April 18, 2013	Co-chaired VIHRC General Meeting Discussed PRIDE, SWAG ideas, assigned tasks, discussed new Financial template and guide, reviewed and discussed Human Rights News
April 21, 2013	Called Chair of RWC Conference Resolutions Committee to review, discuss concurrence/non-concurrence and prioritize resolutions for conference
April 22, 2013	Attended the Regional Meeting to Launch Plan Against Government Attacks Reviewed and discussed the plan and received special training on how to organize our members to respond to the latest conservative threats facing PSAC Members.
April 22, 2013	Attended & participated in the RWC Conference Organizing Committee teleconference Continued discussion on conference logistics.
April 24, 2013	Attended BRUSH meeting via teleconference
April 25, 2013	Chaired AGM for UVAE Local 20030 – elected new secretary, discussed NPSW boycott, summer picnic plan, upcoming PSAC training and conferences.
April 28, 2013	Called the Chair of the RWC Conference Resolutions Committee and the PSAC BC Rep responsible for the Women’s Portfolio to review concurrence/non-concurrence decision of committee, discuss and confirm prioritizing of resolutions for the conference



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
May 2 - 5, 2013	Travelled to Vancouver for the Regional Women’s Conference Worked with the Organizing Committee to finalize plans, put craft kits together, set up hospitality suite, and met women as they registered
May 7, 2013	Chaired Victoria RWC and debriefed the Women’s Conference, discussed Dec 6th plans, and AGM guest speaker
June 4 – 9, 2013	Attended the Advanced Union School under theme “We Are All Affected and We Are All Fighting Back” in Richmond.
June 17, 2013	Attended Regional Council Conference Call
June 18, 2013	Attended VIHRC Meeting and finalized plans for PRIDE participation, reviewed new VIHRC buttons, discussed buttons
June/July, 2013	Worked with CEIU Local 20975 and UVAE Local 20030 to organize a Summer BBQ for the members of both locals to celebrate the hard work they have done over the past year and to engage members in the We Are All Affected Campaign
June 13, 2013	Chaired Victoria RWC meeting. Discussed the upcoming National Equity Conference, selected Alternate, discussed AGM, Dec 6th event, and the memorial plan for 2014 Candle Light Vigil
July 7, 2013	Attended the PRIDE parade in Victoria, got members started at parade beginning with all swag and wagon and staffed the PSAC/ VIHRC table.
July 30, 2013	Attended Regional Council conference call

Challenges you had to cope with since the last meeting:

Some of the challenges that I have had to face since the last meeting were recovering from surgery, rehab, reduced/limited mobility, and inability to drive until recently. These challenges limited my ability to get out to do site visits but didn’t keep me down.

What would you like to work on next?

The things I want to work on is continuing to recover and start holding monthly events for members in the South Vancouver Island area, I have already spoken to my alternate who is going to work with me on the planning and holding of these events.



PSAC Geographic Coordinator for North Vancouver Island - Christine Walker

Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
April 5 to 7, 2013	Regional Council meeting in Vancouver PSAC office including committee meetings
April 2013 to June 2013 (No July or August meetings)	Labour Council attendee and delegate for PSAC/CEIU; I normally provide a verbal report to update the attendees on our current campaigns and issues facing federal public servants
3rd Monday of each month meetings	Volunteer Member for the Board of Directors of Pacific Child and Family Enrichment Society. A regional program that supports care providers and provides group insurance, education and support to upper Vancouver Island communities including Powell River. Allows me to keep in contact with community providers and advocate for issues relating to child care.
April 22, 2013	Member to Member networking campaign – attended the Vancouver Island meeting in Victoria. It provided the opportunity for activists to discuss how we were going to proceed with this campaign.
May 3 to 5, 2013	Delegate to the PSAC Regional Women’s Conference held at the Sheraton in Richmond. Exciting conference with an Aboriginal focus featuring great guest speakers, dynamic workshops, excellent hospitality and wonderful entertainment. This has provided me with a better understanding of issues facing our Aboriginal members.
May 27th to June 19th	Personal vacation time
July 2013	Regional Council conference call



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
July 27, 2013	Attended a joint BBQ of CEIU and Veteran's Affairs held at Saanich Historical Artifacts Society in Victoria in my capacity as District Director for CEIU; visible support to the membership.
August 17, 2013	Attendee at CEIU Local Officer's training in Victoria. This unfortunately was cancelled because the facilitator had a last minute emergency and was unable to attend.
Ongoing	Receipt of various emails from politically driven groups such as Avaaz.org and Change.org; forward and take action as required.
Union rep at Monthly Occupational Safety & Health meetings	Ability to have input or report on workplace safety issues of concern to members.

Challenges you had to cope with since the last meeting:

- Disappointed at the outcome of the provincial election and negative public feedback to ongoing legislative changes to Employment Insurance. Most notably, my job duties have radically changed because of the implementation of the Social Security Tribunal (SST). This moves the appeal process to Ottawa and formalizes the reconsideration of a employment insurance decision; new processes to follow, daily updates to those processes; new correspondence system, new common document systems, new forms and procedures resulting in large processing backlogs during this transition phase.
- Getting through each stage of the Human Rights Complaint for which I am a member's representative
- Member related illnesses and deaths

What would you like to work on next?

- Continuing to engage in dialogue with the membership as to the relevancy of the union and encouraging them to actively participate in union related events and campaigns
- Making the Regional Convention as successful as it can be



- Striking a balance between work, union and personal life
- Maintaining a positive attitude and vibrant health
- Having a successful Labour Day Event at Transfer Beach in Ladysmith with good participation from our local members

Please do not hesitate to contact me at 250-754-4035 or c.walker@telus.net

In solidarity,

Christine

North Vancouver Island Geographic Coordinator for the PSAC B.C.



British Columbia

Equity Coordinator Reports



PSAC Aboriginal Equity Coordinator - Heather DuDoward

Report to the B.C. Regional Council

- | | |
|----------------|---|
| April 2013 | Participated in evening planning session with PSAC BC Women's Conference organizing committee @ Fairmont Hotel Vancouver. Helped short-list applicants |
| April 2013 | Attended BC Regional Council meeting at the PSAC Vancouver Office |
| April/May 2013 | Posted various PSAC articles in workplace: <ul style="list-style-type: none">• Top 10 historical PSAC gains for members• Violence Against Women No More!• 10 things the union has done for you! |
| April 2013 | Participated in BC Regional Women's Conference organizing committee teleconference |
| April 2013 | Contacted Aboriginal sisters selected to attend PSAC BC Women's Conference, prior to start date, and discussed conference agenda and details |
| May 2013 | Gathered goods for PSAC BC Women's Conference (gifts, decorations, etc.) |
| May 2013 | Participated in meeting with PSAC BC Women's Conference organizing committee and continued preparations for gathering |
| May 2013 | Organized and participated in PSAC BC Women's Conference May 2-5, Richmond |
| May 2013 | Participated in post-conference debrief teleconference with PSAC Aboriginal sister |
| June 2013 | Participated and completed 'Bargaining From Strength' PSAC training |
| July 2013 | Contacted BC PSAC Regional Representative regarding process and timelines for one-on-one conversations with union members |



- | | |
|-------------|--|
| July 2013 | Participated in National Human Rights Aboriginal reps teleconference |
| July 2013 | Participated in 2nd National Human Rights Aboriginal reps teleconference |
| August 2013 | Discussed with Bob Jackson via teleconference his and Dave Jackson's short-list of Aboriginal applicants for 2013 PSAC National Human Rights Conference Toronto November 2013. Agreed with the selections. |



PSAC Racially Visible Equity Coordinator - Sargy Chima
Report to the B.C. Regional Council

This report was not received in time to be included in this compilation of Coordinator Reports.



PSAC Equity Coordinator for Members With Disabilities - Tracy Shudo
 Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
April 2013	BC Mainland Human Rights Committee meeting
April 2013	Worked with the B.C. Regional Council's Donation Committee on 5 different donations requests that were received. After discussion, the Committee recommended 3 of 5 requests, which were subsequently approved at the April in Council meeting.
April 2013	I attended the PSAC National Health and Safety Conference in Montreal from April 11 to 14, 2013
April 2013	I participated at the PSAC BC Regional meeting in Surrey on the <i>We Are All Affected</i> campaign. It was very interesting, and there is a lot to be done in the coming 6 months.
May 7, 2013	I attended the PSAC BC Members' Forum at the Vancouver Regional Office and met with Robyn Benson. This was a great event.
May 2013	National Equity Conferences: At every meeting I attended, I encouraged members to apply for the NECs.
May 2013	I attended the PSAC BC Regional Women's conference. The conference theme was "PSAC BC Women Hold More than Half the Sky." I found this conference to be one of the most interesting womens conferences I have ever attended. There were outstanding speakers, including Katharine Blackstock, award-winning videographer Tina House, CCCABC's Sharon Gregson, and Kory Wilson of the Aboriginal Education & Services at Vancouver Community College. They were all moving speakers, but I found Kory Wilson very dynamic and appreciated the message she gave everyone in the room. Bob Jackson also spoke along with PSAC National President Robyn Benson.
May 2013	Worked on donation requests with the Donations Committee by email



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
May 2013	Attended the Vancouver Area Council meeting
June 2013	Attended the BRUSH meeting at the Vancouver Regional Office
June 2013	Attended and helped with the BC Mainland Human Rights Committee annual Summer Kick Off BBQ at the Vancouver Regional Office
June 2013	I attended a class with CEIU on local executive training.
July 2013	Summer PSAC Outreach Activities: I worked at the PSAC booth on Saturday and Sunday at the Surrey Fusion Festival. It felt a little different this year. People were asking for a petition to sign.
August 2013	Summer PSAC Outreach Activities: I attended the Vancouver Pride celebrations and worked at the PSAC booth for most of the day. The most exciting thing that happened for me that day was when a gentleman came up to the booth and asked if it had been sponsored by a labour group. I said yes and he then advised that he was from the USA where they do not allow unions to support the Pride activities in such an open way. He said it was great to see and he thanked us for doing what we do. We are so ahead of the others. Good Job PSAC.
August 2013	Vancouver Area Council BBQ at Trout Lake
September 2013	Labour Day at Vancouver Labour Day Picnic
September 2013	Travel to Vancouver Island for their Vancouver Island Human Rights Committee AGM
September 2013	BC Mainland Human Rights Committee
September 2013	B.C. Regional Council meeting



Challenges you had to cope with since the last meeting:

- I have been sick with my MS I am off work, but I have still been doing union activities. Not a lot of people came forward to help out at the Pride Booth, but we did have just enough, thanks for all of those that helped.
- I need to work on health issues and family issues.

What would you like to work on next?

- I would like to work on the upcoming PSAC BC Regional Convention.
- I need to work on the National Human Rights Conference in Toronto as I am on the steering committee for the Access group.
- Working on the We Are All Affected campaign



PSAC PRIDE Equity Coordinator - Paul Croes
Report to the B.C. Regional Council

This report was not received in time to be included in this compilation of Coordinator Reports.

how to be a fabulous feminist

fight sexism. do it now say yes to female-
to justice - to freedom. love yourself, love other
women. say no! get angry, get active. don't agonize-
organize. fight racism-classism-ageism-homophobia-
sizeism and ableism. lower pain and isolation.
raise consciousness, raise self esteem. think
globally-act locally. avoid burnout. be woman
identified. create safety. take risks. take your
power back. do it now. live equality. thank yourself.
celebrate women survivors. invent new herstory.
shatter myths, pioneer, trailblaze. discover she-
her-we-i-woman. honor lesbians say yes to power.
love your body. decorate yourself any way you
like. have happy sex. visualize perfect birth
control. keep abortion safe, legal and accessible.
help a mother today. make every child a funded
child. praise rebel spinsters. do it now. be a
woman's movement. vote, march, girlcott, lobby,
write letters, elect progressive women. win the era.
stop the violence against women. demand economic
justice for all. say yes to more money. fun-raise,
raise hell. do it now. cherish your mother
earth. be anti-war. liberate oppression. think
humanarchy. make peace with men. be a mover
and a shaker. support bad girls. join a feminist
political organization. volunteer, give love, give
money. get powerful, get respect. heal yourself,
heal the world. collect fabulous memories.

do it to win!!!

April

Regional Meetings - Vancouver (Finance & International Solidarity Committee)
UMCC (Chair Union Management Consultation Committee - Thompson, Okanagan, Kootenay)
Component Conference & work on By-laws Committee
Worked with NWAC (National Women's Association of Canada) 🌸
Continued work on Regional Women's Conference
Community: Volunteer for Arts Centre, Athlete mentor program Special Olympics

May

Month was devoted to Regional Women's Conference.
"PSAC BC Women Hold more than Half the Sky" was well received and tackled some tough issues.
Observer Atlantic Women's Conference Antigonish - donated pins on behalf of the BC region
Distributed childcare presentation (\$10 day) 🌸
Work started on National Equity Conference
Community: Music Senior Homes, Amnesty / We are All Affected Work / Volunteer Old-timer's tournament

June

Union School Richmond - Women's courses (it was a surprise to me that I was one of only two women in the course that identified as a feminist).
Mental Wellness PSAC course - Penticton
Work force adjustment - District Director wind up
Okanagan Area Council/Women's/Human Rights meetings
BC Fed Women's
Developed brochure on sick leave attack
Observer at the Ontario Women's Conference Toronto - donated pins on behalf of the BC Region
Organizing Committee meeting for Women's National Equity Conference
Community: Special Olympics - Soccer coach 17th year / Relay for Life

July

Okanagan Human Rights/ International Solidarity Work - (KIWA) & Quilt project children's, disability,
Blog update
Donated pins for the Pride Parade Vancouver
Major resolutions Committee meeting for Women's National Equity Conference
Community: Volunteer at Funtastic, Backfilled coach Rhythmic Gymnastics - BC Special Olympics Games

August

Out of Country - Over 50 Masters Soccer in Italy + family trip

September

Promises to be a very busy month with regional meetings, Human Rights National CEIU conference ,
BC Fed in-person meeting, Grandmothers Tribunal & continued work on the National Equity Conference
<http://www.africangrandmothertribunal.org/>

All Months

Petitions, letter writing, activism, networking, mentoring, political action, etc

/attachments



PSAC Equity Coordinator for Youth - Erica Yang

Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
CEIU BC 2013 All Presidents' Conference (April 18-20, 2013)	<ul style="list-style-type: none"> • Attended as a Local president and a RC member • Learn from others and see what issues members have at their workplace
BC Mainland Young Worker Committee Meeting (April 24, 2013)	<ul style="list-style-type: none"> • Routine quarterly meeting • Review survey questions • Determine what to cover on our resident course • What events to have in summer
WAAA Regional Meeting (April 26, 2013)	<ul style="list-style-type: none"> • Attended as a RC member. My Local delegation was given to my 2nd VP • Initial campaigner training • What the WAAA campaigner is about • Networking and learning from other Local presidents
2013 BC Provincial Election Chinese Canadian Candidates Forum (April 28, 2013)	<ul style="list-style-type: none"> • Very happy to see younger Chinese Canadians and 1st generation Chinese decent immigrants getting involved in politics and committing to make a difference for people • Good wake-up call to unions and the labour movement in general - one of the candidates who is a 1st generation immigrant clearly stated that union is to blame for immigrants not being able to fully integrated into the Canadian mainstream society. Many other negative comments about unions were made by other candidates as well. To summarize, whatever labour is doing for the racially visible people is not working. Maybe it's language barrier or cultural clash, whatever the labour tries to convey does not quite "land" on racially visible members' side, especially the 1st generation immigrants



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Governexx Network Roundtable (May 30, 2013)	<ul style="list-style-type: none"> • Networking, seeking and recruiting potential activists • Representing PSAC BC - let members know that their union cares about them and cares about what's important to them • Researching on hot topics - PSAC BC can stay relevant to the workplace it represents
Young Worker On-line Survey (May 2013)	<ul style="list-style-type: none"> • Figure out what young workers in the federal public service really care about • Use the survey results for future events and trainings planning • According to the survey results, young workers do care about their sick leaves, a lot, but some of them would consider opting out if paying union dues becomes optional. To me, that means if somehow we manage to lose our sick leave, we would lose our members. • Fun social events and training opportunities are popular. • One suggestion is that PSAC should consider hosting courses during regular work days, not just during weekends or in the evenings. • Childcare is an interesting topic because young workers either care about it to their hearts or cannot care less. • Many of them would consider working for PSAC when opportunities present.
PSAC BC 2013 Union School (June 4-7, 2013)	<ul style="list-style-type: none"> • Union school this year was well received by young workers. • Starting point to move the summer BCMLYWC meeting out of the RO and closer to the FV. • Workplace mental health will be a popular topic in the next while.



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Vancouver Island Young Worker Committee Meeting (July 10, 2013)	<ul style="list-style-type: none"> • Succession planning • Member outreach planning
VAC Annual Summer BBQ (Aug 10, 2013)	<ul style="list-style-type: none"> • Support VAC • Member outreach/networking • Have a good time
BC Mainland Young Worker Committee Meeting (Aug 14, 2013)	<ul style="list-style-type: none"> • November YW training event discussion • General updates • Upcoming leadership and youth specific leadership training opportunities • Who is going to be the next Young Worker Coordinator?
Labour Day Event (September 2, 2013)	<ul style="list-style-type: none"> • Encourage young workers to attend and volunteer if they can • Support VAC • Celebrate in solidarity
Activities Scheduled in the near future (More Details and final results will be provided at the RC meeting if available)	
One-day young worker training and 2014 planning (TBA, Fall 2013)	<ul style="list-style-type: none"> • Part of the 2013 proposal to the AEC • Demand from the 2012 YW conference • An important part of young worker outreach • Training topic - bargaining
Vancouver Island Young Worker Committee (TBA, Fall 2013)	<ul style="list-style-type: none"> • Executive election • What's next for VIYWC
BC Fed Union Renewal Conference (November 2013)	<ul style="list-style-type: none"> • Encourage young workers to attend



Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Young Worker Holiday Greetings Meet n' Greet/ Movie Night (Early December 2013)	<ul style="list-style-type: none"> • Celebrate and have fun • Social networking • Education in a fun way (labour-related movies)

Challenges you had to cope with since the last meeting:

- General lack of interests and participation from the members. The majority of the young workers in the federal public service are term or casual. They do not see or feel how PSAC or unions in general could do anything “real” for them. Unfortunately, they are usually the “neglected ones” because they are fully protected under our existing CA. Not to make things worse, even some of the indeterminate young workers do not see having a union is relevant nowadays.
- Burnt out - “if you are lucky enough not to get WFA’ed, you will still be slammed by all the additional work.” This may also contribute to the general lack of participation from our members. Members are exhausted from work and busy with their lives outside of work. Going to an evening meeting/event after a long day of work can be too much to handle.
- Losing active members due to WFA and/or other reasons - this is just stressful on me and my young worker committee’s executives. Engaging and young members is our standard action item, but when I lost active people or people in executive positions, it’s like going back to square 1, and this has significant impact on our operation.
- It took me a while to get use to the work-around during the period when Monica had already gone on maternity leave but Deanne was not here yet. I would not put this as a challenge, but it would probably take some time for me to work out a perfect workflow with Deanna. I am excited to work with her.
- Personal - I have not been at my best health since June this year. I am currently on a reduced-hour work schedule. This impacts my participation at all union activities.

What would you like to work on next? (priority)**

- **Succession planning - I have “expired”. I have been actively seeking other young workers to attend our PSC BC Triennial convention next year and run for my position.



- **YWC's Logo design :)
- **Hold events at different locations, i.e. Vancouver Island, Fraser Valley and the interior. Outreach young workers who are not in the lower mainland.
- **Co-sponsor events with other constituency.
- **Piggy-back and take on existing causes which are important to young workers, i.e. \$10 a day childcare, alive after 5, and minimum wage campaign, etc.
- Go out to the community – co-sponsor events for different community organizations, i.e. BBQ fundraiser event for the Covenant House or wine & cheese night for living donors.
- Continuing relationship building with different major young worker/worker networks (Governexx, Avant Garde, Ymagine, etc.) in the public service.
- Myth buster flyer and revise and reprint of YW engagement material



PSAC Coordinator for Health & Safety - Linda Harding

Report to the B.C. Regional Council

Activities Since the Last B.C. Regional Council Meeting	
Activity	How it fulfilled my role on the Council
Attended and was part of the Steering Committee of the PSAC National Health & Safety Conference	Health and safety promotion and awareness
Attended the Regional Women's Conference	Networking with other Council members and PSAC members
Robyn Benson tour of 800 Burrard St.	While this was not necessarily fulfilling my role on Council, it was valuable to introduce her and Bob to a number of my members.
Attended BC Fed OSH meeting May 22	Promoting H&S in the region
Attended and assisted with facilitation of H&S course at Advanced Union School June 3-9	Health and safety: Spoke about BRUSH and encouraged participants to join.
BRUSH Committee meeting June 19	Promoting H&S in the region
Attended meeting with PWGSC PIPSC reps June 27	Political action – to help foster our working relationship and to ensure that we are both sending the message to our members
Attended BC Fed OSH meeting August 28	Promoting H&S in the region
BRUSH Committee meeting August 28	Promoting H&S in the region

Challenges you had to cope with since the last meeting:

Trying to determine what exactly my role is within the H&S world

What would you like to work on next?

To become more active within the Education portfolio



PSAC National Officers Coordinator - Nic Humphreys
Report to the BC Regional Council

The BC National Officers have been updated on pertinent PSAC/Labour issues, actions and campaigns, mostly those initiatives that did not get wide distribution within the labour community or through the PSAC.

A meeting of the BC region's national officers has tentatively been scheduled for September 19th preceding the regional council meeting.

An agenda is being developed that could include:

- Where we're at in the PSAC National WAAA Campaign
- What the Components are doing in the Region and Nationally
- the upcoming Regional Convention (including delegate selection and resolutions)
- Guest speaker Jim Sinclair
- United Way Campaign 2013
- Bargaining Update: Pay Arrears, Sick Leave

A full report of the meeting will be given at the next regional council meeting.

Nic Humphreys
National Officer Coordinator



Committee Reports



PSAC BC Regional Council Environment Committee
Report to the B.C. Regional Council - August 2013

The Committee continued to meet through email since the last Regional Council meeting. Several initiatives have been proposed by the committee, which include the suggestion that the terms of reference for the committee and a statement concerning green jobs be included in the PSAC newsletter (Appendices A and B).

The Committee is in the process of determining if the drafting a more comprehensive Policy Paper or new mission statement on Water (Appendix C) would be beneficial.

At the 2014 PSAC BC Regional Convention, the Environment Committee plans on having a table to promote green environmental practices including drinking public tap water, recycling and green transportation (mass transit, walking, cycling, car-pooling).

One of the environmental successes of late has been the willingness of the public to endorse the use of safe public tap water. The Committee will continue to promote the usage of tap water at all PSAC events and during people's daily lives.

The unofficial coalition between labour and the environmental move continues with GreenJobs BC and the committee will be promoting attendance at the 2014 spring Conference and encouraging other PSAC Components and activists to support and/or attend this conference. We endorsed their campaign and signed their letter to build an economy around a bold green jobs plan.

It is more than unfortunate given the importance of a healthy environment to our members and the citizens of Canada that the Environmental Committee of the NBOD has not been active over the past several years. One of BC REVP's national portfolios is the Environment, and Brother Jackson will look at revitalizing the Board committee. The Environment Committee will be asking their respective components to also support the re-constituting/revitalizing of the national committee.

Another worthwhile event that the committee is considering attending and promoting is a workshop "**Get Your Mind Into the Gutter**" that will be put on by the Partnership for Water Sustainability. The workshop will be held on December 3, 2013 at the Radisson Hotel located at 81881 Cambie Road in Richmond, BC.



WORKSHOP CONTEXT: *The common perception is that BC has an abundance of water... but does it? We are often water-short when demand is greatest. And now our climate is changing. The 45 actions and targets in [Living Water Smart, British Columbia's Water Plan](#) establish expectations for doing business differently, including: **50% of new municipal water needs will be acquired through conservation by 2020**. What are the implications and opportunities for rainwater harvesting as a source of water for potable and non-potable uses? To help deliver Living Water Smart outcomes, the Partnership for Water Sustainability and the Irrigation Industry Association are co-hosting "A Workshop on Rainwater Harvesting".*

Further details for the event can be found at: ["Get Your Mind Into the Gutter: A Workshop on Rainwater Harvesting in British Columbia"](#)

**Environment Committee
B.C. PSAC Regional Council**

**Terri Lee
Be Gomes
Roberta Drinkwater (Gourlie)
Nic Humphreys**



Appendix A

Your Environment Committee of the B.C. Regional Council has developed a mission statement, which will direct its activities over the next year:

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

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

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



Appendix B

On the Green jobs:

Your Environment Committee of the B.C. Regional Council has participated in initiatives of [GreenJobs BC](#). GreenJobs BC has taken the lead of the promotion of developing the economy through sustainable jobs in energy, conservation, forestry, transportation, buildings & energy efficient retrofits in BC.

Dollar for dollar, investments in the electric power, clean technology and energy efficiency industries produce several times more jobs per \$1 million in output, than the fossil fuel industry does, sometimes by a factor of 7 to 1. That's because these sectors are job-rich, requiring dedicated and skilled workers who can build our new future and maintain it for the long-haul.

We encourage members to look at the green jobs plan and sign on to the campaign. [Sign the letter](#) and call on our political leaders to adopt a bold green jobs plan for BC.



Appendix C

"DRAFT" Policy Paper on "Water"

The B.C. PSAC Regional Council recognizes water as Canada's most valuable natural resource and essential to our lives as Canadians.

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

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

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

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

The PSAC will support and promote:

- The UN Human Rights Council's resolution that places certain responsibilities upon governments to ensure that people can enjoy "Sufficient, safe, accessible and affordable water, without discrimination"
- That water is a public good, not a commodity and as such will oppose any bulk water



exports of Canadian water. The need for a ban is pressing due to the pressure to send water to serve drought prone areas of the United States.

- The exclusion of water from NAFTA and all future trade agreements. Under NAFTA water is defined as a service and an investment. If a corporation is granted permission to export water anywhere in Canada, it becomes a tradable good under NAFTA, and other provinces will have to grant similar access to corporations seeking water export rights. Only a clear exclusion of water from NAFTA and other trade agreements will avert this threat.
- Including bottled water in the banning of bulk water exports from Canada. Water in 20 litre containers is not at the moment considered bulk water. The continuation of bottled water exports could set a precedent allowing for water to be treated as a commodity under NAFTA. The energy required to extract water from natural sources, manufacture water containers, bottle the water in a factory, transport the water by truck to ships before being loaded into more trucks producing enormous carbon emissions.
- PSAC will continue to promote the use of public tap water at all UEW and PSAC events and in our members' daily lives.
- The development of water conservation strategies that benefit the Canadian economy, communities and the environment.
- The establishment of national enforceable drinking water standards.
- The declaration of surface and ground water as a **public trust**. Under a public trust doctrine private water use would be subservient to the public interest. The public trust concept means water is a public resource owned by the people of Canada, with the government acting as a trustee responsible for taking care of the resource. The public trust doctrine is becoming increasingly common and established in modern water legislation and has been incorporated in the environmental legislation in the Yukon, Northwest Territories and Quebec.
- The creation of a national public water infrastructure fund. Decades of cuts in infrastructure funding, coupled with the downloading of programs and services to municipal governments, have resulted in a "municipal infrastructure deficit" conservatively estimated at \$123 billion by the Federation of Canadian communities.

A strategy to address water pollution concerns including:

(Although regulation water pollution falls mostly under provincial jurisdiction, the federal



government is responsible for protecting fish-bearing waters through the Fisheries Act and controlling toxic substances under the Canadian Environmental Protection Act.)

- Standards for industry and agribusiness, which would include the enforcing of strict laws against industrial dumping, use of pesticides and discharge of toxins into waterways.
- A slowdown of tar sands production and increased monitoring by federal agencies on water usage and water pollution. Toxins connected to the tar sands have been found as far downstream as the Athabasca delta, one of the largest fresh water deltas in the world.
- Removal of Schedule 2 from the Fisheries Act. Lakes that would normally be protected as fish habitat by the Fisheries act are now being redefined as “tailing impoundment areas” in a 2002 schedule added to the Metal Mining Effluent Regulations of the Act. Under this schedule, healthy freshwater lakes lose all protection and become dump-sites for mining waste. Canada is the only industrialized country to allow this practice.
- National enforceable standards for sewage treatment. Canada has no national standards for municipal sewage treatment and wastewater effluent quality. As a result, 200 billion litres of raw sewage are flushed into our waterways every year.
- The restoration of historical funding levels to both Environment Canada and Fisheries and Oceans Canada investing in the country’s freshwater heritage—surely our greatest heritage – in a world running out of clean, accessible water.

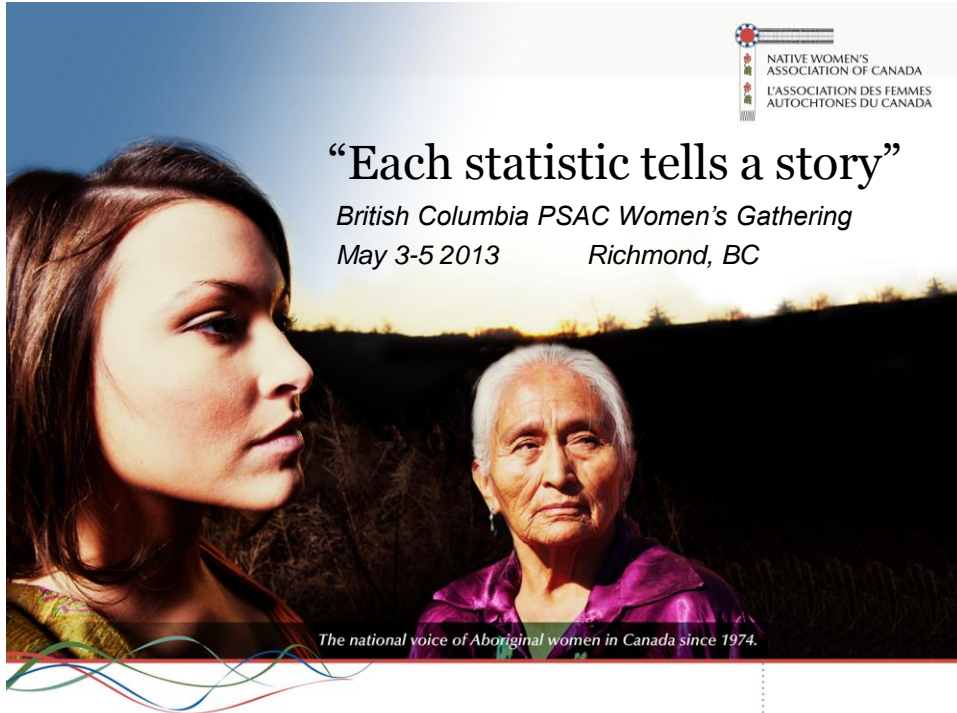
B.C. PSAC Regional Council
Environment Committee



Additional

Report to B.C. Regional Council

Name: Sargy Chima	Date: November 2012 to March 2013
Constituency (area, women, etc.) BC Racially Visible Coordinator	
Activities since last RC meeting	
Date & Activity	How it fulfilled role on B.C. Council
November 11, 2012	Attended Remembrance Day ceremony in Victoria @ Parliament
Nov 23 & 25, 2012	Attended Regional Council meeting @ PSAC office
Nov 28 & 29, 2012	Attended 1 ½ day of BC Fed Convention for the first time.
Nov 30-Dec 2, 2012	Attended Leadership Summit in Ottawa
Dec 2-5, 2012	Attended 1 st National Human Rights committee meetings in Ottawa. Steering committee for National Conference and goals and objectives for Racially Visible over the next 3 years. Met with MP Jasbir Sandhu at Parliament Hill to discuss cuts to services and jobs.
Dec 6, 2012	Attended candle light vigil @ Burnaby Civic Center for National Day of Remembrance and Action on Violence Against Women Attended 19 th annual labor appreciation dinner held @ Hilton Hotel, in Burnaby with 5 other members from my local.
December 8, 2012	Attended meeting at office of Sue Hammel, MLA to strategize on a fundraising event being held in March 2013.
December 2012	Attended Christmas open house of MP Jasbir Sandhu.
January 2013	Attended 2 fundraising committee meetings at the office of Sue Hammell. These meetings were part of planning and organizing for the upcoming Kick Up Your Heels fundraiser for MLA Sue Hammell and MLA Mable Elmore.
February 2013	Attended Regional Council Conference Call and Health and Safety Conference Call.
Challenges you had to cope with since the last meeting	
I was very sick for the past 2 months- with kidney stones; therefore, I had to cancel a number of events, meetings and unable to complete my report in a timely manner.	
What would you like to work on next?	
Now that I feel better, I would like to schedule a meeting with Racially Visible members so we can discuss any issues, concerns, and planning for the year.	



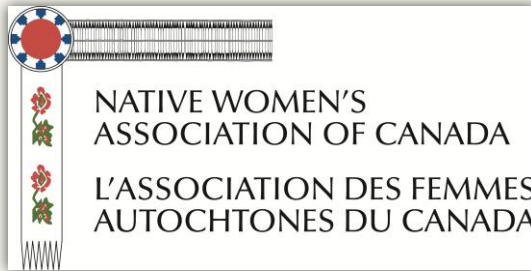
Welcome / Bienvenue

This presentation is being shared with you today on behalf of the
Native Women's Association of Canada (NWAC).

We are sorry that we could not attend this conference in person.

A big thank you to the Chair, Kelly Megyesi, BC PSAC Women's,
who will be presenting on our behalf today.

- NWAC



The Native Women's Association of Canada (NWAC) works to advance the well-being of Aboriginal women and girls, as well as their families and communities through activism, policy analysis and advocacy.

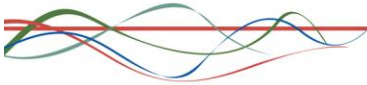


NWAC is an *aggregate* of 12 Aboriginal women's groups from coast to coast to coast,





NWAC was incorporated in 1974 and is one of the five officially recognized National Aboriginal Organizations (NAOs) whose purpose is to represent and speak, at the national level, on behalf of Aboriginal women in Canada.



NWAC Departments

- Environment
- Health (100% health cuts in 2012)
- Human Rights & International Affairs
- Labour Market Development
- Violence Prevention and Safety
- Finance



Committed to the issue

NWAC is the only National Aboriginal Organization with an entire department working directly to address the issue of extreme violence experienced by Aboriginal women and girls.

NWAC began this work with the Sisters In Spirit initiative and continues with the Evidence to Action project and the creation of new department called "Violence Prevention and Safety."



Why this work?

Violence has impacted our communities and people in many ways; we ALL suffer directly and indirectly – sadly, no one is immune.

As women, as the givers of life, and as NWAC we have a great responsibility to ensure the well-being and safety of our mothers, daughters, sisters, aunties and grandmothers.

This is 'our story, our lives' as missing and murdered Aboriginal women.



What does the VPS Dept. do?

An introduction to five of the main activities (*of the Violence Prevention and Safety Department*):

- October 4th SIS Vigils
- Community Resource Guide (CRG): What Can I Do To Help the Families of Missing and Murdered Aboriginal and Girls?
- NWAC Petition for a National Inquiry
- SIS Research (see ON Factsheet)
- NWAC Faceless Doll Project



October 4th
Sisters In Spirit Vigils:
A movement for social change



Every October 4th, Sisters In Spirit Vigils:

- Honour the lives of missing and murdered Aboriginal women and girls; and,
- Support grieving families and provide opportunities for healing.
- Vigils can take many forms (rally, candlelight vigil, community feast, moment-of-silence).



*United we can demand action
on a Canadian issue that impacts
us all!*





Events such as these have been going on since 2003, when NWAC and family members held peaceful demonstrations on the Hill.

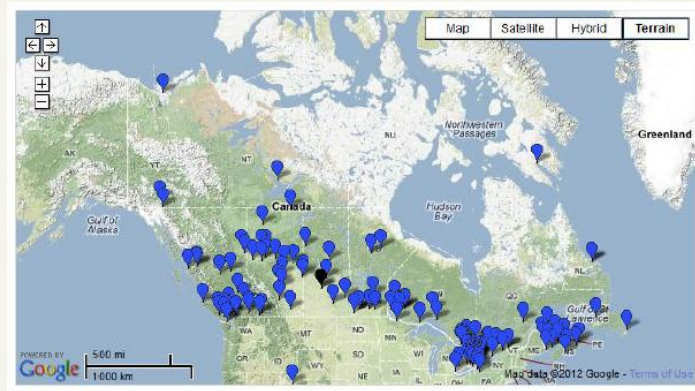
The first SIS Vigil was held on the steps of Parliament Hill in 2006.

SIS Vigil progression and momentum:

- 2006 vigil – 11 cities
- 2007 vigil – 30 cities
- 2008 vigil – 40 cities
- 2009 vigil – 70 cities
- 2010 vigil – 84 cities

PRESS RELEASE – FOR IMMEDIATE RELEASE

NWAC Announces an unprecedented 175+ Sisters In Spirit Vigils registered for October 4th 2012



Find the one nearest to you at www.nwac.ca

Communities continue to plan vigils each year, demonstrating how the Sisters In Spirit Vigils have transformed into *a movement for social change*.

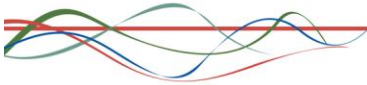
NATIVE WOMEN'S ASSOCIATION OF CANADA
L'ASSOCIATION DES FEMMES AUTOCHTONES DU CANADA

October 4th Sisters In Spirit Vigils:
A movement for social change

NWAC is the national voice of Aboriginal women since 1974.

NWAC is grateful to our long-standing partners for the continued success of SIS Vigil:

- Families and communities,
- Sister organizations, grassroots advocates
- Amnesty International Canada,
- KAIROS Canada,
- National Association of Friendship Centres (NAFC)
- Canadian Federation of Students (CFS)
- Labour Movement (CUPE, PSAC, CLC, NUPGE, CUPW)



NEW Feature in 2011 - www.october4th.ca

2012 Virtual Candlelight Vigil NOW OPEN



Virtual Candlelight Vigil

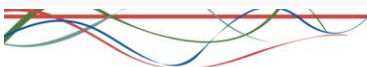
Each year on October 4th communities across Canada come together to honour the lives of missing and murdered Aboriginal women and girls. As we do so, we remember the lives of sisters, daughters, mothers and grandmothers tragically taken from us.

Each candle is a beacon of hope and strength.

Candles Lit: 142

Begin ...

Welcome to the Sisters In Spirit Candlelight Vigil!



What are you doing on October 4th 2013?

Contact NWAC for more information at 1-800-461-4043.



Community Resource Guide (CRG): What Can I do to Help the Families of Missing and Murdered Aboriginal Women and Girls?



- Plain-language resource
- CRG Training Video
- Chapter 1: Advocates & Campaigners
Chapter 2: People Assisting Families
Chapter 3: Teachers & Educators
- 10 toolkits, 3 fact sheets poster, CD
- www.nwac.ca for download

- Some of the most popular topics addressed in the CRG are:
 - “Getting Involved in Your Community (Page 10),”
 - “Sisters In Spirit Vigils – A Movement for Social Change (Page 15),”
 - “Navigating Victim Services (Page 29),”and
 - “Fact Sheet: Missing and Murdered Aboriginal Women and Girls (Page 64)”

- New Action Item: NWAC Petition for a National Inquiry

A National Inquiry is needed!

Dear Prime Minister Harper:

The Native Women's Association of Canada has documented over 582 occurrences of missing or murdered Aboriginal women and girls. We know that there are more cases that have not been documented. We also know that this epidemic of violence is continuing to claim more lives and irrevocably harm more families every month. Addressing this issue requires that the factors causing it are correctly identified, and that those individuals, processes and policies responsible for maintaining the status quo – and the subsequent harms to Aboriginal women and girls – are remedied. Recommendations and ACTION for change are needed to increase the safety of Aboriginal women and girls in all walks of life across Canada.

I support holding a National Inquiry into missing and murdered Aboriginal women and girls in Canada. I also ask that you involve those most affected by this tragic issue – Aboriginal women – in the design, decision-making, process and implementation of this inquiry.

Such an inquiry would be a crucial step in implementing a comprehensive and coordinated national action plan to address the scale and severity of violence faced by Aboriginal women and girls.

Name (Please print)	City/Postal Code	Signature	Email
JARVIS GIBSON	7H1S44, Ontario	[Signature]	jarvisgibson@cuppa.ca
Juanita Siqueira	R2A1P1, Ontario	[Signature]	juanitas@cuppa.ca
Tredy Ferguson	K1V 2Y1	[Signature]	tredy@cuppa.ca
Deby Lopez	T2P 2G4, Alberta	[Signature]	deby.lopez@cuppa.ca
Donna Campbell	X0C 1H0, Ontario	[Signature]	donnacampbell@cuppa.ca
Lois Duggall	Ottawa, K1G 1E1	[Signature]	lois.duggall@cuppa.ca
Don M. Mounghin	Ottawa, K1N 8P8	[Signature]	don.mounghin@cuppa.ca
Carol Ritchie	Ottawa, K1Z 3E5	[Signature]	carolr@cuppa.ca
Ray Lawrence	Ottawa, K1N 8N2	[Signature]	ray.lawrence@cuppa.ca
PAT SIOGAARD	Ottawa, K1N 8N2	[Signature]	pat.siogaard@cuppa.ca
Chris Van Gennep	Ottawa, K1N 8N2	[Signature]	chris.van.gennep@cuppa.ca
J. P. P. P.	Ottawa, K1N 8N2	[Signature]	j.p.p.p.@cuppa.ca
T. H. H. H.	Ottawa, K1N 8N2	[Signature]	t.h.h.h.@cuppa.ca
Wendy Booth	Ottawa, K1N 8N2	[Signature]	wendy.booth@cuppa.ca
Stephanie D. D.	Ottawa, K1N 8N2	[Signature]	stephanie.d.@cuppa.ca
Jane Doe	Ottawa, K1N 8N2	[Signature]	jane.doe@cuppa.ca

PLEASE RETURN PETITIONS to:
Native Women's Association of Canada
1 Nicholas Street 3th Floor
Ottawa, ON K1N 7K7
NEED MORE PETITIONS? Call 1.800.481.4043

The national voice of Aboriginal women in Canada since 1974.

What is going on? Violence and Missing and Murdered Aboriginal Women and Girls

The issue of extreme violence and missing and murdered Aboriginal women and girls is an outcome and is indicative of a broader social problem.

- Devaluing of Aboriginal women and girls
 - Racialized-sexualized violence
 - Societal ignorance
 - Policing indifference
 - Legislative policies

NWAC findings: What We Know

What Their Stories Tell Us: Research findings from the Sisters In Spirit initiative (2010)

<http://www.nwac.ca/programs/sis-research>

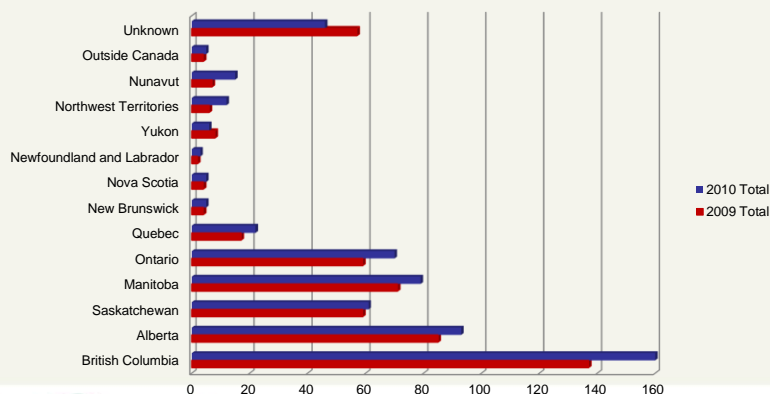
- 582 'known' cases of missing or murdered Aboriginal women and girls (NWAC database)
- This issue impacts all Aboriginal women and girls – First Nations, Métis and Inuit



Every province and territory is touched by this issue

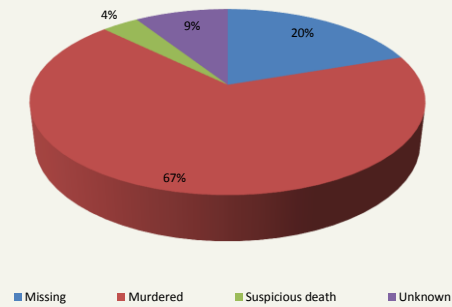
(See NWAC's individual provincial and territorial fact sheets at <http://www.nwac.ca/programs/sis-research>)

Geographic Distribution of Incidents, 2009 and 2010



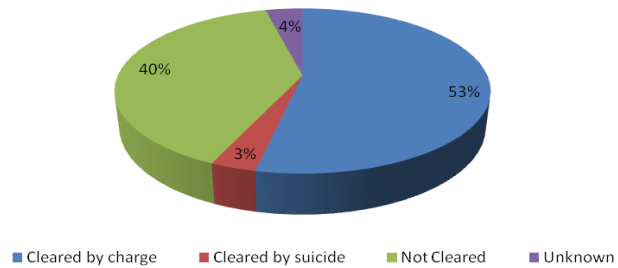
Significantly more murder cases than missing cases

Figure 1: Summary of Canada in SIS Database, 2010



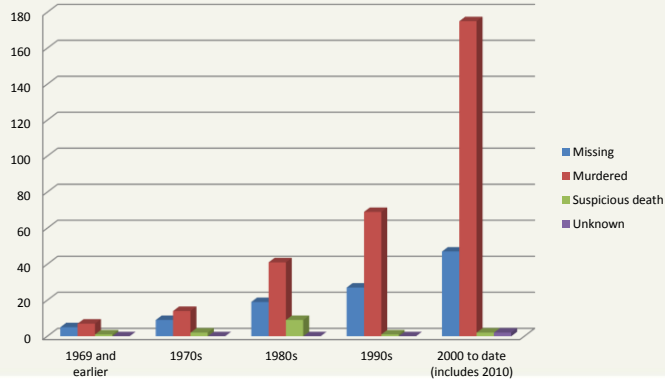
Nearly Half of Murder Cases Remain Unsolved

Figure 8: Clearance Rates for Homicide Cases, 2010



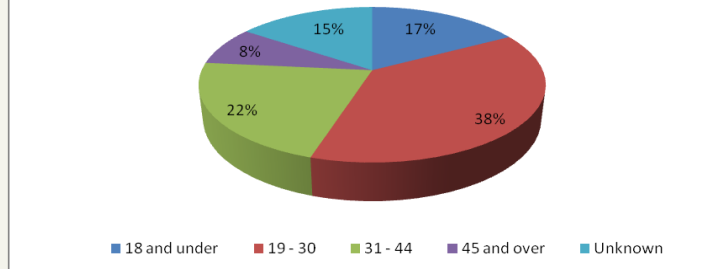
Most of the cases in the database are from the last 10 years

Figure 2: Year of Incidents in SIS Database, 2010



Majority of Cases Involve Young Women and Girls

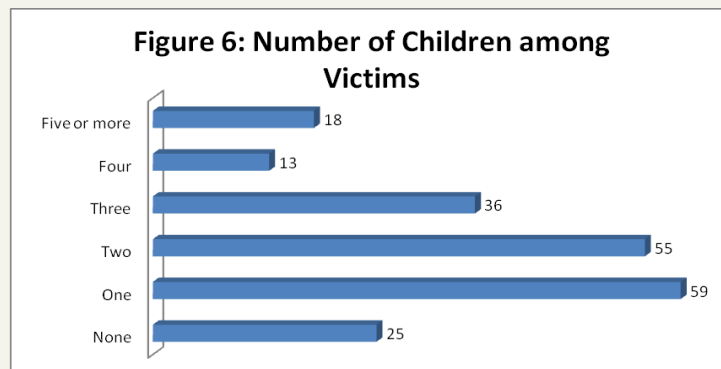
Figure 5: Age of Woman at Disappearance or Death



Most Cases Occur in Urban areas

- 60% of women and girls murdered in urban areas
- 28% in rural areas and 13% on-reserve
- 70% of women and girls missing in urban areas
- 22% in rural areas and 7% on-reserve

Intergenerational Impact of Missing and Murdered Women: Many are Mothers



***“We remember that a beautiful
Aboriginal woman is
represented by every number
shared, that each statistic tells
a story.”***



Amber,
Beatrice,
Daleen,
Danita,
Debbie...

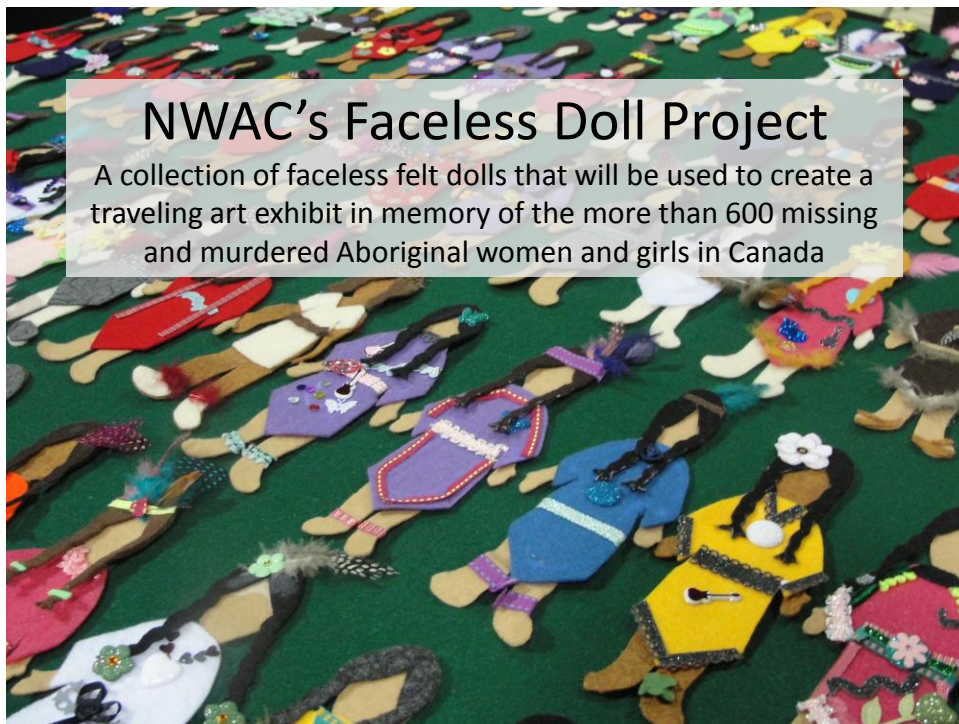




Delores,
Georgina,
Gladys,
Lisa, and
Nina
are loved
by their
families.

Learn more about these
women in NWAC's Life
Stories at

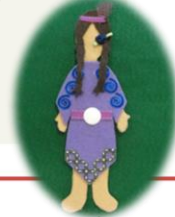
<http://www.nwac.ca/programs/sis-research>



NWAC's Faceless Doll Project

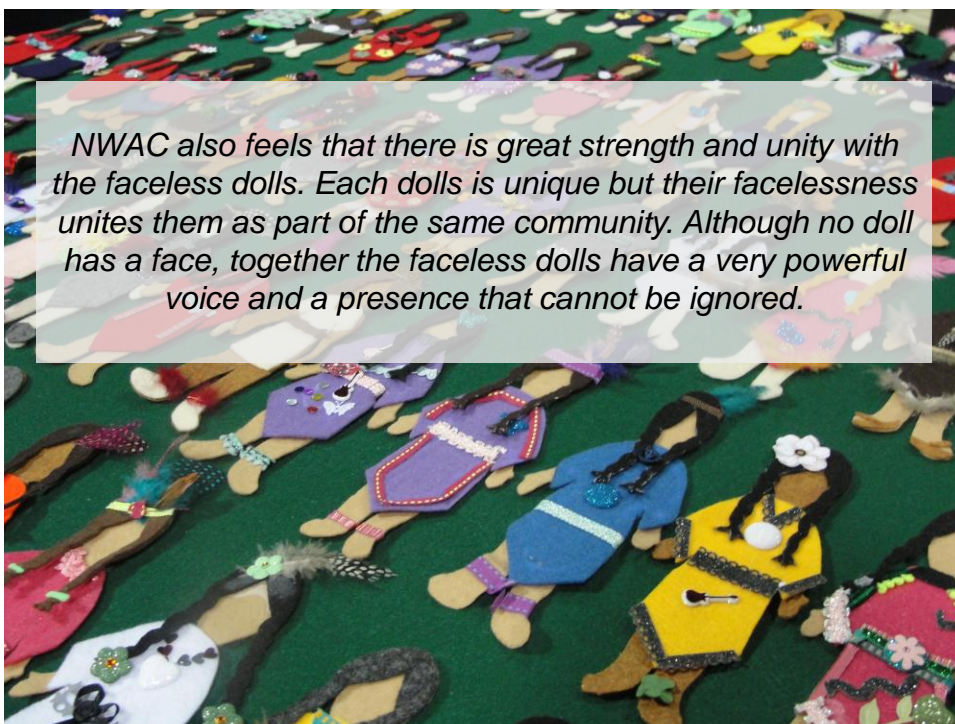
A collection of faceless felt dolls that will be used to create a traveling art exhibit in memory of the more than 600 missing and murdered Aboriginal women and girls in Canada

- Builds on the legacy of the Aboriginal Angel Doll Project created by Gloria Larocque (Vancouver, 2005).
- NWAC looking for a hands-on project to bring across the country
- Visually and physically create a representation of the 582 known cases of missing and murdered Aboriginal women and girls (*What Their Stories Tell Us: Research findings from the Sisters In Spirit initiative, 2010*).



- Each doll is:
 - Hand cut by Gloria Larocque creator of the Aboriginal Angel Doll Project
 - Women and little girl dolls available (2 sizes)
 - First Nations & Métis (Inuit dress coming soon)
 - True reflection of Aboriginal women (varying skin tones and hair colours)
 - Each doll is made by a workshop participant (family members, community members, service providers, teachers, advocate, youth etc.)
 - No two dolls are the same.







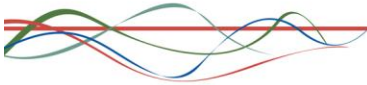
All 600 dolls are now complete. We are creating the NWAC Faceless Doll Traveling Exhibit (thanks in part to funding provided by the Elementary Teachers Federation of ON (ETFO)).



Four of the eventual eleven panels of faceless dolls were presented to families who have a missing or murdered loved one in February 2013.

The remaining panels will be completed soon.

What will 582 dolls look like?



Building on the legacy

- We are grateful and humbled that other organizations and individuals are making their own Faceless dolls in tribute and in solidarity.
- NWAC Faceless Doll Templates are now available. Write jlord@nwac.ca for more information.



For more information or for a copy of this PPT:

- Contact the Native Women's Association of Canada, Jennifer Lord at jlord@nwac.ca
- NWAC will be issuing a Call Out for stops/hosts for the NWAC Faceless Doll traveling exhibit for 2013-2014.