

## **Vancouver Area Council Meeting - May 29<sup>th</sup>, 2013**

### **In attendance:**

Executive: Jamey M. , Aaron C. , Erica Y., Shawna B.

Delegates: Martha F. (GSU 20008), Katie M. (UNE 20088), Angela D (AGR 20044), Ed K. (CEIU 20949), Tracy S. (CEIU 20949), Jennifer H. (UPCE 20095), Crystal W. (CEIU 20974), Leslye B. (CEIU 20938), Helio D. (UVAE 20045), Bob J. (REVP-BC)

Guests: Colin (AGR 20060)

Staff: Monica U.

Regrets: Sharon T., Paul C., Terri L., Cheryl O.

### **Agenda:**

1. Introductions
2. Previous minutes (Feb 2013)
3. Treasurer's interim financial report
4. Update (Mar-May)/plan monthly actions & activities (June onwards)
5. Executive vacancies
6. Fall education schedule (c/o Monica)
7. By-laws question (c/o Erica)
8. Affiliate reports
9. Other

### **Call to Order - Jamey 5:37pm**

1. **Introductions** - Round table introductions were conducted.

#### **2. Previous minutes (Jamey)**

Housekeeping items

- Only people at the last meeting can vote on the last meeting minutes.
- Only Locals which have paid their affiliation fees have the right to vote. Fee-owing Local delegates do have a voice, but do not have the voting privileges.

No amendments to the previous meeting minutes (Feb 2013).

Motion to adopt the previous agenda: Shawna, Secunder: Erica, Motion carried.

#### **3. Treasurer's interim financial report as of May 9<sup>th</sup>, 2013 (Jamey)**

Sharon T. sends her regrets and sent in an interim financial report which was distributed in hard copy at the meeting.

Section E (actual): correction was for GSU dues repayment to GSU 20008

Section G (actual): this section does not include the dues we received today.

Comments:

Donations were made to 4 NDP provincial election candidates. Unfortunately, only one got

elected.

A deficit budget was approved for this year at the October 2012 AGM. However, since there are additional locals affiliated with VAC this year, more dues have been received.

Motion to adopt the interim financial report: Tracy, Seconder: Jennifer, Motion carried.

Motion to ratify the following decisions made by email (moved as a group)

- a) April 2 – spend up to \$500 from our 2012-2013 line item for donations on progressive candidates in our Area Council Jurisdiction (m/s Jamey/Marion) – all who responded were in favour.
- b) April 2 – spend \$100 from our political action line item to support the organizing body for May 1, International Worker’s Day events. (m/s Jamey/Marion) – all who responded were in favour.
- c) April 10 – that the VAC purchase two tickets (\$50 X 2 = \$100) to attend the VDLC fundraiser for the Queen Alexandra hot breakfast program. (m/s Jamey/Terri) – all who responded were in favour.

Mover: Tracy, Seconder: Jennifer, Motion carried.

### **REVP remarks**

Before we went to the next agenda item, Jamey requested that Bob as REVP share some remarks. Bob spoke on the BC Election, Phase 2 of the We Are All Affected campaign, the Treasury Board Performance Review issue, and the need for members to be familiar with their applicable health and safety legislation.

Bob’s Report:

- Provincial election result:
  - The result was surely surprising and disappointing. The next 4 years will be tough for some of our affiliates.
  - The election result will be further reviewed and analyzed.
    - ◆ Much effort was put in, but the end result did not reflect people’s effort.
    - ◆ It’s a sobering experience for many people, and there are valuable lessons to be learned.
    - ◆ Be able to move on and focus on the future as our battle is next year’s federal election.
    - ◆ Will meeting with NDP (a small group of the NDP Caucus) and BC Fed next week to further discuss this topic.

Q. Are we allowed time to work on federal campaigns? (Crystal)

A. No. (Jamey first, then Bob.)

- WAAA:
  - Campaigner’s Training of Phase 2 delayed due to FB bargaining, TC going into

bargaining, and union school.

- Some locals failed to send a representative to the WAAA meetings in April. Reps will be in touch with those local's presidents.

Questions:

Many people got the impression that this is all about signing cards. (Tracy)

Yes and no. Signing the WAAA card = a pledge to being a proud federal public servant. Also, through this Phase 2 activity, local executives get to map their locals and get in touch with their members, which is a must right now. (Bob)

- New Performance Evaluation:

- Tony Clement said it's a new measure to evaluate federal public servants' performance. Well, our position is that it is not new.
- Robyn and Bob did get to say our (union's) point on public media.
- PSAC encourages members / employees to be open to feedback.
- PSAC strongly suggests members to make sure this new performance evaluation is done properly, so it won't become the employer's new way to discipline people.
- This new performance evaluation procedures need to be discussed on UMCC.
- Members need to familiar themselves to CLC, C.A., and Health and Safety legislations.

Questions:

Is this new performance evaluation a way for employer to get rid of people? (Martha)

Performance evaluation needs to done properly.

- Performance evaluation general process:

- Employee meets with his/her supervisor, in the beginning of the fiscal.
- Set up goals with
  - ◆ Reasonable time frames
  - ◆ Required training
  - ◆ Check-in period / milestones
  - ◆ Measurable results
- Both parties agree with the above terms.
- Check-in and re-evaluate.
- Both parties sign the evaluation form.

If the evaluation is done properly, this new measure should not become a convenience way for employer to "get rid of" people. (Bob)

Members are encouraged not to sign their PLA is they do not agree with what's written on the PLA. (Aaron)

Members can sign their PLA's with protest and then file a grievance. Again, if a performance evaluation is done properly, there should be no issue. (Bob)

#### **4. Update (Mar-May, and June on-wards)/plan monthly actions & activities (Monica)**

Monica reviewed the actions the VAC undertook in the months since the last meeting in February. March: CEIU, the Neglected Campaign. April: May Day promotion, May: attending the May Day event

Comments on May Day - PSAC was the biggest union group there. Good event. Good speakers. (Jamey). One of the speakers included the following statement in her speech: "immigration officers separate families". As an immigration officer, Leslye found this speaker's statement offensive and unfair. It was recommended by the group that Leslye is to write a letter to this speaker to express her concern. (Leslye)

### *Upcoming*

June feature: Alternative NPSW Softball Game (PSAC-VAC sponsored)

Date: June 12<sup>th</sup> Location: Douglas park

Fee: \$5 per person, proceeds go to the Vancouver Food Bank

Motion to donate \$200 from the VAC political action line item to cover the cost: Jamey,

Secunder: Tracy, Motion carried.

This generated some comments regarding NPSW:

UTE executives will face disciplinary actions if caught participating at employer's NPSW activities. (Jamey)

Our work is still our priority on employer's clock. No one can force anyone to participate in any optional activities. (Helio)

NPSW is for our members, and clarification required on how can PSAC asks members not to do anything during the NPSW? (Tracy)

A better NPSW message to our members from PSAC is necessary. (Crystal)

The whole boycott initiative is to show our employer that we, as employees, do not agree with the actions our employer has taken. It is unacceptable for our employer to celebrate NPSW and portrait how much public servants are appreciated, but in fact, at the same time, all federal public departments have been and will continue to face more cuts. Also, this initiative is introduced by our leader. We elected our own leader; therefore, we still need to respect our leader's decision. As for a better messaging to our members, Patrick will work on it for the BC region. (Bob)

Some Locals have planned to roll out WAAA Phase 2 during the NPSW by having anti-NPSW activities and one-on-one conversations. (Monica)

July feature: no event has been scheduled to promote at the moment. Idea to perhaps have a solidarity action with Passport Canada when they are split into CIC and Service Canada come July 2.

August feature: Trout Lake BBQ

Date: August 10<sup>th</sup>

Motion to spend up to \$500 on this event: Jamey, Secunder: Leslye, Motion carried.

Comments: Angela will bring a second BBQ. Bring your own lawn chair.

## **5. Executive vacancies (conducted by Monica)**

Current executive vacancies: 2<sup>nd</sup> Vice President and one member at large

2<sup>nd</sup> VP: Nominated - Jennifer, nominated by Tracy, seconded by Erica. Jennifer is acclaimed.

Member at Large: Nominated - Leslye, nominated by Jamey, seconded by Aaron. Leslye is acclaimed.

Officially sworn in by Bob Jackson.

## **6. Fall education schedule (c/o Monica):**

Gathering input and feedback for union courses in fall. Monica suggested the following courses:

- If People Counted
- Understanding the C.A.
- Convention Procedures

Will there be more TUB courses? (Crystal)

There is not one currently proposed, but will consider. (Monica)

Will there be any training on how to talk to our members? (Jamey)

Yes, there will be a campaigner's training as part of the WAAA campaign (2- 2.5 hours). Please expect an e-mail or phone call from your PSAC rep regarding this matter. (Monica)

If you have any other suggestions or idea, please forward them to Monica's attention.

## **7. By-laws question (c/o Erica):**

Why is the Richmond Service Canada Local not a part of the VAC? (Erica)

There is a by-law discrepancy between the VAC and the Regional Council by-laws. Regional Council by-laws for Metro Vancouver definition includes Richmond, but not Squamish.

Vancouver Area Council by-laws covers Squamish, but not Richmond.

This will serve as notice of motion by Erica that she wishes the Vancouver Area Council amend its by-laws at the next meeting to include Richmond to fall under its jurisdiction.

Jamey and Shawna, as Regional Council Metro Vancouver District Coordinators who were in attendance at this meeting, will bring up the need for a Regional Council By-law amendment to ensure that Squamish is included under the definition of Metro Vancouver.

## **8. Affiliate reports (written text submitted by affiliates)**

CEIU 20974 (Crystal):

- Reform causing a lot of operational and mental health issues in the work place
- low referral numbers in the refugee protection division and refugee appeal division are causing concern that another round of WFA will be coming to the Board
- IRB national CEIU committee met last month to discuss action items and prepare for meetings with senior management to discuss the above concerns

UTE 20027 (Jamey):

- 1<sup>st</sup> VP Robert Hume is now Regional VP as Pamela Abbott has taken a position as Executive Assistant for Chris Aylward in Ottawa, Grant Inglis is now 1<sup>st</sup> VP and I was elected as interim 2<sup>nd</sup> VP. My position was not back-filled.
- April 30, 2013 marked the last filing season deadline in person service will be available at the Vancouver Tax Service Office, counter closure will occur in OCT 2013. This includes enquiries, payments etc

CFIA 20044 (Angela):

- President of CFIA visited the Vancouver Harbour Office and requested a meeting with the bargaining agents. Terri and I were present for PSAC and our local and PIPSC joined in as well.
- Questions asked :  
Since 700 Agricultural members received letters recently after they had been assured that there would not be anymore cuts will there be any more cuts to CFIA? George Du Pont said no, there are no more cuts. He stated that he has a concern on Import fruits and veggies and looking at upping the inspections and staff if necessary on those programs.
- Our members are worried that in the future they will be cutting frontline inspectors because it seems the direction the Agency is moving is that it will become more audit based. He said that he does not know where that is coming from but that it is not the intention of the agency to decrease the frontline inspection or inspectors. He wants to see more audit based programs but not cut frontline inspections.
- Job Descriptions: He would like to work with the bargaining agents to make them more generic and not 7 -8 pages long.

UNE 20088 (Katie):

Local represents the five Passport Canada offices in BC. On May 8, we were informed via email that as of July 2, Passport Canada will no longer exist as an organization or Special Operating Agency. Beginning July 2, Citizenship and Immigration Canada will be responsible for the passport program and service delivery and operations will be provided by Service Canada. For our members, this means that the security, human resources and compensation departments will be part of CIC and the 34 passport offices will be part of Service Canada.

This was a ministerial decision and no one from the Director of the Western Region to management or the union were informed of this change before we received the May 8 email.

A Question and Answer document was posted on our PPTC intranet the following day stating that the union was informed of the change ahead of time. Doug Marshall, National President of our component, Union of National Employees, corrected this and said he did not know anything about the merger until PPTC members forwarded him the email. He has since held meetings with UNE representatives, CIC, and PPTC staff. He is also meeting with the ADM for HRSDC.

Our Director has committed to bi-weekly teleconferences with our UNE RVP and monthly teleconferences with all Local Presidents during this transition. Robyn Benson has agreed to keep our members with UNE through to the end of 2014.

We still have more questions than we have answers as planning for the transition did not start until mid-May. What we do know is that our passport offices will keep the same hours, locations and staff for the time being. However this is subject to change depending on volume and operational needs.

UPCE 20095 (Jen):

Purolator is currently in bargaining. Have met with the employer for one session which was fairly successful. We are meeting again at the end of June. Through Monica we received many "I support my bargaining team" bracelets, which were quite a successful member engagement tool.

UVAE 20045 (Helio):

The last WFA affected people from 2012-2013 are leaving as of May 31, 2013. No word yet whether the ones for 2013-2014 will be given letters in June or in September of this year. Our National UVAE president is of the opinion that it will occur in September as the DVA is scheduled to eliminate around another 400 people. We did have a WFA person grieve his layoff notice as a result of discontinuance of a function as it being unfair and prejudicial. I am happy to report that the grievance was presented at Level II and subsequently a decision came to rescind the surplus status of the said employee and retaining him in his substantive position.

CEIU 20949 (Erica)

-For the citizen services side, no more WFA letters will be given out in the region. All term employees have been extended to the end of this fiscal. 2 additional staff from other business lines were brought in on an assignment basis to work at the Burnaby and Coquitlam offices to relieve the temporary shortage of staff in the service area. Service Canada is surprised about the news regarding Passport Canada. The local management is happy about the news because there will be more work for Service Canada. However, local management is not too sure how this whole thing is going to roll out. Regarding the new performance evaluation process, my local management views this as a benefit or an advantage to the staff as this system should give a better and clearer way to staff to advance his/her career in the federal public service.

-For the payment and processing side, the move to Harbour Center has been scheduled in

January 2014. Staff feel uneasy and stressed due to major changes and high backlog volume. PPS staff also worry about the new performance evaluation system will be used by management for reversed-merit evaluation when it comes to WFA and/or unfair disciplinary actions.

Youth (Erica):

Registration for Camp Jubilee is still open. Please encourage your young members to join. It's a valuable annual young worker union school held by the BC fed. The 2 young worker committees will not be able to fully fund individuals to attend. On the call out, young workers who are interested in attending should secure funding from their locals or other sources.

Human Rights Committee (Tracy):

- Human rights committee is having a BBQ at the Vancouver RO on July 4<sup>th</sup> at 5:30 pm.
- The national PSAC tri-annual HR Conference's registration deadline is coming. Please register on line asap.

An affiliate's report was not included in these minutes if no report was received from the delegate.

## **9. Other**

Jamey provided some information on the Metro Vancouver Alliance, website:

<http://iafnw.org/canada/metrovancouveralliance>

Jamey, Shawna and Jennifer (as Metro Vancouver District Coordinators and Alternates) attended a Metro Vancouver Alliance meeting and found this organization worthy of affiliating with. Financial commitment would be necessary for PSAC BC to have a voice in this organization. Jamey will bring this up to the RC.

Meeting adjourned at 7:37pm.