

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL ZOOM CALL
HELD TUESDAY, SEPTEMBER 22, 2020 AT 6:00 PM**

In Attendance:

Jamey Mills, REVP-B.C. (Chair)	Terri Lee, Metro Vancouver
Susie Blyth, West Fraser Valley	Jill MacNeill, Northwest B.C.
James Brierley, Young Workers	Trish Martin, South Vancouver Island
Bert Farwell, North Vancouver Island	Jeanne Olineck, Southern Interior
Marion McLarty, Metro Vancouver	Kelly Sidhu, Women's
Linda Harding, Health & Safety	Todd Smith, Alternate REVP B.C.
Ernest Hooker, South Vancouver Island	Karen Sutton, Southern Interior
Leanne Hughes, National Officers	Stephen Torng, Racially Visible

Absent:

John Davies, DCL and SE Units	Jenny Macleod, Indigenous Peoples
Nia Gillies, LGTBQ2+	Antony Paller, East Fraser Valley
Ron Hardy, Northeast B.C.	Shane Polak, MWD
Jennifer Horsley, Metro Vancouver	

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 6:05 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 a draft agenda had been circulated in advance via email. Three additional items were added to the agenda:

1. PSAC XO-13-20 regarding Timelines, COVID Protocols, Election of Delegates
2. Orange Shirt Day – Pins for Regional Council
3. Endorsement of Just Recovery For All

A motion was made to adopt the adopted the amended agenda.

Moved: Todd Smith; seconded: Linda Harding

Carried

REVP REPORT

a. AEC and NBoD Updates

Jamey advised that NEVP Magali Picard resigned on September 16 for family reason. A statement on Sister Picard's resignation has been posted on the [national website](#). The resignation has been a shock to everyone within the organization. Just today it has been announced that Sharon DeSousa will take over the NEVP role. Sister DeSousa will leave her position of REVP for the Ontario Region, which she has held since 2011, and her Alternate Craig Reynolds will assume that position.

Jamey went on to report that the AEC met earlier this week at which time they received a financial update from the PSAC Director Finance. Financially, the PSAC continues to be in a good place. They are averaging 204,000 members per month for the 2020 fiscal year and hold \$6M in surplus YTD. This surplus

has largely been driven by the fact that no in-person meetings have taken place since March and there has been no PSAC travel.

Jamey noted that PSAC meetings are still taking place, but via virtual/remote means. He added that we continue to look at how we can get the important business of the union done during these challenging times. Virtual meetings and electronic events will be the norm for some time to come.

Jamey concluded his report by noting that the NBoD is scheduled to meeting next month on October 20-23 and a full report will be provided at the October Regional Council meeting.

b. Negotiations Updates and Mobilization Activities

Treasury Board (PA, EB, SV, TC) – The ratification vote process is almost complete for the tentative agreements achieved for these units. The last webinars for the B.C. Region are scheduled for tomorrow and the online voting period is from August 24 until September 29. TB members who wish to vote who haven't attended a webinar will need to attend a webinar in another region. Jamey extended his thanks to staff and bargaining team members for their efforts in making these sessions a success.

CRA/UTE – The ratification vote process is almost complete the tentative agreement achieved. The online voting period is from August 24 until September 29. All BC regional webinars have concluded. UTE who wish to vote who haven't attended a webinar will need to attend a webinar in another region. Jamey again extended his thanks to staff and bargaining team members for their efforts in making these sessions a success.

Treasury Board (FB) – Upon being advised that the Employer's negotiator had retired, the July bargaining dates were postponed until the Employer was able to name a new negotiator. After our bargaining team demanded an update, we were notified that a replacement has been hired. The next set of dates have been confirmed for September 23-25.

Parks Canada – A tentative deal was reached in early September for Parks members, which includes a competitive economic increase, greater parity with the core public service, no concessions, and improved working conditions and job security. The online voting period for both units will be from October 5 to November 4. Webinar details will be posted on the PSAC BC website soon.

CFIA – A tentative deal was reached in early September that provides fair wages, no concessions and improved working conditions. The online voting period for CFIA will be the same as Parks: from October 5 to November 4. Webinar details will be posted on the PSAC BC website soon. Bargaining Team member Terri Lee added that they were successful in achieving more at the table due to the TB pattern settlement. Things that were not originally in the mandate were rolled into the tentative agreement achieved. However, there are some items that will have to be sought in the next round.

Nav Canada – the Nav Canada bargaining conference will take place September 29-30 virtually.

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 ongoing.

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

SSO – The bargaining team is in place and we are waiting for the Employer to assign a negotiator.

Seal Cove Commissionaires – No updates since the last meeting.

c. BCFED Convention

The BCFED's Executive Council met earlier this month to discuss the upcoming BCFED Convention and decided that it will be held virtually. Rather than the regular five days, the Convention will be condensed to 2.5 days online, taking place on November 24-26. Given the reduced scheduled, there will be a small amount of time allocated to resolutions and debate and a very limited number of guest speakers. Resolutions on changes to the BCFED Constitution and on the BCFED budget will take priority.

The Convention agenda has been finalized and has been posted [online](#). Because the Convention is being held virtually, caucuses have been scheduled during the regular Convention hours. (Typically, with an in-person convention the caucus are hold before or after Convention hours.)

The PSAC has named Todd Smith as our representative on the BCFED Resolutions Committee. Todd is already an automatic delegate to the Convention as he is a member of the BCFED Executive Council.

As discussed on the last Regional Council conference call, the Regional Council's By-Laws Committee was tasked with reviewing Regulation 3 – BCFED Convention Subsidies for possible amendments since the event will now be virtual and anticipated costs will differ. We're hoping to allow for greater member attendance through use of the Regulation. The Committee's proposal will be discussed later in this call.

d. BCFED Political Action Training, October 2

A provincial election has just been called. In anticipation of this, the BCFED and Affiliates have been busy preparing their election campaign. Labour's election campaign proposal focuses on recovery from COVID19 and showing support for the current provincial government regarding some of the worker-friendly advances that have been made. Specifics of the campaign will be worked out pending support from the BC Fed Officers and in consideration of polling data pointing to issues of importance. The campaign proposal is for an internal/Labour focus.

The BCFED is offering a one-day, online political action training on October 2. The focus of the training is on advocating for a fair recovery and rebuilding our economy for workers and families first. The agenda takes into account advice from Affiliates to break up the day with different online activities in recognition of Zoom fatigue. This will likely mean guest speakers, breakout workshops (choose your own topic), regional groups, and a political panel.

The Region has invited each Area Council to send one participant to the training who will have their LOS/LWP covered by the PSAC. The Political Action Committee has also been invited to attend as funded participants. It is expected that all PSAC-funded participants will be actively involved with an internal membership engagement exercise and related activities that will be held by the PSAC BC Region in conjunction with the upcoming provincial election.

Other members interested in attending the BCFED's October 2 training are welcome to attend as unfunded participants. Registration is available at www.wevotebc.ca.

REGIONAL COORDINATOR UPDATES – LUC GUEVREMONT

a. Regional Offices RTW Update

The PSAC offices have been closed since March and staff continue to carry out the work of the union virtually. A national committee and regional committees have been struck to plan for a progressive return to work (RTW) at PSAC offices. As part of the committee work, we continue to keep up to date with the new developments and directions from the relevant health authorities, Public Health Office and WorkSafeBC to ensure the PSAC's RTW plan meets all requirements. Luc added that earlier this month

we were in touch with the building management company for the Vancouver Regional Office to discuss the resumption of some maintenance work that was suspended in March with the office closures. That work has resumed and is expected to be completed before staff begin their progressive RTW.

In the interim, staff access to PSAC offices is limited to critical work only. In October, the PSAC progressive RTW will be limited to 30% staffing levels at any given time per directives for HQ. In concert with this directive, staff will be grouped into cohorts. In addition, there will continue to be no in-person meetings except under special circumstances. To proceed with an in-person meeting, a proposal will have to be submitted to the national office to get clearance per the distributed XO communication from Chris Aylward.

Luc noted that the focus of staff continues to be the TB and CRA/UTE ratification votes meetings, which are all taking place with staff are working remotely.

Trish Martin commented that Rosemary MacKenzie has done an excellent job with communication and the administration related to TB ratification vote meetings, and asked that Luc extend the members' thanks to Rosemary and all PSAC staff for their efforts.

Terri asked if PSAC headquarters (HQ) is still closed at this time as well. Luc answered that he wasn't sure if HQ had already resumed staffing at a maximum 30% staffing levels as set out in the PSAC's progressive RTW plan. Within the communication sent to staff it reads that,

"Once offices are considered ready, they should switch over to stage 2 of reopening. ... However, when offices are open at stage 2, we will still significantly restrict the number of staff in an office. At this point, we can only provide general guidance that we expect to have a maximum of 30% of staff in a given work area at a given point. Yes, this means 70% will still be working remotely at that time. All of this is subject to local, provincial and national health authorities' standards, and consultation between staff, the staff unions and management."

However, Luc confirmed that 233 Gilmour has resumed mailroom services on Tuesdays and Thursdays with limited operations. Like Regional Offices, HQ staff have been accessing 233 Gilmour for critical work or priority items.

b. Regional Education

As the Regional Council is aware, PSAC regional education courses were suspended in March with the onset of the pandemic as the standard delivery model for our courses is in-person. As we continue to navigate the 'new normal,' regional education staff are now looking to launch an online education platform in early October after the TB and CRA ratification votes have concluded. The platform will offer basic union education materials.

REO Deanna Kimball met with the Education Committee at the end of August to discuss the plan for the Region. In BC, we plan to offer *Welcome to your Union*, *Stewards Role*, and *Precairous Work* this fall through the online platform, and additional online modules will continue to be developed and delivered in the months ahead. While the online platform may be the new way of doing things for some time to come, it is not meant to replace full union education courses that we have traditionally provided to members.

POLITICAL ACTION REPORT – PATRICK BRAGG

a. BC Provincial Election

As reported above, the BC provincial election has been called, which is being viewed by some as a controversial decision. However, the bottom line is that pandemic isn't going away, and we would be having a COVID election regardless of it taking place this fall or in a year from now. The government needs to be able to make decision in the long term. This election gives British Columbians the chance to

choose the future they want for BC over the next four years and who will be leading that recovery. Recent polling from the BCFED shows that [72% of British Columbians want to see BC make changes to support a fairer, more equal province](#), rather than going back to the way things were before.

Elections BC has a robust plan to ensure voting is safe and accessible to all, including more than usual advance voting opportunities as well as a plan for higher than normal mail-in ballots. Election day is October 24.

As with past provincial elections, PSAC BC's plan is to plug members into the BCFED's campaign and to encourage members to vote for progressive candidates. The BCFED campaign, *A Future for All*, is centered on the theme of "Let's rebuild BC's economy so it works for all of us". There are four main planks to the campaign:

1. An Economy that Puts Working People First

- Tougher rules to make workplaces safer
- Better support for injured workers and their families
- Stronger protections for workers in the gig economy
- Paid sick leave etc.

2. Strengthen the Services Families Depend On

- \$10-a-day childcare to support parents and power our economy
- Better supports for elementary and high school students
- Lower post-secondary tuition
- Affordable high-speed internet in every BC community
- Improved public transit
- Increased social assistance and disability rates
- More affordable housing

3. Build More Inclusive Communities in BC

- Enacting pay equity legislation
- Collecting race-based data on the impact of Covid-19 to better protect vulnerable groups
- Creating more good trades jobs for local communities and underrepresented groups (like women and Indigenous workers) using Community Benefit Agreements

4. Close the Gaps in Public Health Care

- Universal public dental care
- Pharmacare
- Better access to mental health services
- Better long-term care, including better pay and working conditions for long-term care workers
- Training and recruiting needed health care workers

To sign on to the campaign or find out more information, please visit www.futureforall.ca.

b. Federal Throne Speech?

The federal throne speech is scheduled for tomorrow, which will be followed by the federal budget. We anticipate the budget being released sometime before Thanksgiving. Immediately following tomorrow's Throne Speech, Prime Minister Justin Trudeau will address Canadians, which is very unusual. Subject to the content of the Throne Speech and ensuing budget, the PSAC will be calling on the government to implement a number of measures in the economic recovery plan that are similar to those outlined in the BCFED's campaign, including:

- Support the child care recovery strategy advanced by Child Care Now and other national childcare organizations and make good on the Liberal Party of Canada's election pledge to start building a pan-Canadian system of child care.
- Boost the federal public service so that it has the human capacity and resources to advise on, develop, and deliver the policies and programs required to tackle the social and economic gaps highlighted by the COVID-19 pandemic, including reform the Employment Insurance program to ensure livable levels of income replacement and the provision of paid sick leave.
- Accelerate the implementation of the recommendations arising from the Truth and Reconciliation Commission and the recommendations of the National Inquiry into Missing and Murdered Indigenous Women and Girls.
- Remove the for-profit mandate of the Canada Infrastructure Bank and use it to invest in infrastructure projects that remain in public hands (basically, anti-privatization measures).

HQ staff will be watching the throne speech and will respond as necessary. A full budget response will also be released by the PSAC once the budget is announced.

BY-LAWS COMMITTEE – TRISH MARTIN, COMMITTEE CHAIR

a. Recommendation on Amendments to Regulation 3 – BCFL Convention Subsidies

On behalf of the By-Laws Committee, Trish reported that the Committee met on August 18 to discuss possible amendments to Regulation 3 in light of the upcoming virtual BCFED Convention. As a result of that meeting the Committee prepared the attached proposal, which Trish presented to the Council.

A motion was made to accept the recommended amendments to Regulation 3 as presented by the By-Laws Committee and as attached to these minutes.

Moved: Trish Martin; seconded by Todd Smith

Carried

DASH COMMITTEE – TRISH MARTIN, COMMITTEE CO-CHAIR

b. Donation Request – Guru Nanak Free Kitchen

The DASH Committee received a donation request for the Guru Nanak Free kitchen, which is a not-for-profit organization that provides free meals to those less fortunate on the downtown east side of Vancouver.

The DASH Committee reviewed the request and is recommending a donation of \$150 to the Guru Nanak Free Kitchen from the Donations and Membership budget line.

Moved by: Trish Martin; seconded by: Jeanne Olineck

Carried

c. Membership Renewal Request – [Everywoman's Health Centre](#)

The DASH Committee received a membership renewal request from Everywoman's Health Centre, which is a nonprofit society and registered charity committed to excellence and innovation in reproductive health care. The Centre strives to provide a high standard of compassion and care to everyone who uses their services.

The DASH Committee reviewed the membership request and is recommending renewal at a cost of \$50 from the Donations and Membership budget line.

Moved by: Trish Martin; seconded by: Jeanne Olineck

Carried

d. Award Nomination for Larissa Harrington – Community Champion Award

The DASH Committee received a Regional Recognition Award nomination for PSAC member Larissa Harrington. The nomination advised that Larissa Harrington is a member of CIU 20045 who has been contributing to her community in a variety of ways, including involvement with the United Way, the Salvation Army, MCFD, the Special Olympics, and the BC Living Donor Program.

A motion was made to approve the Community Champion Award nomination for Larissa Harrington.
Moved by: Trish Martin; seconded by: Jeanne Olineck
Carried unanimously

e. Award Nomination for Barbara Richardson – Emerging Activist Award

The DASH Committee received a Regional Recognition Award nomination for PSAC member Barbara Richardson. The nomination advised that Barbara Richardson is a shop steward for UTE Local 20028 and spoke to examples of her recent leadership within the Local.

A motion was made to approve the Emerging Activist award nomination for Barbara Richardson.
Moved by: Trish Martin; seconded by: Jeanne Olineck
Carried unanimously

PSAC BC REGIONAL CONVENTION RESOLUTIONS – REMINDER

As discussed at the July 28 conference call, there will be a new resolutions submission period for each PSAC Regional Convention, which will allow submitting bodies the opportunity to submit new resolutions for their respective regional convention. However, the resolutions must be entirely new. For greater clarity, a new resolution:

- a. Cannot call for the same action or outcome as resolutions submitted previously.
- b. Cannot resubmit a resolution that had previously been determined to be out of order, in whole or in part, by the PSAC National President.
- c. Cannot resubmit a late resolution from the 2020 Regional Conventions.
- d. Cannot resubmit a resolution that had previously been rejected because the original union body did not have the authority to submit resolutions to a Regional Convention.

It's expected that the majority of new resolutions 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 agenda for the fall Regional Council meeting will include time for the debate of potential resolutions that the Regional Council may choose to submit to the PSAC BC Regional Convention.

Regional Council members wishing to bring forward potential resolutions for consideration and debate at the fall Regional Council meeting should have them fully drafted and submitted to the REVP Office no later than Tuesday, October 13 so they can be distributed in advance of the fall meeting along with the other meeting materials/documents. Jamey reminded the Council that resolutions must adhere to the established PSAC format and content requirements for PSAC Conventions. Deadlines for the new resolutions submission period will be communicated to all PSAC BC regional structures as soon as they are available.

PSAC XO-13-20 REGARDING TIMELINES, COVID PROTOCOLS, ELECTION OF DELEGATES

As Regional Council members were advised by email on September 11, the PSAC Executive Office issued an XO regarding the suspension of timelines, COVID protocols and the election of delegates. The XO provides that the NBoD approved an extension to the suspension of timelines contain in Local/Branch, DCL, Regional, Area Council and Component by-laws regarding the scheduling of annual general meetings, conventions, and the election of delegates to Component and PSAC conventions until December 31, 2020. The suspension is exclusive of actions that can be undertaken electronically. A copy of that XO is attached to these minutes.

The XO also outlines a COVID-19 protocol for in-person meetings, wherein it provides that virtual meetings remain the preferred and recommended meeting method. In-person meetings are to be considered in special circumstances only. It also provides that in-person meetings shall not be held in PSAC premises. Moreover, the PSAC will not organize or host any in-person events unless authorized per the process for special circumstances (also outlined in the XO).

Jamey added that it is very unlikely that we will have any in-person PSAC events in BC until there is a vaccine readily available. At this time, the PSAC continues to place the health and safety of our member, staff and community as a top priority.

ORANGE SHIRT DAY – PINS FOR REGIONAL COUNCIL

All Regional Council members were sent an Orange Shirt Day pin, which we purchased through the Orange Shirt Society, the founders of Orange Shirt Day. This was a joint initiative between the REVP Office and Jenny MacLeod, Indigenous Peoples Coordinator.

Orange Shirt Day is an opportunity for our union to come together and support Indigenous Peoples in the spirit of reconciliation and hope for generations of children to come. We hope B.C. Regional Council members will wear this pin on September 30th to acknowledge Canada's troubled history of residential schools and injustices towards Indigenous Peoples, to honour the healing journey of the survivors and their families and to recommit to the reconciliation process.

If Regional Council members are willing, we ask that you please share a photo of you wearing the pin, someone else wearing the pin, or any form of awareness you could bring to the date. Our hope is to post these photos on the PSAC social media channels to promote and support this year's Orange Shirt Day efforts. Pictures can be emailed to BraggP@psac-afp.com or posted on your personal feeds with [#OrangeShirtDay](https://www.instagram.com/OrangeShirtDay).

Jeanne Olineck commented that she participated in an online training earlier this week that had been facilitated for Phyllis Webstad, who's experience at St. Joseph Mission Residential School is the founding story behind Orange Shirt Day. Jeanne noted that the training was exceptional, and she encouraged all Council members to attend the training if they have the opportunity.

Linda Harding advised that she has already received the pin by mail and spoke about it and Orange Shirt Day during her Component meeting earlier that day.

Jill MacNeill advised that she also attended the session with Phyllis Webstad and found it very meaningful. There are several upcoming sessions open for registration before the end of the month. Jill further commented that it is really appreciated when members and the public wear the pins or acknowledge Orange Shirt Day to honour the survivors of residential schools and their families. Jill is organizing an Orange Shirt Day event at her office this year, which will include guest speakers. Pictures of the event will be sent to Patrick for posting.

ENDORSEMENT OF A JUST RECOVERY FOR ALL – TODD SMITH

Todd Smith advised the Regional Council of [a Just Recovery For All](#), which calls for COVID-19 relief and stimulus packages to contribute to a fair and just recovery by upholding the following principles:

- Put peoples' wellbeing first, no exception
- Strengthen the social safety net & provide relief directly to people
- Prioritize the needs of workers and communities
- Build resilience to prevent future crises
- Build solidarity and equity across communities, generations, and borders
- Uphold Indigenous rights and work in partnership with Indigenous Peoples

Todd asked that the Regional Council consider endorsing the above principles and agreeing to sign as an endorser at the Just Recovery [website](#). Additional information will be provided to Regional Council members in advance of the October Regional Council meeting and a formal vote on endorsement will take place at the fall meeting.

ROUND TABLE DISCUSSION

Todd Smith, Alternate REVP: Todd advised that he has been busy with the BCFED's Political Action Committee and Labour's work around the provincial election. Todd will also be involved with the BCFED's Resolutions Committee in the leadup to the BCFED Convention. In terms of internal mobilization, Todd has called a meeting of the Regional Council's Political Action Committee and has been touching base with PSAC activists.

Marion McLarty, Metro Vancouver Coordinator: Marion noted that she will be attend the BCFED Community and Social Action Committee meeting tomorrow. A report will be forthcoming for the October Regional Council meeting.

James Brierley, Young Workers' Coordinator: James has been working from home since March. Now that the provincial election has been called, he will be looking at getting involved with the campaign. James will also be working with Varinder Johal and other Young Workers on organizing a virtual PSAC BC Young Workers' Conference this fall.

Ernest Hooker, South Vancouver Island Coordinator: Ernest advised that it's been a slow and challenging year, and he's looking forward to the end of the year.

Karen Sutton, Southern Interior Coordinator: Karen commented that she's been busy in recent weeks, having just participated in the Okanagan's Post-Labour Day Solidarity Saturday on September 19. Karen extended her thanks to all who submitted videos and those who assisted with the event, noting that it was well received and well attended. Karen noted that a big thanks goes to Lea Serron who has DJed all the Solidarity Saturdays and purchased all the music used. Karen went on to report that she will be participating in the BCFED's political action training on October 2 as well as attending an upcoming SIRWC meeting and a meeting of the PSAC BC RWC Chairs. Karen added that she has been reaching out to members to touch base on their RTW, etc. With the newly announced election, she expects she'll have even more contact with members. Karen also attended the Orange Shirt Day training with Phyllis Webstad earlier today and found it to be a very moving experience.

Susie Blyth, West Fraser Valley Coordinator: Susie advised that she also took the Orange Shirt Day training today and was involved with the West Fraser Valley Area Council's (WVAC) purchase of t-shirts from the Orange Shirt Society. Pictures will be posted soon. Susie added that she was also involved with the WVAC's recent visit to the Pac Hwy and Douglas border crossings where they handed out coffee and donuts to CIU members there to show members' appreciation to CIU members for their efforts at the borders during the pandemic.

Linda Harding, Health and Safety Coordinator: Linda reported that a BRUSH meeting was held recently. Quorum was met, but attendance was low. The next BRUSH meeting is taking place in November. Linda continues to be involved with the BCFED's OH&S Committee, who meet regularly. Presently, the Committee is working on its report for the BCFED Convention. Linda hopes to attend the Convention and is looking forward to it. Linda concluded by noting that she is still working from home and expects to be one of the last to return to the office.

Jeanne Olineck, Southern Interior Coordinator: Jeanne noted that she hasn't been up to too much with the COVID situation, but has been busy at work. Jeanne has returned to the office and has been in touch with other CEIU members at CSOs. Jeanne added that Commissionaires have been placed in some of the CSOs so she has reached out to the PSAC BC Regional Organizer to see if there's any potential organizing opportunity. Jeanne also commented that she plans to get involved in the BC election. She recognizes that she resides in a strong conservative riding, but will give it her best shot.

Jill MacNeill, Northwestern BC Coordinator: Jill will be scheduling the next NWAC meeting soon. She recently attended the NERWC meeting and will be attending the next one on October 13. Unfortunately, Jill will be away during the BCFED's political action training, but the NWAC will be sending Jen Gordon to the training as their representative. Jill has been invited to attend the BCFED's upcoming Climate Change

Working Group meeting on October 28. This past weekend, Jill attended in the Solidarity Saturday and submitted a video for the NWAC. Plans going forward include political action initiatives in her geographic area including an MP lobby on child care, that will start after the Throne Speech and the BCFED political action training.

Stephen Torng, Racially Visible Coordinator: COVID-19 has consumed much of Stephen's focus in recent months and he's had to scale back his volunteer activities, but Stephen has been in touch with Monica Urrutia regarding the RV portfolio and sending out some information to Racially-Visible members. Stephen was involved in the WFFAC's Orange Shirt Day initiative, mentioned earlier by Susie.

Trish Martin, South Vancouver Island Coordinator: Trish has been reaching out to Locals in her constituency and looking at new ways on conducting membership engagement. One challenge she's heard from Local President's is that they don't have current contact information for their members. SO, when they're not in the office, member communication is very difficult.

Terri Lee, Metro Vancouver Coordinator: Terri continues to engage with the VDAC and their activities and Terri plans to work with members in the Metro Vancouver area on the provincial election and other political action. One other action that Terri plans to assist with is the membership mailout the VDAC is discussing. In terms of the worksite, health and safety continues to be a key issue. Lastly, as a bargaining team member, Terri will be involved with the CFIA ratification votes that are upcoming.

Kelly Sidhu, Women's Coordinator: Kelly continues to be involved with the BCFED's Women's Rights Standing Committee, who recently prepared their report for the BCFED Convention. In terms of Kelly's Coordinator role, she has called a meeting of the RWC chairs to discuss the impact of COVID-19 on women. Kelly is also involved with the intercultural advisory committee at the City of Richmond. The Committee will be hosting a variety of free online workshops from October 19-23 as part of the City's [Diversity Symposium](#). Kelly will be assisting with the Symposium and encourages others to register for the workshops where possible. Kelly attended the Okanagan AC's Solidarity Saturday event last weekend, which was a lot of fun. Through it all, Kelly continues to work on balancing family and work commitments, which has been a challenge especially with the return to school.

NEXT MEETING – OCTOBER 28-29 FALL MEETING (VIA ZOOM)

The next Regional Council meeting will take place October 28-29 via Zoom and will replace our regular in-person fall meeting. Regional Council members are asked to submit their RSVPs for the meeting if they haven't done so already. Once they RSVP Coordinators will receive LWP union authorization letters (for applicable units). The hours of session for the October meeting will be communicated shortly.

Jamey reminded the group that there will be no standing committee time within meeting agenda. Committees will need to meet in advance to prepare their reports to the Council. If committees would like assistance setting up Skype or Zoom meetings, they can get in touch with the REVP Office. Written Committee reports are due October 13.

All Coordinators are required to submit a Coordinator report on their activities since the last in-person meeting (for the period February 2020 to then end of October 2020). Coordinator reports are to be submitted via email by October 15.

MEETING ADJOURNMENT

A motion was made to adjourn the meeting.

Moved by: Todd Smith; seconded by: Karen Sutton

Carried

The call ended at 7:45 PM.

Minutes recorded by Kristin Schnider

Minutes published: September 2020



PSAC B.C. Regional Council By-Laws Committee Proposal 1 – Regulation 3

Background

The 2018-2020 PSAC B.C. Priority Proposal provides for a maximum of \$15,000 in 2020 to provide subsidies to members attending the BC Federation of Labour Convention in accordance with the provisions of Regulation 3 of the PSAC B.C. Regional By-Laws and Regulations.

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.”

This fall, the BC Federation of Labour (BCFL) will not be holding their biennial convention in-person. Instead, as a result of the current COVID-19 pandemic and provincial health guidelines regarding conventions and large gatherings, the 2020 BCFL Convention will be held virtually in November over a period of two (2) days. Delegate registration fees for the 2020 BCFL Convention are to be determined.

Recognizing that the 2020 BCFL Convention will be held virtually over a shorter period than originally anticipated, delegates will not incur any costs associated with “travel, hotel and per diem expenses.”

The B.C. Regional Council has the ability to amend the PSAC B.C. Regulations as they see fit between PSAC B.C. Regional Triennial Conventions.

Recommendation

The BC Regional By-Laws committee had a conference call on August 18 and recommends changing Regulation 3 as follows: (Additions are in **Bold**. Removed language was be ~~struck out~~)

REGULATION 3 BC Federation of Labour Convention Subsidy

Section 1: Purpose

As part of its strategy to increase our visibility and participation in the broader labour movement, the B.C. Regional Council will provide a subsidy to assist, encourage, and promote attendance of PSAC members at the Convention of the BC Federation of Labour.

Section 2: Eligibility

Sub-Section (1)

For Conventions of the BC Federation of Labour that are held in-person, sSubsidies 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	Indigenous Peoples
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
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The above-mentioned districts or geographic jurisdictions are defined in the B.C. By-laws Section 18 Sub-Section (3).

If the above numbers of delegates cannot be met based on the applications received by the application deadline, residual funds may be reallocated to more than one (1) applicant per constituency, based on available funds.

Sub-Section (2)

For Conventions of the BC Federation of Labour that are held virtually or online (not in-person), subsidies will be allocated preferentially to at least 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	Indigenous Peoples
Members with Disabilities	Health and Safety
Young Workers	

The above-mentioned districts or geographic jurisdictions are defined in the B.C. By-laws Section 18 Sub-Section (3).

If there are not sufficient applications submitted for each the above-named constituencies by the application deadline, residual funds may be reallocated to additional applicants within a single constituency, geographic and/or equity group. Therefore, the potential number of Delegates who may receive subsidies is limited only by the amount of funding available in the applicable line item of the current PSAC B.C. Priority Proposal.

Section 3: Applications

Sub-Section (1)

Applications for the subsidy should be made in writing to the office of the REVP not less than four (4) weeks prior to the opening of Convention. Applications should indicate what other sources of funding are available or being pursued and an estimate of costs. Any funding available from the local, component, Area Council, Women’s Committee, etc. must be reported and preference will be given to those with greatest need.

Sub-Section (2)

For Conventions that are held in-person, 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.

For Convention that are held virtually or online (not in-person), full-time attending Delegates may be eligible a subsidy equivalent to the cost of the Delegate registration fee or \$250, whichever is the lesser amount. Delegates seeking additional funding support to cover the cost of loss of salary reimbursement or leave with pay reimbursement may apply for funding under Regulation 7 of these By-Laws or through their respective Area Council, Regional Committee, Local, Branch, and/or Component as applicable.

Section 4: Reports

There shall be a written report to the REVP’s office within one (1) month of the event.

Amended by the B.C. Regional Council, September 2013, April 2016, October 2018, ~~and~~
February 2020, **and September 2020**

* The subsidy application form is available at <http://psacbc.com/our-organization/bcregional-council>



Memorandum

XO/13/20

To: National Board of Directors

From: Chris Aylward, National President

Date: September 11, 2020

Subject: **Suspension of Timelines, COVID-19 Protocol and Election of Delegates and Alternates**

Suspension of Timelines

On August 25, 2020, the National Board of Directors passed a resolution to extend the suspension of timelines contained in Local, Branch, DCL, Regional, Area Council, and Component By-Laws regarding the scheduling of annual general meetings, conventions, and the election of delegates to Component and PSAC conventions until December 31, 2020. Such suspension of timelines is exclusive of actions that can be undertaken electronically.

It is my interpretation that such suspension is also exclusive of meetings that can be conducted in-person, **provided all safety protocols related to COVID-19 are strictly followed by all participants**. This includes the directives issued by public health officials and municipal/provincial/territorial/federal governments, as well as the following protocol. However, it remains my direction that virtual meetings are to be utilized and that PSAC will not host nor organize any in-person meetings on PSAC premises until further notice.

COVID-19 Protocol for In-Person Meetings

1. Virtual meetings remain the preferred and recommended meeting method. Please continue to utilize virtual meetings whenever possible. In-person meetings are to be considered in special circumstances only.
2. In-person meetings shall not be held in PSAC premises; not at headquarters and not at any Regional Office. When PSAC offices do reopen, we will consider protocols for in-person meetings.
3. Currently, PSAC will **not** organize or host any in-person events unless authorized per the process described in #4.

4. Special circumstances for the consideration of in-person meetings shall require prior review and approval by the appropriate senior National Officer - Component President or PSAC National President - or the appropriate Director in consultation with the PSAC National President if a PSAC-staff initiated request. The process for this review is as follows:
 - a. Officer or staff person identifies the meeting, the circumstances motivating an in-person meeting, the relevant information around the location, safety protocol, local pandemic situation, and directions from appropriate health officials.
 - b. The use of public transport (air, train, bus, ferry) will not be authorized at this time.
 - c. The request is considered by the appropriate senior staff person within the Component/Region, staff union representative, and OHS union staff representative. If consensus is reached, the recommendation and any conditions are forwarded to senior National Officer or appropriate Director for approval.
 - d. The senior National Officer or appropriate Director approves or denies the proposal for an in-person event.
5. Special circumstances motivating in-person meetings can include the following. However this list shall not be considered as guaranteeing approval. In all cases virtual meetings remain preferred and recommended.
 - a. Representation before courts and tribunals;
 - b. Organized events that are held outdoors or on third-party premises following safety protocols in regions with very low COVID-19 infection rates.
6. When members and staff are participating in an approved in-person event, the following measures must be put in place and followed:
 - a. Members and staff are to travel in their personal vehicle to and from the event.
 - b. The meeting organizer must disinfect the sitting space (if any), including table, chairs, etc., provide hand sanitizer, have extra masks available, and set up the space with adequate two-metre physical distancing.
 - c. The meeting organizer must ensure that masks are worn by all attendees and that physical distancing is being respected, as well as ensuring compliance with the COVID-19 maximum room occupancy.
 - d. All participants must sanitize their hands upon arriving in the room and at the entrances and exits of all premises used. Sanitizing lotion must be available for this purpose. The first person to enter a room must take the seat farthest from the door.
 - e. All attendees must comply with the two-metre distancing rule whenever moving about the establishment or the meeting rooms. All attendees must be wearing a mask as soon as they enter the establishment and may remove it once they

- are seated at least two metres from the person closest to them, subject to local health directives and bylaws.
- f. The organizer must maintain a record of all attendees and their contact information for contact-tracing purposes. Should any of the attendees be diagnosed with COVID-19, the organizer shall notify the other attendees.
 - g. Attendees must keep any personal items (including coats) with them and place them on their chairs, rather than using a cloakroom.
 - h. These directives must be communicated to prospective attendees when the meeting invitation is issued.

Election of Delegates and Alternates

I am also confirming that the delegate entitlement calculation done in 2019/2020 for the 2020 Regional and Component conventions remains in effect for the rescheduled 2021 Regional and Component conventions. Those delegates, alternates and observers who had been duly elected/selected to attend a 2020 Regional or Component convention, remain eligible to attend the applicable 2021 rescheduled convention; provided their membership remains in good standing. For members who are delegates by virtue of their union position, they must still occupy that position in 2020/2021 to maintain their delegate status.

No new election of delegates is required for the 2021 rescheduled Regional or Component conventions, **unless the current delegate(s) can no longer attend, and all alternates have been exhausted**. In such cases, the union body shall be required to conduct an election for delegate(s) and alternates, based on their delegate entitlement.

In solidarity,



Chris Aylward
National President

c.c.: Management Team