

February 16 2021

Victoria Area Council (VAC) Annual General Meeting

Via Zoom / Meeting ID: 658 2376 5716 / Passcode: 741283

Dial by your location / 778 907 2071 Canada

6:08pm

Attendees – Patricia Martin CEIU 20975 / Marcelo Lazaro UNDE 21016 / Ian Wiggs UNDE 21008 / Angela George CEIU 20975 / Andy Hughes UCTE 20209 / Ernest Hooker UCTE 20220 / James Little Staff Rep / Jamey Mills REVP BC PSAC / Kuldeep Deol GSU 20001 / John Davis DCL 20500 / Bert Farwell UCTE 20020 / Leanne Hughes CIU 20042 / Tracey Dahl UTE 20028 / Kristina MacLean UNDE 21008 /

Regrets - nil

Approval of Agenda

Any additions = nil

Motion to approve agenda = Kuldeep Deol / Secunder = Marcelo Lazaro / Passed, all in favour

Previous AGM Minutes – February 13 2020

Any amendments = nil

Motion to approve Previous Minutes = Andy Hughes / Secunder = Kuldeep Deol / Passed, all in favour

Presidents Report

Trish recapped the year, was a quiet year due to Covid and no public events allowed / Signs ordered not fully utilized / This years focus was to discuss current events at our Locals and prepare for 2021 and plan for future events and increase membership engagement

Motion to Approve Presidents Report – Trish Martin / Secunder – Kuldeep Deol / Passed, all in favour

Financial Report

Trish – advised that currently the 2020 financials are unaudited; they will be audited and submitted prior to March 1st 2021. It was confirmed that we can move forward with the meeting without this information, and if audited and submitted prior to March 1st 2021 we will retain our good standing and this will not affect the delegate to convention. The Statement and Budget will be presented in full at the next General meeting

Budget 2020 = total expenditures – 3,990.00 spent 1368.98 / Expenses incurred = 140.00 Remembrance Day, 87.28 food for Agms, 234.35 NVIAC signage, new cheques ordered 143.05, and outstanding 2019 expense of 264.30

As of Jan 1st 2021 there is a bank balance of 3008.76 and our equity shares with the bank is 56.18

Marcelo inquired what is required for the audit; Discussion = the full audit by 2 people is still required – any member in good standing from the Victoria area are required to audit, and must be submitted to the BC regional office prior to March 1st, the audit does not need to be approved prior to March 1st 2021 to retain good standing, only completed and submitted / volunteer members will be obtained

Budget Request for 2021

No dues included from locals; Expenditure forecast for 2021 as follows = outstanding cheques issued from 2020 634.35 = lawn signage expense and donations via the womens committee, and new expenses = Saanich fair 1000.00, Remembrance Day 140.00, Food for GMs 600.00, combined events with NVIAC 1500.00, community engagement 500.00, and Union membership engagement 1000.00 = total estimated expenditures of 5374.35;

Income is current bank balance of 3008.76 and 2,000.00 from PSAC BC for a total of 5,008.76 with a shortfall estimated at 309.41

Motion to accept unaudited financial Statement = Ian Wiggs / Seconder = Andy Hughes / Passed, All in favour

Motion to accept 2021 Budget = Ian Wiggs / Seconder = Kuldeep Deol / Passed, All in favour

Guest Speaker – BC REVP Jamey Mills

Expressed appreciation to the Committee for all the aspects of hard work from the committee members and is looking forward to 2021 and hopes community events can return and continue.

Phoenix update – damages – TB reached out to CRA with a letter, which is not a ruling, in respect to taxability. PSAC believes this amount should be no taxed, the NBOD and Chris Alyward will be requesting that amount not be taxed, as it is not compensation or payment in lieu, that this amount is for damages and suffering. System update – SAP software used by CRA and CBSA has been brought forward as a software developer to take over not just Phoenix but also for HR software functions as well. It will be tested on a smaller group and if feasible will run together with Phoenix to ensure it works before full implementation. Phoenix backlog is being taken down but new tickets and issues are coming in just as fast. Paypods are still working, and PSAC requesting more be created and brought into departments and areas to assist the various areas with specific area issues.

Questions to Jamey on Phoenix

Kuldeep – For members who may have already been paid Phoenix damages and been taxed which will cause another ‘ticket/case’ for those who have not been paid, has TB confirmed they will not be paid until confirmation on the taxability has been received

Jamey – requested clarification if means retro pay, as no one has been paid damages – Kuldeep confirmed yes, meant retro pay, Jamey advised will speak to that separately

Marcello – towards the 2500.00 still waiting, is there a time frame on CRA response

Jamey – NBOD meeting was today, he is hoping for an answer this week, these types of ruling can take 6 months and we are at the 6 month mark

Retro pay - coming out to members over the next several months, order of pay roll out expected to be PA TC then EB SV and then UTE. The first batch of payments were paid with regular pay and the tax rate could be incorrect, and paystubs were unclear and not understandable. PSAC is putting pressure on to have the paystubs corrected and to have payments taxed properly.

Questions to Jamey on Retro pay

Marcelo – PA table is an easier table, TC and SV can be a more difficult table to pay, PA table members don't know what they were paid for, such as Overtime, no determination in pay stubs if paid for all.

Jamey – agrees members deserve better and deserve to be paid for all hours accurately and with appropriate paystubs and PSAC is pushing to have all future payments correct and descriptive.

Bargaining - All CA on federal scope have been signed; FB is at PIC report level; right now the process now looking at new bargaining demands, and a survey is out to members currently to assist the bargaining tables. Bargaining conference is in April, this year is 5 days, call out for equity top up is out now.

Member mobility is going to be important this year, due to members working remotely and both remotely and onsite. We will need to ensure all members are connected and engaged so that information can be shared and members can support the union in bringing up the issues to community leaders such as MPs etc.

Questions to Jamey on Bargaining

Bert – retro pay will be coming out but members are not getting information, they cannot get print outs and many do not cannot access intra net from worksites – bargaining - he will be attending the conference/convention; doesn't feel the Employer shows respect to its workers and the union members need to stand up and be heard.

Kristina – members from PA group requesting assistance although is ships crew; they have no idea what happened with their retro pay and doesn't know what to do, they have been taxed improperly and stubs not showing any retro activity, would like to file grievances but unsure what to do to help

Jamey – these issues should go to the component and the component will assist and assist in grievance if necessary.

FB bargaining – Leanne hughes – scheduled for PIC, named Chairperson for PIC CBSA CEIU TB agreed on person and awaitin on dates.

Questions to Jamey on FB Bargaining

Marcelo – What are the main FB issues at bargaining?

Leanne – 25 and out, stronger wording around discipline, and better language around caring and nurturing

Regional updates – Regional Convention is scheduled for May 7th to 9th; and BC H&S Convention March 19-21st 2021 / Education – virtual and web based program to be launched, National courses will be rolled out in March 2021 / Convention Procedures webinar launching April 15th / and 2 courses have opened online

Private sector bargaining – Andy – YYJ – first caucus last week going through proposals and been planning on best proposals to go forward

Questions to Jamey

Leanne - AC bylaws - under treasurers duties it states that the audited financial statements are to be passed at this AGM

Trish - this was discussed with regional, due to Covid and the related restrictions we can pass it unaudited and review the audited version at our next meeting.

Elections

Positions open for Elections = Vice President and Treasurer

Nomination for Vice President – Marcelo Lazaro, motioned by Trish Martin / Seconded by Kuldeep Deol

No other nominations

Marcelo Lazaro stood for position = acclaimed to position

Nomination for Treasurer – Ian Wiggs, motioned by Kuldeep Deol / Seconded by Marcelo Lazaro

No other nominations

Ian Wiggs stood for position = acclaimed to position

Round Table

Trish – reach out from Young Workers Committee they elected a new President; many members will be aging out and requested a reach out to the Locals for engagement and participation from Local young workers

Angela – OAS has been quiet, retro pay was issued – taxed improperly taxed and the paystubs were not clear, due to retro pay the pay system itself was down for 5 business days and once reopened was bogged down and difficult to view paystubs / Members having difficulties with the pay centre and tickets in place, regional assistance may be needed / Onsite workers are continuing to follow Covid safety parameters and last known was only workers on site whom are unable to perform their duties from home / Employer continues to support ergonomic assessments and equipment requests / still unknown when workers will be allowed to return to working within the office / member engagement has been difficult and representation has been low

Bert – Regional Council for North Island passed motion to have a seminar for activists next fall, still unfinalized but putting it together for all activists to get together Regional PSAC supporting

Marcello – asked to be in General committee for the Convention coming up / has put his name in for Bargaining team again / continuing to try and complete the Burma Shade, signs still available for this event / Management reserves the right to book annual leave over the 280 hours allowed to be saved, and they are now enforcing this and providing automatic payouts and this is causing issues

Kuldeep – JLP is requesting a call out for new facilitators and setting up virtual training sessions, so please inquire if interested.

Leanne – the payout is also causing issues in their local as well, there is many different leave and vacation scenarios in the Local / and members back in the office no more on other leave (covid)

Ian – also having difficulties with carry over of annual leave and non cash out, a few cases of people being forced on annual leave and they have short staffing issues already / within DND they are starting to come out with mandatory courses around harassment, racism, violence, safety, etc to be completed by end of September - Some managers trying to suggest to do them at home on their own time / 50 to 75 percent capacity of staff, had one small covid outbreak but people were sent home and contact tracing was completed

Jamey - PSAC BC regional council put forward additional trainings_ links provided

Jamey completed Oath of Office for Marcelo, Ian, and Angela

Next Meeting = April 2021

Meeting Adjourned – 7:31pm Motioned to adjourn = Andy Hughes / Seconder = Marcelo Lazaro