

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL CONFERENCE CALL
HELD TUESDAY, JUNE 26, 2018 AT 6 PM**

In Attendance:

Jamey Mills, REVP-B.C. (Chair)
Johann Ackermann, West Fraser Valley
James Brierley, Young Workers
Bert Farwell, North Vancouver Island
Angela George, Alternate Health & Safety
Colleen Girard, South Vancouver Island
Nia Gillies, Pride
Leanne Hughes, National Officers
Jennifer Horsley, Metro Vancouver

Terri Lee, Metro Vancouver
Jill MacNeill, Northwest B.C.
Trish Martin, South Vancouver Island
Jeanne Olineck, Southern Interior
Antony Paller, East Fraser Valley
Shane Polak, MWD
Kelly Sidhu, Women's
Todd Smith Alternate, REVP-B.C.

Absent:

Sky Belt, Metro Vancouver
Linda Harding, Health & Safety
Kim Koch, Northeast BC
Jenny MacLeod, Indigenous Peoples

Carolyn McGillivray, Southern Interior
David Schinbein, DLC and SSE
Stephen Torng, Racially Visible

Staff:

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

Jamey Mills called the meeting to order at 6:03 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 NBoD Updates

Jamey reported that the AEC and NBoD met earlier this month. Several items were discussed including the following:

CYBER ATTACK ON PSAC

There was a ransomware attack on the PSAC's systems earlier this month, which necessitated the services of a third party to resolve. Jamey confirmed that there was absolutely no evidence of member information having in compromised in the attack. All systems were immediately shut down and not re-initialized until they were deemed fully resolved/restored. A notice was posted on the national website advising of the situation and the PSAC is not anticipating any further issues on this situation.

Colleen Girard asked if there would be any further delays with processing member expense claims in light of the attack and system downtime. Jamey answered that there shouldn't be any further delays with claims at this point; claims processing should be back to normal timelines.

Colleen then asked if the Board had given any thought to upcoming ratification votes for TB and any potential privacy risks to member information in light of the recent attack, noting that UnionWare went down right after the attack was recognized. Jamey advised that this had not been discussed, but that he would raise it with the AEC.

STAFFING UPDATE

David Orfald, who works in the PSAC's Collective Bargaining Branch, has been appointed as a full-time member of the Federal Public Sector Labour Relations and Employment Board (FPSLREB) effective September 4, 2018. The PSAC put David's name forward for consideration last year, we are pleased to see his talent and experienced recognized in this way. Over his 20 years of service with the PSAC, David has made a significant contribution throughout the PSAC, providing invaluable guidance to leadership, staff and PSAC members, particularly with the budget at National Conventions. He will be missed.

UNION DEVELOPMENT PROGRAM

Jamey advised that the NBoD has decided to hold off on any further offerings of the PSAC Union Development Program (UDP) until 2019 to allow for a full review of the current model. The UDP review will include consultation with the NBoD and to determine what is best for members in terms of the program delivery.

CLARIFICATION ON DUE RECOVERY PROCESS

Jamey noted that there was some discussion on the PSAC's dues recovery process, noting that some clarification was needed for members on the process and what amount can potentially be recovered from a member. Jamey clarified that not more than the equivalent of 12 months of dues can be recovered from a member currently. This means that if a member owes \$600 over the past three years and the annually pay \$1200 in dues per year, the full \$600 will be recovered as it is less than the equivalent of 12 months of dues.

Jeanne Olineck commented that she's received comments from members that they don't feel it's right that members don't have to pay back the full amount owed. Jamey answered that the existing dues recovery process is a longstanding PSAC practice that was never intended for use with the Phoenix pay system disaster. The dues that cannot be collected from members under the current policy will be sought from the Employer through legal means. Jamey added that this is already part of the PSAC's court challenge.

Jamey went on to say that because Phoenix is expected to persist for some time, the PSAC will be revisiting the current dues recovery policy at the October NBoD meeting to determine if the current practice is still appropriate for the Phoenix situation and recognizing that fact that we need to ensure the PSAC is able to continue running with existing dues revenue. Currently the PSAC is \$16M in arrears due to Phoenix. This total already accounts for the \$5M that was received from the federal government to offset our dues shortfall. Jamey then encourage Regional Council members to speak with their Component presidents to find out what their positions are on the situation in advance of the October meeting.

Jeanne asked why the PSAC can't put pressure on the federal government to pay back the PSAC the dues owing. Jamey answered that because the change file has not run, the federal government is able to claim that we don't have any certainty on the amounts owing to PSAC versus the amount owed to members; we need the change file to run first. However, at this point, the government has not run the change file because numerous collective agreements haven't been fully implemented.

CONVENTION RESOLUTIONS

At the June NBoD meeting, the Board looked at the outstanding Constitution Committee concurrence resolutions without costings, which were all passed by the Board. The outstanding Collective Bargaining and General Committee concurrence resolutions were tabled for the October NBoD meeting as the Committee Chairs were not able to attend the June NBoD meeting.

b. Negotiations Updates

Treasury Board: EB, PA, SV, TC

The EB, PA, SV, and TC Treasury Board bargaining teams had their first round table specific bargaining as well as common issues discussions. The next round of bargaining is scheduled for the week of July 9-12 and an NSCC meeting has been scheduled for July 13. The Union and employer demands have been posted on the PSAC national website at <http://psacunion.ca/psac-proposes-important-gains-treasury-board>.

Treasury Board: FB

The tentative agreement has been ratified by the FB membership. Agreement signatures are currently in process. A bargaining conference for the next round will be scheduled in Ottawa this October.

Parks and CFIA

Both groups are looking to hold bargaining conferences in Ottawa this September 25-27.

CRA

The bargaining team met with the Employer June 20-21. Both Union and employer demands for this group have been posted to the website at <http://psacunion.ca/three-days-contract-talks-cra>. They will be back at the table during the first week of July.

SSO

This group is the last remaining national unit to get a deal from the last round of bargaining. Since their last set of dates with the Employer in June, they have come to an impasse and are seeking arbitration.

IMP Comox

This group has come to an impasse with the employer and is going to arbitration. The Team has submitted their brief and are awaiting a decision.

Purolator

Bargaining has been challenging and is still ongoing. They are scheduled to meet with the Employer again July 16-18.

BC FEDERATION OF LABOUR CONVENTION AND REGULATION 3 SUBSIDIES DETAILS

Jamey reminded the BC Regional Council that the BCFED Convention is taking place November 26-30 in Vancouver. Delegate entitlement is based on Local affiliation. If you're unsure if your Local is affiliated to the BCFED or not, please contact the BCFED directly. Jamey added that the PSAC covers affiliation fees nationally for Locals that affiliate to the Federations of Labour.

Those Locals not planning to use their delegate credentials may submit them to the REVP Office so they made be reallocated to other PSAC members. This ensures maximum attendance of PSAC members at the convention.

The Regional does have a BCFED Convention subsidy available that delegates may apply for, which is Regulation 3 in the BC Regional By-Laws and Regulations. A copy of the Regulation is available on the PSAC BC website at http://psacbc.com/sites/bc/files/bylaws_and_regulations_-_july_2017_-_final.pdf

Delegates residing in Metro Vancouver and the West Fraser Valley are eligible for a subsidy up to \$500. Delegates from other parts of the Region are eligible for a subsidy of up to \$1,000. Subsidy applications must be received at less six (6) week prior to the start of the Convention.

Jamey added that the PSAC BC Young Workers caucus will be holding a Young Workers Summit immediately prior to the Convention in Vancouver on November 24-25, and is encouraging Young Workers to stay on for the BCFED Convention where possible.

PHOENIX CAMPAIGN UPDATE

Jamey began the discussion by advising about the letter PSAC National President Chris Aylward had written to Prime Minister Justin Trudeau, calling for public inquiry on the Phoenix pay system disaster

(see <http://phoenix.psaunion.ca/en/2018/06/15/psac-formally-requests-pm-launch-public-inquiry-phoenix/>). Jamey noted that in concert with this letter, the PSAC has developed some new speaking notes for media inquiries or MP meetings.

As reported above, one of the compounding issue with the pay system is the fact that we haven't been able to run the change file. PSAC staff and elected officials have continually raised this issue with Treasury Board (TB), hoping to get an answer on timelines. Unfortunately, new TB secretary Peter Wallace, who was recently appointed this spring, has been less accommodating than his predecessor. To date, Chris Aylward has only been able to meet with Wallace. Further meetings have been delayed.

Jamey reiterated that TB is hesitant to run tapes without having the collective agreements fully implemented. While there is no specific timeline for running the change files at this point, the PSAC will continue to raise this issue with the Employer and put pressure on them take steps to run it as soon as possible. Jamey added that he's cautiously optimistic that the change file will be run by the end of this year.

Jamey noted that the last Phoenix UMCC meeting was held on June 19, but a report is not available yet.

Prior to the June Phoenix UMCC meeting, PSAC staff attended a presentation hosted by [Ceridian Payroll](#) regarding an alternative software system they are presenting to the federal government as a replacement for Phoenix. Jamey noted the PIPSC has also met with Ceridian. That said, it has become clear the that Employer is meeting with several companies regarding alternate system, but the PSAC has not been included in those discussions nor has the Employer informed us that they are happening. This lack of consultation will be raised at the next UMCC.

Jamey advised that PSAC Membership Services has conducted an analysis of member pay concerns. With this information, PSAC National Executive Vice-President Magali Picard has been meeting with Components on how build capacity to address member pay issues at the Component level before escalating them to the PSAC. The hope is that will alleviate some of the current PSAC workload regarding pay issues. In addition, the PSAC is planning to provide more extensive training for Phoenix Pay Advocates as well as regional and Component staff, which will build a better network to triage and prioritize member pay issues.

Colleen Girard expressed the concern that the PSAC may be asking too much of Phoenix Pay Advocates. Colleen went on to say that a lot of pressure is being put on these members to deal with pay issues on top of their regular union workloads. If the PSAC knows that Pay Advocates are being inundated with pay issues, why isn't the PSAC obtaining more (specialized) staff to address Phoenix pay issues for members? Jamey acknowledged Colleen's concerns and advised that there is a dedicated staff person in the Region how has received training to assist with Phoenix pay issues. The individual is Regional Rep Robert Strang. Nonetheless, Jamey committed to forwarding Colleen's concerns nationally.

PHOENIX MOBILIZATION

The NBoD's ad hoc Phoenix Committee met in June and discussed how mobilization will be conducted. Jamey reported that it was decided, due to the significant number of members in TB bargaining, to tie the Phoenix campaigns to TB negotiations. Jamey then noted that the current aim for bargaining is to have a contract by the end of the year, and if not, mobilization efforts will lead into the fall 2019 federal election.

The Committee agreed that the Phoenix mobilization efforts should be similar to the 2015 federal election mobilization model whereby we will have the Regions conduct escalating actions like the "19 on the 19th" events that we saw in 2015. However, instead of using a specific date (e.g. 19th)—which

was often problematic in 2015—even can be tied to pay days. This will help ensure that events will fall on week days and members will be at worksites as needed, etc.

Jamey noted that mobilization events are to start in the Regions this August. To support this, each Region has been set aside a sum of money for mobilization events; BC has been allocated \$30K for the balance of 2018. Jamey then advised that the plan includes working with regional structures (i.e. the Political Action Committee and the regional Phoenix Committee in BC) to determine what will work in the Region. The aim is to have one significant action/event per month in the Region, which may be organized organically at the Local level. This provides an alternate option to traditional days of action that have been Region-wide that can (and have) led to member fatigue and burnout. Jamey went on to note that as the campaign continues, there will be also be calls to action for members this fall, aligning with TB negotiations timelines. However, these actions will be dependent on what happens at the bargaining table.

Jill MacNeill conveyed the concern that smaller, remote areas tend to prefer national days of action given their smaller membership numbers; being part of a larger, national action makes them feel more effectual and positive. Jamey acknowledged Jill's concern, noting that there has been considerable success in BC with national/regional days of action. However, that needs to be balanced with the need to mitigate member burnout for mobilization events and satisfy the needs of members in terms of escalating actions.

Jamey then advised that the AEC and NBOD have committed \$1.7M for a Phoenix media campaign with Point Blank Creative that will talk about the significant sacrifice public service workers have made even though not being paid properly and/or on time. The campaign will officially launch in July on social media and continue to escalate through the fall with tv advertisements.

Antony Paller commented that online he's seeing a lot of misinformation in terms of what the PSAC is doing on Phoenix. He then asked if the PSAC is responding to some of the online social media posts to correct the misinformation out there. Jamey answered that the Facebook pages Antony was referring to are member driven pages and are not administrated by the PSAC. That said, the tone of the comments on the pages has changed over the last several months and they are now more of a forum for members to seek help with their pay issues.

BC FORUM AGM AND PHOENIX RESOLUTION

Jamey advised that the BC FORUM AGM later this month a resolution is being put forward on behalf of PSAC members regarding the Phoenix pay system disaster. The resolution is also being forwarded to the CURC Convention this September. The resolution reads as follows:

Whereas it is a basic right of every worker in Canada to be paid all wages due them on the date due; and

Whereas the Federal Government of Canada has failed to do so for in excess of two years due to the Phoenix Payroll System; and

Whereas the Public Service Alliance of Canada (PSAC) continues to wage battles on behalf of their members pressuring the Federal Government to adopt a payroll system which properly pays workers all wages due on time:

Therefore, be it resolved that the British Columbia Federation of Retired Union Members (BC FORUM) pressure the Federal Government to immediately commence a complete and comprehensive overhaul of the Phoenix pay system or adopt a new pay system; and

Be it finally resolved, that the BC FORUM continue to work with the PSAC, the British Columbia Federation of Labour and the Canadian Labour Congress in their demands and actions to get fairness and respect for Federal Government workers who have suffered the impact of the Phoenix pay system.

The BC FORUM member bringing this resolution forward is CEIU retiree Sam Wiese, who is the PSAC representative on BC FORUM.

REGIONAL EDUCATION OPPORTUNITIES – ADVANCED COURSES, FALL 2018

Kristin reminded the Regional Council that this fall the Region will be hosting three advanced, province-wide courses:

1. **Unions Work for Women**, October 25-28, 2018 in Victoria BC - The goal of this course is to build a better union, better workplaces and a better society by encouraging and supporting active PSAC women in their struggle for fairness, equality and social justice. The application deadline is September 9.
2. **Advanced Local Officers Training**, November 15-18, 2018 in Vancouver BC - Strong and effective Locals/Branches are the building blocks of our Union. This course will provide local executives with practical skills and tools to build and maintain strong and effective Locals/Branches. Registration information will be available soon.
3. **Advanced Duty to Accommodate**, December 8-9, 2018 in Vancouver BC - The goal of this course is to develop a broad capacity for effective representation on the duty to accommodate members with disabilities at the Local level. The application deadline is September 30.

Regional Council member are asked to share this information with the constituents and encourage members to apply.

DASH COMMITTEE UPDATES

a. Donations Requests Reviewed Since the last meeting

The DASH Committee received a donation request from the David Suzuki foundation and is recommending a \$50 donation.

Moved: Jennifer Horsley; seconded: Trish Martin

Carried

Jill MacNeill asked if the DASH Committee had considered a donation for the *Soaring for Success* fundraising drive initiated by members of the BC Mainland Haida Gwaii Young Worker's Committee. The campaign represents an action plan to bring art supplies to the students at Sk'aadgaa Naay Elementary, located in Haida Gwaii. The objective is to promote the importance of culturally appropriate education, with the understanding that it leads to improved education outcomes.

Kristin advised the donation request had been sent out generally to all Locals/Branches, Area Councils and Regional Committees. It was not specifically targeted to the BC Regional Council. To date, the REVP Office has received some donations for the campaign, which will be forwarded to the BC Mainland Haida Gwaii Young Workers Committee. Members interested in donating directly to the campaign can do so online at <https://gogetfunding.com/soaring-to-success/>

b. Sustaining Membership Renewal

The DASH Committee received a membership renewal request from the Coalition of Child Care Advocates of BC. This is sustaining membership of the BC Regional Council with an annual cost of \$100. A motion was made to commit \$100 for a membership renewal to the Coalition of Child Care Advocates of BC.

Moved: Jennifer Horsley; seconded: Trish Martin

Carried

SUMMER OUTREACH UPDATES

Jamey reminded the Council that an email was sent out after the last conference call, asking Coordinators to submit their plans for summer outreach. Based on the responses received to date, it doesn't appear that the Region is as involved in community outreach this summer. If Coordinators have yet to submit plans, please do so as soon as possible so the REVP Office can lend support/resources as required.

Jamey then asked Coordinators to begin thinking about their outreach plans for their constituencies for the balance of the 2018 year along and submit their proposals with anticipate costs for said plans. If Coordinators are looking for some suggestions or ideas of member outreach or Coordinator plans, Jamey encouraged them to look at past reports of Regional Council members posted on the regional website at <http://psacbc.com/search/Coordinator%20reports>. Another source for ideas would be the national PSAC Area Council Facebook page. Coordinators should also consider connecting with their respective Area Councils and Regional Committees for ideas and to coordinate plans.

ACTION ITEM: All Regional Council members to submit their Coordinator plans for member and/or community outreach for the balance of 2018 along with any associated expenses that are anticipated for said plans

ROUND TABLE DISCUSSION

MINERS MEMORIAL WEEKEND AND BCFED REGIONAL CONFERENCE IN CUMBERLAND

Bert Farwell advised that he attended the Miners Memorial Weekend in Cumberland this past weekend along with other PSAC members. Bert noted that despite the group's relatively small numbers, the PSAC had a significant presence at the weekend's events, including the reenactment of the funeral procession for Albert "Ginger" Goodwin.

Jamey further commented that the BCFED Regional Conference was held in conjunction with the Miners Memorial Weekend, which allowed a number of PSAC members to participate in the weekend's events. Jamey further noted that the BCFED decided to host the regional conference in Cumberland in light of the 100th anniversary of the assassination of Albert "Ginger" Goodwin, who was one of the most well-known labour activists in Canadian history. During the Miners Memorial Weekend, the BC Government announced that it would be renaming a strip of highway 19 near Cumberland as Ginger Goodwin Way, and new highway signs were unveiled. Similar signs were installed in 1996 with the opening of the Inland Island Highway to the Comox Valley, but were removed by the BC Liberal government in 2001.

NEXT POLITICAL ACTION COMMITTEE / PHOENIX SUBCOMMITTEE CONFERENCE CALL

Todd advised that the Political Action Committee/Phoenix Sub-Committee will be holding a conference call in the coming weeks. A Doodle poll will be sent out to committee members and Area Council executives in the coming weeks for their availability.

NATIONAL INDIGENOUS PEOPLES DAY AND THE RED DRESS CAMPAIGN

Jill MacNeill advised that on June 21, National Indigenous Peoples Day, the PSAC launched its Red Dress campaign, bringing greater awareness and attention to the national issue of missing and murdered Indigenous women and girls (MMIWG) in Canada. The campaign was developed in consultation with NHRC Indigenous Working Group and National Indigenous Peoples' Circle (NIPC). Red dress pins and postcards (addressed to Prime Minister Trudeau) have been distributed as part of the campaign, which

call on the government to bolster the efforts of the national inquiry into the MMIWG. Additional details and online petition are available at <http://psacunion.ca/psac-demands-justice-indigenous-women-and-girls>. Jamey added that due to high demand, additional pins and postcards have been ordered for the Region, including small allocation of pins for Regional Council members.

WeVoteBC MUNICIPAL ELECTION TRAINING SESSIONS

James Brierley advised that he attended the one of the www.WeVoteBC.ca local government election training sessions hosted by CUPE and the BCFED earlier this month. The session James attended was in Nanaimo, which was a great learning opportunity. There were also sessions in Prince George and Delta in June. If other sessions are announced, the REVP Office will send details out as appropriate to the respective Area Council and Regional Council members. Some funding may be available to assist member who wish to attend.

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 the call in September.

Over the summer months the Political Action Committee and the Phoenix Sub-Committee group will continue to meet via teleconference to discuss plans for Phoenix mobilization activities and keep Regional Council members apprised of information via email updates.

Jamey then commented that for the Phoenix mobilization events in the Region, they will likely schedule them on “pay day Wednesdays” to provide predictability and ensure adequate member participation. If Regional Council members would like to hold events in their areas, please contact the REVP Office (and copy PAC Chair Todd Smith), and provide a summary of event ideas along with supporting budgets and lists of resources required.

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 in September
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MEETING ADJOURNMENT

The meeting was then adjourned at 7:36 PM.

Minutes recorded by: Kristin Schnider

Minutes published: July 2018