

VANCOUVER ISLAND YOUNG WORKERS COMMITTEE AGM

February 11, 2021

All committee members attending remotely

ATTENDEES

Kala Souter - President, UNDE
Scott Mathieson - Vice President, UNDE
Danielle Dardengo -Treasurer, UNDE
Emily Craddock - Secretary, CEIU
Charles Walker - DCL 20500
Kelsey Alton-UNDE 21008
Bronwyn Heney-UNDE 21008
Rosemary MacKenzie-PSAC Admin Assistant
Jamey Mills- UTE, PSAC REVP
James Little-PSAC Victoria Regional Representative

Meeting called to order at 6:04

Kala opens with a round of introductions as we have new members present

AGENDA REVIEW

Emily raised a motion to approve previous meeting minutes, Bronwyn seconded, no opposition

Guest Speaker Jamey Mills (PSAC BC REVP)

Jamey recognizes he is speaking from unceded Musqueam territory and recognizes we on South Vancouver Island are likely on a few different territories.

Jamey would like to open with Phoenix stating that the replacement pay system likely won't be until at least 2022 and PSAC is advocating for the replacement system to be run

alongside the Phoenix system until all issues are resolved, no corrupted information is present, and all active cases have been resolved.

PSAC is seeking a ruling from CRA to have all Phoenix damages pay be untaxed. There have been some inconsistencies with Retro pay being lumped into regular pay and the pay stubs that have been provided are unreadable to say the least especially when its going back a couple years and involves folks that have done O/T, acting assignments or substantive position changes, service pension adjustments, shift differentials etc. PSAC is working with the employer to ensure folks that have already been paid are given an appropriate explanation of what that pay is to ensure the taxes are done right and secondly that folks who haven't been paid yet are paid correctly.

The PSAC is hoping to be back at the bargaining table before this new contract expires in June. Individual demands could have been submitted online until January 31st, there is a member survey which is out now until February 25th which will assist our bargaining teams in setting priorities once those teams are developed at the end of April so if you didn't have a chance to submit a demand individually you can still submit one via your component, hopefully that survey is being shared so people have a chance to share their ideas if they won't make it to the Bargaining Conference. The Bargaining Conference is the last week of April so components will be selecting their delegates in the near future. That being said there are equity seeking positions for the Treasury Board Bargaining and Young Workers are recognized as well, not so much as an equity group but as a potential underrepresented gap. We really only use these other seats when natural elections don't elect a certain number of folks that identify as one of these equity groups. So if you think you don't have a shot at attending as a representative of your component applying as one of the recognized equity groups might get you to the Bargaining Conference.

Bronwyn: "I did apply via the Equity Groups"

Jamey "Awesome that's great to hear"

The big thing that I want to talk about is with so many of us working in non traditional workplaces right now mobilization is going to be a significant challenge for the next round of bargaining. People working in person such as at CFB Esquimalt can still wear their "I support my bargaining team" stickers/buttons/lanyards etc but a lot of other folks working from home it will be a lot harder to mobilize. As I keep saying to the folks that are here tonight on this call, just by being on this call you are a leader and we're going to need your help in organizing and representing through this next round of bargaining. We are encouraging folks to sign petitions, wear lanyards, talk to MPs or use things like "I Support my Bargaining Team" virtual Zoom backgrounds that PSAC will make available. We're really wanting to lead from the front and encourage folks to take part in this next round of bargaining because we know it's going to be a tough one.

I think going for significant monetary increases is going to be difficult with the billions of dollars that has been paid out to support the country and ensure it can keep operating during the pandemic. We do recognize that there will be some very specific things going into this next round of bargaining such as remote work, technological change as well as the contracting and privatization of work. There is currently a massive campaign going on with UNDE regarding contracted out work and we've seen just this week in the news about CRA looking to outsource some of the more basic call center positions. Jamey states as a former

call center agent with CRA himself he can't imagine bringing in a third party contractor and giving them access to the amount of information made available to the workers there. We want to make sure that we're protecting not only the jobs we currently have but also jobs that may come about as a result of the pandemic.

Any questions on bargaining?

Bronwyn suggested that in her workplace the ideal mobilization swag would be buttons to prevent them interfering with their work duties, Jamey agrees there are different needs for different worksites

An update on a few things that are happening regionally. I know this committee is sending a delegate, the PSAC BC Regional Convention will be taking place May 7th-9th which will be done virtually.

Health and Safety conference callout should have been sent today, that's March 19-21st and will also be done virtually. Jamey asks that we flag the application for some of our colleagues who focus their Union activism on health and safety and may not be involved in other aspects. The theme off the top of my head is "Knowing when your responsibility ends and the Employer's begins" as well as "Ergonomics and a changing work environment." Being that it's virtual we should be able to accommodate a lot more delegates so I strongly encourage folks to apply for that.

Lastly, education. We have two new virtual courses that should become available by the end of the month. There will also be web based courses offered as early as March which will be "Talking Union Basics" and "Grievance Handling." We had originally planned on hosting those in February but since it was a national rollout there was a slight delay to match up with other regions. If you have or your locals have submitted names for those courses already, they will have priority on the rescheduled courses.

Any other questions? No ok well shoutout to Emily and Kala for the hard work they did on the steering committee for a very successful Young Workers Summit. There were more than 30 attendees which was a really good turnout and a lot of important work got done. I've also been working with Kala and Simba as our two chairs of our Young Workers committees in the regions. Kala has also come up with the idea to do a half day session/meeting for Young Workers across the country with educational materials on how to effectively run a committee as well as some information on social Justice. Jamey will be putting forward the proposal for that next week. Big thanks to all the hard work that you continue to do, thanks to all the committee executive members for the work you have done in the past year and best of luck on the elections for 2021 tonight.

Kala : "Thank you Jamey, any questions or comments before we move on?"

PRESIDENT'S REPORT

Kala: Moving on to our President's Report, good evening everyone (officially)

Another year has passed, albeit it feels like a decade has passed. I hope everybody has stayed safe. We've managed to run our meeting virtually while maintaining quorum and having new members come out so bravo everybody. Thank you to all for taking the time to commit to this committee. I'd like to take a moment to welcome our new attendee, Bronwyn and Kelsey welcome back!

So just a minute or 2 to talk about our Young Workers Summit that Jamey just mentioned. We actually had 36 participants which is the most ever for a Young Workers Summit. I was the chair of the planning committee and of the 2 day summit itself. We had a broad range of speakers that talked about all the topics that Young Workers face. It was really nice to see everybody show up for both full days and not disappear halfway through. I hope that everybody that did attend was able to take something away from it or a new desire to engage in union activism. I'm always just an email away!

Over the past year we continue to work on our logo and our swag. With the changing PSAC BC logo we've had a couple hiccups but I think this'll be our year to have it put to print. We continue to grow our committee and I hope to continue engaging with all of you, other young workers, and union activists.

Kala moves to approve her report, Scott seconds, no opposition

TREASURER'S REPORT

Danielle sent out the financial reports from last year in our Young Workers Facebook group chat. We didn't spend very much at all because of Covid. We spent \$91.77 on pizza at our last AGM. Danielle had 2 colleagues from her work do our audit

January 1, 2020 we had \$2,937.96 in our account.

We got our allocation of \$1,895 so less the pizza money we now have \$4,741.22 in our account.

Danielle moved for her report to be approved, Kala seconds, no opposition

Danielle: That all being said I don't necessarily know if we are in position to ask for more money this year.

We have \$1000 set aside for our swag which we could use more for. Without the option of having events or in person meetings right now the Executive and I were at a loss as to what to add to the 2021 budget so I was wondering if we could open up a discussion and see if anyone has any ideas. Jamey mentioned having a guest speaker or we could donate to other causes.

The standard PSAC Annual Budget Request form is set up under different headings.

Meeting Expenses, Donations, Event/Project Expenses, and Other.

For 2021 with things continuing to be digital we won't have any meeting expenses.

Kala: Is there a way we can put in something for a Guest Speaker because I think that would be a really good idea

Danielle: Yep!

Bronwyn brought up whether childcare expenses during meetings would come out of the Committee budget. James chimed in and told her there is a portal on the PSAC BC website for expense claims such as childcare and it does not come out of individual committee budgets, it is covered by the PSAC Family Care Policy. Rosemary isn't positive if the Family Care Policy applies to committee meetings or just to education but she's looking into it and will forward the info to Bronwyn.

Danielle: Do you think we'd be able to ask for another \$1000 for our swag budget? Because we were finding the \$1000 we have to be a little restrictive

Scott: I know we talked about pricier stuff like hoodies at the last meeting. Not that that's necessarily what we're going for but it does cost more. We don't have to use the full \$2000 too if we get it.

James: The other thing too is you might even be able to ask for \$2000 more and then if they come back and say no then ok but they might come back and say "no but here's \$1500 or \$1000." If you don't ask for it, you won't get anything.

Scott: "Just a quick thought, would we be able to set up like a virtual movie night where people are all set up on the same stream watching a film or something together with a stipend where they can order themselves pizza or something?"

James: "That is a great idea that unfortunately falls a bit too close into looking like we are paying people to attend union meetings according to a recent ruling by the REVP's office when the North Vancouver Area Council proposed a similar idea. However! The NVAC did come up with a workaround event where they hired a troupe who do comedy around mental health to host a show and then the NVAC donated money to this troupe's mental health advocacy cause. So hosting some sort of show is possible"

Bronwyn: I know the VI Womens has budgeted for like a paint night event or something so we could try and set up something like that

Danielle: I think a paint night would be super fun too, we could definitely have that set up on Zoom for sure right?

Kala: Another idea surrounding swag, James do you think they would be ok if we were to mail out our swag? Like could we budget something here for mailout?

Danielle: What do you think that'd cost Kala?

Kala: I think our budget for swag mailout at the Young Workers Summit last month was around \$4 per person? Cause it did fit in that little mailer.

I am also working with the BC Federation of Labour Young Workers and I know they are trying to organize a quiz night/Jeopardy kind of event so maybe we could do something like that later in the year

Danielle: Sounds fun

Kala: Does anybody else have anything they'd like to input for the budget? Any requests?

Emily: I think a donation to some sort youth training organizations or something along those lines would be good.

Bronwyn: That's a big one with the Women's Committee for sure is focusing their donation to women-centric organizations.

James brought up a shared screen to display an old budget request from 2017 so we could all see the general categories and get back to thinking in general terms for setting out our budget instead of narrowing in on specifics right now.

Kala: James can you refresh me on when our budget is due?

James: It is due by the end of February, you have to have a complete financial and accounting package together before the end of this month.

Danielle: So I sent the YW group chat what I have so far if you all would like to have a look while I figure out how to share it to the Zoom screen. Thoughts, queries?

Kala: I think that looks really good Danielle, we won't have any meeting expenses and I don't think we'll be able to have any in person events during the next year and yeah a charitable donation is a great idea. Guest speaker, game night, swag, I think that looks really good!

James: So does that budget for this next year total up to \$3,100?

Danielle: Nope, it totals to \$4,100 and we currently have 4,741.22 in our account.

James: Wait so you're not asking for any more money from the region themselves? I think if I was you guys I would request \$1500 from the region just so you don't end up broke at the end of 2021 if you spend all you plan to this year. So if you ask for more funds allocated this year and end up with a bit of money left in the bank come December 2021 you have a bit more breathing room.

Danielle moved for her budget to be approved, Bronwyn seconds, no opposition.

ELECTIONS

Kala: So with the Treasurer's Report complete we can move on to elections. James can you take the lead here to run our elections?

James did a quick rundown of how elections would be run virtually and which positions we'd be addressing.

James: We have 7 eligible voters, I'll run through the positions, asking for a nominator and a seconder then ask the member if they will stand for that position. If we have 2 people nominated and both would like to stand for the position I'll set up an anonymous vote poll via Zoom.

For the position of President Kala nominates Charles Walker. Danielle seconds. There are no other nominations and no oppositions. Charles will stand for the position and by acclamation is now the VI Young Workers Committee President.

For the position of Vice President Danielle nominates Scott Mathieson, Kala seconds. There are no other nominations and no oppositions. Scott will stand for the position and by acclamation is now the VI Young Workers Committee Vice President.

For the position of Treasurer Bronwyn nominates Danielle Dardengo, Charles seconds. For the position of Treasurer Kala nominates Bronwyn Heney, Danielle seconds. Bronwyn will stand for the position of Treasurer, Danielle will not. By acclamation Bronwyn is now the VI Young Workers Committee Treasurer.

For the position of Secretary Kala nominates Emily Craddock, Bronwyn seconds. For the position of Secretary Emily nominates Kala Souter, Scott seconds. Kala will not stand for the position of Secretary, Emily will stand. By acclamation Emily will continue as the VI Young Workers Committee Secretary.

NEW BUSINESS

Scott: So! In regards to swag I just received the new logo today. I had sent a message to Patrick Bragg back in December requesting it but things were super busy. I'll share the updated logo on Zoom now. It's been a bit so I'll have to get back in contact with the companies getting us quotes and whatnot for swag, I think it was *More Good Designs* we were mostly talking too. Since we are approving more money for it we can consider more things or different things. I dunno if you all kinda want to leave that to me to see if we can get more things or different things, if anything has changed price wise. If we can revisit this at our next meeting regarding what we'll actually order and hopefully by the next meeting we'll have numbers and everything. Anything else we'd like to discuss in regards to swag?

Danielle: We discussed tote bags would be really cool.

Scott: Yeah that's definitely one of our focuses.

Danielle: And maybe stickers?

Scott: Tote bags, stickers, buttons...

Bronwyn: For my own use buttons would be best. That's about the only thing I could have attached to my uniform and not getting in the way at work. Can we do masks?

Scott: I don't think we're actually allowed to purchase masks for our membership. I think the idea is that it's a PPE item that should be provided by the employer.

Kelsey: Hey, I was thinking what about water bottles, travel mugs, coffee cups?

Scott: Sure yeah, I think there are usually quite a bit of those available at the Regional Office that aren't specifically Young Workers branded but that said we can still look at getting some done up. I know we looked into stuff like hats last year and I had a really good design but unfortunately the manufacturer wasn't appropriate for our purposes. Hopefully we can look into some other manufacturers and see what they come up with. Hats are a great forward facing thing to have

Kelsey: Just like Kala's beanie! (from the January Young Workers Summit)

Kala: I don't recall, I think these were around \$12/toque and we had to order a bundle of I think 100.

Scott: Yeah that's part of our problem as such a small committee. In order to manufacture a purchase these organizations want to sell in a large quantity and 10-15 bucks per item isn't a ton but when it has to meet a minimum sales quota it can add up. One of the ways we can maybe alleviate that is if we organize something in conjunction with the Mainland/Haida Gwaii YW committee and share costs as well as sharing stock. Then you're kinda minimizing the hit to the budget.

Kala: Does anybody else have any other questions or input with regards to the swag?

Scott: I suppose we could just carry it forward to the next meeting.

Charles will motion to table the swag conversation until the next meeting, Scott will second.

CLOSING

Kala: Alright so if we're all done for the night let's set up our next meeting. Does about every three months on the third Thursday still work?

Scott: When is the PSAC BC Regional Convention rescheduled to?

Kala: May 7-10th

Danielle: Ok so we should meet before then probably.

Kala: Yeah that would put us at the end of April

James: Definitely would be good for you guys to meet before that Convention in May. The general resolutions will have come out by the end of April so that'll be a good opportunity for you that are attending to discuss. I know the #1 priority resolution that's being put forward by the General Resolutions Committee is one that was put forward by the Young Workers committee.

Bronwyn: And when is that Treasury bargaining conference?

Scott: April 26-30

Bronwyn: Ok so we probably don't want to overlap with that either

James: That is a pretty hard conference to get to

Scott: But me and Emily have applied so maybe schedule our next meeting before it just in case

James: That's true and they are wanting delegates specifically from equity groups with Young Workers included in that so hopefully that'll help you guys get the chance to represent.

Bronwyn: Ok so when do we want to put the meeting then, still a Thursday? 22nd of April?

Kala: Yeah the 22nd would, that work for everybody? Kelsey what would be a suitable time for you? Would something a little bit later work for you?

Kelsey: Yeah like 6:30 or 7 would be better for me.

Kala: Right so April 22nd at 7pm will be our next meeting.

James: And that meeting will be chaired by Charles. Just before we motion to adjourn we've got to get the new Executive to read out their Oath of Office.

James Leads Charles, Scott, Bronwyn, and Emily in swearing their Oath of Office before the meeting is adjourned at 7:30.