

Vancouver and District Area Council Meeting – June 28, 2017 - AMENDED

In Attendance:

Todd Smith (AGR 20044), Jen Horsley (UPCE 20095), Aaron Chang (CEIU 20938), Terri Lee (AGR 20044), Sky Belt (AGR 20044), Crystal Isaac (UTE 20027), Danielle Meloche (UTE 20027), Rita Gill (UTE 20027), Marion McLarty (UNE 20150), Monica Urrutia (Staff)

Guests: Jamey Mills (REVP)

Regrets:

Bill Fleming (GSU 20008), Tami Grenon (MHRC Rep), Kelly Megyesi (CEIU 20939), Shane Polak (UVAE 20045)

Meeting Called to Order at 5:25 PM

Agenda:

1. Executive Updates
2. Ratify Motions – Sharon Tieman Memorial, Phoenix Committee
3. Approval of April 25, 2017 Minutes
4. Business Arising
5. Affiliate Reports
6. New Business
 - a. Resolutions to PSAC National Triennial Convention
 - b. Phoenix Sub-Committee
 - i. Canada Day Event
 - c. Election of 2nd Vice President
 - d. Softball Tournament
7. Roundtable
8. Next Meeting

Adopt the agenda – (M/S/C) Sky/Terri

Executive Update:

As Jamey was successful in his election as REVP at the PSAC BC Convention on Jun 18, 2017, he can no longer hold the position of Area Council President, or any other office other than steward.

Jamey spoke to the Area Council, saying that he was very proud of this Council and with all that we have achieved, taking on all PSAC campaigns, our involvement in the Metro Vancouver Alliance and with the new members we've attracted to the Area Council.

As Jamey is no longer President of the Area Council, Todd Smith assumes that role, Terri assumes the position of 1st Vice President and we will hold an election later in this meeting for the 2nd Vice President.

Ratify Email Motions:

Sharon Tieman Memorial:

Hi, I have been approached by UPCE, Sharon's component, to cost share an edible arrangement for her memorial service next weekend. Her family has asked for attendees to bring potluck type items to share. The request is for \$60. I will move this and 2nd by Jen Horsley.

Ratified by the Council

Phoenix Sub-Committee:

Motion moved and seconded by Sky Belt/Todd Smith for \$200 towards the budget listed below.

Hello sisters, brothers, friends,

I am reaching out to you today on behalf of the Phoenix Public Awareness Sub-Committee. We are pushing forward with an agenda to educate the public on the impact of Phoenix on all of our members lives and on tax payers.

We have secured a spot and funding for the Surrey Canada Day event and will also be marching in the Vancouver Pride parade. In order to ensure visibility and impact, we have proposed the following budget:

Burnt by Phoenix T-shirts for volunteers \$200

Stickers to affix to existing promotional items \$100

Impact Story Posters (re-usable for future events) \$200

Promotional hand-outs for Pride \$400

Miscellaneous costs (including transportation) \$100

Total budget proposal: \$1,000

As we all have affected members that live or work in this area, we ask for your assistance to fund \$200 of this cost.

Ratified by the Council**Approval of Minutes of Previous Meeting – April 25, 2017**

Misspellings noted and minutes will be amended.

(M/S/C) Jen/Marion passed as amended

Business Arising:

Bargaining

There are still units in bargaining, Agriculture, which has been stalled again. Terri provided an update as to what has been going on and what business has moved forward and what has been blocked by the

employer. Parks is still in bargaining. Customs is also still in bargaining. CRA and UTE have not yet opened their new bargaining session.

2017 Pride

We will not be hosting a booth at the Sunset Party this year, but will be participating in Multi-Union Pride marching in the Parade. Family and Friends are invited to join in, more details to follow about where and when we are meeting up for the Parade.

Labour Day

Will be at Swangaard again this year, the REVP (Jamey) will contact the BCFed for more details about this and get back to us.

Summer Barbeque and Baseball Tournament

Sky and Todd will take the lead on this event, Todd will contact the Parks Board to check bookings. Jamey sent an email to last year's teams before Convention letting them know that the tournament was being postponed to the summer and he has forwarded this to Todd so we can contact teams

Discussion about the dates and we put forward July 28 or August 25.

Once again \$10 registration with proceeds going to the MVA

Khatsalano Day

Marion provided an update that it actually is next week and it is too late to register, but we should keep it on the radar for next year.

Folk Festival

No update. Not sure if we can get table or not.

Affiliate Reports

Report to the Vancouver and District Area Council of UVAE 20045

Respectfully submitted by Michael Shane Polak

This is a report of my activities in 2017 as President of UVAE 20045. In February, I was sent by the PSAC to Ottawa for the CLC Lobby of MPs on bill C-27, Fair Pharmacare and Pay Equity. The efforts of our campaign went well. We forced the Trudeau Liberals to table C-27. The victory may be small because we have not yet killed C-27. The Liberal Labour Minister also promised Pay Equity legislation would be introduced in 2018. The fight for a national Pharmacare program will be a long one. In March, we held our local AGM but I was only able to get through half of our agenda. I had to book the second half later in June. We were missing several executive due to leave. I was the only local officer from February until our SAGM in June. It made it hard to run the affairs of the local. Also in March, I attended the PSAC National Equity Conference as an Access Delegate from BC for my component. I found that there a lot of work to be done in equity. I networked and made a lot of good equity contacts there. In April, I audited the PSAC BC Regional books as a member at large. The books were found to be in order. After which I was selected to sit on the BC Regional Convention Finance Committee. Where I was selected as

the co-chair of the committee. In May I was selected to be an Access delegate to the 27th CLC Convention in Toronto. While there I networked again. I met many progressives in the labour movement and have new allies to fight the good fight with. In June, the local held our SAGM and we elected our replacement executives and elected our delegate to the our national component convention in October. Also in June, I was selected as the UVAE delegate to the BC Regional Convention where I was elected as Alternate Access Coordinator and Metro Vancouver Coordinator. To update on our mission as a union to help our members to a safe work environment. We have a long way to go. I am opposed to workplace 2.0. I am supportive of mental health in the workplace initiatives. The employer seems to want to do these programs without consultation with the union. Which angers the union greatly. The union needs a voice at the table. The National Health and Safety Committee must be engaged in these initiatives. I am not so sure it is. I keep asking but get no answers. Meanwhile, the employer sends out mental health awareness messages without a joint signature with the union. Clearly, this is a violation of the Canada Labour Code. As a voice of our members we have a lot to do. My members are engaged and I have a lot of them in roles with the union. We have 4 shop stewards and 4 executive members. I have been working hard to keep my members engaged. With the current issue of the day we can always mobilize our members to do more. After all, I alone am not the union. The collective is.

No other Affiliate Reports were received by the transcription of these minutes.

One item of note that came up out of the Affiliate Reports that were given at the meeting, there are funds offered for Alternative NPSW activities, a local would just need to do a proposal and submit it to the REVP's office for approval.

New Business

Resolutions to PSAC National Triennial Convention

Our starting point is the Resolutions that went to PSAC BC Convention that did not make the floor. The following are the Area Council's Resolutions as amended from the originals after discussion at this meeting. The Area Council felt that we might want to submit other Resolutions, so rather than do two packages, we will hold another meeting in August to ratify any further Resolutions we write in the interim, including reworking two of the resolutions that did not make it to the floor of the PSAC BC Convention that the Area Council felt that they couldn't send forward as submitted to the Convention.

TITLE: RACIALLY VISIBLE LEADERSHIP

ORIGINATOR: Vancouver and District Area Council

Language of Origin: English

BECAUSE the B.C. Regional Conference for Racially Visible members identified the lack of racialized leaders as a priority issue; and

BECAUSE racialized members face unique needs, challenges, and experiences; and

BECAUSE creating a safe space where each of us can feel free to speak up is a priority for our union:

THE PSAC WILL develop, deliver, and fund ongoing leadership training customized for racialized members within the 2019-2021 cycle, to encourage active participation and more equitable representation in leadership.

(M/S/C) Terri/Sky

TITLE: MEMBERS WITH DISABILITIES LEADERSHIP

ORIGINATOR: Vancouver and District Area Council

Language of Origin: English

BECAUSE members with disabilities face unique needs, challenges, and experiences; and

BECAUSE creating a safe space where each of us can feel free to speak up is a priority for our union:

THE PSAC WILL develop, deliver, and fund ongoing leadership training customized for members with disabilities, within the 2019-2021 cycle, to encourage active participation and more equitable representation in leadership.

(M/S/C) Marion/Jen

TITLE: AREA COUNCIL FUNDING FOR TRAINING

ORIGINATOR: Vancouver and District Area Council

Language of Origin: English

WHEREAS Area Council members undertake important political action work for our union and the labour movement; and

WHEREAS education is vital to better equip our activists with the necessary tools to be more effective:

BE IT RESOLVED that the PSAC will develop, deliver and fund training to support, improve and empower Area Councils. This training shall be provided in each Region to its Area Councils; and

BE IT FURTHER RESOLVED that the training to support, improve and empower Area Council be developed and provided within 18 months of the close of convention and then delivered once during each three-year budget cycle.

(M/S/C) Danielle/Terri

TITLE: GENDER INCLUSIVE LANGUAGE

ORIGINATOR: Vancouver and District Area Council

Language of Origin: English

WHEREAS the gender neutrality movement suggests that policies, language, and other social institutions should avoid distinguishing roles according to people's sex or gender, in order to avoid discrimination arising from the impression that there are social roles for which one gender is more suited than another; and

WHEREAS PSAC values inclusion of our membership especially those facing barriers to participate; and

WHEREAS saying brother(s) and sister(s) is not inclusive for all who identify outside the male/female binary; and

WHEREAS not all PSAC members identify with traditional binary of male and female or brother and sister:

BE IT RESOLVED that PSAC find and implement alternative, more inclusive terms such as friend(s) or delegate(s) in addition to sister(s) and brother(s) when addressing the entirety of the membership or delegation; and

BE IT FURTHER RESOLVED that PSAC educate the membership on the importance of inclusivity in greetings.

(M/S/C) Jen/Todd

TITLE: NO MORE PIPELINES

ORIGINATOR: Vancouver and District Area Council

Language of Origin: English

BECAUSE the Federal and Provincial governments are pushing plans for new and expanded pipelines that will move tar sands bitumen and fracked natural gas from where they are extracted to where they can be exported; and

BECAUSE these pipelines will encourage the unsustainable expansion of the tar sands, cause massive environmental damage, increased tanker traffic and the risk of oil spills in ecologically-sensitive coastal waters:

THE PSAC WILL oppose the expansion of pipelines and support divestment of fossil fuels; and

THE PSAC WILL partner and campaign with like-minded coalitions such as the Council of Canadians and First Nations Communities to oppose the destruction of our natural resources and the environment; and

THE PSAC WILL educate its members on the hazards of pipeline expansion.

(M/S/C) Terri/Marion

TITLE: NATIONAL YOUNG WORKER COMMITTEE

ORIGINATOR: Vancouver and District Area Council

LANGUAGE OF ORIGIN: English

WHEREAS the PSAC recognizes the need to invest in our young worker program; and

WHEREAS the PSAC is a national union; and

WHEREAS a forum for young workers to meet and engage is required:

BE IT RESOLVED that the PSAC create a national young worker committee; and

BE IT FURTHER RESOLVED that the PSAC national young worker committee is comprised of the young worker coordinators elected from each of the PSAC regional conventions for the duration of their term; and

BE IT FURTHER RESOLVED that the PSAC national young worker committee report back to the REVP(s) who hold the young worker portfolio.

(M/S/C) Sky/Rita

TITLE: CHILDCARE AT PSAC EVENTS

ORIGINATOR: Vancouver and District Area Council

LANGUAGE OF ORIGIN: English

WHEREAS on site childcare is not currently offered to observers who attend PSAC events, including conferences; and

WHEREAS observers often still pay registration fees and participate at these events; and

WHEREAS a lack of on site childcare for parents creates barriers that are prohibitive to our members in participating with their union:

BE IT RESOLVED that PSAC offer on site childcare to observers attending PSAC conferences and conventions.

BE IT FURTHER RESOLVED that the PSAC Family Care Policy should be applicable to observers attending PSAC conferences and conventions.

(M/S/C) Terri/Danielle

Additional discussion to the Childcare Resolution is that Sky would like to write another resolution or a recommendation for changes to the current childcare policy to eliminate barriers to participation in PSAC events.

There was discussion about the Resolution GEN 33-Stewards Handbook Update, but this resolution was defeated as the Vancouver Area Council felt that the resolution was not specific enough in it's BE IT RESOLVED

TITLE: PHOENIX PAY SYSTEM

ORIGINATOR: Vancouver and District Area Council

LANGUAGE OF ORIGIN: English

WHEREAS members of all Components have been affected by the Phoenix pay system; and

WHEREAS not being properly compensated for work performed goes against our constitutional rights; and

WHEREAS pay problems are highly stressful both physically and psychologically, potentially resulting in mental health problems and illness:

BE IT RESOLVED that the PSAC make it their top priority to implement a political strategy to voice the issues of the membership; and

BE IT FURTHER RESOLVED that the PSAC push the government to reinstate compensation advisors within our departments & agencies to rectify our pay issues locally.

(M/S/C) Aaron/Sky

TITLE: REGULATION 15 RATIFICATION VOTES –

ALLOW FOR WEBINAR RATIFICATION

INFORMATION SESSIONS AND ALLOW

MEMBERS A VARIETY OF WAY TO VOTE ON THEIR COLLECTIVE AGREEMENT

ORIGINATOR: Vancouver and District Area Council

LANGUAGE OF ORIGIN: English

WHEREAS Regulation 15 1.1 states:

“All ballots must be cast at meetings following an information session”

WHEREAS this is currently enforced as an in-person requirement for attendance at information sessions which greatly limits the participation of members in the ratification voting process who are on pre-approved leave, sick, or caring for family; and

WHEREAS the PSAC has embraced webinars, telephone town-halls, email & social media to disseminate information; and

WHEREAS CFIA has successfully completed an online ratification vote; and

WHEREAS the PSAC is embracing of the democratic process and ratification votes are the epitome of participation in one’s union:

BE IT RESOLVED THAT the PSAC amend Regulation 15 to:

Amend the in-person requirement to allow the option for information session attendance, via communication tools such as webinars, to disseminate ratification information to the membership who cannot attend in-person.

BE IT FURTHER RESOLVED THAT alternative options, such as online voting, be offered to members who cannot attend ratification votes in-person.

A lot of discussion occurred around this Resolution. Terri noted that the CFIA ratification vote had some glitches, including a lack of home email addresses and the need for each person to register or call in

individually. When asked, Monica U. said that there was no increase in voter participation but that it is still being actively looked into. Aaron asked about the cost, but that exact information was not available at the meeting. Terri thought that the chat rooms might have been expensive. Aaron said that he thought that his component would like to see this go forward due to the experience of the last ratification votes, where times of votes didn't always work for all members to be there in person. Jamey said that he was torn on the resolution, as he thought that UTE might not have gotten a strike mandate without the in-person requirement for the information sessions. The CRA also provided authorization for the votes to be held during business hours.

(M/S/C) Sky/Aaron

We also discussed Resolution BLW 32 – Add a Bargaining Team Member that is 35 or Younger, from the PSAC BC Convention, but the Area Council felt that while the intent of the resolution was good, that the language was divisive and we could not go forward with this Resolution as currently written. Marion volunteered to take on the reworking of this and to also capture Gender & Equity for Regulation 15A.

A question was asked about which bodies can submit Resolutions to PSAC National Triennial Convention- answer is DCLs, Components, Area Councils and Conferences.

Phoenix Subcommittee

Canada Day Event

Sky reported on this. We tried to get into the Vancouver event, but never had a response to our request. We approached the Surrey Canada Day Celebration which is being held near the Cloverdale Rodeo Grounds and we have a table there. The focus will be to engage the public on Phoenix issues.

Labour Day

We would like to make Phoenix a focus for Labour Day events for the whole region, spread the campaign to different celebrations. Phoenix materials can carry over to these events.

Other projects

Sky asked members of the Council to participate in a video that Patrick Bragg is producing on the impacts of Phoenix by sharing your story or the story of a co-worker (with permission) or reading a story that has been submitted by another member. Patrick will interview you if you're sharing your own story.

I.O.U. Posters – please make sure to ask for posters for your own events or to take pictures with..."an I.O.U. doesn't" and fill in the issue.... pay the rent, pay my mortgage, feed my children, etc.

There will be a conference call scheduled for the subcommittee after the Canada Day event.

2nd Vice President Election

Sky Nominated by Aaron, 2nd Marion Acclaimed

As Sky has now vacated her Member at Large position, an election will be held at the next meeting of the Vancouver and District Area Council to fill this position.

Barbeque/Softball Tournament

As previously mentioned, Sky and Todd will be taking the lead on this. The Area Council decided that August 25 would be a better date, allowing more time to form up teams. We need at least 5 teams, but 7 would be better. Jamey will supply the rules and maps for this, as he organized it last year.

Jen offered her small barbeque for the event, we may need another.

Round Table

Crystal offered to help out with Canada Day and the Baseball Tournament

Danielle also offered her help with Canada Day

Jamey (REVP) – get your budget proposals in ASAP for any summer events, such as barbeque/baseball tournament

Monica – the Fall Education schedule should be up on the website next week. As part of the 3 year cycle there will be Advanced Courses being implemented on the fall schedule, get signed up as soon as you can, they will fill up quickly. Also, Monica will be on leave in July, please reach out to Hetty or Catherine before Patrick if you need something.

Next Meeting:

August 1, 2017

Adjourned at 7:25 PM