

May 7 2020

Victoria Area Council (VAC) Meeting

Via teleconference - [1.844.259.7596](tel:18442597596) (Dial-in Number) / Conference ID: 725225174

5:45pm

**Attendees** - Marcello Lazaro / Ian Wiggs / Angela George / Andy Hughes / Deb Foster / Ernest Hooker / Steve Portlock / Richard May / Dan / Christina / John Davis / James Little / Paul Jones / Brad Klein / Josh Peterson

**Regrets** - Giselle Henry / Niki / Leanne / Kuldeep

### **Agenda and Previous minutes**

#### **Agenda**

Addition – Solidarity Saturday – after planning

Motion to accept agenda – Andy Hughes / Second – John Davis

#### **Previous minutes**

Marcello requested clarification on Elections of nominator and seconder; Angela George provided clarification of minutes

*Motion to accept minutes – John Davis / Second – Andy Hughes*

*All in favour*

#### **Finances**

Ian Wiggs – emailed out information

As of March 31<sup>st</sup> 2020 = 1,141.81 in chequing / 55.95 in savings

Outstanding deposits = 2025.00 which is 2000.00 PSAC Allocation and 25.00 from the 'Airport'

Local. April statement is not yet received.

Steve – advised he has not received any financial attachment or email. Ian Wiggs to resend. Steve inquired if email/information is to be received by membership, so that it can be reviewed before voting.

James Little - advised due to situation and circumstance, Ian has provided a good synopsis of the situation and we could agree with a caveat we receive the financial statement and ensure we motion to again review and pass again at next meeting.

Marcello - advised he remembers receiving an email with the budget but at time was unable to locate.

*Financial report moved by Ian Wiggs / Seconder – Marcello Lazaro*

*All in Favour – Financial statement passed*

## Covid-19

**(please note, this agenda item was round table style. Notes logged from each participating member)**

1. Richard May - North Vancouver Island Area Council (NVIAC)

4 versions of Still Here for Canada campaign posters (Thank you to Public Service) are available for printing, and NVIAC inquired if we would like to cost share the printing of some for worksites or if we could obtain regional funding.

Discussion on whom will fund, cost share, regional, etc

James Little to research cost of printing and regional office will assist in distribution to work sites. Email to Patrick to inquire to regional on how to proceed.

Side question – Paul Jones inquired on why union staff cannot enter the office to obtain materials that may be there. James advised it is mandated that there is no entry into any union regional office unless activity is deemed critical due to COVID-19

*Motion* – *Steve Portlock* - for VAC and NVIAC to put up \$250.00 each for the funding of the Thank you to the Public Service posters; should funding not be available from regional office to provide signs to worksites across Vancouver Island.

*Secunder* – *John Davis*

*All in favour*

2. Marcello

Reminder to keep the safety of members and people in the fore front. As employers have been providing sub standard PPE equipment and in some cases not at all. Please continue to contact your H&S committee in the coming months and ensure to keep pressing the employer for correct PPE equipment. Please remember it is the Employers responsibility not to just provide PPE equipment but equipment that meets health standards for COVID-19. Also to ensure if you see members working whom exhibit COVID-19 signs to assist in ensuring they are allowed to go home and isolate under Employer paid leave

3. Ian

Members of the dockyard whom are not at work, to contact their manager to receive these emails at home. The managers have been emailing updates out but only sending to work emails. The dockyard will be amping up production again having members return to work. Safety parameters have been getting set and implemented by the employer, but these emails have been sent to work emails and not to members at home.

4. Brad Klein

Added to Ians update – Employer is implementing physical travelling limitations as well to ensure social distancing is in place. Such as aisleways, washroom usage, showers, etc.

5. Deb Foster

Fort St has members working on site, but many are working from home. Walk In centre staff (Westshore office and the Bay Centre). have been working from home. Members have concerns in regards to the safety parameters for when they return to the offices. No updates have been shared from the Employer on what this will look like. Wondering if the walk in centres will have pexiglass safety windows installed as many members were exposed to the public and public body fluids prior to the walk in centres being closed down. Public visitors to the walk in centres were rude and aggressive prior to the offices being closed, and they were not safe.

The Fort St office has had sub par cleaning since prior to COVID-19, the site has brought up to the local H&S committee and still no progress has been made to increase cleaning to a regular level, let alone the new levels COVID-19 has placed upon all worksites. Management at the site suggested the members do the additional cleaning required. This was also brought up to their UMCC meeting yesterday.

6. Dan

Successful work from home program at his site. Procurement, with PIPSC, have obtained over a billion pieces of PPE equipment. Over 30,000 companies have reached out to provide PPE to the GoC and so far procurement has made over 18,000 contracts

7. Ernest

Spoke to Marcellos comments – hold the employer accountable to the standards of Canada Labour Code and take the issues to the H&S Committees and demand the health standards be met in every office.

8. Leanne

Locally her members have been okay. Was a difficult time for the northern members and sites to implement.

9. Andy Huges

At the Airport – half of the members were working from home. Employer provided a lot of cleaning materials and implemented several safety parameters for social distancing. No set date for returning all members to the worksite, but looking at June currently.

10. Josh Peterson

Base Firehall – been working through all weeks. Base is on lockdown, only critical staff on site. Employer has provided full PPE equipment and do health checks at the entrance. All work directives have been modified to the COVID-19 situation.

11. Christina

Thanked everyone for their efforts during this time. Reminder to be cautious of the second wave and to remain vigilant on our higher safety standards.

12. John Davies

Commissionaires have been working during these weeks, and have been front and center in some work sites. There has been lack of support from the Employer. They have meetings and do not invite the union, H&S meeting did not have any COVID-19 updates. Asked for more meetings and were told they have one once a month and no union consulting required. Not all worksites have PPE, there has been a severe lack of PPE for members. Some worksites have no PPE for the Commissionaires. The union local has obtained a number of masks for members. They do not meet the standards but can provide some level of safety. The masks order are available to other locals for a small fee. Many members are in the High Risk safety category, but the employer has played no heed to this.

13. Paul Jones

There has been a lack of co-ordinated messages coming from the Employer. The departments are all interpreting the messages differently, when shared to membership, members are receiving conflicting information. The union is supplying members with masks, they be provided 2 masks each. The other 8000 will be donated to the military. His worksite will have control plans in place for the physical distancing and have sanitization stations in place. Some staff have been working onsite, some working from home, and some at home and not working.

14. Trish Martin

ESDC is a critical service and has most members working from home, minimal members on site. The pensions Foundation Services department has been onsite during all weeks, the processing members working from home with minimal on site. EI members working from home and also assisting with COVID-19 measures for the public.

15. Steve Portlock

With regards to COVID-19, and the definition of illness. As Covid-19 has a physical impact, it also has a mental health impact, and what is the definition of illness when it come to mental health? He has had several members needing assistance with health and mental health surrounding COVID-19 and working with them to find out what is the definition of ill when comes to COVID-19 and mental health.

16. James Little

Advised the definition of illness and injury are large questions to work through with the employer and with WCB. The PSAC has been working to answer these questions.

Masks – The Commissionaires and the USJE locals have purchased masks with their union logo on them. Other components have wanted to do the same. PSAC is still working on this. In general, it is the employers responsibility to be providing correct PPE equipment and the unions should not be the sole providers of such equipment.

BC and National webinars are available – ergo / WCB / COVID and ohs / Right to Refuse work; being published as they happen. Each region has completed a topic and then sharing nationally. Will be posted and available for individual on the BC website.

17. Brad Klein

RP OPS – HVAC/BUILDING personnel. Have been ensuring all building have been kept safe and functional while being vacant.

18. Marcello Lazaro

Masks are the employers responsibility and all PPE should come from the employer and to hold them accountable in all safety aspects.

**Events**

The Saanich Fair is possibly cancelled and they will be making the decision on May 13<sup>th</sup>. There are no other events planned for the year.

Call out to members for ideas – no ideas brought up today, please bring ideas to next meeting.

**Solidarity Saturday**

James Little – is an initiative brought forward by the Mainland Human Rights committee. Asking committees' to unite in a Saturday afternoon session where people come together via Zoom or Skype; for an hour, and for each committee to come up with a PSA to be played within each meeting. Not all details were available, but they are reaching for May 16<sup>th</sup> start date. James to share out the plan and information he has available.

Please email James Little if you would like to participate. Open to all committees and locals if interested.

**Convention**

Regional convention delayed. Component conventions have been cancelled or delayed.

There was discussion of having online conventions, but this was not supported at the National NBOD and will not move forward in this format.

All regions have postponed up to 2021 and will have term adjustment so that the convention cycles can be placed back on original time cycles.

**Round Table**

Paul – having mental health issues have been difficult throughout the isolation weeks, and reminded everyone to ensure to receive support and assistance. Support and assistance is critical at this time and can make a large difference once received.

Christine – added that it can also be a challenge for those living with family as well and reiterated the same message as Paul.

***Motion to adjourn – Marcello Lazaro Seconded – Andy Hughes***

***Meeting adjourned at 7:12pm***

