

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL CONFERENCE CALL
HELD TUESDAY, MAY 15, 2018 AT 6 PM**

In Attendance:

Jamey Mills, REVP-B.C. (Chair)

Sky Belt, Metro Vancouver

James Brierley, Young Workers

Bert Farwell, North Vancouver Island

Angela George, Alternate Health & Safety

Leanne Hughes, National Officers

Jennifer Horsley, Metro Vancouver

Kim Koch, Northeast BC

Terri Lee, Metro Vancouver

Jenny MacLeod, Aboriginal

Jill MacNeill, Northwest B.C.

Trish Martin, South Vancouver Island

Carolyn McGillivray, Southern Interior

Jeanne Olineck, Southern Interior

Shane Polak, MWD

David Schinbein, DLC and SSE

Kelly Sidhu, Women's

Todd Smith, Alt REVP-B.C.

Astrid Stoker, Alternate South Vancouver Island

Absent:

Johann Ackermann, West Fraser Valley

Jennifer Chieh Ho, Racially Visible

Colleen Girard, South Vancouver Island

Linda Harding, Health & Safety

Nia Gillies, Pride

Antony Paller, East Fraser Valley

Staff:

Luc Guevremont, Regional Coordinator

Kristin Schnider, EA to the REVP-B.C.

Jamey Mills called the meeting to order at 6:04 PM.

ADOPTION OF AGENDA

Jamey called for any additions to the agenda, which had been circulated in advance via email. No additions were made.

REVP REPORT

a. AEC and Convention Report Back

Jamey advised that the AEC met today and yesterday in conjunction with the Treasury Board bargaining team meetings.

The AEC discussed a number of items, but a large portion of the meeting was spent discussing the upcoming Ontario provincial election. Jamey reported that it is looking better for progressive parties in Ontario and Jamey is hopeful for a positive outcome on June 7.

The AEC also received an update on the situation with Phoenix. Jamey advised that a new Treasury Board Secretary has recently been named. The incoming Secretary, Peter Wallace, has replaced Yaprak Baltacioğlu who announced his retirement earlier this year. The timing of this transition is ideal given Robyn Benson's retirement and Chris Aylward's recent election as PSAC National President. Chris will be meeting with Wallace within the week.

Jamey noted that the Phoenix UMCs at the national level have been getting more frustrating in light of PSPC's unfortunate decisions regarding the contracting out of some IBM work that they view as "extraordinarily high level and outside the scope of the work performed by our members." Consequently, the PSAC is looking at the possibility of filing grievance on this matter.

Jamey went on to report that the second part of the Auditor General's report will be out on May 29. It's expected that the report will not cast a positive light on Phoenix. A legislative review will also take place

over the next few months regarding the Phoenix implications of the gross versus net overpayments. Changes to the *Income Tax Act* will likely result.

On the matter of the PSAC seeking damages from the Federal government, Jamey advised that there hasn't been a lot of movement thus far. Jamey added that this is not necessarily a bad thing because it means that proper calculations are being done fully and accurately (with the time required) to assess the damages incurred. Jamey added that the PSAC has received a \$5M lump sum from the government to account for a portion of the unpaid dues owed to the PSAC. However, the net amount still outstanding to the PSAC equates to approximately \$13M.

Angela George asked Jamey to explain the PSAC's dues repayment practice. Jamey explained that the PSAC has a long-standing practice of recovering no more than 12 months of dues in arrears from members. Moreover, the PSAC only recovers the dues at the rate in which they are to be paid. For example, if a member owes \$1,200 to the PSAC for dues over the last year and the normally pay \$100 in dues per month, the PSAC will only recover \$100 of the dues in arrears per month in addition to the regular monthly dues owed. Jamey noted, however, that allowances are made for lower repayment schedule (on a case-by-case basis) in situations of hardship. In situations where there was an overpayment of dues, the PSAC will reimburse the member in full with a lump sum repayment.

Jeanne Olineck asked if the PSAC is planning to go after the Federal government for any additional dues that the PSAC is not able to collect from members. Jamey confirmed that this is the expectation.

Jamey concluded the discussion on Phoenix by noting that the NBoD's Phoenix Committee will be meeting on May 24. During that meeting, Jamey anticipates that the Committee will discuss escalating actions that may be taken from now until the 2019 federal election. Details to follow.

CONVENTION UPDATE

Jamey reported that as a result of the recent PSAC National Triennial Convention, the PSAC has elected new leadership: Chris Aylward is the National President (former NEVP), Magali Picard is the National Executive Vice-President (former REVP for the Quebec Region), and Sharon DeSousa is the Alternate NEVP (who is also the REVP for the Ontario Region).

Jamey added that the delegates unanimously adopted the 2019-2021 PSAC budget, which includes a dues increase. That said, the General Fund dues levy, which is part of the current PSAC budget, will cease at the end of 2018. When that happens the dues amount being paid by each member will actually be less on January 1, 2019 versus the amount being paid on December 31, 2018. The 2019-2021 budget provides increases for the day-to-day operational costs of the PSAC and a significant increase to the PSAC staffing envelope. The increased envelope will allow for additional positions to meet the service needs for our members (i.e. grievances and adjudication services and organizing).

As an aside, Jamey then noted that there was a recent job posting for a half-time regional organizer/ half-time G&A officer for the BC Region for a one-year trial period.

In terms of resolutions, one of the most significant resolutions adopted at the Convention was the resolution for fully funded regional conventions. This resolution will have a significant impact on the BC Region as the resolution imposes a standardized delegate calculation formula for all Regions. The new formula allows for a minimum of one delegate per Local, and removes some of the delegate entitlements that were previously included in the BC Regional By-Laws and Regulations. Specifically, the equity, young workers, DCL/SSE delegates will no longer be included in the delegate count for the BC Regional Convention. The BRUSH Committee will also lose its delegate under the new standardized

delegate formula. The net result will be an increase of between 70-80 additional delegates at future BC Regional Conventions.

Shane Polak asked if the imposed delegate calculation formula would change the composition of the Regional Council and remove the equity seats there. Jamey clarified that the resolution does not change the structure of the BC Regional Council. The existing four equity coordinator seats on the Regional Council will remain, but the additional elected equity delegate seats for the BC Regional Convention have been eliminated. Jamey added that another effect of the resolution is that only 20 seats on the Regional Council will be fully funded delegate seats. The Regional Council will have to look at how to fund the additional three Regional Council seats in advance of the 2020 BC Regional Convention.

Jamey stressed that it will take some time to assess all the implications for BC regarding the resolution on fully funded regional conventions as well as all the other resolutions that passed at the PSAC Convention. The Regional Council will discuss these impacts at the November in-person meeting after the full convention report is released in the coming months. The By-Laws Committee should anticipate preparing some housekeeping resolutions for the 2020 BC Regional Convention to address the changes to the Constitution that must be reflected in the Regional By-Laws and Regulations (e.g. "Pride" changes to "LGTBQ+", "Aboriginal" changes to "Indigenous", etc.).

To close the discussion, Jamey noted how proud he was of the BC caucus at Convention. The Region was well represented and had a significant presence at the mics throughout Convention. The BC Region was a strong force at the Convention, especially considering our size relative to some other Regions.

b. Negotiations Updates

Treasury Board: EB, PA, SV, TC

The EB, PA, SV, and TC Treasury Board bargaining teams will be in Ottawa twice this month: May 15-18 and May 29-30. The teams will be reviewing the bargaining demands and bringing forward 15 table-specific bargaining demands. The teams will also determine the demands for the common issue table, which will be meeting May 31-June 1. The first round of bargaining may begin as early as June.

CRA

Bargaining dates with the Employer have been set for June 19-21 and again during the week of July 2. The parties are also set to discuss potential dates in late summer and into the fall.

SSO

SSO is the last remaining national unit to get a deal from the last round of bargaining. Their next set of bargaining dates are scheduled for June 12-14. The team is optimistic that they will be able to get a deal at that time.

Parks and CFIA

The tentative agreements for both Parks and CFIA have been ratified. Both groups are looking to hold bargaining conferences in Ottawa in the last week of September.

Treasury Board: FB

The FB group achieved a tentative agreement and ratification votes are currently ongoing throughout the Region. If ratified, they group will likely have a bargaining conference in late September or early October.

Purolator

Bargaining is ongoing as they were not able to achieve a deal with the Employer during their first set of dates. They are scheduled to meet with the Employer again on during the week of May 22.

c. BCFED Regional Conference

The BC Federation of Labour will be hosting its annual Regional Conference June 21 to 24 in the Comox Valley. This year's Regional conference is being held in conjunction with the Cumberland Miners Memorial Weekend. This year, the Miners Memoria Weekend will recognize the 100th anniversary of the death of labour organizer Albert "Ginger" Goodwin, one of the most well-known labour activists in Canada's history. Jamey will be attending and is encouraging others to attend if possible.

In advance of the Conference, the BCFED will be holding an Executive Council meeting, which Todd Smith will be attending for the PSAC.

REGIONAL COUNCIL UPDATES – SOUTHERN INTERIOR POSITION

Jamey reminded the Council that Wes Todd requested a 6-month leave of absence from his position on the PSAC BC Regional Council last October, which expired on April 19. The REVP Office was in touch with Wes Todd, who confirmed that he had decided not to resume his role on the BC Regional Council as he has taken a full-time, indeterminate position with CEIU. First alternate Jeanne Olineck was then contacted and asked to assume the Southern Interior Coordinator position on the PSAC B.C. Regional Council for the balance of the three-year term; Jeanne agreed.

Yesterday, Racially Visible Coordinator Jennifer Chieh Ho contacted the REVP Office, advising that she is taking a leave of absence from the Regional Council for the summer. Jennifer anticipates that she will return to her position in September 2018. During Jennifer's absence, first alternate Stephen Torng will assume the Racially Visible Coordinator position on the Regional Council.

POLITICAL ACTION UPDATE – PHOENIX CAMPAIGN UPDATE

Much of the Phoenix update is reported above under the REVP report. Jamey added that the Political Action Committee and the Area Councils Presidents will be meeting via teleconference on June 6 to discuss further Phoenix campaign actions for the Region for the coming months.

If Regional Council members have ideas for Phoenix actions or activities, please send them in to the REVP Office so we can submit them to the NBoD Phoenix Committee. Where possible, please provide costings and/or budgets for the activities.

DASH COMMITTEE UPDATES

a. Donation Requests Received Since the last meeting

Jennifer Horsley reviewed donations requests the DASH Committee reviewed since the last meeting, noting that the Committee had made the following recommendations:

- Diabetes Canada – BC Unions Care Campaign – A donation was not recommended for this cause in light of the donation criteria.
- Catholic Women's League – The donation request was denied because it was for a conference rather than community work, and the request didn't meet the donation criteria.
- Greater Vancouver Food Bank - The Committee recommends a donation of \$400

A motion was made to accept the Committee's donation recommendations.

Moved: Jennifer Horsley; seconded: Trish Martin

Carried

b. Subsidy Requests

The Committee received on Regulation 7 Subsidy request from a member planning to attend the National Bargaining Conference as an Observer. The Committee denied the request as it did not meet the Regulation 7 requirements: the request was received after the registration deadline. The applicant was subsequently advised of the Committee's decision and the rationale.

The Committee also received three separate Regulation subsidy requests for the upcoming BCFED Regional Conference, taking place in Comox, BC. The Committee is recommending a \$250 subsidy for each of the three applicants in accordance with the language contained within Regulation 7.

A motion was made to accept the recommendations of the DASH Committee on the four Regulation 7 subsidy requests.

Moved: Jennifer Horsley; seconded: Trish Martin

Carried

Before concluding the Committee's report, Jamey Mills asked if there was any appetite to reevaluate the existing language in Regulation 7, with a particular focus on differentiating the subsidy amount when ferry travel is involved. Under the current language, when the distance is less than 300 KM and there is no need for the applicant to fly, the maximum subsidy amount possible is \$250. After some discussion, it was agreed that the By-Laws Committee could look at the Regulation wording in advance of the next in-person meeting and propose an amendment for consideration.

<p>ACTION ITEM: By-Laws Committee to review the existing language under Regulation 7 in light of subsidy requests that involve travel by ferry and propose an amendment for consideration by the BC Regional Council at the November 2018 meeting if deemed appropriate</p>
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SUMMER OUTREACH UPDATES AND REMINDERS

Jamey reminded the Council that summer outreach events provide great opportunities to meet with the public to talk about our issues and garner public support. In the past, the Region has been very engaged in festivals and community events throughout the province in the summer months. Regional Committee and Area Councils have traditionally taken the lead to organize our participation in these events.

If Regional Council members would like to utilize Coordinator funds for expenses related to their attendance at summer outreach events, they need to submit a proposal to the REVP Office along with an outline of anticipated costs. Please be sure to provide sufficient notice in advance of the event so we have time to address requests appropriately.

Similarly, if Area Councils and Regional Committees are looking for some additional financial support or cost-sharing opportunities for summer outreach events, they need to submit a request in writing to the REVP Office, which provides information on the event, the budget for the event, and the amount requested for the event. All requests will be reviewed on a case-by-case basis.

Jamey noted that in the past the PSAC has made funding available to the Regions for summer outreach campaigns. Currently, no announcement has been made for any summer outreach funding for 2018. As such, we would encourage Area Councils and Regional Committees to consider cost-sharing events to ensure economic feasibility.

Jamey then asked the Coordinators to identify any summer outreach events they are planning to attend/participate in:

Sky Belt noted that the Vancouver & District Area Council is planning a member softball tournament August, which will take place on a Friday. The Area Council is also planning to participate in the National Aboriginal Day event in Vancouver on June 21, the Vancouver Pride Parade, and the VDLC/CLC Labour Day event in Vancouver.

Bert Farwell advised that he will be working with the North Vancouver Island Area Council (NVIAC) to organize their participation in Labour Day events on Vancouver Island. Details to follow.

Trish Martin advised that the Victoria Area Council will be participating in the Victoria Day parade on May 21 in Victoria, which is big public outreach event. The Area Council is also organizing a member softball tournament on June 15 during NPSW. The other two public outreach events the Area Council is planning to attend are the Saanich Fair and the Labour Day event in Victoria. The Victoria Area Council is also planning to work with the NVIAC to organize a joint solidarity event this August, which will likely take place in Nanaimo.

James Brierley provided that he will be participating in Labour Day and the Victoria softball tournament events with the NVIAC. Further details to follow regarding the coordination of Vancouver Island events between the NVIAC and the Victoria Area Council.

ACTION ITEM: Coordinators to send in plans for summer outreach activities to the REVP Office so we can coordinator a regional schedule and make plans to have the REVP attend (where possible)

REPORT FROM THE POLITICAL COMMUNICATIONS OFFICER

As Patrick Bragg was unable to attend the call, he submitted a written report, which follow below.

ROUND TABLE DISCUSSION

Metro Vancouver Alliance – Transit Fare on Saturday.

Jennifer Horsley reported that the Metro Vancouver Alliance (MVA) held their Transit Fair Fare event on May 14 and they met with the Minister responsible for poverty reduction plans and someone from Translink. Transit wasn't really within the scope of the work being done on poverty reduction, however it appears that the MVA was able to convince the Minister that transit should be included within the poverty reduction plans. All in all, the event was a success.

SCHEDULING OF NEXT CONFERENCE CALL

Some discussion was had on the scheduling of the next Regional Council conference call, and the Council decided to hold a call at the end of June or in early July after the next NBoD meeting and BCFED Regional Conference. Kristin will send out a doodle poll to solicit the Regional Council's availability.

ACTION ITEM: Kristin Schnider to send out a doodle poll to the BC Regional Council for the next conference call, which is to take place at the end of June or early July

MEETING ADJOURNMENT

Before adjourning the meeting, Jamey commented that he's really proud of the mobilization efforts in the BC Region. When reporting on our activities in Ottawa, it's apparent that PSAC BC members are very active and determined to put pressure on the Federal government to resolve the Phoenix pay system disaster. Jamey conveyed his thanks to the Regional Council for their hard work and commitment over the past few months. Jamey further asked that Regional Council members relay his thanks to all members in the Region for their efforts.

The meeting was then adjourned at 7:01 PM.

Minutes recorded by: Kristin Schnider

Minutes published: May 2018

Brief report to the Regional Council from Patrick Bragg, Political Communications Officer

Not a huge amount to report since the beginning of March ...

Summer Outreach

Working with Cavan & Kristin on getting materials for summer outreach.

- Pride: Tattoos, flags, posters/slap fans
- Other: We will have whistles, Frisbees, pencils

Also been working with Vancouver Island HRC on materials for the pride parade around the 1-year blood ban for Gay men and Trans people, including a postcard the public can send to the PM. This is flows from a 2015 PSAC convention resolution and work other unions have been doing on this issue.

We, the undersigned, concerned citizens, call upon the government of Canada to act now to repeal the blood ban against men who have sex with men.

- Canadian Blood Services (CBS) will not accept blood donations from men who have sex with men, if they had a male sexual partner within a year;
- The ban focuses on gender and sexual identity over sexual behaviours more likely to indicate risk of sexual disease, despite the fact CBS screens all blood from all donors for a variety of factors, including HIV and other sexually transmitted diseases;
- The ban creates and reinforces negative stigma surrounding men who have sex with men, and prevents potentially healthy donors from donating blood; and
- CBS misgenders trans women as men for the purposes of blood donation and focuses on their gender affirmation surgery status, despite there not being a single documented case of a trans person donating infected blood.

Working with the Victoria AC to assist with the Victoria Day parade outreach materials.

Vancouver Labour Day Parade and PNE event

Labour Day 2018 will draw thousands of union members and their families to an event at the PNE to celebrate Labour, and to broaden the scope of our outreach and visibility for Labour Day.

It will give union members the opportunity to have a direct benefit from their membership, and provide outreach to the over 40,000 guests who visit the Fair on Labour Day. There will be a parade from Pandora Park to the PNE, free entry to the Fair for members, and then a dedicated area (like the picnics in past) where union members can gather, have booths, etc.

It's ambitious, but very doable. The Vancouver & District Labour Council is taking the lead alongside affiliates.

Municipal Elections

The CLC is taking the lead. As in past, PSAC will be working with other unions to engage our members and help them make good decisions around the municipal elections. The plan as of now is still to mail the poll cards which include the District Labour Council endorsed candidates to our membership, they are well received.

If members are interested in running in the elections, please have them contact the REVP so we can assist them in connected with the appropriate District Labour Council.

BC Fed

In advance of the next round of bargaining with the provincial government the Fed has convened a meeting of Public Sector Unions to discuss and begin a campaign around supporting public sector bargaining. No real details as I missed the first meeting due to Convention.

Another round of public polling is being done and results are expected soon.

Along with other affiliates, we're participating the Be More Than a Bystander (BMTAB) campaign and the Whitecaps Union Night. Affiliates who are part of the BMTAB campaign receive seasons tickets to the Lions – as in past members will be able to enter a draw to win a pair of tickets to one game. This has been very popular.

Proportional Representation

The campaign is moving along despite the fact the government hasn't yet released any information about the timing of the referendum or what the question will look like. There are now over 25,000 supporters gathered via the website. We sent a message out to the entire membership in BC with information and encouraging members to sign on and get involved.

If you haven't seen it yet, take a look at Jamey's message around why PSAC supports proportional representation - <http://psacbc.com/psac-bc-make-every-voter-count-campaign>

Phoenix

(Jamey likely has much more to add)

I haven't gotten an update from HQ since the beginning of April and there are still paper sheets coming in. However, as of mid-April over 900 PSAC members in BC signed the Phoenix petition. This number doesn't include members of the public who signed online or in person.

The April 7 event at Jody Wilson Raybould's office was a huge success. Thank you to everyone who participated.

HQ has already put out an RFP around the national Phoenix action plan that was debated and passed unanimously at Convention. The Communications team met May 15 to discuss. Watch for more information to come.

NOTE: I will be off for most of June. Kristin will be here and she will have everything well in hand, but if there's anything specific Council members might need before I go, let me know.