

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL CONFERENCE CALL
HELD TUESDAY, SEPTEMBER 18, 2018 AT 6 PM**

In Attendance:

Jamey Mills, REVP-B.C. (Chair)
Johann Ackermann, West Fraser Valley
Sky Belt, Metro Vancouver
James Brierley, Young Workers
Bert Farwell, North Vancouver Island
Linda Harding, Health & Safety
Jennifer Horsley, Metro Vancouver
Terri Lee, Metro Vancouver

Jenny MacLeod, Indigenous Peoples
Jill MacNeill, Northwest B.C.
Jeanne Olineck, Southern Interior
Antony Paller, East Fraser Valley
Shane Polak, MWD
David Schinbein, DLC and SSE
Kelly Sidhu, Women's
Todd Smith Alternate, REVP-B.C.
Stephen Torng, Racially Visible

Regrets:

Trish Martin, South Vancouver Island

Absent:

Colleen Girard-Strong, South Vancouver Island
Nia Gillies, LGTBQ2+
Leanne Hughes, National Officers

Kim Koch, Northeast BC
Carolyn McGillivray, Southern Interior

Staff:

Patrick Bragg, Political Communications Officer
Luc Guevremont, Regional Coordinator for BC

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 advised that the next NBoD meeting is taking place October 16-19 in Ottawa. Jamey will report on that meeting at the November Regional Council meeting. The AEC met earlier this month and discussed a number of items:

FINANCIAL UPDATE REGARDING THE IMPACT OF PHOENIX

The PSAC Finance Committee met and have determined that the shortfall in dues revenue as a result of Phoenix is now estimated at between \$15M-20M. This amount is being tracked month as is the amount being collected under the special dues levy related to the dues shortfall. Jamey reminded the Council that the PSAC still intends to collect the dues shortfall from the Federal Government the writ of mandamus or through whatever means necessary.

UPDATE ON THE CHANGE FILE

On the change file, Jamey reported that we anticipate it (finally) being run on November 14, 2018. The PSAC will be exchanging information with Treasury Board during the week of September 24 to ensure that the change file will be run accurately this November. During the week of September 24 members will also receive information on how dues will be recovered (for cases of where members are owing dues in arrears) and how any overpayment of dues will be repaid to members once the change file is run.

Jamey noted that once the change file runs, dues in arrears will be collected once per month (on the first paycheque of the month) at 100% of the rate at which dues are currently paid monthly. However, it should be noted that under the Phoenix pay system, regular dues are currently collected every two weeks on each paycheque rather than once per month. This means that if a member has dues in arrears and they regularly pay \$100 in dues per month, the repayment schedule will be as follows:

- First paycheque of the month: Regular dues collected = \$50; dues in arrears collected = \$100
- Second paycheque of the month: Regular dues collected = \$50; dues in arrears collected = \$0

Dues recovery will only take place on first paycheque of the month, not on both.

Sky Belt asked for clarification on whether or not members will have advance notice of the repayment schedule, and whether or not they'll have the opportunity to request an alternate repayment schedule in situations of hardship. Jamey answered that members will have the opportunity to request an extended repayment schedule (of up to 24 months in some cases) for situations of hardship before the change file runs in November. Notice will be given to members at the end of September.¹

PHOENIX BACKLOG AND SYSTEM REPLACEMENT

The backlog of outstanding PARs is slowly being chipped away at. The Employer is continuing to hire compensation advisors in Miramichi, at the satellite offices, and in worksites to alleviate the backlog. The Employer has also been consulting more with Union and with workers to address pay system problems. The focus has also shifted to working in "pods" or specialized units (e.g. coast guard, national defence issues) to tackle specific issues where there is a large backlog and alleviating those specific issues.

As was announced during the second week of August, PSPC has started investing potential new systems to replace Phoenix and an RFP has been put by the Federal Government. However, it will still be a few years before any new system can be procured, tested and integrated. Time is needed to ensure that whatever system is implemented fully and adequately resolves all the issues we've had with Phoenix.

Given the amount of time that is needed before a new system can be implemented, Jeanne asked if there had been any talk of resorting to manual paycheques as an interim measure. Jamey answered there are already mechanisms in place to allow for emergency pay in situations with zero paycheques. Members are also to file PARs where there are pay discrepancies. In light of this, Jamey doesn't anticipate any move toward manual cheques for pay processing.

PSAC SCHOLARSHIPS

Winners have been selected for the 2018 PSAC Scholarships. Announcement will be made soon. Recipients in BC will receive their scholarships from the REVP Office.

NATIONAL YOUNG WORKERS FORUM

The PSAC is investigating the possibility of hosting a national young workers forum December 7-9 in Ottawa. Up to seven young workers per Region will have an opportunity to attend. A final decision on the Forum and related budget will be made by the AEC this week. Further details will be released as information is available.

ANTI-PRIVATIZATION CAMPAIGN

Anti privatization campaigns are still ongoing. The first campaign of note has to do with the Department of National Defence and the Greenwood and Kingston bases where janitorial services and maintenance

¹ Subsequent the September 18 BC Regional Council conference call, there was an unavoidable delay with the communication to members regarding the change file implementation and the due repayment schedule. Further details to follow from PSAC Headquarters on this matter.

workers have been outsourced to a private contractor. The second campaign is addresses a public-private partnership at the heating plant in the NCR. The third anti-privatization campaign addresses the situation in the Port of Churchill in Manitoba where there was a privatization of public infrastructure (the rail line and Port), which connects the people of Churchill with the rest of Canada. Currently, there is a critical need to fix the rail line and the PSAC is calling on the federal government to use government resources to fix that rail line so goods and services can move in and out of Churchill and so the people of Churchill have access to the rest of the country. See <http://psacunion.ca/privatization> for more information.

PSAC STAFF PENSION PLAN

The AEC received a report on the status of the PSAC staff and officers pension plan, which confirmed that the pension plan is solvent and looking good. At this point, it's unlikely that another levy will be enacted at the next PSAC National Convention to ensure the solvency of the plan.

PSAC NATIONAL HEALTH & SAFETY CONFERENCE

Jamey advised that the AEC had determined the venue for the PSAC National Health & Safety Conference: the conference will take place in the fall of 2019 at the Fairmont Queen Elizabeth in Montreal.

b. Negotiations Updates

CRA

The bargaining team met with the Employer in September. The Employer continues to spend considerable time on their own proposals rather than the union bargaining demands. Key issues in this round centre on precarious work, hours of work, call centres, work/life balance and staffing issues. The next set of dates are scheduled for October 23. <http://psacunion.ca/cra-bargaining-little-progress-date>

Treasury Board: EB, PA, SV, TC

The EB, PA, SV, and TC Treasury Board bargaining teams are in Ottawa this week to discuss strategy and receive media training. Dates with the Employer have now been set for the balance of the year:

- October 10-11, 2018 (common issues)
- October 16-17, 2018 (table-specific proposals: PA, SV, TC and EB groups)
- November 27-29, 2018 (table-specific proposals: PA, SV, TC and EB groups)
- December 4-6, 2018 (common issues)

Treasury Board: FB

A bargaining conference has been scheduled in Ottawa for October 10-12. Bargaining dates are anticipated shortly after the conference.

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 went to arbitration and are waiting for the decision.

Parks and CFIA

Parks will be holding their bargaining conference September 25-27 in Ottawa. CFIA will be holding their bargaining conference in Ottawa October 2-4. Jamey Mills will be chairing the CFIA conference.

Purolator

Bargaining has been challenging and is still ongoing. They are scheduled to meet with the Employer again October 19-21.

IMP Comox

A conciliated contract was given over the summer. While it is not the contract the unit had hoped for, it does not contain any concessions. The new contract expires June 30, 2019, which is the same time that the Employer will be negotiating a renewal of their contract with the CFB Comox base.

NAVCAN

Alongside a mediator, the PSAC bargaining team met with NAV CANADA in Ottawa on August 27-28. While some progress was made, mediation will need to continue the week of September 27-28.

PRINCE RUPERT AIRPORT AUTHORITY

An agreement was ratified by the members who work at the Prince Rupert airport. The new contract, contains a wage increase of 10.75% over four years, improvements to the standby and travelling time pay rates, and enhancements to the bereavement and family leave provisions of the collective agreement. Collective agreement language around personal and sexual harassment has been also strengthened and gender identity and gender expression have been added as prohibited grounds of discrimination in the new collective agreement.

FNHA

An agreement was ratified in August for FNHA and the collective agreement will be signed at a signing ceremony on September 24. NEVP Magali Picard was asked to attend the ceremony as she identifies as an Indigenous member.

Terri Lee asked if Notice to Bargain has been served for CFIA and Parks. Jamey answered that notice had been served for CFIA but he wasn't sure about Parks. If notice hasn't been served already for Parks, it should happen soon.

POLITICAL ACTION REPORT

PHOENIX CAMPAIGN UPDATE

Jamey advised that the Phoenix campaign officially launched this month. As part of the campaign, each Region was given funds to carry out mobilization actions on Phoenix. In BC, the first action was held in Nanaimo on August 22 to coincide with the Federal Liberal's cabinet meeting that had been scheduled there. National President Chris Aylward attended the event, which included a rally outside the federal government office on Front Street in Nanaimo and a march to the city's convention centre to deliver a message to Justin Trudeau and his Ministers. Two NDP MPs from Vancouver Island also attend the rally and march: Alistair MacGregor, MP for Cowichan—Malahat—Langford, and Sheila Malcolmson, MP for Nanaimo—Ladysmith.

The next Phoenix event will be the launch of the *Here For Canada* campaign. On September 20, the Vancouver RO is hosting a members' advance screening of the campaign videos (for tv and social media) that will be released to the public on September 24.

Jamey noted that if there are Locals, Branches, Area Councils or Committees that have ideas for a Phoenix mobilization action, please let the REVP Office know so we can assist as required and provide resources as applicable.

"HERE FOR CANADA" CAMPAIGN UPDATES

In July, the PSAC launched the first wave of online Phoenix campaign materials and launched the Phoenix website where members and the public could sign the petition to Prime Minister Trudeau call for action on Phoenix.

The Phoenix campaign is now expanding to national tv ads and further social media and online advertising and the branding has shifted to "Here for Canada."

Under the second phase of the campaign, two videos have been produced: the first is a 30 second flagship ad, which highlights the work PSAC members do for Canadians and reminds the public that PSAC members continue to go to work despite the pay system problems. The second video is approximately 3 minutes and provides testimonials from members on the impacts Phoenix has had on their lives and their families. Both videos were filmed in Vancouver with PSAC members, and will be launched to the public on September 24. ON the same date, the Phoenix website will be relaunched with the branding “Here for Canada.”

As mentioned above, the Vancouver RO is hosting a sneak peak of the campaign for members on September 20. We had hoped to organize screenings in more locations, but due to the short timeline before the public launch of the campaign it wasn’t feasible. However, all members will receive an email about the campaign launch and will be encouraged to watch and share the videos through their social media channels.

Patrick noted that swag materials have been produced to supplement the campaign including mugs, lanyards, buttons and printed materials. The swag will be distributed throughout the Region by staff reps and the Regional Mobilization Coordinating Committee (RMCC). The hope is that the swag will help build some buzz about the campaign within the membership.

Terri Lee asked what the campaign’s key ask is: what is the campaign asking the Government and/or the public to do? Patrick answered that it’s hoped that the campaign will bring better public awareness to the pay system problems still being experienced by members and the fact that they have continued to provide services to Canada despite not being paid accurately or on time. However, at its most basic the flagship video highlights the work our members do for the public, which the PSAC hasn’t done for some time. Further discussion ensued.

MUNICIPAL ELECTIONS AND DLC ENDORSEMENTS

Jamey began the discussion by advising that this is something the Regional Council has done for the last three local government elections. Jamey then reminded the Council that the District Labour Councils (DLCs) are the political arm of the CLC and the Federations of Labour, representing union members across the province.

The DLCs have spent considerable time talking to and questioning many of the candidates for BC’s civic elections. They have subsequently compiled a list of candidates for municipal councils, school and parks boards across the BC who they feel are progressive and labour-friendly. Those candidates who applied to the DLCs for endorsements were vetted by the DLCs based on the following: their support in the interest of working families, ensuring that the candidates understand that public services and programs enhance our quality of life, the candidates realize the importance of a strong public education system, the candidates recognize that contracting out and privatization are not cost effective, the candidates value the contribution of public sector workers, and they know that a strong community depends on local control and decision making.

As with previous local government elections, the PSAC BC Regional Council has the opportunity to endorse those DLC endorsed candidates. The way to do so is for the Regional Council to endorse the process that was completed by the DLCs for their candidate endorsements. If the process is endorsed by the BC Regional Council, the REVP Office will send out a list of DLC endorsed candidates to members for the area in which they reside along with a letter from the REVP that encourages them to vote for the candidates were endorsed through this process.

A motion was then made for PSAC BC to endorse the process carried out by BC's District Labour Councils to endorse candidates for the 2018 local government elections.

Moved: Sky Belt; seconded: Todd Smith

Carried unanimously

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.

Jamey noted both the current President and Secretary Treasurer have announced that they will not be reoffering at this Convention. Consequently, the elections at Convention will likely be very interesting.

Jamey then reminded the Council that those affiliated Locals not planning to use their delegate credentials may submit them to the REVP Office so they may be reallocated to other PSAC members. This will ensure maximum attendance of PSAC members at the convention.

The Region does have a BCFED Convention subsidies 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 least six (6) weeks prior to the start of the Convention.

REGIONAL CONFERENCES: YOUNG WORKERS SUMMIT AND HEALTH AND SAFETY CONFERENCE

The PSAC BC Young Workers caucus will be holding a Young Workers Summit in Vancouver immediately prior to the BCFED Convention on November 24-25. The hope is that this will encourage Young Workers to stay on for the BCFED Convention. All PSAC BC Young Workers are encouraged to apply for the Summit. The application deadline is September 28. Details are available online at <http://psacbc.com/2018-psac-bc-regional-young-workers-summit-shaping-our-future-now>

The Regional Health & Safety Conference has been scheduled for December 15-16 in Richmond. The conference is being held under the theme "Are you Safe or Just Lucky." Registration is now open and closed October 5. Conference details are available online at <http://psacbc.com/psac-bc-regional-health-safety-conference-call-out>

SUMMER OUTREACH AND LABOUR DAY REPORT BACKS

Jamey began the discussion by thanking all who participated in summer outreach events with the membership and public. He then asked for Council members to report on events they attended.

Todd Smith reported that he attended the VDLC Labour Day event at the PNE. This was the first time the event was held at the PNE, and the event included a rally with Premier John Horgan, a member picnic area, and BCFED Affiliate booths (including a PSAC booth). Over 2,000 labour members attended the event along with their families, and good feedback was received from members. In the coming weeks, the VDLC will determine if a similar event will be held next year at the PNE.

Kelly Sidhu commented that she also attended the PNE Labour Day event with her family and noted that it was a good event.

Jenny MacLeod commented that she was out of town on Labour Day, but was very proud to hear from other unions that the PSAC was well organized at the PNE event.

Bert Farwell reported that he attended the Labour Day event in Ladysmith and spoke with members, the Labour Council and other labour activists in attendance.

Shane Polak advised that he attend the joint Mainland HRC and Vancouver & Dist. Area Council BBQ on September 15. During the BBQ, Shane gave a talk about mental health challenges and how can affect members. Shane advised that he's hoping to initiate a campaign for increased provincial funding for mental health services for British Columbians.

Antony Paller advised that he attended the Fraser Valley District Labour Council's Labour Day event. Attendance at the event was well over 500 people likely due to the good weather. Antony assisted the Labour Council in handing out hotdogs, chips, pop and corn, which quickly ran out. It was a good event.

UPDATE ON 2020 PSAC BC REGIONAL TRIENNIAL CONVENTION – VENUE AND DATES

The venue and dates for the 2020 PSAC BC Regional Triennial Convention have been finalized. The 2020 PSAC BC Regional Triennial Convention will take place May 1-3 at the Pinnacle Harbourfront Hotel in Vancouver. Regional Council meetings to take place on both April 30 and May 4, 2020. It was a challenge to find a venue this time given the increased delegate count anticipated in 2020 as a result of the resolution on fully funded regional conventions that passed at the 2018 PSAC National Convention. Jamey noted that the hotel selected is a Unite Here hotel.

AREA COUNCIL AND GEOGRAPHIC COORDINATOR SUMMIT, NOVEMBER 4

The PSAC BC Region will be hosing a one-day PSAC BC Area Council and Geographic Coordinator Summit on Sunday, November 4 at the Burnaby Firefighters Banquet Hall. The aim of the Summit is to provide a refresher on Area Council roles and responsibilities, to discuss on how Geographic Coordinators and Area Councils can best work together to support the members in their constituency, and to collaborate on membership engagement and political action plans for the next year.

Jamey noted that he hopes the Summit will serve as an opportunity to reinvigorate the Area Councils that have been struggling to remain active over the past year.

In addition to the twelve Geographic Coordinators on the PSAC BC Regional, each of the eight PSAC BC Area Councils are entitled to send up to two Area Council Executive Members to the Summit.

DASH COMMITTEE UPDATES

a. Membership Renewal

The DASH Committee received a membership renewal request from [Everywoman's Health Centre](#). The cost of the annual membership renewal is \$50.

A motion was made to commit \$50 for a membership renewal to Everywoman's Health Centre.

Moved: Jennifer Horsley; seconded: Jeanne Olineck

Carried

a. Donations Requests Reviewed Since the last meeting

The DASH Committee received a donation request from [Amnesty International](#) and is recommending a \$100 donation.

Moved: Jennifer Horsley; seconded: Jeanne Olineck

Carried

The DASH Committee received a donation request from [Indspire](#) and is recommending a \$50 donation.

Moved: Jennifer Horsley; seconded: Jeanne Olineck

Carried

BCFED COMMITTEE UPDATES

YOUNG WORKERS COMMITTEE

James Brierley reported that the Committee is looking to have a permanent plaque installed to recognize Grant De Patie, who was killed on the job in 2005 during a gas-and-dash, and [Grant's Law](#),

which followed as a result. A location still needs to be secured in the Lower Mainland. Further details to follow.

James also noted that [Camp Jubilee](#) is coming up in next couple weeks. Camp Jubilee is the BCFED's annual Young Workers' school for workers aged 30 and under.

COMMUNITY AND SOCIAL ACTION COMMITTEE

Sky Belt reported that the CSAC met to review their report for the BCFED Convention. During the meeting, the Committee was advised that nurses are looking at conducting an awareness campaign with the BCFED regarding STIs and the AIDS epidemic. Further details to follow. involved.

WOMEN'S RIGHTS COMMITTEE

Kelly Sidhu reported that the Women's Rights Committee met in June and talked about their report for the BCFED Convention. At that meeting, the Committee also debriefed their provincial government lobby that took place in the spring.

CLIMATE CHANGE WORKING GROUP

Shane Polak reported that the Climate Change Working Group met in August to review and provide feedback on three intention papers from the BC Government. The intention papers addressed the following: (1) Clean Growth Program for Industry, (2) Clean, Efficient Buildings, and (3) Clean Transportation. Shane had hoped to solicit the input of the Environment Committee for the intention papers, but the turnaround deadline was only a couple days. The Environment Committee will debrief the papers on their October 1 Committee call.

EXECUTIVE COUNCIL

Jamey noted that the BCFED Executive Council will be meeting September 21 to review its report to Convention and to discuss the resolutions going forward to Convention from the Executive Council.

REMINDERS REGARDING NEXT IN-PERSON MEETING AND COORDINATOR REPORTS

The next in-person BC Regional Council meeting is taking place November 2-3 at the PSAC Vancouver Regional Office. All Coordinators must confirm their attendance by email to Kristin no later than September 25. Coordinators who reside more than 60 KM from the meeting venue will have hotel accommodations provided for them at the Hilton Vancouver Metrotown.

For Coordinators who reside more than 300 KM from the meeting and need to book air travel for the meeting, they must do so by contacting WE Travel before October 4.

Coordinators are asked to submit any dietary or disability accommodations requests by email by the same date, October 4.

A call for Coordinator reports was sent out earlier this month. The report should capture all Coordinator activities for the period March 2018 to October 2018. Regardless of whether or not Coordinators are able to attend the November meeting, all Coordinators must submit a report to the REVP Office by October 1.

MEETING ADJOURNMENT

Before concluding the call, Jamey thanked all for attending, especially those who were dialing in from Ottawa.

The meeting was then adjourned at 7:20 PM.

Minutes recorded by: Kristin Schnider

Minutes published: October 2018