

**RECORD OF MEETING
B.C. REGIONAL COUNCIL CONFERENCE CALL
HELD MONDAY, DECEMBER 18, 2017 AT 6 PM**

In Attendance:

Jamey Mills, REVP-B.C. (Chair)
Johann Ackermann, West Fraser Valley
Sky Belt, Metro Vancouver
Jennifer Chieh Ho, Racially Visible
Bert Farwell, North Vancouver Island
Colleen Girard, South Vancouver Island
Linda Harding, Health & Safety
Jennifer Horsley, Metro Vancouver
Leanne Hughes, National Officers

Jenny MacLeod, Aboriginal
Jill MacNeill, Northwest B.C.
Carolyn McGillivray, Southern Interior
Trish Martin, South Vancouver Island
Jeanne Olineck, Southern Interior
Antony Paller, East Fraser Valley
Shane Polak, MWD
Kelly Sidhu, Women's
Todd Smith, Alt REVP-B.C.

Absent:

James Brierley, Young Workers
Nia Gillies, Pride
Tiffany Hobbins, Northeast B.C.

Terri Lee, Metro Vancouver
David Schinbein, DLC and SSE

Staff:

Patrick Bragg, Political Communications Officer
Luc Guevremont, Regional Coordinator

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

Observers:

Angela George, Alternate Health & Safety
Maggie Humen, Alternate Young Workers

Astrid Stoker, Alternate South Vancouver Island
Karen Sutton, Alternate Aboriginal & S. Interior

Jamey Mills called the meeting to order at 6:01 PM.

ADOPTION OF AGENDA

Jamey Mills 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

Before proceeding with his AEC and NBoD updates, Jamey acknowledged that this call would be the last meeting for the Regional Council in 2017. Jamey then thanked everyone for their hard work over the year and commented that BC has been recognized as a frontrunner in terms of mobilization and member engagement on issues like Phoenix, collective bargaining, child care, privatization, etc.

Jamey went on to advise that the AEC met in early November and again at the Leadership Summit along with the rest of the NBoD. Last week another special NBoD meeting was held to review the draft 2019-2021 budget for the upcoming PSAC National Triennial Convention. The proposed budget was passed at that NBoD meeting, with every Component in attendance voting in favour of it. (Jamey noted that two Components were absent for the vote.)

The other business that the Board addressed during the special meeting was the recommendations as put forward by the Board's Constitution and Structure Committee. The Committee had review the PSAC constitution and drafted approximately 50 resolutions for Convention regarding constitutional changes. Also included in the Board discussion were some significant changes to Regulation 15. Jamey noted that

there would be a number of Constitutional resolutions for the upcoming convention separate from the resolutions submitted by the Board Committee.

On the draft budget, Jamey advised that the proposal includes a net reduction in total member dues. This is achieved through the elimination of both special levies currently in place, and the introduction of a marginal dues increase. The net member dues amount proposed is significantly less than any member in the organization is currently paying. Jamey added that the proposed budget does include another special levy mechanism that could be initiated as early as the fall of 2018 should revenues drop below a specific threshold (similar to the levy included in the 2015 budget). The draft budget also provides for a \$750K fund for one-time cost resolutions that will be debated at Convention (following the process that has been followed at previous PSAC Conventions). The dues increase included in the budget is to account for operational and staffing costs as well as inflation, etc.

Carolyn McGillivray asked if the proposed change to the staffing envelope would have any effect on the number of staff in the BC Region. Jamey advised that the staffing envelope does not designate staffing positions, but rather a total budget for staff.

Carolyn then asked if Jamey was aware of any Components that are planning to go to convention with a 'No Due Increase' mandate. Jamey answered that with respect to the dues increase in the budget there were only two Components not in attendance when the vote was conducted. Only one of those two was expected to be not in support of the proposed budget. All other Components were in favour of the budget.

Sky Belt asked if the NBoD had discussed how/if members would recover the funds contributed through the Special Levy for Phoenix-related revenue issues. Jamey answered that these costs will be included in the damages being sought by the PSAC.

b. Negotiations Updates

NATIONAL UNITS

UPCE Canada Post – This group has reached a tentative agreement. Ratification vote meetings are scheduled to take place in early February.

CFIA – This unit was reached a tentative agreement with the Employer and ratification votes will be conducted in January. The ratification meetings will include both in-person and webinar formats.

CRA – UTE is still waiting for dates the Arbitration of the reopener. The full bargaining team has not been struck yet, nor has the bargaining conference taken place for the next round.

SSO – This group recently met with the Employer on December 12 and they are making progress. The next meeting dates with the Employer will take place January 30 and February 1 and on February 13 and 14.

FB – The group is still waiting for the PIC results. However, in the interim the group is still engaging in mobilization activities. On December 14 an action was held at the Pacific Highway Board Crossing that was well attended and received media coverage.

Parks – The group was not successful during that last meeting dates with the Employer. Surprisingly, Management is no willing to negotiate based on pattern with Treasury Board. Consequently, the group is now looking at the options going forward. Jamey is now the REVP assigned to this unit.

REGIONAL UNITS

UPCE Purolator – This unit is looking to schedule bargaining in the second or third week of January.

IMP Comox (UNDE) – Dates has been scheduled with the Arbitrator in mid-February.

POLITICAL ACTION UPDATE – REPORT FROM THE POLITICAL ACTION COMMITTEE

a. Report back on December 13th Activities

Todd Smith reported that Regional Council's Standing Political Action Committee met in Ottawa during the Leadership Summit to discuss plans for regional Phoenix actions in December, including plans for December 13, the last payday before the holidays.

In Vancouver a rally was held on December 13 at Harbour Centre that received good media attention. Sky Belt was interviewed twice that day and the coverage has been posted on the PSAC regional Facebook page: <https://www.facebook.com/psacbc/videos/10160097505950157/> and <https://soundcloud.com/psacbc/sky-belt-on-the-phoenix-pay-system-cbc-radio-on-the-coast-dec-13-2017>

In Chilliwack another Phoenix rally was held at MP Mark Stahl's constituency office. Details and photos of the rally are posted at: <https://www.facebook.com/psacbc/posts/10160089112960157>

b. Other Fix Phoenix Worksite Activities

Todd noted that a couple Locals are conducting their own worksite Phoenix actions with Phoenix-themed Christmas trees. The ornaments are to show the impact that Phoenix has had on members.

On December 16 members in Prince Rupert held a coffee get-together where they wrote Christmas cards to Prime Minister Trudeau and prepared a Phoenix-related package for him, which included the cards, pencils, erasers, a calculation and a sack of coal. Jill MacNeill organized the event and draft a covering letter for the package, strongly encouraging him to fix the pay situation for public service workers. Event photos and details are posted on the regional Facebook page at: <https://www.facebook.com/psacbc/posts/10160098493860157>

Jamey added that he sits on the NBoD Phoenix that was struck last month along with the REVPs from Quebec and the NCR, the National President for GSU, and NVPs from Agriculture, CEIU, UNDE and USGE. The Committee met earlier this month and discussed plans for a national day of action on February 28. Plans are still being developed. The Committee is scheduled to meet again in the second week of January. As details are confirmed, Jamey will advise the Regional Council.

c. Membership Survey

Todd reported that the Committee is hoping that the PSAC will take the leading nationally with respect to a membership survey on Phoenix. The survey will provide the leadership with a sense of what actions the membership is willing to take on Phoenix (ranging from smaller actions to a full-out walkout, etc.). However, the Committee would like to see the Region carry out this survey if PSAC does not initiate it nationally. This will let the Regional Council know what we're able to do as a Region going forward. Jamey confirmed that NBoD Phoenix Committee discussed the membership survey during their December meeting and what sort of actions the PSAC should be taking on Phoenix.

Colleen Girard commented that along with the survey, we need to know what actions or activities the PSAC leadership is willing to support. Colleen further noted that if members don't feel that they'll receive the support and protection from the organization (and the leadership more specifically) they won't participate in any planned Phoenix actions. Colleen asked that Jamey relay this message to the NBoD's Phoenix Committee.

d. MP Lobbying

Jamey reported that he and Antony Paller met with MP Mark Strahl today. Jamey added this was his first opportunity to meet with a Conservative MP. The MP committed to continuing helping public service workers with their Phoenix pay issues, noting that he had already been assisting several constituents.

DASH COMMITTEE UPDATE – DONATIONS SINCE THE LAST MEETING

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

- Labour Community Christmas Dinner - \$400 donation
- Downtown Eastside Women's Centre Christmas Wish List - \$250 donation
- Realistic Success Recovery Society - \$200 donation
- Co-op Radio - \$50 donation

There is one further donation request from the BC Labour Heritage Centre that the Committee is considering before the fiscal year end. Currently there is a remaining balance of \$142.57 in the 2017 Donations and Membership budget line. Jamey suggested that the Committee donate the full amount to the BC Labour Heritage Centre as it's unlikely that additional donation requests will come in to the office over the next few days for the office closes for the year. This will ensure that budget is fully utilized for 2017.

REPORT ON BCFED CLIMATE ACTION WORKING GROUP

Shane spoke to the draft working group report that was circulated with the agenda for the call, noting that the provincial group is network of representatives from the BCFED, employer groups, and members of the community. The working group has been tasked with looking at climate solutions and determining priorities for climate action. Each affiliate is to submit their top 5 priorities from a list of 33, and Shane will forward the list of priorities to the REVP Office once provided. The Office will then send it out to the Regional Council for feedback.

The working group also discussed 'just transition,' which looks at transition communities away from carbon-based resources, reducing emissions, and having the province become a world leader in terms of climate action.

DETAILS ON THE MARCH FACE-TO-FACE REGIONAL COUNCIL MEETING

Jamey advised that the venue has been set for the next in-person Regional Council meeting, which is taking place March 2-4, 2018 at the Burnaby Firefighters Hall. This venue will be large enough to include the National Officers at the meeting, and more cost effective than using a hotel. Jamey noted that out-of-town participants will still be using the Hilton Vancouver Metrotown Hotel for accommodations and the office is working to arrange a daily shuttle for transportation from the hotel to the meeting venue.

Jamey then spoke to the upcoming changes for union leave for Treasury Board (TB) members in the PA, EB, TC and SV groups. Beginning January 1, TB members attending PSAC events covered by Articles 14.14 (for PA and EB groups) and Article 14.15 (for TC and SV groups) must no longer submit loss of salary through the Member Expense Portal. Instead this leave will be processed as leave *with* pay and the Employer will bill the PSAC. For each activity covered under the agreement, the PSAC will issue a union authorization letter to the TB member, which is to be forwarded to the Employer. The Employer

will use the information provided in the letter to invoice the PSAC (or Component) for applicable loss of salary.

Kristin will be attending a conference call this Wednesday morning with other PSAC staff to get clarity on how to process TB salary claims going forward. At that meeting, Kristin will ask about salary claims for BCFED Committee meetings, conferences, member outreach and mobilization activities, which are not clearly identified in the communications received to date from the PSAC's Finance Section.

Based on the communications received to date, the types of union leave that are covered by the new invoicing system are specific to the language outlined in Article 14.14 (for PA and EB groups) and Article 14.15 (for TC and SV groups):

- 14.02: representing PSAC on certification or intervention
- 14.09: contract negotiation meetings
- 14.10: preparatory contract negotiation meetings
- 14.12: Board of Directors and Executive Board meetings and conventions
- 14.13: representatives' training courses

Union leave not covered by this arrangement includes:

- 14.03: member witness before the PSLRB related to certification or intervention
- 14.04: members representing PSAC before Arbitration Board hearings, PCs, ADR
- 14.05: witness to Arbitration Board hearings, PICs, ADR
- 14.06: parties and witnesses to adjudication
- 14.07 and 14.08: grievances
- 14.11: meetings with management

Linda Harding advised that she has an upcoming BCFED Health & Safety Committee meeting in early January, and isn't sure how to proceed with her leave. Jamey suggested that for now she submit for leave without pay until our office is advised otherwise for BCFED Committee meetings and 'Participation in the Labour Movement' activities.

Jamey then reminded the Regional Council that prior to the March in-person meeting, the REVP Office will send out a call for Coordinator reports early in the New Year.

DETAIL ON THE PRE-CONVENTION STRATEGY SESSION, APRIL 7

Jamey advised that the BC Region's Pre-Convention Strategy session has been confirmed for Saturday, April 7 at the Pinnacle Hotel Harbourfront in Vancouver. The session will be fully funded for BC delegates, and there will be limited space available for observers (who will be responsible for all their costs). The session is intended to provide the Region's delegate with an opportunity to develop any strategies as required for the priorities resolutions and/or resolutions that have not been placed on the priority lists.

As the strategy session is scheduled to take place several weeks after the Convention Committee meetings in Ottawa, it's expected that we should have the Committee reports. Failing that, the Region will have representatives on each of the Convention Committees who will be able to speak on the Committee priorities.

Jamey added that it's anticipated that the Region's National Officers will be meeting the day prior at the Vancouver RO.

Jennifer Chieh Ho asked if Regional Council members would be able to attend the session if they're not delegates or observers to the National Triennial Convention. Jamey answered that the session is currently limited to Delegates and confirm observers, space permitting.

REMINDER OF YEAE-END FINANCIAL DEADLINES

Further to the email reminders that have been sent out, Kristin advised the Regional that the deadlines for submitting 2017 claims are as follows:

By Thursday, December 7 (DEADLINE HAS PASSED):

All expense claims for 2017 expenses incurred between January 1, 2017 and Thursday, November 30, 2017 should have already been submitted to the REVP Office. However, late claims may still be received if they are received by this Friday.

By Monday, January 8:

All expense claims for 2017 expenses incurred between December 1, 2017 and December 31, 2017 must be submitted to the REVP Office by Monday, January 8, 2018.

ROUND TABLE DISCUSSION

Jamey began the round table discussion by thanking the Regional Council for all their hard work over the year.

2015-2017 FISCAL CYCLE END

Jamey reminded the Regional Council that the 2015-2017 fiscal cycle of the BC Region is ending as of December 31, which means that all Coordinator Allowances will reset as of January 1, 2018 and any remaining balances will be reallocated to the Regional Council's net asset. Jamey then suggested that Regional Council members start thinking about their plans for 2018 and how they plan to utilize their budgets. Jamey noted that AGM season will be upon us in the new year and he will be calling on Regional Council members to attend Local meetings where the REVP is not able to attend. Any applicable expenses incurred by Coordinators would be covered through Coordinator Allowances. Jamey added that having Regional Council members attend AGMs will ensure a good PSAC presence at meetings.

PSAC SEASONAL OFFICE CLOSURE

Jamey reminded the group that the REVP and PSAC Regional Offices will be closed over the holidays, beginning Monday, December 25 through Monday, January 1. The offices will reopen on Tuesday, January 2, 2018.

NDP NATIONAL CONVENTION

Kelly Sidhu asked if any other Regional Council members were planning to attend the NDP National Convention in Ottawa this February. Jamey advised that the dates conflict with some of the Pre-Convention Committee meetings in Ottawa.

Kelly then advised that she did apply to go and is looking for funding sources. Given the *Fair Elections Act*, the PSAC is unable to provide any financial support. If anyone is aware of any funding sources for the NDP Convention, please let the REVP Office know so it can be shared out.

NATIONAL TRIENNIAL CONVENTION – LOOKING FOR ROOM-SHARE

Carolyn advised that she’s planning to attend the National Triennial Convention as an observer, and it looking for a room to share at convention. If any Regional Council members are attending as delegates who would be willing to share their room with Carolyn, please let me know.

SCHEDULING OF NEXT CONFERENCE CALL

Jamey advised that the REVP Office would be sending out a doodle poll for the next Regional Council conference call. The call will likely be scheduled for late January or early February subject.

ACTION ITEM: Kristin Schnider to send out a doodle poll to the BC Regional Council for the next conference call

MEETING ADJOURNMENT

Before adjourning the meeting, Jamey thanked the Regional Council and observers for attending the call and wished everyone a happy, healthy holiday and all the best for the coming new year.

The meeting was then adjourned at 6:42 PM.

Minutes recorded by: Kristin Schnider

Minutes published: