

November 24 2020

Victoria Area Council (VAC) Meeting

Via teleconference - [1.844.259.7596](tel:18442597596) (Dial-in Number) / Conference ID: 748709298

6:15pm

Attendees – Patricia Martin CEIU 20975 / Marcello Lazaro UNDE 21016 / Ian Wiggs UNDE 21008 / Angela George CEIU 20975 / Andy Hughes UCTE 20209 / Ernest Hooker UCTE 20220 / James Little Staff Rep / Paul Jones UNDE 21008 / Jamey Mills REVP BC PSAC / Kuldeep Deol GSU 20001 / John Davis DCL 20500 / Bert Farwell UCTE 20020

Regrets - Leanne Hughes CIU 20042 / Erica Briggs UVAE 20030 / Matt Tremble UVAE 20030 / Michelle Boshard UVAE 20030 / Kuldeep Deol GSU 20001

Approval of Agenda

Any additions = nil

Motion to approve agenda = Ernest Hooker / Seconder = Paul Jones / Passed, all in favour

Previous Minutes – Oct 8 2020

Amendment noted to October minutes – Ian Wiggs

Change “Meeting Commenced” to “Meeting Adjourned”

Motion to approve Previous Minutes = Marcello Lazaro / Seconder = Andy Hughes / Passed, all in favour

Financial Report

Ian Wiggs – advised September and October bank statements have yet to be received from the bank

2000.00 PSAC cheque deposited (October 22 2020)

140.00 Westshore Poppy Fund donation made (November 21 2020)

Interim update to provide until bank statement can be obtained

Chequing = \$3,001.81

Questions: Marcello = asking if the bank can send electronic copies of statements?

Ian – advised usually they arrive by post in the first week of the month; Rosemary has asked the bank to provide them electronically to her email

Motion to accept = Ian Wiggs / Seconder = Andy Hughes / Passed, All in favour

Guest Speaker – BC REVP Jamey Mills

Currently attending the BCFED Convention via virtual software

Majority of the Federal Public Service tables now have contracts, all ratified and just a couple left to be signed / New payrates for some contracts have been implemented / indications of PSPC having retro payments for the PA and TC contracts processed and distributed late February to early March 2021 with EB, SV, CRA, and Parks shortly afterwards (employers have not directly advised PSAC to date)

Phoenix damages in process, no ETA on payment; waiting for ruling from CRA on taxability, as it is a damages payment / if is deemed taxable, PSAC will appeal decision

PSAC BC Convention 5th-7th via virtual software / delegates established, convention committee have received resolutions, priorities set for the convention / update call out next week / next week open to new resolutions – resolutions committee open to receiving any new resolutions / if area councils maintains constitutionality (AGM completed by end of February, pass financials, and elect executive) they will still be entitled to their delegate to the convention

BCFed Convention - PSAC has delegation of approx. 30 members made of several components / Virtual process is very different – held caucus and had information session on using the (convention) software, is very likely will be the same software that will be used for Regional Conventions – software is user friendly and shows it should make for a good convention / The largest matter at the convention will be the disposition of the physical BCFed office, office is in mixed residential/commercial space and coming to the end of its lifecycle; large expenses towards improvements need to be made, report shows it is in the best interest of bcfed members to purchase new property.

Questions to Jamey

Kuldeep –PSPC has been making progress on retro payments to most tables prior to fiscal year end. Dates have yet to be confirmed but actions have been taken and hoping to have confirmed information soon.

Jamey advised for whatever the reason, the Employer has not directly advised PSAC of any pay schedules; and if there have been emails sent out to members about their dates to send a copy to him so that he can use to follow up with the Employer

Kuldeep - Will PSAC continue using the online membership registration (used for ratification voting registration) to continue enlisting new members?

Jamey – PSAC will have to revisit how they are doing all union business and did not want to provide incorrect information, so would like this flagged to him for a more fulsome response. As we are moving to a more virtual world it would be a great tool to be continued to be used.

Ian – Will training be provided for the software being used for convention? And are there any statistics on the ratification voting?

Jamey – Software is best used on a camera based system, ie laptop, tablets, cell phones; there will also be other non smart phone ways and will be well communicated in advance / As per standard PSAC protocol, they do not release statistics but Local Presidents can ask about their Locals stats.

Marcello – Found the BCFed on call caucus, zoom, and webpage was not very interactive, Will It be the same for PSAC Convention? What will the PSAC be using?

Jamey – Likely will be same software and in a different format, training will be well in advance for the PSAC BC Convention, and flags have been noted on how to improve for PSAC

Marcello – Bargaining was also held by video conference, and does not want video conferences to be only method used moving forward (post covid) for events/conferences, as is not the same as in person sessions.

Jamey – Agrees and will continue to advocate for in person events, also to have events so that there is both in person and virtual access to events

Jamey – in regards to bargaining, fundamentals will be out by the end of 2020, there will be call out for demands shortly

John Davis – in respect to meetings and AGMS; is there best practices or software that can be used or shared that was successful for others AGMS and meetings?

Jamey – There is Skype, but would not recommend; PSAC does have ZOOM accounts and can set up meetings, and include telephone access and confidential voting. Also noted two other systems. Locals to contact regional reps for usage and assistance.

Dec 6, 2020 virtual event

Email from Women’s Committee, donation request – as their event will be virtual, they are collecting funds for ‘Victoria Women’s Transition House’ and ‘Victoria Sexual Assault Centre’, the donations collected will be split evenly to both charities.

Discussion requested around donating through the womens committee or donating directly as a committee

Motion presented – Marcello Lazaro

Victoria Area Council to donate 200.00 to the ‘Victoria Women’s Transition House’ AND 200.00 to the ‘Victoria Sexual Assault Centre’

Rationale, These vulnerable areas are experiencing further hardships due to the COVID pandemic and historically we have supported these charities in the past. As the VAC has not used a large amount of budget on events in 2020 we could use our funds to support these community programs.

Motion to accept = Marcello Lazaro / Seconder = Ian Wiggs

Continued

Further Discussion

Paul – Is it that one committee cannot donate to another committee directly? And this why we are directing our donation directly to the charity? And notes supports the Motion and rationale presented. Local 1008 (?) has provided a donation of 500.00, and is his understanding the Womens Committee will be donating all funds collected equally to both charities named.

Marcello –Previously the VAC had donated to other recognized councils and issues had been raised and he was making a motion to avoid this but still provide a donation as requested

Paul - If every cent of these donations are moved from the Womens Committee to the charities, then why not donate to the committee so that the committee collecting receives the credit?

Trish – This donation method came up approx. 2 years ago, a council is not to donate to other committees/councils; joint events are different, but we cannot make a donation directly to a council/committee

Paul - clarification received and understood, suggested making donation via cheque to charities and providing cheques to the Womens Committee to present with their donations

Recommendation well received.

Motion to accept = Marcello Lazaro / Seconder = Ian Wiggs / Passed, All in favour

--Ian to write cheques and send to the Womens Committee for presentation

Round Table

Ian – Dockyard implemented further restrictions in common areas (COVID H&S restrictions)

Spoke of mental health of members and availability of support, as a member had taken their own life on November 11.

Angela – OAS processing – OAS processing programs were to have a large change at the end of the year, but the Employer decided to not move forward with the change as the pilot project was not as successful as it needed to be; this relieved a lot of stress and pressure off of all pension processors as this change would have affected all CPP/ CPPD/OAS members daily work. Members received updated pay rate increases this pay cycle and last email communications on retro pay for PA members, would be implemented early February 2021

Trish – CPP advised to move more members to working from home from the office; Foundation Services staff have about 50 members on site and are trying to get some set up to work from home; the office is to have no more than 25% of members in the office, previous was 30%, but employer would like a bubble of space in case people need to work from the office.

Paul – Mental Health has been strongly affected due to the lockdowns and COVID-19; has a member in lock down in the United Arab Emirates, member was able to receive mental health support internationally; Sexual Misconduct class action lawsuit – Notice of the misconduct case within DND – employer and union asking DND members to come forward about any misconduct they have

experienced in the workplace whether civilian or military, small incidents or major; PSAC did place a notice/article on this on their website and working with them to promote further; International Day of Persons with Disabilities soon – Paul will be the special guest of PW (?) Minister of Information Management who is Champion for persons with disabilities. ((Paul to provide links))

Kuldeep – Employer doing a stay tuned resumption of returning to the work place, is being paused while new parameters are being set; Grating Dock now must wear masks in all common areas and the yard; Will be holding a virtual AGM and meetings; Inquired as to how members can get a PSAC 2021 Calendar – whether dropping at the grating dock or mailing

Trish/James – Calendars are to be mailed out with copies of the Union Voice in January, to those who have registered and updated their information online; as the covid parameters in respect to ratifications and such have moved everyone online there has been a large increase in online account updates from members; and there is also an electronic version of the calendar

John – Commissionaires continue to be front and center at Government Sites; some guards used are not unionized, these guards have been told not to push the unionization of their employment, therefore requests we continue to talk to security guards that are not unionized about unionization; Employer continues to refuse to include the union in H&S discussions around Covid parameters; Covid committee created is Managers and members are discouraged from being involved; No H&S meetings about Covid as the have made a separate group and refuse to include the union

Bert – Coast Guard office is running at 25%; ships crew are critical, as they must be on board they are maintaining social distancing as best they can, keeping distant, taking temperatures and following guidelines; and they have 200 people in Local currently

Marcello – Uncover the Cost campaign is about to commence, is a campaign to uncover the cost of contracting out work vs hiring new/full time DND staff, volunteers needed for plant gating on Admirals or Esquimalt Rd, there will be signs and buttons for campaign materials, and asking for members to assist in contacting their MPs in the region to discuss the campaign. They would like to set up a Burma Shade (?) where members hold a series of signs down a road creating a message as you progress down the road, please contact Marcello for campaign material or to volunteer.

Andy – Mental Health issues do arise and are prevalent, just noted to keep reaching out to people and each other and checking in on one another; airport admin staff back about 50% of the time, now down to 25% with new parameters; employer following all Covid safety parameters and providing equipment; overall flights and passengers numbers are down, no layoffs yet and employer committed to avoiding layoffs if possible

James – Airport group is heading into negotiations again; has been stressful for the airport and the Covid situation

Next Meeting – January or February 2021, will be AGM Please send resolutions for VAC bylaws if any

Meeting Adjourned – 7:26pm Motioned to adjourn = Patricia Martin / Seconder = Angela George