



**Public Service Alliance of Canada
B.C. Regional Council – In-person Meeting**

Thursday September 19 – Friday September 20, 2019

MINUTES

Attendees

Jamey Mills	REVP-B.C. (Chair)	Jill MacNeill	North West
Antony Paller	East Fraser Valley	John Davies	Alt South Vancouver Island
Bert Farwell	North Vancouver Island	Kelly Sidhu	Women's
Carolyn McGillivray	Southern Interior	Leanne Hughes	National Officers
David Schinbein	DCL/SSE	Linda Harding	Health & Safety
Ernest Hooker	South Vancouver Island	Nia Gillies	LGTBQ2+
Jeanne Olineck	Southern Interior	Ron Hardy	Northeast B.C.
James Brierley	Young Workers	Shane Polak	MWD
Jennifer Horsley	Metro Vancouver	Sky Belt	Metro Vancouver
Jenny MacLeod	Indigenous Peoples	Stephen Torng	Racially Visible
Johann Ackermann	West Fraser Valley	Todd Smith	Alt REVP-B.C.

Staff

Patrick Bragg	Political Communications Officer	Luc Guevremont	B.C. Regional Coordinator
Kim Nguyen	EA to the REVP-B.C.		

Observers

Kelly Megyesi	Alternate Women's	David Knoblauch	National Officer - CIU
Barry Tchir	National Officer – UCTE	Keith Palmer	National Officer - CIU
Richard Savage	National Officer - CIU		

Regrets

Terri Lee	Metro Vancouver	Trish Martin	South Vancouver Island
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Indigenous acknowledgment

Jenny acknowledged and thanked the traditional territories of the Lkwungen (Esquimalt and Songhees), Malahat, Pacheedaht, Scia'new, T'Sou-ke and W̱SÁNEĆ (Pauquachin, Tsartlip, Tsawout, Tseycum) peoples. She acknowledged our traditional hosts and honoured their welcome and graciousness.

Jenny shared with us her personal and touching story about growing up as an Indigenous person and how her life experience, education, and opportunities led her to where she is today. Jenny now uses her education and knowledge to be an active member in the Indigenous community.

Call to Order

Jamey called the meeting to order at 9:05PM and welcomed all in attendance.

Moment of Silence for Workers Killed on the Job and Honour Roll

A moment of silence was held to acknowledge workers killed on the job and those individuals who have passed since the last in-person meeting.

Scent-free and anti-harassment statements

Todd read the anti-harassment policy that was circulated to all participants in advance.

Linda read the scent-free policy that was also circulated to all participants in advance.

Jamey advised that for the duration of the meeting B.C. Regional Coordinator Luc Guevremont would serve as the anti-harassment coordinator. This includes any harassment that happens after hours of the B.C Regional Council meeting as well.

David Schinbein and Stephen Torng are the designated first aid persons.

Welcome and Introductions

Jamey provided opening remarks and welcomed everyone in the room. Introductions were conducted for the four (4) observers that were in attendance.

Terri Lee and Trish Martin was not able to attend the meeting. John Davies is attending on behalf of Trish Martin as the second alternate.

Leanne Hughes was not able to attend on the first day but was present on the second day of the meeting.

Adoption of agenda

The meeting agenda had been circulated electronically in advance of the meeting.

A motion was then made to adopt the agenda as circulated.

Moved: Jamey, Seconded: Kelly.

Carried.

Hours of session

Thursday, September 19

- 9:00 AM to 12:00 PM – Regional Council meeting
- 12:00 PM to 1:30 PM – Lunch Break (lunch will not be provided)
- 1:30 PM to 4:30 PM – Regional Council meeting

Friday, September 20

- 9:00 AM to 11:00 AM – Committee Working Groups
- 11:00 AM to 12:00 PM – Regional Council meeting
- 12:00 PM to 1:30 PM – Lunch Break (lunch will not be provided)
- 1:30 PM to 4:30 PM – Regional Council meeting (or upon completion of the agenda)

Previous Minutes and Business Arising from the Previous Minutes

Minutes for the April 25, 2019 in-person meeting

A motion was made to accept the previous minutes of the April 25, 2019 meeting, which had been circulated in advance of the meeting.

Moved: Linda, Seconded: James. Carried.

Minutes for the June 11, 2019 Teleconference

A motion was made to accept the previous minutes of the June 11, 2019 meeting, which had been circulated in advance of the meeting.

Moved: Carolyn, Seconded: Antony. Carried.

BCFL Standing Committee Reports

Moved: Todd, Seconded: Linda. Carried.

Federal Working Group and Political Action Committee, Todd.

Todd spoke to his report which was presented as part of the Council meeting package.

The FWG is organized through the CLC, where affiliates get together to prepare and discuss actions on the upcoming Federal Election. This is also to ensure that actions aren't duplicated.

Human Rights Committee, Sky.

Sky reported on the issues the BCFED Human Rights committee is working on, including the gay & trans blood ban and planning towards an event on December 10, International Day for Workers with Disabilities. She also reported that the BCFED Community and Social Action committee has recently been focusing on the International Solidarity.

Phoenix Pay System Campaign Update

Report on action activities

Provincial Day of Action

Jamey noted that that Phoenix is still a very real issue and impacts 140,000 PSAC members. The REVP office still receives phone calls regarding Phoenix and members are still either receiving \$0 pay cheques, being over paid, or under paid. All the problems that existed still exist today.

The numbers of cases being resolved are slowly improving. In July, the cases were down from 240,000 cases to 30,000.

Phoenix Committee

Departments and agencies now have the ability to hire more compensation advisors to help resolve the situation – this appears to be working well.

The Federal Government has closed their tendering process for a new pay system. They have short-listed 3 vendors: SAP, Ceridian, and Workday. There will be a 5-year implementation plan before completely switching over to the new system. Members pay files must be fixed and updated before they are over to a new system. The new systems will have to run parallel with Phoenix.

As Chris Aylward says, “Garbage in is garbage out”. The Federal Government has been in consultation with us.

There have been no updates regarding the feedback form.

Jamey noted that when members submit a new PAR, this does not move the current PAR down the queue, however updating a current PAR will place it at the bottom of the queue.

Damages

PSAC did not accept the government's offer on Phoenix damages. The 1.25 days per year is far too little to compensate or even recognize the massive impact that Phoenix has had on peoples' lives. Over 270,000 workers have been directly impacted and suffered financial losses. Many were also forced to delay career advancement, cancel parental leave, experience high levels of anxiety, reduce their support of family members, and delay retirement – to name a few of the serious adverse effects. There remains a backlog of 240,000 cases to be resolved. More than 100,000 workers are still waiting to have their last collective agreements implemented.

REVP Report

Regional Executive Vice President, Jamey Mills. Report moved by Todd, Seconded by Shane.

Jamey spoke to his report, which was presented as part of the Council meeting package. He discussed the actions and activities around Phoenix.

Jamey sits at the EB and CFIA table. He is proud of the mobilization efforts with FB, TB, and CRA. He noted that this government has not showed members the respect and fairness that they deserve at the bargaining table. PSAC membership have increased from 170,000 members to 200,000 members.

Jamey has made numerous efforts to meet with Jonathan Wilkinson, Minister of Fisheries, Oceans, and the Canadian Coast Guard. He finally met with Jonathan Wilkinson and was joined by a constituent who told him her own very personal and compelling Phoenix story. Jamey continued to make him aware of the significant Phoenix issues federal government workers in his departments face.

Jamey has been trying to meet with Minister Harjeet Sajjin, Minister of National Defense to discuss Phoenix as well as concerns around privatization at the Department of National Defence but has as of yet been unsuccessful.

Jamey noted that as we approach local AGM season he will be making an effort to attend as many meetings as possible, and asked that Regional Council members inform his office about any upcoming meetings.

Carried.

Jamey returned to the Chair.

Regional Coordinator Report

Staffing

Deb Seaboyer is officially retiring. Deanna was the successful candidate in the REO competition and officially started as REO on Monday September 16. Deb will remain in the office for part of October to help with transition.

The Organizer position has been posted on indeterminate basis. Interviews will be scheduled soon.

Bargaining: Regional

Swissport: PSAC is happy to announce that a new collective agreement has been ratified by members of the Swissport Canada fuel services bargaining unit at Vancouver International Airport. The new collective agreement is for 3 years and includes a new integrated pay grid with significant increases, a lump sum payment of \$750, and increase to shift premiums.

Commissionaires: Commissionaires met the week of August 25 and again the week of September 2 in Victoria. They will be going to Conciliation.

IMP Comox: IMP Comox was in conciliation last month and is now going to Arbitration.

Next up for negotiation:

- First Nations Health Authority – agreement expires March 31, 2020
- Victoria Airport – agreement expires March 31, 2020
- BWXT ITG Canada – agreement expires March 31, 2020
- CMHC Granville Island – agreement expires March 31, 2020

Education

The fall/winter schedule has been posted and is under way. Some courses have high registration numbers but some with low numbers.

Regional Conferences

- Regional Women's Conference – September 13 to 15 – very successful!
- Next year: RV Conference – Feb 28 to March 1

Despite summer supposedly a quieter period, the Regional Offices have been very busy in the last few months. The next few months will be busy with national bargaining mobilization, Local AGM season, and preparations for the 2020 BC Regional Convention.

Political Communications Officer Report

Patrick provided an update on the Political Communications activities. The region's election plan is moving forward.

The Vancouver AC put on a well-attended candidate forum on September 17. Lawrence Taylor (Green), Tamarra Taggart (Liberal) and Don Davies (NDP) all participated. Over 100 people in attendance, including 30 members. The Conservative Candidate was a no-show.

PSAC BC is encouraging members to participate in CLC events around the province and get involved in labour canvasses and other activities. Members attended the CLC canvass training in Vancouver and Surrey.

An election telephone town hall is scheduled for September 25. Members from across the province will have an opportunity to talk about the election with Jamey, Chris Aylward, and Sussanne Skidmore, Secretary Treasurer of the BCFED.

Patrick encouraged Regional Council members to let him know about any upcoming all candidates' meetings in their area so he can publicize to members.

Regional Committees and Councils: 2019/2020 cycle

Area Councils and Regional Committees must hold their Delegate Selection meeting between November 1 – December 31, 2019.

All Area Councils and Regional Committees must hold at minimum four (4) meetings each year in order to stay constitutional and in order to have a delegate seat at the Regional Convection.

Resolutions/delegates/financials

Regional Convention – May 1, 2, 3 2020

Delegate Names due in REVP office – December 31, 2019

Resolutions Deadline – December 31, 2019

Convention Call and delegate allocations confirmed – November 1, 2019

<http://psacbc.com/psac-bc-regional-convention-2020>

Regional Committee Summit 2019 Update

The Regional Committee Summit took place on Monday September 16th. Each Regional Committee had two (2) members from their executive attend (President/Chair and Treasurer).

The aim of the Summit was to provide a refresher on Regional Committee roles and responsibilities, to discuss on how Regional Committees can best work together to support the members in their constituency, and to collaborate on membership engagement and action plans.

The Summit also included some time to discuss barriers, how to work through them, and for different committees to share best practices. Overall, the Summit was well received.

Bargaining Updates

Treasury Board

PSAC was previously forced to declare bargaining impasse after the government did not address key member concerns, and is awaiting several Public Interest Commission hearings. Moreover, PSAC rejected the federal government's agreement with other federal unions providing only 5 days of leave to make up for the Phoenix debacle.

CFIA

The Labour Board has rejected a request from Canadian Food Inspection Agency (CFIA) management to delay the creation of a Public Interest Commission (PIC), a key step in the collective bargaining process.

PSAC had filed for a PIC in August, after talks with the CFIA reached impasse, but the employer responded by asking the Board to delay the creation of a PIC.

Canada Border Services Agency (FB)

At the last meeting, the FB bargaining team raised issues around vacation leave, medical notes, student workers and firearm practice time during negotiations with Treasury Board/Canada Border Services Agency at the end of July. The team is scheduled to return to the table at the end of September.

Parks Canada

The Federal Public Sector Labour Relations Board has upheld PSAC's decision to declare impasse in Parks Canada bargaining. In August, the employer disputed PSAC's determination that both parties had reached an impasse in bargaining. They sent a request to the Labour Board arguing that declaring impasse was "premature" and that both parties had not sufficiently bargained.

The Labour Board disagreed with the employer and denied their request to delay the establishment of a Public Interest Commission (PIC). In a letter outlining the verdict, the Labour Board stated that PSAC's Parks Canada bargaining team had "negotiated sufficiently and seriously" and therefore they would be recommending the establishment of a PIC.

Commissionaires

The Local 20500 bargaining team met with the employer the week of August 25 and again the week of September 2 in Victoria. The team has decided to apply for conciliation, asking the Ministry of Labour to appoint a neutral third party to attempt to help narrow the gap and reach a negotiated agreement.

MP Lobbying

Todd Smith met with MP Don Davies back in August. During the meeting, he discussed bargaining and the ongoing issues with Phoenix. Todd mentioned that Don Davies is a big advocate of PSAC.

Jill MacNeill and Jennifer Gordon met with an MP Nathan Cullen. At the meeting, they also discussed bargaining and the ongoing issues with Phoenix as it has impacted them significantly.

Ernest Hooker had coffee with MP Alistair McGregor and discussed many different issues that affect members on Vancouver Island, including Phoenix.

Membership Meetings

Since the last meeting, there has been one membership meeting in Prince Rupert. The goal was to encourage members that were in Prince Rupert for the BCFED conference to attend the membership mixer. The mixer was held at the Breakers Pub and gave members an opportunity for input on bargaining, Phoenix, and the federal election.

Committee Working Groups, Friday, September 20 from 8:30 AM to 10:30 AM (or as scheduled by the individual committees)

The Committee Working Groups then held their meetings.

Regional Council Coordinator Reports

Alternate Regional Executive Vice President, Todd Smith. Report moved by Todd, Seconded by Jennifer. Todd spoke to his report, which was presented as part of the Council meeting package. Carried.

Women's Coordinator, Kelly Sidhu. Report moved on behalf of Kelly Sidhu, Seconded by Sky. Kelly spoke to the report, which was presented as part of the Council meeting package. Kelly co-chaired the BC Regional Women's Conference on the weekend and expressed that women that attended left feeling energized. Carried.

Young Workers Coordinator. James Brierley. Report moved by James, Seconded by Jeanne. James spoke to the report, which was presented as part of the Council meeting package. Carried.

Members with Disabilities Equity Coordinator, Shane Polak. Report moved by Shane, Seconded by Antony. Shane spoke to the report, which was presented as part of the Council meeting package. Shane attended the Regional Committee Summit earlier this week and found it very productive. He looks forward to working more with the Human Rights Coordinator. Carried.

Health & Safety Coordinator, Linda Harding. Report moved by Linda, Seconded by Ron. Linda spoke to the report, which was presented as part of the Council meeting package. Carried.

National Officers Coordinator, Leanne Hughes. Report moved by Jamey, Seconded by Shane. There were no alternates available to attend the meeting on behalf of Leanne. Carried.

Racially Visible Equity Coordinator, Stephen Torng. Report moved by Stephen, Seconded by Todd. Stephen spoke to the report, which was presented as part of the Council meeting package and noted that the organizing committee has been finalized for the Racially Visible Conference. Carried.

Indigenous Equity Coordinator, Jenny Macleod. Report moved by Jenny, Seconded by Kelly. Jenny presented a written report, which was distributed at the Regional Council meeting. Carried.

Pride Equity Coordinator, Nia Gillies. Report moved by Nia, Seconded by Kelly. Nia spoke to the report, which was presented as part of the Council meeting package and mentioned that she has been invited to a refugee group that helps transgender refugees arriving in Victoria. Carried.

Southern Interior Coordinator, Carolyn McGillivray. Carolyn did not submit a full report.

DCL Coordinator, David Schinbein. Report has been moved by David, Seconded by John. David spoke to the report which he distributed at the Regional Council meeting. Carried.

Metro Vancouver Coordinator, Jennifer Horsley. Report has been moved by Jennifer, Seconded by Linda. Jennifer spoke to the report, which was presented as part of the Council meeting package, adding that some employers are adding exceptions regarding overtime and domestic violence leave to the proposed modernization of the Canadian Labour Code. Jennifer also attended the candidates' forum which was a great experience. Carried.

Metro Vancouver Coordinator, Terri Lee. Report has been moved by Jamey, Seconded by Jennifer. There were no alternates available to attend the meeting on behalf of Terri. Carried.

Metro Vancouver Coordinator, Sky Belt. Report has been moved by Sky, Seconded by Bert. Sky presented a written report, which was distributed at the Regional Council meeting. Sky also noted there have been issues with her employer denying leave for union activities. Carried.

East Fraser Valley Coordinator, Antony Paller. Report has been moved by Antony, Seconded by Nia. Antony spoke to the report, which was presented as part of the Council meeting package. Carried.

West Fraser Valley Coordinator, Johann Ackermann. Report has been moved by Johann, Seconded by Shane. Johann presented a written report noting that he will be calling Local Executive members in his area in order to increase attendance at the next West Fraser Valley Area Council. Carried.

NorthEast BC Coordinator, Ron Hardy. Report has been moved by Ron, Seconded by Jennifer. Ron spoke to the report, which was presented as part of the Council meeting package. Carried.

NorthWest BC Coordinator, Jill MacNeil. Report has been moved by Jill, Seconded by Jenny. Jill spoke to the report, which was presented as part of the Council meeting package, adding that she will be attending an all candidates' forum hosted by The Prince Rupert & District Chamber of Commerce on October 9th and hoping PSAC members will attend. Carried.

South Island Coordinator, Ernest Hooker. Report has been moved by Ernest, Seconded by Jenny. Ernest spoke to the report, which was presented as part of the Council meeting package. Carried.

South Island Coordinator, Trish Martin. Report has been moved by John, Seconded by David. John spoke to the report, which was presented as part of the Council meeting package, and discussed his efforts to further engage DCL's and components to attend the next Victoria Area Council meeting. Carried.

North Island Coordinator, Bert Farwell. Report has been moved by Bert, Seconded by Ron. Bert spoke to the report, which was presented as part of the Council meeting package. Carried.

Committee Reports

Finance Committee

2019 Financial Statements as at August 15, 2019

Shane moves the finance committee report, Seconded by Antony.

Shane and the finance committee reviewed the priority proposal and financial statement to see where the regional convention funds can be re-allocated. The finance committee suggested that funds from line items that are fully utilized would receive additional funds allocated. In addition, new line items were created including Regional Scholarship, Social Justice Subsidy, and additional funding for RC/AC summits.

Any suggestions to reallocate funds are to be sent to the finance committee by December 31, 2019.

Carried.

Coordinator Allowance Allocations for 2019

It is three quarters into the year and coordinator allowances are still underutilized. Jamey encouraged council members to use these funds to do site visits and community outreach within their jurisdiction.

By-Laws Committee

James moves the by-laws committee report. Second by Jennifer.

James introduced the members in the by-laws committee. Trish is the chair of the committee but is currently not here.

The by-laws committee met and reviewed what changes are to be made to the current by-laws.

Regulation Changes

Housekeeping 1 – Gender Neutral

WHERE AS The PSAC Constitution was amended to include gender neutral wording at the 2018 PSAC National Triennial Convention

BE IT RESOLVED that REGULATION 4 Elections of Regional Council Coordinators (6)
A coordinator who relinquished his/her position may ask to have his/her name added to the alternate list.

Be amended to read as follows:

6. A coordinator who relinquished their position may ask to have their name added to the alternate list.

Rationale – The committee supports this resolution as it brings us in line with the PSAC constitution.

Moved by James, Seconded by Jennifer.
Motion carried.

Housekeeping 2 – Aboriginal to Indigenous

WHERE AS The PSAC Constitution was amended to change Aboriginal to Indigenous at the 2018 PSAC National Triennial Convention.

BE IT RESOLVED that PSAC BC Regulation 3 BC Federation of Labour Convention Subsidy Section 2: Eligibility

Subsidies will be allocated preferentially to one (1) delegate from each of the following constituencies:

North Vancouver Island	South Vancouver Island
Northeastern B.C.	Northwestern B.C.
Southern Interior (Okanagan/Kootenay)	East Fraser
Valley West Fraser Valley	Women Pride
Directly Chartered Locals/Separate	Employer Units
Racially Visible	Aboriginal
Members with Disabilities	Health and Safety
Young Workers	

Subsidies will also be allocated preferentially to two (2) delegates from each of the following constituency

Be amended as follows:

Regulation 3 BC Federation of Labour Convention Subsidy Section 2: Eligibility

Subsidies will be allocated preferentially to one (1) delegate from each of the following constituencies:

North Vancouver Island	South Vancouver Island
Northeastern B.C.	Northwestern B.C.
Southern Interior (Okanagan/Kootenay)	East Fraser
Valley West Fraser Valley	Women Pride
Directly Chartered Locals/Separate	Employer Units
Racially Visible	Aboriginal Indigenous
Members with Disabilities	Health and Safety
Young Workers	

Subsidies will also be allocated preferentially to two (2) delegates from each of the following constituencies: Metro Vancouver Equity members from outside Metro Vancouver. The above-mentioned districts or geographic jurisdictions.

Moved by James, Seconded by Jennifer.
Motion carried.

By-Law Changes

Housekeeping Resolution 3 – Aboriginal to Indigenous

WHERE AS The PSAC Constitution was amended to change Aboriginal to Indigenous at the 2018 PSAC National Triennial Convention.

PSAC BC Regional By-law SECTION 5 STRUCTURE OF THE B.C. REGIONAL COUNCIL

CONSTITUENCY # OF COORDINATORS

1. Women one (1)
2. Pride one (1)
3. Racially Visible one (1)
4. Aboriginal one (1)
5. Members with Disabilities one (1)
6. Directly Chartered Locals/Separate Employer Units one (1)
7. National Officers one (1)
8. Health and Safety one (1)
9. Youth one (1)

Be amended as follows:

Regional By-law SECTION 5 STRUCTURE OF THE B.C. REGIONAL COUNCIL

CONSTITUENCY # OF COORDINATORS

1. Women one (1)
2. Pride one (1)
3. Racially Visible one (1)
4. ~~Aboriginal~~ Indigenous one (1)
5. Members with Disabilities one (1)
6. Directly Chartered Locals/Separate Employer Units one (1)
7. National Officers one (1)
8. Health and Safety one (1)
9. Young workers one (1)

Moved by James, Seconded by Jennifer.
Motion carried.

Housekeeping Resolution 4 – Pride to Pride (LGBTQ2+)

WHERE AS The PSAC Constitution was amended to change Pride to Pride (LGBTQ2+) at the 2018 PSAC National Triennial Convention.

PSAC BC Regional By-law SECTION 5 STRUCTURE OF THE B.C. REGIONAL COUNCIL

CONSTITUENCY # OF COORDINATORS

1. Women one (1)
2. Pride one (1)
3. Racially Visible one (1)
4. Aboriginal one (1)
5. Members with Disabilities one (1)
6. Directly Chartered Locals/Separate Employer Units one (1)
7. National Officers one (1)
8. Health and Safety one (1)
9. Youth one (1)

Be amended as follows:

Regional By-law SECTION 5 STRUCTURE OF THE B.C. REGIONAL COUNCIL
CONSTITUENCY # OF COORDINATORS

1. Women one (1)
2. Pride (LGBTQ2+) one (1)
3. Racially Visible one (1)
4. Aboriginal one (1)
5. Members with Disabilities one (1)
6. Directly Chartered Locals/Separate Employer Units one (1)
7. National Officers one (1)
8. Health and Safety one (1)
9. Young workers one (1)

Moved by James, Seconded by Jennifer.
Motion carried.

Housekeeping Resolution 5 – Members with Disabilities to Access (persons with disabilities)

WHERE AS The PSAC Constitution was amended to change Members with Disabilities to Access (persons with disabilities) at the 2018 PSAC National Triennial Convention.
PSAC BC Regional By-law SECTION 5 STRUCTURE OF THE B.C. REGIONAL COUNCIL

CONSTITUENCY # OF COORDINATORS

1. Women one (1)
2. Pride one (1)
3. Racially Visible one (1)
4. Aboriginal one (1)
5. Members with Disabilities one (1)
6. Directly Chartered Locals/Separate Employer Units one (1)
7. National Officers one (1)
8. Health and Safety one (1)
9. Youth one (1)

Be amended as follows:

Regional By-law SECTION 5 STRUCTURE OF THE B.C. REGIONAL COUNCIL

CONSTITUENCY # OF COORDINATORS

1. Women one (1)
2. Pride (LGBTQ2+) one (1)
3. Racially Visible one (1)
4. Aboriginal one (1)
5. ~~Members with Disabilities~~ Access (persons with disabilities) one (1)
6. Directly Chartered Locals/Separate Employer Units one (1)
7. National Officers one (1) 8. Health and Safety one (1)
9. Young workers one (1)

Moved by James, Seconded by Jennifer.
Motion carried.

Housekeeping Resolution 6 – Regional Convention

WHEREAS PSAC Constitution was amended to include delegation entitlement to the PSAC Regional conventions at the 2018 PSAC National Triennial Convention

BE IT RESOLVED THAT

SECTION 9 REPRESENTATION AND VOTING AT THE B.C. REGIONAL TRIENNIAL CONVENTION

Sub-Section (1) which reads

Step 1:

All Locals/Branches which have 100 members or more will be entitled to one (1) delegate.

Step 2:

All Locals/Branches which have more than 100 members will be entitled to an additional delegate for each 300 members or major portion thereof (A major portion of 300 would be 151 to 299) over the initial 100 members.

Step 3:

Combine the membership in a component for those Locals/Branches which did **not** qualify for Step 1 and 2. This group of Locals/Branches will be entitled to one (1) delegate for any portion up to 100 members. (**Note:** none of the “extra” members for Step 1 and 2 Locals/Branches are included in that addition).

Step 4:

For each 300 members or major portion thereof (A major portion of 300 would be 151 to 299) over 100 members, this group of Locals/Branches will be entitled to another delegate.

Sub-Section (2)

- a) The B.C. Regional Council members shall be delegates to B.C. Regional Triennial Conventions.
- b) PSAC members who hold a PSAC national elected office, National Aboriginal Peoples' Circle (NAPC) representatives, and Component National Officers who are members of the B.C. Regional Caucus shall be entitled to attend B.C. Regional Triennial Conventions as delegates.
- c) A National Officer who is unable to attend the B.C. Regional Triennial Convention is entitled to be replaced by their alternate, providing they are a member of the B.C. Regional Caucus.

Sub-Section (3)

Each accredited B.C. Regional Women's Committee in good standing, as defined in Section 18, Sub-section (7), shall be entitled to one (1) delegate to the B.C. Regional Triennial Convention.

Sub-Section (4)

Each recognized B.C. Regional equity seeking group shall be entitled to one (1) delegate to the B.C. Regional Triennial Convention.

Sub-Section (5)

Each B.C. Regional Area Council in good standing shall be entitled to one (1) delegate to the B.C. Regional Triennial Convention. Sub-Section (6) Directly Chartered Locals and Separate Employer Units, except those Directly Chartered Locals and Separate Employer Units of Locals, that are entitled to a delegate(s) under Section 9, Sub-Section 1, Steps 1 and 2, will be entitled to one (1) delegate to represent their entire constituency Sub-Section (7) Youth shall be entitled to three (3) delegates to the B.C. Regional Triennial Convention to represent their constituency.

Sub-Section (6)

Directly Chartered Locals and Separate Employer Units, except those Directly Chartered Locals and Separate Employer Units of Locals, that are entitled to a delegate(s) under Section 9, Sub-Section 1, Steps 1 and 2, will be entitled to one (1) delegate to represent their entire constituency

Sub-Section (7)

Young Workers shall be entitled to three (3) delegates to the B.C. Regional Triennial Convention to represent their constituency.

Sub-Section (8)

Each regional committee in good standing, as defined in Section 18, Sub-section (7), shall be entitled to one (1) delegate to the B.C. Regional Triennial Convention.

Sub-Section (9)

Delegate entitlement under Section 9 shall be determined by each Component and Directly Chartered Local in accordance with Section 4, Sub-Section (14) of the Constitution in the 12 months prior to the date of the Convention Call. Be amended to

Be amended to read:

SECTION 9 REPRESENTATION AND VOTING AT THE B.C. REGIONAL TRIENNIAL CONVENTION

Sub-Section (1)

For the purpose of representation at a PSAC Regional Triennial Convention:

- a) Each local (Components and DCLs) shall be entitled to one (1) delegate for the first one (1) to two hundred and fifteen (215) members and one (1) additional delegate for each additional two hundred and fifteen (215) members or fraction thereof;
- b) Up to twenty (20) members of their respective Regional Councils shall be delegates;
- c) Each active Area Council shall be entitled to elect one (1) delegate;
- d) Each active Regional Women's Committee shall be entitled to elect one (1) delegate;
- e) Each active Regional Human Rights and Equity Committee shall be entitled to elect one delegate;
- f) Two (2) elected regional National Indigenous Peoples' Circle representatives shall be delegates;
- g) Each Regional Young Workers Committee shall be entitled to elect (1) delegate;
- h) Component national officers shall be delegates in the region in which they live or work;

Sub-Section (2)

Members of the NBoD and full-time Component Vice-Presidents shall be entitled to delegate status in the caucus they have been elected to participate in.

Sub-Section (3)

Component officers as defined in Component By-Laws that meet the following criteria shall be delegates to their respective Regional Convention:

- a) the Officer must be a full voting member of the Component executive
- b) and elected by the Component Convention delegates or the
- c) membership at the national or regional level; and
- d) the Officer must live or work in the Region.

Sub-Section (4)

Delegation to a Regional Convention of any Component officer not included in the above will require a recommendation from the National President and approval from the NBoD.

Sub-Section (5)

No member shall attend more than one Regional Convention as a delegate.

Moved by James, Seconded by Jennifer.
Motion carried.

Housekeeping Resolution 7

WHERE AS The PSAC Constitution was amended to change Pride to Pride (LGBTQ2+) at the 2018 PSAC National Triennial Convention.

BE IT RESOLVED THAT

Sub-Section (4) of Section 18 Definitions of the By-Laws and Regulations of the British Columbia Regional Council – Public Service Alliance of Canada which reads

Sub-Section (4)

For the purposes of these By-Laws, the definition of Pride shall be defined as Gay, Lesbian, Bisexual, and Transgendered Persons.

Be amended to read as follows:

Sub-Section (4)

For the purposes of these By-Laws, the definition of LGBTQ2+ (Lesbian, Gay, Bisexual, Transgender with a plus to encompass Intersex, Queer, Questioning, 2-Spirited, Asexual and other forms of sexual orientation and gender expression, such as gender queer or gender nonconforming persons).

Moved by James, Seconded by Jennifer.
Motion carried.

Resolution 8: Regional Council composition change

WHEREAS the PSAC 2018 National Triennial Convention adopted resolution CS-051A, Fully Funded Regional Conventions.

WHEREAS CS-051A amended the PSAC Constitution Section 16 Sub-section 6 as follows:

For the purpose of representation at a PSAC Regional Triennial Convention:

- a) Each local (Components and DCLs) shall be entitled to one (1) delegate for the first one (1) to two hundred and fifteen (215) members and one (1) additional delegate for each additional two hundred and fifteen (215) members or fraction thereof;
 - b) Up to twenty (20) members of their respective Regional Councils shall be delegates;
 - c) Each active Area Council shall be entitled to elect one (1) delegate;
 - d) Each active Regional Women's Committee shall be entitled to elect one (1) delegate;
 - e) Each active Regional Human Rights and Equity Committee shall be entitled to elect one (1) delegate;
 - f) Two (2) elected regional National Indigenous Aboriginal Peoples' Circle representatives shall be delegates;
 - g) Each Regional Young Workers Committee shall be entitled to elect (1) delegate;
 - h) Component national officers shall be delegates in the region in which they live or work;
- ii) Members of the NBoD and full-time Component Vice-Presidents shall be entitled to delegate status in the caucus they have been elected to participate in as per Section 19, Sub-Section (5) (b).

WHEREAS the PSAC B.C. By-Laws section 5 Structure of the BC Regional Council includes 23 positions. Two of the positions, the Regional Executive Vice-President and National Officers coordinator, are already funded delegates to the convention.

BE IT RESOLVED that the PSAC B.C. By-Laws Section 5 (Structure of the B.C. Regional Council) be amended as follows:

Sub-Section (1)

The B.C. Regional Council shall consist of the REVP, the Alternate REVP, and coordinators from each of the following districts and constituencies:

DISTRICT # OF COORDINATORS

1. North Vancouver Island one (1)
2. South Vancouver Island two (2)
3. Northeastern B.C. one (1)
4. Northwestern B.C. one (1)
5. Southern Interior (Okanagan/Kootenay) two (2)
6. East Fraser Valley one (1)
7. West Fraser Valley one (1)
8. ~~Metro Vancouver three (3)~~ Metro Vancouver two (2)

CONSTITUENCY # OF COORDINATORS

1. Women one (1)
2. Pride one (1)
3. Racially Visible one (1)
4. Aboriginal one (1)
5. Members with Disabilities one (1)
6. Directly Chartered Locals/Separate Employer Units one (1)
7. National Officers one (1)
8. Health and Safety one (1)
9. Young Workers one (1)

Moved by James, Seconded by Jennifer.

There was discussion on delegate change regarding which council members gets to go to convention.

Motion carried.

Shane Polak is recorded as voting against this motion.

DASH Committee

Report moved by Jennifer, Seconded by Jeanne.
Carried.

Donations Requests and Recommendations

Jennifer reviewed the donation request to date received by the DASH committee. We have donated a total of \$2100 to date with \$3150 remaining for the year.

The only request that has been denied so far was for “Help Finish Brother, I Cry – Film”

Subsidies Requests

Report moved by Jennifer, seconded by Jeanne.
Carried.

We received 5 subsidy requests to attend the BCFED Regional Conference in Prince Rupert. Since this is the last big conference or convention this year that we believe members will be applying for subsidies, all 5 requests were supported.

PSAC BC Recognition Awards

Darrell-Lee McKenzie from Agriculture Union, Local 20043 has been nominated for the PSAC BC Recognition Awards. Darrell-Lee’s Local made a compelling argument to support their nomination. A recommendation was made to sustain the nomination.

Moved by Jennifer, Seconded by Jeanne.
Unanimously carried.

There were six nominations for the Union Warier award. The DASH Committee could not determine which four should get the award and would like the REVP decide. The goal is to not discourage members. It was agreed to have the committee re-visit the rules for nominations at another time and look at how the awards are allocated. It was also suggested to have a drop-down for geographical area, and to limit words to 1000.

Moved by Jennifer, Seconded by Jeanne.
Carried

Education Committee

Johann provided a report from the Education meeting and discussed that the Domestic Violence course is not funded Nationally, and that it would be a good idea to have a resolution for funding sent to the next convention.

Moved by Johann, Seconded by Jeanne.
Carried.

Environment Committee

Shane provided a report from the Environment Committee.

Resolution: Where the lungs of our planet are in grave danger of the amazon rainforest, to have support from the REVP office to write a letter to the president of Brazil on behalf of the PSAC members to stop the burning and deforestation of the rainforest.

Moved by Shane, seconded by David.
Carried.

Resolution: Be it resolved that PSAC BC supports various environmental groups of the world's oceans, that PSAC BC actively participate with the great Canadian Shoreline clean up and any clean up around the world.

Moved by Shane, seconded by David.
Carried.

Resolution: Be it resolved that PSAC BC support and promote the use of reusable and sustainable alternatives to single use plastics (ie paper or plant based straws, bags etc.) That PSAC BC support policy and legislation at all levels of government that moves towards a zero waste Canada.

Moved by Shane, seconded by David.
Carried.

Convention Committee

Bert provided a report from the Convention Committee. The Convention Committee discussed the theme of the convention, "PSAC BC; Making our Communities Stronger". The committee also discusses having 1 raffle which half will go to a charity. Kim will help draft a letter on behalf of PSAC BC to request for donations for the gift basket. The letter will include what is not allowed as gift which includes gift cards and alcohol. Potential swag for the convention might include a USB stick, reusable straws, and a tote bag.

Moved by Bert, Seconded by Sky.
Carried.

International Solidarity Committee

Stephen provided a report from the International Solidarity Committee noting that the CoDev fundraising and solidarity dinner took place on June 8. The International Solidarity Committee is looking into purchasing an awareness piece for convention and came up with the idea of asking for funds (TBD) from each of the area councils and coordinators to purchase fair trade goods for the basket. It was suggested if the hotel can serve fair trade coffee during the breaks at the convention. The PSAC Social Justice Fund (SJF) is organizing a 12-person delegation to travel to Guatemala in March 2020 to work on the Education and Action project.

Moved by Stephen, Seconded by Ernest.
Carried.

Political Action Committee

Todd provided a report from the Political Action Committee. The <http://psacbc.com/vote> is now live. The report cards have been released for Canada's federal leaders. It is important to remind members about the public services cuts from Conservatives. The Political Action Committee continues to promote all candidates meeting. If you know of any all candidates meeting, please let the REVP office know.

The CLC has been putting on election candidates training for members. Membership mixers on elections are ongoing. Telephone townhall takes place next week.

Moved by Todd, Seconded by Sky Jeanne.

Carried.

Other Business – Resolutions to BC Regional Convention from the BC Regional Council.

The council discussed and passed the following resolutions which will be forwarded to the BC Regional Convention.

National Young Worker Committee

WHEREAS union succession should be a priority for all PSAC regions; and

WHEREAS the PSAC should recognize the need to invest in our young workers program; and

WHEREAS a national young workers' committee, funded by PSAC and supported by the Alliance Executive Committee (AEC), would allow PSAC to be more equipped for union succession planning and development:

WHEREAS Establishing and funding a National Young Workers' Committee would ensure that the issues of young workers are identified and integrated into the union's ongoing priorities; and

BE IT RESOLVED THAT a PSAC National Young Workers' Committee (YWC), funded by the PSAC and supported by the AEC, be established and comprised of the young worker representatives elected from each of the PSAC regional conventions for the duration of their term; and

BE IT FURTHER RESOLVED THAT all Locals be encouraged to participate in the Young Workers' Committee (YWC) networks of their respective regions; and

BE IT FURTHER RESOLVED THAT the PSAC National Young Workers' Committee reports back to the REVP(s) who hold the young worker portfolio.

Moved by James, Seconded by Shane.
Motion carried.

National Young Worker Conference

WHEREAS union succession should be a priority for all PSAC regions; and

WHEREAS the PSAC should recognize the need to invest in our young workers program; and

WHEREAS a national young workers' committee, funded by PSAC and supported by the Alliance Executive Committee (AEC), would allow PSAC be more equipped for union succession planning and development:

BE IT RESOLVED THAT a PSAC National Young Workers' Conference, funded by the PSAC and supported by the AEC, be held once per cycle.

Moved by James, Seconded by Todd.
Motion carried.

Regional Young Worker Summit

WHEREAS union succession should be a priority for PSAC BC; and

WHEREAS the PSAC BC should recognize the need to invest in our young workers program; and

WHEREAS a by having a regional young workers' summit, the BC Region would be more equipped for union succession planning and development:

BE IT RESOLVED THAT a PSAC BC Regional Young Workers' Summit, funded by PSAC BC, be held once per cycle

Moved by James, Seconded by Todd.

Jamey mentioned that there is currently funding from National that already exist.

A motion by Leanne amend the resolution to remove the word 'BC', seconded by Shane.

It is moved and seconded to amend the resolution by striking out the word 'BC' after the word 'PSAC'.

BE IT RESOLVED THAT a PSAC BC Regional Young Workers' Summit, funded by PSAC ~~BC~~, be held once per cycle

Motion carried.

Diversity Mentorship

WHEREAS the PSAC is actively working to increase Diversity and Women's participation, activism and leadership in the union and;

WHEREAS members in leadership positions teach and lead by example and;

WHEREAS the PSAC needs to plan for the future and pursue succession planning that includes Women and Diversity;

BE IT RESOLVED that the PSAC begin a formal mentorship program that matches members who identify as Indigenous, Racially Visible, LGBTQ2+, Persons with a Disability or Women who are currently in leadership roles with members who are active and interested in learning and pursuing leadership roles in the union and;

BE IT FURTHER RESOLVED that this mentorship program be voluntary and have clear benchmarks and guidelines to assist mentors and mentees to pursue their place in union leadership and;

BE IT FURTHER RESOLVED that this mentorship program be funded through the education line item and implemented in the next three-year cycle.

Moved by Jennifer, Seconded by Sky.
Motion carried.

Participation in Regional Committees

WHEREAS the PSAC is actively trying to increase participation in our regional committees, and;

WHEREAS Regional committees and Area Councils have the same structures, governance and accountability under the Constitution, Regulations and Bylaws, and;

WHEREAS there should be no discrepancies or discrimination in member participation between Regional Committees and Area Councils, and;

WHEREAS delegate participation within PSAC consists of voice and vote, and:

WHEREAS currently only one member per local has voting rights at any regional committee, and this excludes members who's local, branch or DCL has a member in an elected position on the executive of a regional committee;

BE IT RESOLVED that Section 15 REGIONAL COMMITTEES, Sub-section (3) (b) of the PSAC Constitution which reads as follows:

(b) Only one member per Local or Branch may be a voting member of each Committee. For any Committee that does not utilize voting, only one member per Local or Branch may engage in the process by which decisions of the Committee are made.

be amended as follows:

(b) Each affiliated Local or Branch of a Component and each DCL shall be entitled to two (2) delegates for the first 500 members and one additional delegate for each additional 500 members or part thereof. Each affiliated Regional Women's Committees and other constitutionally-recognized regional committees shall be entitled to one (1) delegate to committees, provided the delegate is in the jurisdiction of committee. Voting rights at Regional Women's, Indigenous Peoples, Racially Visible Persons, Pride, Access and Youth Committees or Regional Human Rights Committees shall be vested in the elected/selected delegates from the Local's or Branches of Components, DCLs and constitutionally recognized regional committees and the elected officers of the Regional Women's, Indigenous People's, Racially Visible Persons, Pride, Access and Youth Committees or Regional Human Rights Committees.

Moved by Jennifer, Seconded by James.
Motion carried.

REQUIREMENTS FOR PERSONAL CARE FACILITIES FOR THE WORKING POOR AND HOMELESS

THE PROBLEM OR ISSUE:

There have been exponential increases in the working poor and homeless populations within our communities; and

Women, trans persons, persons with disabilities, indigenous peoples and racialized persons are proportionally more adversely affected as basic needs such as housing, washroom facilities and safety are not being met; and

A good opportunity exists for the PSAC to collaborate with Poverty Reduction Coalition groups in order to bring awareness to the urgent need for accessible public facilities within our communities

THE ACTIONS REQUESTED:

As a supporter of human rights and the rights of women, we ask that the PSAC work with provincial and national organizations that are advocating for accessible public facilities within our communities; and

That the PSAC collaborate with Poverty Reduction Coalition groups and representatives of the working poor and homeless population to campaign for immediate action to be taken by the national and provincial governments to develop and implement a solution that will include housing, safe spaces and public facilities that the homeless population can access with dignity in our communities.

Moved by Jennifer, Seconded by Shane.
Motion carried.

Travel Policy

Whereas the PSAC Travel Policy states in section 4.6 .6

In the interest of safe driving, travelers should not normally be expected to drive more than:

250 kilometres after having worked a full day;
350 kilometres after having worked one-half day; or
500 kilometres on any day when the traveller has not worked.

Be it resolved that the policy be amended to state 250 kilometres or 2.5 hours after having worked a full day

Rationale: for those traveling on highways where 250 kilometres is not a tremendous amount of time after working a full day, those requiring to take a ferry or public transportation to the ferry it means 4+ hours to get to their meeting/event. This does not take into account rush hour traffic. Our employers do not allow us to drive that long after working a full day and the union shouldn't either.

Also this does not allow members with dietary requirements to eat properly specially when food at terminals and on ferries is not always nutritional or adequate.

Moved by Sky, Seconded by Linda.

Under "Be it resolved..." does not specify which policy this resolution is for. This must be specific and clear.

Leanne suggested to change the wording of the resolution to mention the policy and section number the policy refers to. She also suggested to have "350 kilometres after having worked one-half day " amended to "350 kilometers **or 3.5 hours** after having worked one-half day;"

The referral was accepted.

It is moved by Todd and seconded by Jennifer to add the policy number 4.6.6 included in the resolution line.

Motion carried.

Work and Travel

Whereas there is no specified work or travel time in the PSAC travel policy before a rest period,

Be it resolved that section 2.12.1 be amended to add a ten (10) hour consecutive rest period must be allowed between one day and the next whether working or traveling;

Be it further resolved that section 2.12.2 be added which states:
Unless mutually agreed otherwise, itineraries for members shall be arranged to provide for an overnight stop after a combined work/travel time of at least nine hours over one day (12am to 11:59pm)period.

Rationale: this policy would assist in activist burnout. Provide ample time to settle in the evening, get ready in the morning, and get a full night's rest. And reduce safety risks of driving while fatigued. Getting a full night's sleep should not require an accommodation or a doctor's note.

Moved by Sky, Seconded by Linda.
Motion carried.

United Way

The United Way campaign is ongoing. PSAC members are donating to the United Campaign and the employer often takes much of the credit for it. There was discussion around possible solutions to this issue.

Scheduling of next conference call and in-person meeting

The next conference call will be November 12.

The next in-person meeting will be January 31 – February 1.

The convention and finance committee might need to come one day prior.

Meeting Adjournment

Jamey closed the meeting and thanked everyone for their comments and participation.

A motion was then made to adjourn the meeting.

Moved by Jamey, Seconded by Linda. Carried.

The meeting was adjourned on Friday, September 20 at 3:50PM