

**West Fraser Valley Area Council Minutes
Knight and Day Restaurant
December 9, 2014 at 5:30 PM**

Present: Johann Ackermann- President (UTE local 20029), Richard Hyatt (UTE local 20050), Michael Small (UTE local 20029), Monique Bakker (UEW local 20147), Celine Ahodekon (UNE local 20278), Shirley Torres (UNE local 20278), Jennifer Chieh Ho (UNE local 20088), *Ranwas Hen* (UNE local 20088), Susie Blyth (CEIU local 20910), Jay Gamanalalgee (UNE Local 20278),

Guests: Robert Strang (PSAC); Tracey Cochrane (**PA Bargaining Group**)

Regrets: Bob Jackson (PSAC – REVP/Local 20044), Jeremy Amor – Vice President (UTE local 20029), Sandy Kincek (CEIU local 20910); Phil Carriere (USGE local 20011), Melodie Dolinski (USGE local 20011), Tracy Bestland (USGE local 20011), Angela Marafon (UTE local 20029), Stephen Klaver (CEIU Local 20910), Heather Kenny (UTE local 20029),

Agenda

Agenda was approved with the following addition:

- Funding Assistance to Attend Winter School per Shirley Torres.

Motion from Michael of the acceptance of the agenda - Seconded by Jennifer – carried

Collective Bargaining Update

Tracey Cochrane with the PA bargain committee gave an update on the current status of the negotiations with Treasury Board (TB) and political action around bargaining. They are as follows:

- PSAC signed a solidarity pack with 15 other Unions excluding Corrections
- When proposals are addressed the bargaining team must come to a consensus on the issues.
- Sick Leave - The Bargaining Committee (BC) received a proposal from TB on amending sick leave when they met in Ottawa from September 8-12. The committee said “no” to the proposal and no discussion ensued on the topic. TB was not prepared to discuss another topic but sick leave so this round of bargaining was not very futile. When both sides met again between November 17-21 TB gave an amended sick leave proposal. TB asked for more feedback on the issue. The BC advised the TB representatives that this current proposal is not welcome and that the employees are sending a strong message that they will not give up on sick leave. The BC suggested the talk about improvements to the employees’ sick leave to the level of the EX’s. The EX’s plan is accrued as the same rate but if an EX requires an advance of sick time they do not have to pay back this time but employees do. PSAC is changing the mentality from using sick leave to healthy work places as the topic header.

- The BC and TB discussed no discrimination and the BC received a verbal agreement from TB on Gender Identity and Expression but TB would not agree to a non-discrimination policy regarding Political Action.
- The BC is pushing for language in the collective agreement for protection of Pregnant Employees.
- The BC is working on an appendix or wording in the collective agreement on Call Centers' Bill of Rights – currently the employer is regulating bathroom breaks; having employees meet a 90 to 100% work ratio (once an employee hangs up on a call they must answer another call within three to seven seconds) whereas the normal efficiency rate in these type of work environments are 80% efficiency; etc. There is currently not enough staff to handle these calls and employees are burning out.
- TB is trying to change the hours of work from 6AM to 10PM so that they could arrange 3 work shifts and not have to pay any shift premiums.
- The BC is working on wording and issues around Work Force Adjustment such as bringing in seniority. When it came down to it we only lost 300 employees.

The bargaining committee work on non-reserve (monetary items) first then works on issues that have a reserve. Currently there are only three bargaining proposals signed off and they have to do with participation on a Grand Jury (had to remind TB of foreign workers) and two on changing the language of mileage from miles to kilometers.

A movement has started in Quebec which sees employees' doing things to draw attention to themselves for 19 minutes of their lunch times on the 19th day of each month. This is a great way to demonstrate solidarity and give the public notice of what is happening. TB takes note of these tactics and does bring them up in discussions at the bargaining table. The BC is our asking our members to inform our family, friends and the public on the lack of respect the government has on our members.

Election of Secretary

The election of the position of secretary was held with Richard nominated by Jennifer and seconded by Shirley. Richard agreed to sit for the position and the vote was unanimous.

Previous Minutes October 20, 2014

Action: A motion was put forth by Johann to have these minutes brought forward (BF) to the next meeting and to find out the dollar amount and nominations for delegates for PSAC Convention.

October 26 Minutes

The following changes to the minutes were noted:

- Use person's name, Component then local number to identify members.

The minutes were moved by Monique seconded by Jennifer – motion carried.

Financial Report Expenditures

Michael gave a summary of the current financial status. He noted the Area Council is currently in a net loss of \$28.14 which is minor. There has been nothing paid out in Political Action.

Michael moved the acceptance of the financial report – seconded by Jennifer - Carried

Action: Notice to locals as to when dues are due and that the cost is \$1 per member per year for those members working in the Surrey, Delta, Langley and White Rock areas.

Budget Estimate for New Fiscal

It was noted by Johann that a few more headings should be added to the forecasted budget such as child care and travel to labour council fees.

Action: Budget to be updated and the version to be presented at the next meeting

Education Office Report

Jennifer briefed the committee on the current educational programs. It included the Canadian Labour Congress Pacific Region Winter School from January 18 to February 20, 2015 to be held in Harrison Hot Springs; Upcoming PSAC courses in East Fraser Valley and Metro Vancouver areas.

Here are the links to the web pages:

CLC Winter School:

<http://www.canadianlabour.ca/news-room/events/2015-pacific-region-winter-school>

PSAC BC Education Courses:

<http://www.psacbc.com/education>

Jennifer noted that she attend the PSAC investigation course which was a 3 day course on internal investigations.

A motion was put forth by that the Area Council help fund Jennifer to attend the CLC Winter School in the amount of \$?. Moved by Michael and seconded by Celine. Carried.

Political Action

Jennifer noted that the BC Federation of Labour (BC Feds) is currently running a \$15 minimum wage campaign. They are looking for volunteers to help. The link is <http://bcfed.ca/news/releases/bcfed-launches-fight-15-campaign-increase-minimum-wage>.

Jennifer is the Area Council Representative at the New Westminster District Labour Council (NWDLC). She supplied a summary of current events which included Protein for People which is a community event held in Port Moody. She also noted that she was unable to attend the January 19th meeting and requested a second delegate to come forth to attend. No one offered to cover for this period. She also stated that each month a member is to give a three to five minute presentation of something that happened that month in history with regards to the labour movement. She noted that a presentation was due from her on an issue within the PSAC on this date. Robert Strang suggested she speak to Patrick Bragg on this issue.

Motion from Jennifer that the PSAC mileage rate be paid for Area Council members to attend the NWDLC meetings for up to two delegates being reimbursed for kilometres traveled up to a maximum of \$1200 per fiscal year –Seconded by Shirley – carried.

Action: Jennifer to contact Patrick Bragg and forward a presentation to the (NWDLC). Jennifer to try to find an alternate to cover for the January 19 NWDLC meeting.

Next Agenda Items

Review of Previous Minutes:

- October 20 minutes to be corrected including funding amount for delegates to the PSAC convention.
- December 9 minutes
- Action Items to be updated

Area Council Job Descriptions

Meeting Location

Meeting on Political Action with East & West Fraser Council

New Fiscal Budget