

**DRAFT RECORD OF MEETING  
B.C. REGIONAL COUNCIL CONFERENCE CALL  
HELD TUESDAY, JULY 28, 2020 AT 6:00 PM**

**In Attendance:**

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

Bert Farwell, North Vancouver Island

Nia Gillies, LGTBQ2+

Linda Harding, Health & Safety

Ernest Hooker, South Vancouver Island

Jennifer Horsley, Metro Vancouver

Leanne Hughes, National Officers

Maggie Humen, Alt. Young Workers

Trish Martin, South Vancouver Island

Marion McLarty, Metro Vancouver

Shane Polak, MWD

Kelly Sidhu, Women's

Todd Smith, Alternate REVP B.C.

Karen Sutton, Southern Interior

**Absent:**

Susie Blyth, West Fraser Valley

James Brierley, Young Workers

John Davies, DCL and SE Units

Ron Hardy, Northeast B.C.

Terri Lee, Metro Vancouver

Jenny Macleod, Indigenous Peoples

Jill MacNeill, Northwest B.C.

Jeanne Olineck, Southern Interior

Antony Paller, East Fraser Valley

Stephen Torng, Racially Visible

**Guests:**

Sargy Chima, PA Bargaining Team Member

Scott Hodge, TC Bargaining Team Member

Marcelo Lazaro, SV and Common Issues Bargaining Team Member

**Staff:**

Patrick Bragg, Political Communications Officer

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

Luc Guevremont, Regional Coordinator

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

**INDIGENOUS PEOPLES' TERRITORY ACKNOWLEDGEMENT**

Before starting the meeting, Jamey acknowledged that the call was taking place on the unceded lands of several Indigenous Peoples. Jamey in particular was attending the call on the unceded lands of the Musqueam, Tsleil-Waututh, Squamish and Stó:lō Peoples.

**ADOPTION OF AGENDA**

Jamey advised that the agenda had been circulated in advance via email. One additional item was added to the agenda after the Political Action Report, which was "Naming a PSAC representative to the BCFL Community and Social Action Committee."

Moved: Linda Harding; seconded: Trish Martin

Carried

**TREASURY BOARD NEGOTIATIONS UPDATES – Bargaining Team Members Sargy Chima (PA), Scott Hodge (TC) and Marcelo Lazaro (Common Issues)**

Bargaining Team members Sargy Chima (PA), Scott Hodge (TC) and Marcelo Lazaro (Common Issues) were invited to provide details regarding the tentative agreements that were achieved for their respective tables.

Marcelo advised that it was a long 2.5 weeks of bargaining at the Common Issues table, who met at the same time as the PA group. However, their efforts paid off with a lot of improvements to the language in the main body of the Treasury Board collective agreement. In particular, the team was able to achieve 10 days of paid domestic violence leave, a new memorandum of understanding (MOU) on child care and

related issues, a new MOU on mental health, an increase to the WFA education allowance, improvements to maternity and parental leave, and the removal of the MOU on supporting employee wellness, which means that sick leave will remain untouched. Details on the Common Issues tentative deal are posted on the [national website](#).

Scott Hodge advised that the tentative agreement achieved for the TC Group was the best deal we could get in the current context. One highlight in the tentative deal is that EGs will receive wage parity with CFIA when we file for arbitration on this issue outside of regular bargaining as early as June 2021. A number of occupational allowances will increase in the TC tentative agreement. Several leave improvements were also achieved and the meal allowance for OT was increased. Scott added that the gains achieved in this tentative deal will go a long way to assist the next round of bargaining. Additional details on the deal for TCs are available on the [PSAC national website](#).

Jamey noted that the EB team also achieved a tentative agreement. As the AEC Officer responsible for this group, Jamey was able to report that there were some gains in terms of wage parity with comparable jobs. The tentative deal will also implement a new, national pay grid for 12-month teachers and instructors, improvements for maternity/parental leave, an increase to the meal allowance for OT, set timelines for receiving a response to vacation leave requests among other items. Another gain was a MOU for a joint committee to address the teaching of Indigenous languages for 10-month teachers at INAC. Additional details are posted at the [national website](#).

Sargy Chima advised that the PA bargaining team tried to get a lot with this tentative agreement and achieved the best deal they could. They attempted to get pandemic pay for members, but it was found that TB was not the best venue for this. Instead, that discussion has been referred to the National Joint Council. Sargy added that the team went for a three-year deal to ensure that they would be the first at the table during the next round to set the pattern (rather than PIPSC). Other gains in the PA agreement include an improved retention allowance that will be expanded for all employees working in compensation operations, a new \$3,000 annual allowance for armed fishery officers, and a new annual \$2,000 Primary Responsibility Allowance for parole officers and parole officer supervisors. The tentative deal also includes improvements to maternity/parental leave, an increase in the meal allowance for OT, a renewal and update to the MOU on a joint study for the work environment in call centres, an MOU regarding the Occupational Group Structure review as well as a number of other items listed on the [PSAC national website](#).

All three tentative agreements (PA, EB, and TC) include fair wage increases averaging at 2.11% per year. The Regional Council was reminded that if members have questions on the tentative deals or if they find errors in the tentative agreements, please let the bargaining team members or staff know to ease the ratification process.

Jamey then extended his thanks to all the bargaining team members for their hard work and commitment to getting us where we are with these tentative deals. Team members made many sacrifices to be at the table, bargaining on behalf of members and the membership certainly appreciates it. Jamey then extended his thanks to Sargy, Scott and Marcelo for provided these updates for the Regional Council. Jamey also wished Marcelo well as he's currently at the SV bargaining table, working hard to achieve a deal there as well.

## **REGIONAL COUNCIL CHANGES AND UPDATES**

### **a. Metro Vancouver By-Election Result**

Sky Belt's Leave of Absence ended on April 30, 2020. At the conclusion of her LOA, Sky resigned from the BC Regional Council. The vacancy was to be re-elected at the Regional Convention. However, with the postponement of the B.C. Regional Convention until 2021, the REVP Office conducted a by-election to fill

the vacancy on the Regional Council. The nominations period concluded on Tuesday, June 30 wherein one candidate was nominated. That individual was Marion McLarty who was acclaimed to the Metro Vancouver Coordinator position. Welcome to the Regional Council, Marion!

Jamey then swore Marion McLarty into her position on the B.C. Regional Council.

**b. Alternate Coordinator By-Elections (DCL/SEU, LGBTQ2+, Metro Vancouver, WFV, and Southern Interior)**

Following the Metro Vancouver Coordinator by-election, we conducted by-elections for alternate coordinators in constituencies where the alternate lists had been exhausted due to replacements on the Regional Council, retirements and resignations, etc. Those by-elections included the following constituencies: Metro Vancouver, Southern Interior, LGBTQ2+, West Fraser Valley, and DCL/SEU.

The nominations period for these five by-elections concluded on July 15, and only one nomination was received for the Southern Interior geographic district; the other four by-elections did not generate any nominations. Therefore, Jenny Anderson was acclaimed to the position of Alternate Coordinator for the Southern Interior. Congratulations, Jenny. The other four constituencies will proceed without alternates until the next PSAC B.C. Regional Triennial Convention in May 2021.

**REVP REPORT**

**a. AEC and NBoD Updates**

One of the primary focuses at the NBoD and the AEC over the last couple of weeks has been collective bargaining, the Phoenix damages win and the tentative agreements achieved at the PA, EB, TC, Common Issues, and CRA tables. The AEC and NBoD will continue to watch how things proceed for the other groups still in negotiations (FB, CFIA and Parks).

*PHOENIX DAMAGES*

Another recent win was the Phoenix damages. Jamey noted that whatever the size of the settlement, it will never be enough for our members who have had to endure the consequences of the Phoenix pay system for far too long. That said, during this latest round of TB talks where the tentative deals were achieved, the PSAC also successfully negotiated a Phoenix damages settlement that is significantly better than the employer's deal with other federal bargaining agents. The settlement provides eligible PSAC members employed who were with the federal public service between 2016 and 2020 with a lump sum payment of \$2,500 (\$1,000 for the 2016/2017 year, and \$500 for the three subsequent years). Details on the settlement are available on the [national website](#). Unlike the tentative deal for Treasury Board bargaining that must be voted on by PSAC members, the Phoenix damages agreement required ratification by the PSAC National Board of Directors, and the Board voted unanimously in favour of the offer on July 3, 2020.

*ANTI-RACISM WEBINAR*

Another issue that has received considerable attention at the AEC and NBoD is the ongoing discussion on racism in Canada. The PSAC leadership is taking this discussion very seriously, and recognizes that racism persists in many forms, including systemic, and that it exists in our society, in our communities, in our workplaces and in our union. The PSAC is taking bold steps to address racism and to open the eyes of many in terms of recognizing where and how racism exists and how to combat it.

On July 20 and 21 the PSAC hosted a webinar (first in English and then in French) entitled, *An Introduction to Anti-Racism for White Folks*. The webinar was attended by over 1,000 participants and recordings have been posted in both official languages. There was some controversy surrounding the webinar specific to the webinar title and with one of the presenters. However, the webinar did provide useful information on what systemic racism, how it can occur and methods for addressing it with the ultimate goal of eliminating it.

Jamey solicited feedback on the webinar from the Regional Council. One Council member commented that he appreciated that the Union took the time to put on the webinar and that he saw it as tool to start

the discussion on system racism and how to serve as anti-racism advocates. He added that when you factor in intersectionality with workplace rights and discrimination, labour rights and human rights are inherently intertwined.

**b. Additional Negotiations Updates and Mobilization Activities**

*Treasury Board (PA, EB, SV, TC)* – As reported by Sargy, Scott and Marcelo, tentative agreements were reached for PA, TC, EB and the Common Issues tables. The SV table resumed talks on July 22.

*Ratification Process for Tentative Agreements (PA, EB, TC, CRA)* – Luc advised that the ratification process for the four groups with tentative agreement will be conducted via webinars. If another tentative agreement found before end of month will be included in the process as well. The vote period will be from August 24 to September 29. Details are still being worked out with staff, bargaining team members and other speakers, and the exact webinar schedule will be posted no later than August 14. Webinars will be unit specific and organized regionally.

Another key date to take note of is August 6: on this date, the member contact information in UnionWare database will be sent to Intelivote for the webinars and voting. After August 6 members will receive an email or a letter (based on what information is available in the database) regarding the ratification votes; there will be no further syncing of the contact information between UnionWare and Intelivote after August 6.

The ratification vote is for members in good standing only. RANDs will also be entitled to vote, but only in terms of the strike authorization if the tentative deal is not ratified by the membership. RANDs will have the opportunity to sign a membership card during the vote process if they so choose, and if they do they will be able to vote on ratifying the agreement. The process for dealing with RANDs is as follows: If a RAND attends a ratification webinar, PSAC staff person will follow up with them after the meeting and invite them to “sign” a virtual membership pledge card for the purposes of the vote only. Once a virtual card is received from the RAND, their votes will be included in the count with member votes on ratification. Physical membership cards will be dealt with at a later time.

Bert Farwell asked if Phoenix damages will be taxable. Jamey answered that the PSAC is of the opinion that they should not be taxable because they are damages, but the PSAC has sought a ruling from CRA. The negotiating the settlement, the PSAC was very clear on the language used to describe the payment as ‘damages,’ which are not taxable in the context of any other payments one would receive through litigation. A ruling is expected in the next 90 days.

*Treasury Board (FB)* – The July bargaining dates have been postponed until the Employer names a new negotiator. The Employer’s original negotiator retired.

*CFIA* – Team is returning to the table during the week of August 24-28. To date, they have not received their PIC report.

*CRA/UTE* – The Parties returned to the table on July 14 and a tentative agreement was achieved on July 25. The deal provides a fair wage increases and wage adjustment averaging at 2.07% per year as well as no concessions and improved working conditions. The deal also includes a \$400 lump sum payment to all BU members upon signing, a \$500 payment in recognition of the extended collective agreement implementation deadline and an additional \$50 for every subsequent 90-day delay. Along with the settlement, the parties agreed to 3-year term roll-over policy. Terms will now be made permanent after 3 years of employment with CRA. Presently, terms have to wait five years or more before becoming indeterminant.

*YYJ* – The tentative deal was ratified in early July. The new agreement is a one-year renewal, which expires March 31, 2021. The agreement includes several improvements regarding vacation scheduling.

*ARINC* – The tentative deal was ratified in early July. The new agreement is a one-year renewal, which includes a \$500 signing incentive for active employees at ratification. The expiry of the new agreement is July 31, 2021.

*FNHA* – The pandemic proved to be a challenge in terms of getting a date for the first meeting. Negotiator Erna Post is reaching out to the Employer to secure dates in the fall.

*CMHC Granville Island* – The team met with the Employer in early June and worked through a significant number of employer-side non-monetary proposals. The next meeting dates are scheduled for September 15-17 and the negotiator expects they will be able to discuss monetary items at that point.

*BWXT* – Bargaining is expected to begin this fall. The Notice to Bargain was served in January.

*IMP Comox* – The arbitration hearing that had been scheduled in conjunction with the unit in Gander for May was postponed.

*Seal Cove Commissionaires* – No updates since the last meeting.

### **c. AC/Committee Summit Debrief**

On July 16, the REVP Office hosted the PSAC BC Area Council and Regional Committee Summit via Zoom. The event was attended by over 60 members and staff who had the opportunity to discuss plans for member engagement for the balance of 2020 and into 2021. Plans invariably had to take into account the current COVID-19 pandemic, provincial public health directives regarding physical distancing and the PSAC's restriction on in-person gatherings.

Jamey solicited some feedback from the Regional Council who attended. Trish commented that she thought it was a good experience. Trish added that she had heard attendees comment that they appreciated the online format: typically they cannot attend in-person events and appreciated the opportunity to attend this session virtually.

Jamey then reminded the Council to complete the Summit feedback form if they hadn't done so already.

## **REGIONAL COORDINATOR UPDATES**

### **a. Regional Offices RTW Update**

Luc advised that PSAC offices will remain closed for the rest of July and August and we will continue to carry out the work of the union virtually until at least September. In the interim, a regional committee of staff has been struck to discuss and draft a Return to the Workplace (RTW) plan and protocols for staff in the BC Region. Once the draft is finalized, a copy will be sent to the PSAC's national RTW committee. At present the RTW is not expected to be a full return to the office and they will likely utilize rotating cohorts of staff to assist with physical distancing requirements.

Luc went on to advise that over the past month, some of the restrictions regarding staff access to the regional offices have been relaxed. However, access is still only provided for tasks that cannot be completed while working remotely. That said, while staff are working remotely, they continue to be available by phone and by email.

### **b. Webinars**

Over the last few weeks, the Regional Offices have shifted their focus from online training webinars to the electronic votes and related webinars for the tentative agreements achieved for national bargaining units.

## **POLITICAL ACTION REPORT**

Much of the communications work has surrounded the tentative agreements and the Phoenix damages win, amplifying the messaging from headquarters and answering members' and retirees' questions. If members have questions, please send them to the REVP Office. If we can't answer them, we will forward them to the national office for a response.

On the recent Summit, Patrick commented that it was the PSAC's first experience with Zoom and it seemed to go quite well. Staff learned a lot in terms of running the meeting in this new format and those lessons will be used for future remote meetings. Patrick went on the report that some of the preliminary feedback received on the Summit was a suggestion to create @psac-afpc.com email addresses for all

Regional Committees and Area Councils who request them. Patrick has been looking at this with IT and will be reaching out Committee or AC executive members with details shortly.

Following the Council's decision to allocate \$1,000 towards anti-racism training during the last conference call, Patrick reached out to Regional Education Officer Deanna Kimball and the Reps and they were all pleased to see this initiative move forward. After discussion, everyone felt it was best to hold off on the actual training until later in the year, in order to maximize membership participation. If Council members have ideas around groups the PSAC can partner with the put this training on or what form the training should take, please get in touch with the REVP office.

In the media there have been some rumblings of an early provincial election. The BC Federation of Labour (BCFL) activated their provincial election working group several months ago and has been making plans and identifying winnable target ridings where there are significant concentrations of union members. The PSAC BC submitted our membership density numbers to the BCFL some time ago.

For the present, there is no definitive date or timeline for the provincial election. The only thing that is certain is that BC will have an election on or before October 16, 2021. As information becomes available, we will keep you apprised.

### **PSAC REPRESENTATIVE TO THE BCFL COMMUNITY AND SOCIAL ACTION COMMITTEE**

There is a vacancy for the PSAC representative on the BCFL Standing Committee for Community and Social Action. Previously the position was held by Sky Belt. The Regional Council attempted to fill this position vacancy at the January 2020 in-person meeting. However, no volunteers stepped forward at the time. In January, the expectation was to address the vacancy after the PSAC BC Regional Convention, which was to take place in May 2020. Due to the postponement of the PSAC BC Regional Convention and the upcoming BCFL Convention this fall, a Regional Council member is now needed to fill the Committee vacancy.

Jamey then called for nominations for the Committee vacancy.

Marion McLarty was nominated for the vacancy and Marion accepted the nomination.

Moved by: Linda Harding; seconded by: Jennifer Horsley

Carried

### **WORKERS' HISTORY MUSEUM FUNDING REQUEST**

REVP Jamey Mills received a request from Alex Silas, PSAC REVP for the NCR regarding a funding request for the [Workers' History Museum](#) (WHM) who are producing a feature length documentary on a historic human rights case that established same-sex spousal rights for federal workers: From 1992-1996 Dale Akerstrom (PSAC-CEIU) and Stan Moore (PAFSO) pursued their case through the levels of the Canadian Human Rights Commission and ultimately to Federal Court for fair and equal treatment. The film is already under production and is slated for a fall release. The WHM summer student working on the film, Candide Uyanze, needs funding for August as the summer student funding was shortened this year.

The funding request is for a \$500 donation to support the film (to be funded through the PSAC BC Regional Campaigns budget line). The PSAC will also be asked to support this nationally and \$500 is in line with the donations coming from other Regions.

A motion was made to provide a \$500 donation to support the WHM documentary, to be funded through the Regional Campaigns budget line.

Moved by: Kelly Sidhu; seconded by: Bert Farwell

Carried unanimously

### **DASH COMMITTEE RECOMMENDATIONS REPORTED BY COMMITTEE CHAIR JENNIFER HORSLEY**

#### **a. Donation Request – WAVAW**

The DASH Committee received a donation request from WAVAW. WAVAW is a feminist, anti-oppressive, decolonizing rape crisis centre operating on unceded Coast Salish Territories. They provide support

services to survivors of sexualized violence who have shared experiences of gender marginalization: cis and trans women, Two-Spirit, trans and/or non-binary people. They advocate for social and systemic change through education, outreach and activism.

The DASH Committee reviewed the request and is recommending a donation of \$250 to WAVAW from the Donations and Membership budget line.

Moved by: Jennifer Horsley; seconded by: Trish Martin  
Carried

**b. Donation Request – Burnaby Community Services**

The DASH Committee received a donation request from [Burnaby Community Services](#). Burnaby Community Services provides a variety of services to assist low-income families and seniors experiencing isolation.

The DASH Committee reviewed the request and is recommending a donation of \$200 to Burnaby Community Services from the Donations and Membership budget line.

Moved by: Jennifer Horsley; seconded by: Trish Martin  
Carried

**c. Donation Request – Indspire**

The DASH Committee received a donation request from [Indspire](#), which is a national Indigenous registered charity that invests in the education of Indigenous people for the long-term benefit of these individuals, their families and communities. Indspire disburses financial awards, delivers programs and shares resources with the goal of increasing graduation rates of Indigenous students.

The DASH Committee reviewed the request and is recommending a donation of \$250 to Indspire from the Donations and Membership budget line.

Moved by: Jennifer Horsley; seconded by: Trish Martin  
Carried

**d. Donation Request – Victoria Women’s Transition House**

The DASH Committee received a donation request from the [Victoria Women’s Transition House](#). The Victoria Women’s Transition House collaborates, advocates and educates to address and prevent intimate partner violence and abuse of women and children through supportive shelter, housing, counselling and other community-based services.

The DASH Committee reviewed the request and is recommending a donation of \$200 to the Victoria Women’s Transition House from the Donations and Membership budget line.

Moved by: Jennifer Horsley; seconded by: Trish Martin  
Carried

**e. Award Nomination for André Bessette – Community Champion Award**

The DASH Committee received a Community Champion Award nomination for André Bessette, which was submitted by Vancouver & District Area Council President Todd Smith.

***From the Award Nomination Form:*** Achievements that merit recognition: André has years of experience in activism supporting Indigenous youth and broader Indigenous communities. He currently serves on the board of the Urban Native Youth Association in Vancouver whose mission is to celebrate and empower Indigenous youth. André continues to be involved in his communities through various non-profit and advocacy opportunities whenever they arise. This important good work has been brought into his union through the Vancouver and District Area Council, his local, and his component. Through André's dedication to his community and involvement in his union he has worked with the Vancouver and District Area Council to develop and adopt a progressive

solidarity statement with the Wet'suwet'en people, has brought forward successful motions to the Vancouver and District Area Council to support a just recovery from COVID-19 on the municipal level in Vancouver, represents the Vancouver and District Area Council at the Vancouver Just Recovery Coalition, and continues to find ways to bring his passion and dedication for his communities and his union involvement together for the benefit of our members and the broader community. André's voice, participation, and contributions to the union have had an immediate and important impact through increasing our awareness of issues, encouraging and enabling action on issues, promoting engagement with communities, and supporting community events.

The DASH Committee is recommending approval of the award nomination, which can be presented to André at a future Vancouver & District Area Council meeting.

Moved by: Jennifer Horsley; seconded by: Trish Martin

Carried

### **PSAC BC REGIONAL CONVENTION – RESOLUTIONS**

As reported on the last conference call, there will be a new resolutions submission period for each PSAC regional convention, which will allow submitting bodies to submit new resolutions for their respective regional conventions. However, the resolutions must be entirely new and not include any resolutions (or parts thereof) that were previously ruled out of order and/or ruled as non-concurrence for the 2020 regional conventions. It's expected that the majority of new resolutions submitted are likely to address new and/or emerging issues that have occurred or come to light since the original December 31, 2019 resolutions deadline (e.g. COVID-19, LNG lines and Wet'swet'en, anti-racism, etc.). In light of this, the Regional Council may want to start thinking about and drafting potential resolutions that could be discussed in detail at the fall meeting, prior to the new resolutions deadline.

### **BC FED CONVENTION – REVIEW OF REGULATION 3**

Taking into consideration the upcoming BC Federation of Labour (BCFL) Convention this November and their decision to hold it virtually, the Regional Council may want to consider amending Regulation 3 (BCFL convention subsidies) to allow subsidies to cover expenses other than those related to travel. Understandably, a virtual convention will mean that delegates will not incur any travel-related costs for their attendance.

Jamey noted that the Regional Councils has the authority to change regulations in between PSAC BC Regional Conventions. Within Regulation 3 it currently reads that,

*"Delegates residing outside Metro Vancouver and West Fraser Valley may be eligible for up to \$1000 to help defray the costs of travel, hotel and per diem expenses. Delegates residing in Metro Vancouver and West Fraser Valley may be eligible for up to \$500 to subsidize costs of commuting and per diem expenses."*

The By-Laws Committee has been tasked with preparing a proposal (which may recommend amendment(s) for Regulation 3) that will be discussed and voted upon during the next Regional Council conference call. It's hoped that a decision can be made in advance of the 2020 BCFL Convention subsidy deadline and with enough time to communicate any potential regulation changes to the PSAC BC membership.

### **ROUND TABLE DISCUSSION**

Jamey opened the floor to the Regional Council to voice any questions/comments on agenda items or other new business. No questions or comments were raised.

### **NEXT MEETINGS (NEXT CONFERENCE CALL AND FALL MEETING)**

For the next conference call, Jamey suggested that it be scheduled in September after the September 21-22 AEC meeting and the bulk of the ratification meetings.

For the next “in-person” longer meeting, Jamey suggested that it be scheduled during the week of October 26-30 (exact dates to be determined). This is after the October NBoD meeting, which takes place the week prior.

The REVP Office will send out Doodle polls for to gauge availability for the September conference call and the longer October meeting.

### **MEETING ADJOURNMENT**

Before adjourning the meeting, Jamey extended his thanks to the Regional Council for all their hard work in getting us to where we are with Phoenix damages, bargaining, mobilization efforts and keeping members engaged during the pandemic. Jamey also wished everyone well for the balance of the summer and reminded everyone to stay safe and to continue to follow the provincial health guidelines.

A motion was made to adjourn the meeting.

Moved by: Shane Polak; seconded by: Linda Harding

Carried

The call ended at 7:30 PM.

Minutes recorded by Kristin Schnider

Minutes published: August 2020