



**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL MEETING
HELD WEDNESDAY, JANUARY 27 THROUGH THURSDAY, JANUARY 28, 2021
VIA ZOOM**

In Attendance:

Jamey Mills, REVP-B.C. (Chair)	Jenny MacLeod, Indigenous Peoples
John Davies, DCL/SSE	Jill MacNeill, Northwest B.C.
Bert Farwell, North Vancouver Island	Marion McLarty, Metro Vancouver
Linda Harding, Health & Safety	Kelly Megyesi, Alternate Women's
Jennifer Horsley, Metro Vancouver	Jeanne Olineck, Southern Interior
Ernest Hooker, South Vancouver Island	Shane Polak, MWD
Leanne Hughes, National Officers	Todd Smith, Alt REVP-B.C.
Terri Lee, Metro Vancouver	Karen Sutton, Southern Interior

Regrets:

Susie Blyth, West Fraser Valley	Antony Paller, East Fraser Valley
Trish Martin, South Vancouver Island	Kelly Sidhu, Women's

Observers:

Tracy Arrowsmith, NEBC Area Council President

Staff:

Patrick Bragg, Political Communications Officer	Kristin Schnider, EA to the REVP-B.C.
Luc Guevremont, B.C. Regional Coordinator	

Wednesday, January 27, 2021

Jamey Mills called the meeting to order at 9:35 AM.

Indigenous Peoples' Traditional Territories Acknowledgement

On behalf of the Regional Council, observers and staff Jenny Macleod acknowledged and thanked Coast Salish Nations of the Musqueam, Tsleil-Waututh, and Squamish Peoples the on who's ancestral and unceded lands she was attending this virtual meeting. Jenny then acknowledged that Regional Council members were attending the meeting on the unceded traditional lands of other Indigenous Peoples in BC and reminded all attendees to give thanks to the land care takers in their areas.

Moment of Silence for Workers Killed on the Job and Honour Roll

A moment of silence was held to acknowledge workers killed on the job and those individuals who have passed since the last in-person meeting. Particular mention was given to Gordie Larkin, long time CLC representative, GSU 20008 member Melissa Marche as well as the large and growing number of individuals worldwide who have been lost to COVID-19.

Scent Free and Anti-Harassment Statements

Jamey reminded the Regional Council that the PSAC statement on harassment had been circulated to all participants in advance of the meeting and is still in effect for all PSAC meetings and events, either in-person or virtual. Jamey advised that for the duration of the meeting B.C. Regional Coordinator Luc Guevremont would serve as the anti-harassment coordinator.

As the meeting is taking place virtually, it was noted that the PSAC's Scent-Free policy is moot for this meeting.

Attendance, Welcome and Introductions

Jamey welcomed all in attendance and conducted a round of introductions, including Regional Council, observers and staff.

Jamey advised that since the October meeting there had been three resignations on the Regional Council: Nia Gillies, LGBTQ2+ Coordinator; James Brierley, Young Workers Coordinator; and Stephen Tornig, Racially Visible Coordinator resigned in November 2020. By-elections were conducted for each of the three positions, but no candidates stepped forward. As a result, the LGBTQ2+ Coordinator, Young Workers' Coordinator and Racially Visible Coordinator positions will go vacant until they can be re-elected at the PSAC BC Regional Convention this May for the next three-year term. As noted at the October 2020 meeting, there continues to be a vacancy in the Northeast BC Coordinator position as a result of Ron Hardy's resignation. (Due to the small size of the 2017 Northeast BC caucus at the PSAC BC Regional Convention, there are no further caucus members to call on to take over the Northeast Coordinator position on the BC Regional Council.) As a result, Northeast BC Area Council President Tracy Arrowsmith is attending the meeting as a funded observer on behalf of the Northeast BC geographic area.

General housekeeping items

Jamey then reviewed some general housekeeping items relevant to the meeting's virtual format.

Adoption of Agenda

The meeting agenda had been circulated electronically in advance of the meeting. Jamey advised that there is one additional item to add to the agenda, PSAC BC regional purchase of non-medical masks.

A motion was then made to adopt the agenda as amended.

Moved: Karen Sutton; seconded: John Davies

Carried

Hours of Session

The Chair reviewed the hours of session as communicated in advance of the meeting.

On motion duly moved, seconded and carried the Hours of Session were adopted as:

Wednesday, Jan. 27 from	9:30 AM to 12:00 PM – Regional Council meeting
	12:00 PM to 1:30 PM – Lunch Break
	1:30 PM to 2:20 PM – Regional Council meeting
	2:30 PM to 4:30 PM – Standing Committee Working Groups (as required or as scheduled by Committee Chairs)

Thursday, Jan. 28 from	9:30 AM to 12:00 PM – Regional Council meeting
	12:00 PM to 1:30 PM – Lunch Break

1:30 PM to 4:00 PM – Regional Council meeting
(or completion of the agenda)

Moved: Jeanne Olineck; seconded: John Davies

Carried

Previous Minutes and Business Arising from the Previous Minutes

a. Minutes for the October 28-29, 2020 Meeting

A motion was made to accept the previous minutes of the October 28-29, 2020 meeting, which had been circulated in advance of the meeting.

Moved: Jeanne Olineck; seconded: Linda Harding

Carried

b. Minutes for the December 8, 2020 Teleconference

A motion was made to accept the previous minutes of the March 18, 2020 conference call, which had been circulated in advance of the meeting.

Moved: Bert Farwell; seconded: Todd Smith

Carried

c. Email vote regarding contribution to the Coalition of Child Care Advocates of BC - \$10/Day Childcare Campaign

An email was sent out to the Regional Council on November 6, soliciting Regional Council to provide financial to the Coalition of Child Care Advocates of BC (CCCABC) to support their ongoing work with their \$10aDay Plan (www.10aday.ca), which was first launched in 2011. The particular funding request from the CCCABC was to help them

“reach out to groups of women/parents who may be marginalized, immigrants and refugees, or from racialized communities. [The CCCABC] want[ed] to share information about child care in BC and how they can have their voices heard as advocates – especially on issues of affordability and child care for part-time work, flexible care, and shift work.”

A motion was made to commit \$2,000 to the \$10/Day Childcare campaign from the net asset to support this work.

Moved: Kelly Sidhu (in capacity of Women’s Coordinator); seconded: Linda Harding

Carried on November 8 by email. Ratified at this meeting.

d. Email vote regarding Northeast BC Area Council Executive Member to attend January Regional Council Meeting as a Funded Observer

An email was sent out to the Regional Council on December 10, soliciting Regional Council support for having an executive member of the Northeast BC Area Council attend on the January Regional Council meeting as a funded observer due to the fact that the Northeast BC Coordinator position remains vacant until the 2021 PSAC BC Regional Convention.

A motion was made to invite an executive member of the Northeast BC Area Council to attend the January 27-28, 2021 PSAC BC Regional Council meeting as a funded observer on a without precedent basis.

Moved: Leanne Hughes; seconded: Karen Sutton

Carried on December 10 by email. Ratified at this meeting.

e. Email vote regarding solidarity statement – Indian Farmworkers and trade unions

An email was sent out to the Regional Council on December 16, soliciting Regional Council support to join many national and provincial unions in putting out a statement in solidarity with Indian

farmworkers. Tens of thousands of workers, supported by 450 farmers' union and organizations, were peacefully protesting against neo-liberal agricultural "reforms" put forward by the Modi government.

A draft statement was provided to the Regional Council, which read

"The Public Service Alliance of Canada BC Region stands in solidarity with farmers, labour activists and workers in India who continue their peaceful protest against new agricultural laws.

The proposed laws will deregulate agricultural markets and will effectively undermine the livelihoods of Indian farmers, opening them up to exploitation by large corporations.

With the majority of India's population relying on agriculture as their main source of livelihood, the impact of these changes to Indian workers will be devastating.

We believe in a shared struggle and international solidarity, and oppose any policies that undermine working people, be that here in Canada or around the world.

PSAC BC expresses our support for and solidarity with Indian farmers and workers and echoes the call made by many others to stop the corporate takeover of India's agricultural sector, and to immediately release all political prisoners, including union members, arrested for protesting these draconian laws."

A motion was made for the Regional Council to issue the above statement.

Moved: Leanne Hughes; seconded: Karen Sutton

Carried on December 16 by email and posted on the regional website on the same date. Ratified at this meeting.

f. Email vote regarding the open letter from Mining Watch calling for an investigation into the attack and threats against members of the resistance to the Escobal mine

An email was sent out to the Regional Council on January 19, advising that PSAC BC was asked to sign on to an open letter calling for an investigation into the assassination attempt against Julio González, member of the Peaceful Resistance of Santa Rosa, Jalapa and Jutiapa against the Escobal mine, and grave threats against other members of the resistance and the Xinka Parliament of Guatemala.

A motion was made for the Regional Council to sign on to the [open letter from Mining Watch](#) as outlined above.

Moved: Todd Smith; seconded: Bert Farwell

Carried on January 19 by email. Ratified at this meeting.

REVP Report

Jamey Mills turned the chair over to Alternate REVP Todd Smith for the duration of his report.

Report moved by Jamey Mills; seconded: Karen Sutton

a. NBoD and AEC Updates

Jamey advised that the AEC met in December via teleconference and again last week. The NBoD will be holding their next full meeting in mid-February. Jamey went on to provide that financially the PSAC is in a good position coming out of 2020. There is an excess of revenues largely due to an increase membership numbers. Originally, the budget anticipated a membership of 176,000 but as of November the PSAC was averaging 205,000 members. This coupled with the significant drop in member expenses (due to COVID restrictions on travel and in-person gatherings) has resulted in the current excess financial position.

Jamey added that the PSAC has taken on more staff recently to address ongoing the Phoenix issues, electronic TB membership cards, additional G&A work as well as servicing the needs of the additional membership numbers.

The Joint Learning Program (JLP) recently launched online sessions for TB members. The AEC received a presentation on the new platform, and Jamey noted that there are more sessions scheduled in BC than the rest of Canada. The new online courses have been geared to meet the current needs of members. The online sessions will be 2-3 hours and include the following topics: 'Let's Talk about Anti-Racism,' 'Harassment, Violence and the Canada Labour Code,' mental health, and labour management consultation. With respect to the Agencies, information should be forthcoming regarding the JLP for members there.

There are ongoing discussions at the AEC regarding the virtual Regional Conventions, and work is still ongoing to determine exactly what they will look like. Of note, BC will now be the first virtual convention as the dates for the Quebec Region and NCR have been postponed until June. In advance of the BC Convention, the same virtual platform will be used for the Treasury Board Bargaining Conference.

b. Area Council and Regional Committee AGMs

AGM season is officially in full swing for the Region's Area Councils and Regional Committees. I am attempting to attend as many of the Region's AGMs as possible given that they will all be virtual this year and I encourage Regional Council members to attend the AGMs in their areas where possible. Just a reminder, Area Council and Regional Committees will be voting on and approving the 2020 financial statements and 2021 budgets at their AGM (as well as conducting executive elections). After they are approved at the AGMs, the AC and Committee financials need to be submitted to the REVP Office no later than March 1, 2021 along with copies of their two member audits, 2020 minutes and bank statements.

c. National and Regional Conferences

NATIONAL WOMEN'S AND EQUITY CONFERENCES

As advised by the PSAC Executive Office in late December, the PSAC National Women's Conference is scheduled to take place September 24-26, 2021 and the PSAC National Equity Conferences are scheduled for November 26-29, 2021. These conferences will be held virtually given the ongoing pandemic. Ensuring the health and safety of the membership and the staff is the top priority, and it is not clear at this time whether large gatherings (that also involve cross-country travel) will meet the threshold to proceed.

PSAC BC YOUNG WORKERS' SUMMIT

The PSAC BC Young Workers' Summit is taking place this Friday and Saturday via Zoom. Prior to the onset of the pandemic we had planned to host the Young Workers Summit in the fall of 2020 (adjacent to the BCFED Convention). Not surprisingly we have to postpone the Summit and shifted it to a virtual event. The theme of the Summit is "Being Young and Leading Change," and it will involve 36 YWs along with staff and presenters. Included in the presenters is NCR REVP (and Young Worker) Alex Silas who has been invited to attend as the Keynote speaker. As in past years, I have every expectation that our Young Workers Summit will be a great event (virtual or otherwise) and I know that it will be an excellent opportunity for PSAC BC Young Workers to improve their level of activism in the Union and build their leadership in the workplace, in the union, and in our communities.

PSAC BC REGIONAL HEALTH AND SAFETY CONFERENCE

This spring we will be hosting the Regional Health and Safety Conference as a virtual event. The tentative dates for the conference are March 19-21, 2021. An expression of interest was sent out in December for the Conference Organizing Committee who have now been selected and they've begun the important work of determining the conference format, theme and content. The theme the Organizing Committee selected is "Where does the employer's responsibility end and yours begin?" Additional details, including applications deadlines, etc. will be available for members soon.

Todd then called for questions on the REVP Report.

On the PSAC's financial position, Kelly Megyesi asked if the Union is planning to do something with the surplus. Jamey answered that at this point that hasn't been discussed. Given the situation, it's unlikely that there will be a dues increase at the 2022 PSAC Convention. However, the surplus will have to be discussed by the PSAC Standing Finance Committee and the NBoD. In the interim, Jamey recommended that members raise the query with their Components.

Kelly Megyesi commented that she was happy to hear about the staffing increases. She added that she's been hearing about double-deductions from members regarding the repayment of dues, which has caused some unrest. If members become aware of excess PSAC funds, it will be important to have clear and positive messaging on the situation. Jamey noted that new staff hires may not be permanents as they are largely term hires within the membership administration section. At some point, the existing dues issues and Phoenix problems will be resolved. Currently, there is still a considerable backlog of around 100,000 PARs, but the numbers are slowly decreasing from their original high of over 300,000.

There being no questions on the REVP report, the report of the REVP was then carried. Jamey then resumed the chair for the duration of the meeting.

Update on Treasury Board, National Unit Bargaining and Mobilization Activities with PSAC National Negotiator Brenda Shillington

Jamey welcomed PSAC National Negotiator Brenda Shillington to the meeting, noting that Brenda had been the negotiator assigned for the common issues table in the last TB round and had previously worked with the TC Group.

In her presentation, Brenda spoke about the next round of the TB bargaining for the PA, TC, EB, and SV groups and the timeline to provide input on bargaining demands. While the dates and schedule were specific to the TB groups, Brenda noted that information, in general terms, is relevant to all bargaining units: member input is critically important for forming bargaining demands; members cannot rely on their elected team members to know the details of everyone's worksite.

In terms of the next round of TB bargaining, it's started fairly quickly after the last round. Member input is being solicited online. The deadline for submission is January 31. In addition an online bargaining survey launched yesterday. The survey will provide a snapshot of where workers are at right now, what kinds of work they're doing and what their needs are.

If members are looking to make changes to their collective agreements, they are encouraged to submit input for the demands. For TB, submissions received will be reviewed by each Component (that has TB members). Components then have until February 25 to provide their proposals for the national bargaining conference. Components will also be tasked with providing their delegate names for the conference. There is no limit on the number of proposals that can come from a particular Component. Once they are received, they will be 'coded' and prepared for the bargaining conference,

which is being held virtually from April 26-30, 2021. The hours of session on each day will be shorter to accommodate different times zones and the fact that it will be virtual.

The Component delegate names will be reviewed by the PSAC to ensure that any potential equity gaps are filled. The call for equity delegates will take place in February.

Brenda went on to explain what makes a good bargaining demand. She noted the members don't need to write a proposal; they just need to submit their ideas or outline issues/needs in the workplace that need to be addressed. Providing a rationale with the idea is also very helpful.

If members are aware of provisions or clauses in other collective agreements, separate from the PSAC, that would be of value to members, submit those ideas as well. If possible, try to submit the text of those collective agreements with your bargaining input. They PSAC may want to follow up with members regarding their ideas or proposal to seek additional details, etc.

Brenda added that it's important the members submit the bargaining input through the formal process rather than posted on a social media page or verbally, etc.

Bert asked what happens to demands from the last round that didn't make it to the table. Brenda advised that members are encouraged to submit them again for the next round.

Jamey then asked the Council to comment on what barriers they see for members with regard to submitting demands. Karen answered that there's a lack of collective knowledge on what to do and how to do it when it comes to bargaining. This often results in missed deadlines. Bert echoed that the timelines were problematic for his members since they were at sea for much of the submission period.

Kelly asked if there was a way to bring member health benefits to the bargaining table rather than having the exclusively at the NJC. Brenda answered that many of the health benefits are bound by legislation, which the federal public service must follow.

After further discussion, Jamey asked if there are other opportunities for members to receive this type of presentation from Negotiations staff. Brenda answered that staff have been presenting on the TB bargaining process with other groups and could facilitate requests from committee or area councils subject to availability. Groups looking for a presentation can get in touch with the REVP office, and we will coordinate with the PSAC's Negotiations Branch.

Regional Coordinator Report – Luc Guevremont

Luc began by acknowledging that the last year was very challenging for both members and for staff, and it's expected that this will continue for 2021 as well. The Regional Offices will remain closed for at least a few more months and staff will continue to work remotely during this time. Luc added that along with the office closures, it's been recommended that we not meet in person unless it's unavoidable. As part of the COVID directives for PSAC staff, travel continues to be prohibited and there are to be no outdoor events until further notice. These COVID directives to the Regions are updated regularly in accordance with the latest information available and the current provincial health orders.

Staff continue to support members through the delivery of ratification votes, online webinars, virtual meetings and AGMs as well as planning and support for the upcoming regional events including the YW Summit and Regional Health and Safety Conference. With respect to the rollout of the online education platform, there have been some unfortunate delays. The Region had been optimistic a rollout would be possible in early spring. However, news was received that course materials would not be ready in time for our projected course dates, so we had to postpone the initial TUB and GH courses. Luc noted that member who applied for the original course dates would be given first priority when the revised dates are posted. In the interim, regional staff continue to work with individual Locals/Branches and Components on online training for local development, which may include some of

the regional education course information. This is a time-consuming process, but the results thus far have been positive.

In terms of regional office staffing, there are few changes taking place over the next few months: Vancouver RO Secretary Katherine Kirkwood will be retiring next month, and we will be filling that position soon. Vancouver RO Admin Assistant Kim Nguyen will be off on maternity/parental leave beginning this spring, and the position will also be backfilled. There have also been some rumors of other staff retirements that will occur in the next year or two. Consequently, the Regional Officers will be going through a few changes over the next while.

Luc concluded his report by noting the impact the pandemic continues to have on both members and staff. Despite this, staff continue to work hard to ensure member needs are met and Luc extended his thanks to members for their patience and understanding.

John Davies asked what the PSAC direction is for the voting process at AGMs. Will the RO staff be assisting with planning and coordination? Luc advised that there has been some correspondence between John's DCL President and PSAC staff to work out the logistics for their upcoming AGM and the related voting requirements.

Political Communications Officer Report – Patrick Bragg

Patrick reported on a few areas where political action is ongoing.

FEDERAL ELECTION

The Canadian Labour Congress feels a spring election is relatively certain, depending on how the COVID vaccine rollout goes. The national Political Action Committee is working on a plan and messaging, likely centered on reminding PSAC members about the Conservative's treatment of federal government workers and platform. Digital campaigning will be very important in a pandemic election – PSAC is working on a comprehensive suite of tools, including the use of *Action Network*, which is an online tool that flows out of *National Builder*.

UNCOVER THE COSTS CAMPAIGN AGAINST PRIVATIZATION AND CONTRACTING OUT

The campaign is moving along well although in-person events – Burma shaves and plant gates – are on hold due to current public health orders. The Victoria Office has materials for members to use to raise public awareness, which are being distributed.

James Little, Jamey Mills and UNDE national and regional leaders held a webinar in January that introduced members to the campaign, and participation was good.

There has been some uptake from MPs in BC, notably from Defense Critic Randall Garrison who has begun to ask DND questions in parliamentary committee meetings.

MAKE REVERA PUBLIC

The campaign is moving along. There is a lot of public interest and support for more regulation and government involvement in the long-term care industry. This campaign caught the public's attention in the summer when issues in private long-term care came to light. There is a national conversation taking place on taking the profit out of long-term care. As PSAC member, we should be quite proud of flagging this quite early in the pandemic.

Outstanding October 2020 Coordinator Reports

The outstanding reports from the October 2020 Regional Council meeting were brought forward for discussion. While the following reports were received in time for the October meeting, the Coordinators who submitted them and their alternates were not in attendance at that time.

A motion was made to accept the October 2020 report of Women's Coordinator Kelly Sidhu.
Moved: Kelly Megyesi; seconded: Jennifer Horsley
Carried

A motion was made to accept the October 2020 report of South Vancouver Island Coordinator Ernest Hooker.
Moved: Ernest Hooker; seconded: John Davies
Carried

Presentation from #Vote16BC Campaign

The Regional Council received a presentation from Diego Christiansen-Barker, the leader of the Votes for Workers (or the #Vote16BC) campaign endorsement team. Diego is also the current chair of the BC Youth Council. Diego advised that he became politically involved in 2019 when he joined the BC Youth Council, which he now chair. That same year he got involved with the #Vote16BC campaign later that same year and has been meeting with labour and progressive groups to seek their support. Diego advised that the campaign is being run primarily by youth, and that they've organized an online petition where the public can endorse the campaign: <http://votesforworkers.ca/>

To date, the campaign has received endorsements from nine Labour Councils as well as an official endorsement from the BCFED. Diego added that while there isn't any direct data that on the effects of lowering the voting age in BC, they can use several other data sets to infer outcomes such as the results in Austria when the voting age was lowered there. He added that when the voting age has been lowered, it was couple with an increase in the amount of civic education provided in schools. This resulted in an increase in voter engagement and voter turnout. It also contributed to habitual voting (wherein voters continually vote in elections once it's been established as a practice at a young age). In BC currently there are just under 92,000 workers aged 16-17 who pay taxes without any representation. Youth in this age group who aren't paying taxes still contribute to the economy without a say in elections.

Diego went on to provide that APA's research demonstrates that the cognitive maturity improving at 16, referring to logic and reasoning. This would position 16- and 17-year-olds competent when it come sot voting. (Diego distinguished this from emotional maturity, which isn't necessarily relevant for voting purposes.)

Jeanne commented that she was in favour of providing youth with more education on the election process but wondered if some youth might be unduly influenced by their parents when voting. Diego answered that he's heard this argument or that teacher could inherently influence the votes of youth. He added that a similar argument was used against women during the women's suffrage movement claiming that husbands would influence women's votes, which was not likely true. Diego went on the say that he's not worries that some individuals who grow up with certain values may be swayed toward specific parties; this has been the case of voters 18 years and older, and occurs on both the left and the right.

After further discussion, Jamey thanked Diego and the members of the #Vote16BC campaign for their efforts and for the presentation today. Jamey advised that the Council would consider the information presented and make a decision on the endorsement, which would be communicated to the #Vote16BC folks by email. Diego then left the meeting.

A motion was then made for the PSAC B.C. Regional Council to endorse the Votes for Workers campaign (#Vote16BC) that calls for the voting age in the province of British Columbia to be lowered from 18 years of age to 16 years of age.

Moved: Todd Smith; seconded: Bert Farwell
 After some further discussion the motion was carried.

National and Regional Bargaining Updates

TREASURY BOARD (PA, TC, EB, SV) AND CRA/UTE - Treasury Board and the Canada Revenue Agency (CRA) provided PSAC with a payment schedule for the implementation of monetary provisions now that the [PA](#), [EB](#), [TC](#), [SV](#) and [PSAC-UTE](#) collective agreements have been signed:

	Economic increase and adjustments pay cheque date	Retroactive pay cheque date	\$500 lump sum (for late implementation) pay cheque date	\$400 lump sum pay cheque date (only for UTE members)
PA	Nov. 25, 2020	Feb. 3, 2021	Apr. 14, 2021	
TC	Dec. 23, 2020	Mar. 17, 2021	Apr. 14, 2021	
SV	Dec. 23, 2020	Mar. 17, 2021	Apr. 28, 2021	
EB	Feb. 17, 2021	Apr. 14, 2021	Apr. 28, 2021	
UTE	Dec. 23, 2020	Spring 2021	Spring 2021	Dec. 23, 2020

This schedule is tentative and TB and CRA may still make changes. Payment schedules for the Phoenix settlement have still not been finalized by TB and CRA.

On the Phoenix damages, Treasury Board has provided PSAC with a letter from CRA setting out its preliminary view that the general damages in the Phoenix settlement agreement are taxable. This letter, which was prepared at Treasury Board’s request and without PSAC’s input, is not a formal tax ruling and PSAC is contesting this conclusion.

PSAC maintains that general damages paid to all employees for “stress, aggravation, and pain and suffering” and for the late implementation of collective agreements are non-taxable, as CRA has acknowledged other specific damages in the settlement should be treated. More information at <http://psacunion.ca/update-taxability-phoenix-damages>

TREASURY BOARD (FB) – The FB bargaining team declared impasses in negotiations with Treasury Board and CBSA in early December after the employer failed to make substantial progress towards addressing critical issues in negotiations for nearly 9,000 FB members.

The team put forward reasonable proposals on key matters impacting FB members, but the employer refused to address them in a meaningful way and is seeking serious and unacceptable concessions, which forced the team to break off negotiations.

Consistent with federal legislation, PSAC-CIU has filed for a Public Interest Commission (PIC) to provide recommendations on the next steps to reach a settlement. The FB bargaining team and union leaders will be meeting in the coming weeks to discuss next steps beyond filing for a PIC.

PARKS CANADA – A new collective agreement between PSAC and Parks Canada Agency was signed in early January. The new deal was ratified by Parks members on November 4. The new collective agreement gives over 6,000 Parks workers a competitive economic increase, greater parity with the core public service, no concessions, improved working conditions and job security.

The formal signing of the agreement means the new contract terms are now in effect, with the exception of monetary provisions which are retroactive. Parks Canada has 180 days to implement wage increases, wage adjustments and allowances.

CFIA – In early January, PSAC and the Canadian Food Inspection Agency (CFIA) signed the new contract, which was ratified by the membership in November. The CFIA bargaining unit accounts for over 4,200 federal public service workers. PSAC has now signed collective agreements for nearly 125,000 federal public service workers in the last 3 months.

The formal signing of the agreement means that with the exception of monetary provisions, which are retroactive, new contract terms are immediately in effect. CFIA has 180 days to implement wage increases, wage adjustments and allowances. In view of this extended implementation timeline, which is normally 90 days, PSAC negotiated a \$500 lump sum payment for members.

NAV CANADA – In December, PSAC-UCTE and NAV CANADA reached a pay equity settlement involving current and former members at the agency. The Canadian Human Rights Commission-approved settlement is applicable to employees who occupied a position in the CR2, CR3, CR4, CR5 and CR6, as well as ST-OCE-3, ST-SCY-1, ST-SCY-2, and ST-SCY-3 classifications at any time between November 1, 1996 and Jun 30, 2011.

The union's complaint was filed in 2002 and was related to the pay equity settlement reached with Treasury Board in 1999. Transport Canada workers in some CR and ST classifications who transferred to the newly created NAV CANADA in November 1996 were no longer eligible for the Treasury Board pay equity adjustments even though their classifications and pay remained at pre-pay equity levels upon their transfer. The human rights complaint alleged that NAV CANADA had not met its obligations under the *Canadian Human Rights Act* to ensure equal pay for work of equal value for female predominant positions.

The bargaining process is underway; teams are in place and we await dates.

STATISTICAL SURVEY OPERATIONS – The team is in place and are waiting for bargaining dates.

BWXT VANCOUVER – The team is back at the table again this month and the employer still has concessions on the table. Hassan Hussein, the national negotiator assigned to this unit, feels we are headed for a tough round of bargaining.

IMP COMOX – After filing for binding arbitration in 2019 and the bargaining team presenting their case at a virtual hearing on November 12 and 13, 2020, the Arbitrator rendered their decision on November 30, 2020 in the Union's favour. The ruling included a fair wage increase, improvements in key areas and no concessions. The new collective agreement expires June 30, 2023.

The Arbitrator's ruling also included protection from involuntary deployments – language in the new collective agreement states that members cannot be involuntarily sent to another base of operation for more than three weeks. This is significant insofar as the Arbitrator later issued a supplementary award in early 2021 on this point when the Employer attempted to limit the scope of the language to the three "Main Operating Bases" rather than any other IMP operating base, inclusive of longer term semi-permanent sites serviced by IMP.

The result of the team's efforts at the table is a strong award that provides members with many deserved improvements in their working conditions, and I thank the bargaining team for their hard work and determination throughout this protracted process.

CMHC GRANVILLE ISLAND – Negotiations continue on. Monetary proposals have been exchanged and membership meetings are being scheduled. Verda Cook, the national negotiator assigned to the unit, is hopeful we can get an agreement fairly soon.

FIRST NATIONS HEALTH AUTHORITY – This unit's Collective Agreement expired in March 2020. Notice to bargain was filed in February 2020. After many efforts to schedule dates with the employer over the last several months, we finally received two dates from the employer: the first date was yesterday, January 26 and the second date is February 4.

VICTORIA AIRPORT – Notice to bargaining was just served for this unit. Last year they agreed to a one-year renewal, which expires March 31, 2021.

SEAL COVE COMMISSIONAIRES – There has been no movement with this group since my last report. The Employer is seeking significant rollbacks, so members are currently enjoying a statutory freeze. If they go to the table, they will face concessions.

Regional Council Coordinator Verbal Reports and Discussion Item: Support for Regional Council Coordinators

Discussion Topic: Looking toward the elections at the 2021 Regional Convention and potential new members on the Council, what did you find helpful in easing into your Coordinator role? What additional supports or resources would have better assisted you? Ideas for the new assisting new Council members (e.g. mentorship pairing with new/returning Coordinators, working with Regional Reps/REVP Office staff, updates to the Coordinator handbook, etc.)

TODD SMITH, ALTERNATE REVP

Todd reported that he observed the NBoD meeting in October. He also attended the BCFED Convention and was a member of the Resolutions Committee. That same month Todd attended the Area Council and Regional Committee planning sessions on November 9. He also had the opportunity to attend the AGM for CEIU Local 20974 in December at the Alternate REVP.

Other events Todd participated in were the SFJ panel webinar and the VIRWC's December 6 virtual memorial. Earlier this month, Todd attended the CLC Winter School (in a virtual format), which includes some great speakers.

In terms of feedback on the supports for Council members, Todd reflected on his time as an Alternate in 2014. He found that it was helpful to chat with people outside of meeting to fill in gaps and learned more about the 'ins and outs' of how the Council works. Todd noted that it would be good to find way to connect beyond formal meeting, such as social events or online events, etc.

Moved: Todd Smith; seconded: Jeanne Olineck
Carried

JENNIFER HORSLEY, METRO VANCOUVER COORDINATOR

Jen advised that most of our recent activities were associated with the Metro Vancouver Alliance and being part of their sponsorship team that is organizing a fundraising event. Jen added that work has been crazy with her having to go into work every day and deal with questions from Local members. The Local is anticipating some cuts in the coming months. There have been a lot of rumors even with

Purolator creating a couple new positions. However, it's like that they'll be cutting hours everywhere like they did with the Teamsters. Purolator doesn't seem to get current situation.

On the national front with UPCE, there was a major outbreak in the Gateway facility in Mississauga. So far it hasn't affected UPCE members, but their entire third shift is in 14-day self-isolation. It appears that protocols were not being followed, which has resulted in 190 positive cases in last two weeks. UPCE is keeping an eye on our members. There isn't an active Local executive in this facility, so it has been difficult to communicating with members.

Jen added that she attended the BCFED Convention in November and the VIRWC December 6 vigil, which was incredible.

For the feedback on Coordinator support, Jen suggested updating the Handbook and that we should focus more energy on mentoring, pairing new Coordinators with experienced Coordinators. We had a lot of difficulty just electing alternates in some areas. We need to figure out how to ensure we have enough alternates and that Coordinators are keeping them regularly informed.

Moved: Jennifer Horsley; seconded: Jeanne Olineck
Carried

TERRI LEE, METRO VANCOUVER COORDINATOR

Terri began by speaking to her involvement with the planning of the VDAC AGM and the related membership mailout. The VDAC is hoping that through the mailout and with the guest speaker at the AGM they can increase the participation at the Area Council, which has been a challenge with the pandemic. Terri noted that it's been difficult to engage members being out of the workplace, and she doesn't feel as connected to her Locals. Despite this Terri continues to be very busy and is looking to the next round of bargaining that will start again in the coming months.

In terms of supports for Council members, Terri noted that not meeting in person is what she sees as the biggest challenge. A lot of the teambuilding and learning happens outside of formal meetings, during breaks and in the evenings at events. Terri added that mentorship pairings would be great as well as social events in different areas within the Region so Council members can engage with their constituents.

Moved: Terri Lee; seconded: Linda Harding
Carried

MARION McLARTY, METRO VANCOUVER COORDINATOR

Marion reported that she's been involved with the VDAC. She also attended the November 9 planning meeting and has been busy with planning for her Local's AGM. Earlier today Marion's local held a membership meeting on bargaining and she heard 45 members attended. Upcoming priorities will be the PSAC BC Regional Convention and the UNE National Convention.

Marion then advised that since she came into her role as an alternate during COVID, she didn't have the opportunity to attend in-person meetings or events. She has been overwhelmed by the number of Council emails and hopes that we can move back to in-person events to get a better sense of her role.

Moved: Marion McLarty; seconded: Jeanne Olineck
Carried

JEANNE OLINECK, SOUTHERN INTERIOR COORDINATOR

Over the holidays, Jeanne's Local organized a Christmas hamper to support a local family in need. It was a challenge with folks working from home, but they were able to raise \$2300. Jeanne further reported that she's been busy attending virtual meetings of the OKAC and Southern Interior

Committees. The SIRWC decided around December to organize an action for women's shelters in their area and contributed funds to support them. Jeanne had hoped to step back from executive roles with these groups but volunteered again when no other volunteers stepped forward. Recently, Jeanne was elected Co-Chair for SIRWC and Vice President for the OKAC.

Jeanne's suggestion for new coordinators is to take advantage of the first meeting of the new year so members have an idea of what to expect. Jeanne added that she came in as an alternate, and that transition is often helped by good communication between Coordinators and their alternates. Where possible, alternates should be included. Conference calls are an easy, low-cost way of keep alternates involved and informed.

Moved: Jeanne Olineck; seconded: Karen Sutton

Carried

KAREN SUTTON, SOUTHERN INTERIOR COORDINATOR

Karen has been busy as one of the Co-Chairs of the SIRWC. The Committee held SIS candlelight vigil in October and Karen also attend the virtual December 6 vigil hosted by the VIRWC. Another focus has been the OKHRC where Karen recently participated in a working group tasked with reviewing the Committee's Terms of Reference. Karen has also been involved with the Area Council. Thanks to Jeanne and Kelly for stepping up for executive roles at the recent AGM. Karen went on to report that she's also serving on the organizing committee for Regional Health and Safety Conference.

With respect to her Component, Karen has been in conversations with the executive steward of her Branch, who's raising concerns regarding the shared locker rooms between our BSOs and US officers. With the COVID numbers in Washington state, this poses a potential health and safety risk for our members. CIU is addressing this nationally. However, Karen's conversations with the executive steward revealed an issue with a lack of training or knowledge within the Branch in terms of members knowing who to reach out to for supports and resources. New executive members would be well served with some PSAC training and an orientation on the roles of PSAC and Component staff.

Karen added that this situation with her Component lends itself to the discussion on Council supports, noting that good communication is key. If members aren't attending training or having conversations, they're not passing on the right info. Mentorship would mitigate this challenge, not just with the Council but also within Locals/Branches as well.

Having attended an in-person Regional Council meeting as an alternate before COVID, Karen sees how the in-person setting improves communication and allows you to build relationships with other Council members. As an alternate Karen participated in conference calls and recommends this as a best practice. Karen concluded by noting that staff have been huge help in assisting new Council members, especially when members know they can speak with them and ask questions.

Moved: Karen Sutton; seconded: Jeanne Olineck

Carried

JILL MACNEILL, NORTHWEST BC COORDINATOR

Jill advised that she attended the planning call on November 9, which she found very useful as were the materials that were provided. Jill added that it would be good to send these resources out early to Area Councils and Committee executives at the start of their terms to assist them.

Jill then reported that she's been busy with the NWAC, which met on November 18, December 2 and is not preparing for their upcoming AGM. Jill also participated in UHEW steward training in November and attend the December 6 vigil.

Jill also wrote an article regarding the situation in Guatemala with respect to the Escobal project and the recent assassination attempt against Xinka land defenders. The article speaks directly to Jill's involvement with the SJF and the report she provided at the last Regional Council meeting. The [article will be published on the website soon](#) and posted in the PSAC's social media channels. Jill asked that members keep an eye for it and share it widely to bring greater awareness to the situation with the Xinka and the Pan American Silver mines.

Jill has been in regular contact with her MP and especially now with Conservative Bill C-229 being debated next week, which aims to repeal the North Coast Oil Tanker Ban and allow massive crude oil tankers to operate along the coast. Jill added that she'd like Council members to consider signing the [petition against Bill C-229](#) that was set up by MP Taylor Bachrach. Members can also email newly appointed Minister of Transport Omar Alghabra to voice concerns over Bill C-229.

For Council support, Jill commented that she found the Coordinator Handbook very useful. She added that it would be good to have mentorship as an established practice even if it's just regular phone calls. Having the REVP conduct site tours with Coordinators is also helpful in making connections with members and learning what can and cannot be done in the workplace.

Moved: Jill MacNeill; seconded: Jeanne Olineck
Carried

ERNEST HOOKER, SOUTH VANCOUVER ISLAND COORDINATOR

Ernest agreed with the earlier comments regarding Alternates coming in midstream and suggested maybe there could be some way to introduce alternates to the role more formally through a meeting or orientation process. Ernest added that he finds the format with Zoom very chunky; it presents a big learning curve for some, but not an insurmountable one.

Moved: Ernest Hooker; seconded: Jennifer Horsley
Carried

BERT FARWELL, NORTH VANCOUVER ISLAND COORDINATOR

Bert reported there hasn't been a lot going on recently. He's continued to attend the monthly NVIAC meetings with the AGM taking place this weekend. Bert noted that it's been a struggle to get people to attend online meetings.

Moved: Bert Farwell; seconded: Shane Polak
Carried

JENNY MACLEOD, INDIGENOUS PEOPLES' COORDINATOR

Jenny began by advising that a personal situation prevented her attendance at second day of the October meeting, which was unfortunate. She added that COVID has been a real struggle and we need to remember to check in with others to make sure they're OK even if it's just by text.

As a new member on the Council, who came in as an alternate, Jenny expressed that it would be good to have a buddy. Jenny is a hands on learner and would like to see a course or workshop developed to help new Coordinators and alternates understand their role, the expectations, and how things are connected (BCFED vs. Area Councils vs. DLCs, etc.) as well as the reporting structure. Jenny added that she finds the PSAC website difficult to understand since it's written from an internal perspective (such as the use of acronyms and assumed knowledge, etc.)

Moved: Jenny Macleod; seconded: Jen Horsley
Carried

The meeting then recessed for the day at 2:32 PM to allow for Standing Committee meetings.

Thursday, January 28

The meeting reconvened at 9:31 AM.

Committee Reports

EDUCATION COMMITTEE

Report moved by Bert Farwell; seconded by Todd Smith

PSAC BC Regional Education Officer Deanna Kimball joined the meeting for the Education Committee report.

Bert advised that the Committee met yesterday and discussed the possibility of organizing a virtual gathering for members this fall (similar to the union school) that would be funded through the Regional Council's net asset. The format could be three days and include workshops and panel discussions.

Bert then reviewed the rest of the education updates discussed at the Committee meeting with REO Deanna Kimball:

i. Winter/Spring Course Online Offerings

Basic education courses are still postponed for now. They are on the new facilitation notes for the virtual TUB and GH courses. These are being prepared nationally to ensure consistent training for all members. The virtual TUB course will be piloted in the Prairies in the coming weeks. Once that is complete, we hope to have it offered in BC as soon. Virtual Convention Procedures courses will also be offered soon in the Region.

The online education platform for self-paced virtual courses will be launched in February.

ii. Update on Anti-Racism Training Funded by the Regional Council

This past summer, the Regional Council passed a resolution setting aside \$1000 for Anti-Racism training. Since that time staff have connected with Bakau Consulting, as suggested by Kelly Sidhu, and inquired about the delivery of the "Unlearning Anti-Black Racism" workshop. The REO met with one of the facilitators to ask some questions about what that workshop looks like and how that could be delivered for members in the Region. A modified version of that workshop was delivered at the Richmond Diversity Forum last fall.

After conversations with the facilitator from Bakau Consulting, it has been suggested that we use this opportunity to train 40 members and offer the training in a three-part workshop series. The workshops would be offered in the evenings (2 hours each) and would be spread out over a number of weeks. Participants would need to attend all three workshops:

- Fundamentals of Anti-Oppression
- Anti-racism & Lessons from Liberation
- Unlearning anti-Blackness

The report of the Education Committee was then carried.

Discussion then returned to the Committee's recommendation for a virtual fall gathering for activist training. A motion was made as follows:

WHEREAS the PSAC B.C. Regional Council Finance Committee tasked the Regional Council with looking at potential special projects that could effectively utilize some of the net asset funds in 2020 and/or 2021 during the October 2020 Regional Council meeting; and

WHEREAS union education encourages participation and promotes mutual respect and understanding between members and the union leadership; and

WHEREAS the PSAC Education program invites members to share their knowledge, reflect on new learning, take action and change their world for the better; which are especially important priorities in the current context; and

WHEREAS the PSAC B.C. Regional Council recognizes that a trained membership is an active membership and active members build a strong union:

BE IT RESOLVED THAT that the PSAC B.C. Regional Council utilize up the \$60,000 from the PSAC B.C. Regional Council net asset to organize and host a three-day virtual PSAC B.C. education event in late 2021.

Moved: Bert Farwell; seconded: Todd Smith

Kelly noted that yesterday the REVP had advised that the PSAC has an excess of revenues over expenditures and wondering if the funding could instead be sources for this surplus rather than the Regional Council. Jamey answered that the surplus mentioned during his report is national funding, which cannot be used for regional events. As such it would not be applicable for this initiative. Jamey went on to explain that at the October 2020 Regional Council meeting, the Finance Committee has tasked the Council with coming up for proposal to utilize the net asset in the Region. This educational event was not forecasted in the existing regional education plan and is instead to complement existing plans.

Deanna was then asked to provide some rough figures on the cost of similar education events. She provided that the cost of in-person three-day event is approximately \$120K for 40 members. This proposal for a virtual event would allow for more members and lower costs (as travel expense would not apply). The budget of \$60K would provide sufficient flexibility for the event and good member participation. LWP/loss of salary reimbursement costs would be dependent on which days are selected (inclusion of weekend days vs. all weekdays)

Shane asked if the Council would need to seek approval at the Regional Convention for this proposal. Jamey advised that the funds would be from the previous cycle (2018-2020) and that the Regional Council is the body that governs the net asset between conventions. Consequently, the decision would not require ratification at convention.

The motion was then carried.

Terri voiced some frustrations with the delays to the online education platform and the challenges members have been facing with respect to training needs. Deanna acknowledged the concerns and advised that it has been a challenge to adapt the in-person courses to virtual formats and ensure consistency in the training for members across all Regions. At the same time, additional time was needed to integrate the UnionWare platform with the new online education platform to ensure member training records are kept.

In the interim, the Regions have been working with their locals/branches to provide local development, addressing urgent needs. If Locals, National Officers or members have local development suggestions in terms of what members need, they contact their staff reps. Reps will then endeavour to find what's possible with the current resources.

Jamey thanked Deanna for the additional information and advised that education remains a priority for the PSAC; over the last several months it has been raised at the AEC often.

Further discussion ensued.

ORDER OF THE DAY: 10:00 AM on Thursday, January 28 – Presentation from Sukh Heir

Jamey introduced Sukhpreet Heir, who is a member of CIU Branch 20045. Jamey advised that we invited Sukhpreet to the meeting to share information on the work he's initiated with his employer, CBSA, regarding anti-racism efforts for training and policy changes. Sukhpreet has been successful in getting this important conversation started, and they have been having some meaningful engagement at the highest levels of the Agency.

Sukhpreet began by speaking about his experience as a union member and as BSO at CBSA. Sukhpreet also talked about his lived experience as an Indo-Canadian growing up in Surrey, BC and how that lens has impacted and informed his view of his workplace, the systemic (and overt) racism that exists around us and the work he has undertaken to make positive changes.

A primary focus of the conversations Sukhpreet is having at CBSA aims to look at where we are internally with regard to how employees are promoted and recruited, and the quality of training that is provided on anti-racism and anti-discrimination. If the internal practices and policies are not addressing racism and discrimination, it's not surprising that this disparity will be reflect at the border as well. Therefore, a secondary focus of the conversation needs to look at our relationship with the public and what should be expected. This is where the lived experience is critically important. Members need to be encouraged to speak up when they see things that are not OK, and discipline should not be the mechanism for correcting or adjusting practices; education must be the remedy. Sukhpreet communicated this position when he emailed the President of the Agency, the CIU National President, HR executives and Local/District level management. This email initiated some conversations in the workplace over the last 18 months, which have been getting more traction with the BLM movement in the spring.

Some lessons learned are that we need to share our stories more and how they are affecting us. Training needs to reflect this as well, incorporating empathy and a recognition history of the Agency's history with discrimination and marginalized communities. A Cultural and Racial Equity Committee for the Pacific Region has been started as a result of this work and has brought together a diverse group with different backgrounds but a shared desire to move forward in a positive way.

Council members thanked Sukhpreet for this work, acknowledging their own experiences with discrimination and racism in the workplace. Sukhpreet was then asked how this message can get through the Union as well. Sukhpreet provided that the answer lies in recognizing that we are the union. As a group, we need to be having these conversations and look within; it's not just about the Employer. We also need to ask if our union reps are prepared to have these conversations and recognize what needs to change or be provided so we can all do this work. Jamey then thanked Sukhpreet for speaking with the Council about this important and ongoing work.

Verbal Coordinator Reports Continued

SHANE POLAK, MEMBERS WITH DISABILITIES COORDINATOR

A lot of Shane's time has been focused on his involvement with the VDLC and their Housing Action Team. Shane noted that disability goes hand-in-hand with housing issues as large numbers of individuals with disabilities are in rental housing or struggle with housing affordability. Shane advised that he's been re-elected to another two-year term on the VDLC executive board and looks forward to continuing this work.

Apart from his role with the VDLC, Shane has been busy with a variety of meetings and events including the VDLC, the BRUSH Committee, local meetings, the BCFED Convention, the virtual United Way Labour Appreciation dinner, the BCMHRC and PSAC National HRC.

Shane also spoke about his participation in a NWLDC panel on the challenges that have resulted from pandemic regarding DTA and working from home. They talked about ergonomic issues members are facing at home as well as the psychological and physical challenges faced by members who are in the workplace.

With respect to Coordinator support, Shane noted that a challenge he faced was spreading himself too thin and taking too much on. Mentorship might mitigate this challenge in learning where to prioritize efforts. Mentorship would also establish good connections on the Council and share the wealth of knowledge that exists there.

Moved: Shane Polak; seconded: Karen Sutton

Carried

KELLY MEGYESI ON BEHALF OF KELLY SIDHU, WOMEN'S COORDINATOR

Kelly Megyesi advised the Kelly Sidhu focuses the latter part on 2020 on the Vancouver RWC and their SOS campaign. The campaign provided aid to women at transition houses through the holiday season. The VIRWC also organized a virtual December 6 vigil that was well received and attended by both members and the public. Kelly Sidhu also organized a meeting of the RWC chairs, the Women's Coordinator and Alternate Women's Coordinator. Through that meeting, the group initiated a Region-wide women's survey on impacts of pandemic. The results of that survey are now being reviewed and will inform the 2021 women's program in the BC Region. Kelly noted that over 200 survey responses were received.

Kelly Sidhu continues to work efforts on addressing the challenges faced by women in the workplace due the pandemic and family-related responsibilities. Accessing 699 leave continues to be a struggle for many who are trying to balance work, childcare, care for elders, isolation and—in some cases—domestic violence as well. This is an ongoing conversation with the Region's RWCs.

Moving forward, Kelly Megyesi would like to see more flexibility for Regional Council members in terms of what they can do. She also wants to ensure that volunteers are supported with their work to engage members.

Moved: Kelly Megyesi; seconded: Jeanne Olineck

Carried

LINDA HARDING, HEALTH AND SAFETY COORDINATOR

Linda advised that she's been busy with BCFED meetings, the BCFED Convention, and United Way cabinet meetings. On the latter, the United Way did reduce their workplace goal down to \$10.78M. However, donations have come in around \$11M, which is great considering that there are many not in the workplace. Of those organization who usually conduct worksite campaigns, only 2% declined to participate this year (due to COVID-19). There has been some talk of amalgamating the United Way centrades in BC. The work of the smaller groups would still exist (such as the UWLM), but the logistics would be streamlined. Amalgamating could also lead to better support across the province since it wouldn't be so focused on the urban areas with very active/visible centrades.

Linda reported that there will be a Regional Health and Safety conference at the end of March. Two others have joined Linda on the steering committee and work is ongoing. They hope to have the call out and application form go out shortly. Linda noted that the steering committee is planning to revamp the application to make it easier for members to apply since it will be a virtual event.

Moved: Linda Harding; seconded: Shane Polak

Carried

JOHN DAVIES, DCLs AND SEPARATE EMPLOYER UNITS COORDINATOR

John acknowledged that he's still working to understand his role and learning who the separate employer units are in the Region. Within his own Local, John has been working on health and safety issues and member grievances, which continue to be significant concerns for Commissionaires. With Commissionaires working onsite throughout pandemic, health and safety has been a constant issue with the Employer.

Jeanne commented that with the offices reopening, there doesn't seem to be the same level of concerns for the health and safety of Commissionaires as there is for Service Canada staff. This needs to change; the right to a safe working environment should not be reserved for some members and not others. John agreed with Jeanne's comment, noting that he's worked in Service Canada offices and as the frontline, prescreening person for clients there has been concerns for his health and safety.

Moved: John Davies; seconded: Linda Harding
Carried

LEANNE HUGHES, NATIONAL OFFICERS COORDINATOR

Leanne reported that they held a National Officers call on January 13 where a lot of information was shared on the impacts of COVID-19 in the workplace and how the Employer is dealing with COVID cases. Leanne also attended the BCFED Convention in November and the VIHRC December 6 vigil. Leanne has also kept busy with the Victoria Area Council and VIRWC meetings.

In terms of suggestion for supporting the next Regional Council, Leanne liked the idea of inviting alternates to meetings to keep them involved and up to date, especially if meetings are virtual and there will be no travel costs. It will allow for a more inclusive Regional Council. Leanne added that it's important to involve all Coordinators in Area Council or Regional Committee Summits when they are organized.

Leanne then asked if the PSAC is thinking ahead to possibility to government cuts or austerity measures to cover the financial cost of the pandemic. How is the PSAC proactively addressing the potential for cuts? Jamey answered that from the AEC standpoint, we are partnering with other unions for a campaign on this issue and a messaging around what Erin O'Toole represents with respect to the treatment of public service workers at all levels of government. There isn't an official lobby on this yet, but we will be out front on this issue when appropriate.

Patrick added that the PSAC continues to be supportive of the CCPA who regularly point out that a deficit is not something Canadians should worry about; money is cheap right now, so the government should be more concerned about the wellbeing of Canadians versus carrying a deficit. The PSAC will continue to push this message as well. That said, the potential for austerity cuts is on the minds of PSAC communications staff and will form some of the messaging if/when a federal election is called, especially in the context of reminding members of the huge cuts the Conservative government implemented between 2011 and 2015. We will be sure to remind everyone of how bad it was for workers and for Canadians under the Conservative government; Erin O'Toole will not be any better.

After further discussion Leanne commented that it would be good for the union to continue showing members appreciation for the work they're doing. The employer is doing this, but the union's message isn't as visible for members. Job uncertainty is a very real concerns for some and hearing a 'thank you' from the union would be good for morale and help counter member apathy. Jamey agreed that this is something we can do again, referencing the "Thank you Public Service Workers" placards and signs that were produced in the spring.

ACTION ITEM	REVP Office to work on refreshing and relaunching the “Thank You Public Service Workers” signs at worksites and social media
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Moved: Leanne Hughes; seconded: Karen Sutton
Carried

Support for Bill C-213 (Canada Pharmacare Act) – Correspondence from MP Peter Julian

Jamey advised that the REVP Office had received a letter from MP Peter Julian regarding his private members’ bill, Bill C-213, which would establish universal public Pharmacare through a Canada Pharmacare Act. MP Julian is calling on union for their support.

As provided in the letter received from MP Peter Julian,

“Indeed, the *Canada Pharmacare Act* is reaching a crucial period in the legislative process. The first hour of debate on this bill took place in Parliament on November 18, 2020. The second hour of debate and the first vote will be held in February 2021. The legislation can be enacted by next spring, allowing millions of Canadians who are struggling to pay for medication to receive the support they desperately need.”

The REVP Office did reached out to MP Jenny Kwan for some draft language we could use to write a letter in support of the initiative. There is also a petition that has been set up at <https://www.peterjulian.ca/pharmacare> that individuals can sign.

Terri commented that she thought that this was a good initiative for the PSAC to support. She added that the CLC has fair Pharmacare campaign, and asked how that could tie in. Patrick answered that the CLC is indeed campaigning on Pharmacare as part of their Forward Together campaign. These efforts are essentially in lockstep: the NDP was taken this campaign issue to Parliament and is getting closer to actual legislation.

After some further discussion, a motion was made for the PSAC BC Reg in to issue a letter of endorsement for Bill C-213 (Canada Pharmacare Act).

Moved: Todd Smith; seconded: Jill MacNeill
Carried

ACTION ITEM:	REVP Office to prepare and send letter of endorsement for Bill C-213 (Canada Pharmacare Act)
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PSAC BC Regional Convention Update

As Regional Council members will know, the official Convention Call for the postponed PSAC BC Regional Convention was issued and posted to the PSAC BC regional website in November 2020. Since that time, the REVP Office has been working with PSAC BC National Officers and Local President to confirm delegates for the 2021 convention dates. That work is now largely complete and confirmed delegates have until February 18 to register online to attend (for those who didn’t register already for the original 2020 dates).

a. New Resolutions Received

With the postponement of all PSAC regional conventions a new resolutions submission period was provided for each Region. The deadline for new resolutions to the PSAC BC Regional Convention was January 6, 2021. As of the new resolutions deadline, there were seven (7) resolutions that were submitted for the postponed PSAC BC Regional Convention: four from the Regional Council (as discussed and voted on at the October meeting) and three from the Vancouver & District Area Council.

The REVP Office will be contacting the Convention Committees and advising them of any new resolutions that have been referred to them and providing them with a deadline for their updated reports to Convention and resolutions priorities.

The work before the Convention Resolutions Committee now is to review any new resolutions referred to them and to prepare recommendations for them, to re-evaluate the Committee's priority list for all resolutions—both new resolutions and those previously submitted for the original 2020 Regional Convention dates – and to update their Convention reports where applicable. It should be noted that three PSAC BC Regional Convention Committees may amend the order of their priorities to include new resolutions, but they cannot amend any recommendations made on resolutions previously submitted.

Additionally, the one other task before the Finance Committee is to revisit the Priority Proposal as some revisions are needed due to the postponement of the PSAC BC Regional Convention to 2021 and the PSAC National Triennial Convention to 2022.

b. Rulings on Regional Council resolutions submitted

As the Council is aware, the Regional Council submitted four resolutions for consideration as “new” resolutions for the postponed PSAC BC Regional Convention. National President Chris Aylward has reviewed those resolutions and has determined that all four were received in order. However, only two of the four resolutions met the established criteria for “new” resolutions.

The following two resolutions have been deemed late resolutions and as such will only be dealt with at Convention as a last order of business after all other resolutions and if time permits:

- Resolution on Union Activist Resources for Canadian-based Community and Solidarity Groups
- Resolution on Financial Compensation Disparity for Union Activities

c. Convention Committee Updates

A couple of the delegates who previously sat on the Convention Committees for the original 2020 dates are no longer delegates to the postponed PSAC BC Regional Convention. As such, the REVP Office contacted a couple delegates to see if they were willing replace these individuals and fill the vacancies. Marcelo Lazaro agreed to serve on the General Resolutions Committee, replacing Nancy Sermons. Kuldeep Deol agreed to serve on the Finance Resolutions Committee, replacing Stephen Torng. There have been no changes on the By-Laws Resolutions Committee.

d. Reminders regarding Coordinator Reports to Convention

Regional Council members were reminded that the deadline to submit written Coordinator Reports for the PSAC BC Regional Triennial Convention is Thursday, February 25, 2021.

Coordinator Convention reports should summarize the entire term for your position on the BC Regional Council. For those who recently joined the Regional Council, they do NOT need to report on the activities of their predecessors, just the time since they assumed their role on the Regional Council. To assist Coordinators in writing their reports, the REVP Office suggested that Coordinators review and use content from their previous Coordinator reports, which can be found at on the PSAC BC regional website at <http://psacbc.com/our-organization/bc-regional-council> (The reports have been posted as attachments on this page in chronological order.)

Coordinators may also want to review the reports that were submitted for the 2017 PSAC BC Regional Triennial Convention, which can be found at:

http://psacbc.com/sites/bc/files/delegate_guide_final_2_0.pdf (Please see page 34 of that document).

For those who submitted a Coordinator report for the original 2020 PSAC BC Regional Convention, Kristin emailed copies of the original reports in December, which may be used as reference for the revised reports for the 2021 PSAC BC Regional Convention. Council members were reminded to submit their Convention report in MS Word format so they can be incorporated into the master document. If Coordinators would like specific photos used with their reports, they are to send the photos as separate attachments. Please note - Reports received after the February 25th deadline may not be included in the official Convention materials.

e. Regional Council Meeting Prior to Convention - May 6, 2021

Regional Council members were reminded that they will be meeting in advance of the PSAC BC Regional Convention on May 6, 2021. This meeting will be held virtually, and details will be provided by the REVP Office. Leave With Pay or loss of salary reimbursement will be provided for the day.

As per Section 6 of the Regional By-Laws, the Regional Council will remain in session for the throughout the Convention and will meet as needed between May 6-9, 2021 (likely via Zoom).

The newly elected Regional Council will also meet on May 10, 2021 after the conclusion of the Convention (likely via Zoom). If members are planning to run for a Regional Council position, they should be prepared to meet on May 10 as required. The meeting usually only last half a day. Again, Leave With Pay or loss of salary reimbursement will be provided as required for members who attend.

Committee Reports Continued

BY-LAWS COMMITTEE

Report moved by Todd Smith; seconded by Jennifer Horsley

Todd spoke to the Committee's written report, which had been circulated in advance of the meeting. A copy of the report is attached to these minutes. Todd advised that the Committee met on January 19 where they conducted an election for Committee Co-Chair and Todd was named. The Committee then spent the remainder of the meeting reviewing Regulation 1 in light of the changes to the delegate entitlement formula for regional conventions and some of the recent communications issues by the National President on delegate election meetings for Area Council and Regional Committees.

The report of the By-Laws Committee was then carried.

Todd then reviewed the Committee's proposal to amend Regulation 1 as outlined in the Committee's report. A motion was made to amend Regulation 1 as presented.

Moved: Todd Smith; seconded: Jennifer Horsley

Carried

FINANCE COMMITTEE

Report moved by Shane Polak; seconded by Leanne Hughes

A written report of the Committee is attached to these minutes.

i. Preliminary 2020 Financial Statements as at December 31, 2020

Shane reviewed the preliminary 2020 Financial Statement as at December 31, 2020 as circulated in advance of the meeting. It was noted that the net asset continued to grow in 2020, exacerbated largely by the pandemic on the limitation on in-person gatherings.

A motion was made to accept the financial statements as presented.

Moved by Shane Polak; seconded by Terri Lee

Carried

ii. Recommendation on Individual Coordinator Allowance Amounts for 2021

On behalf of the Committee, Shane reviewed the Committee's recommendation on individual coordinator allowance amounts for 2021, noting that in their view the 2020 amounts for each Coordinator should be maintained in advance of the 2021-2023 Priority Proposal being approved at the Convention in May and the election of the new Regional Council.

A motion was made to maintain the individual 2020 Coordinator Allowance amounts for the 2021 fiscal year.

Moved: Terri Lee; seconded: Antony Paller

Carried

iii. Update on Solidarity Savings Investment

Shane provided an update on the Regional Council investment with VCIB's Solidarity Savings program that had been approved at the October Regional Council meeting and as provided in the Committee's written report.

Jamey advised that Locals/Branches can also take advantage of the VCIB Solidarity Savings program if they have funds available for investment.

iv. Update on Review of 2019 and 2020 Financials

Shane advised that member review of the 2019 and 2020 Regional Council finances had been delayed with the postponement of the Regional Office reopening. These reviews must be completed in advance of the Regional Convention this May. The REVP Office is now seeking special permission from HQ to have a member conduct the reviews at the REVP Office while the PSAC Offices remain closed. Once approved by the National Office, the REVP Office will re-engage the member who had originally been asked to conduct the 2019 review to see if they are still able to conduct the reviews as well as the 2020 review and set up dates as appropriate. It should be noted that given the volume of paper documentation for the two fiscal years (cheque stubs, supporting backup, and receipts/invoices) it is not feasible to conduct the reviews electronically.

The report of the Finance Committee was then carried.

DASH COMMITTEE

Report moved by Jennifer Horsley; seconded by John Davies

Jen reviewed the donation requests and membership renewals the Committee had reviewed and as outlined in their report, which is attached to these minutes. In addition, Jen spoke on the Committee recommendation for the remaining 2020 donations funds that had not been utilized as they had anticipated using them for the BCFED's annual Labour Christmas Dinner

The Committee made the following recommendations:

i. 2020 Donations/Membership Requests and Committee Recommendations

1. Kamloops Community YMCA-YWCA Peace Program – recommendation for a \$176 donation
2. Council of Canadians – recommendation for a \$100 donation

A motion was made to approve the above-noted recommendations regarding donations and membership renewals through use of the 2020 Donations and Membership budget line item.

Moved: Jennifer Horsley; seconded: Jeanne Olineck
Carried

ii. 2021 Donations/Membership Requests and Committee Recommendations

1. Coalition of Child Care Advocates of BC – recommendation for a membership renewal at a cost of \$100
2. Amnesty International – recommendation for a \$100 donation

A motion was made to approve the above-noted recommendations regarding donations and membership renewals through use of the 2021 Donations and Membership budget line item.

Moved: Jennifer Horsley; seconded: John Davies
Carried

iii. Recommendation for Remaining 2020 Donations Funds

Jen advised that the Committee held back \$400 in donations funds, earmarked for the BCFED annual Labour Christmas Dinner. Unfortunately, the dinner did not take place in 2020 due to the pandemic. The Committee is recommending that the unspent 2020 funds be distributed to food banks in the Region.

A motion was made to approve the above-noted recommendation regarding the remaining 2020 donations funds.

Moved: Jennifer Horsley; seconded: Jeanne Olineck
Carried

The report of the DASH Committee was then carried.

ENVIRONMENT COMMITTEE

Report moved by Shane Polak; seconded by Jill MacNeill

On behalf of the Committee, Shane spoke to the Committee's report, which is attached to these minutes. Specifically, Shane spoke on the tanker traffic off BC's North Coast and the attempts by the Conservatives to scrap the protections that have been legislated. The Committee recommended that PSAC BC support a campaign to defeat Bill C-229 and support a campaign to protect our fragile marine ecosystem.

A motion was made to approve the above-noted recommendation regarding Bill C-229.

Moved: Shane Polak; seconded: Jill MacNeill
Carried

Shane then spoke on the Committee's recommendation that PSAC BC support the electrification of the Government of Canada's vehicle fleet to reduce carbon emissions.

A motion was made to approve the above-noted recommendation regarding the electrification of GOC's vehicle fleet.

Moved: John Davies; seconded: Jenny Macleod
Carried

Finally, Shane commented on the Committees suggestion that the Region observe and promote environmental dates in the calendar as outlined in the Committee's report.

The report of the Environment Committee was then carried.

Jamey noted that the NBoD's Standing Environment Committee had recently been reinvigorated and that the Committee members had elected him to Chair the committee. Jamey added that part of the

Committee's work going forward is to ensure that each Region has an Environment Committee like the one in the BC Region.

CONVENTION COMMITTEE

Report moved by Bert Farwell; seconded by Karen Sutton

On behalf of the Committee, Bert spoke to the Committee's written report, which is attached to these minutes. Bert advised that given the shift to a virtual convention, the Committee would not be able to organize the basket raffles or 50/50 raffles that are usually done with in-person conventions. Bert added, however, that the Committee would be looking at ways to provide entertainment for members in the evenings during convention through use of virtual gatherings.

Jeanne asked why easily transportable raffle prizes like gift cards couldn't be purchased under the PSAC purchasing policies. Patrick answered that with the implementation of Bill C-377 years ago by the Conservative government, CRA rules changes regarding the expiry of gift cards. The effect was the gift cards can no longer have an expiration date, which equates them to cash. Under CRA rules, the Union cannot provide give cash or cash equivalents to members using union dues, which are tax deductible. Using gift cards as raffle prizes (or for speaker gifts, etc.) put the PSAC in jeopardy with respect to tax law. Further discussion ensued.

Jen suggested that the Committee consider setting up an account for donations that could still be provided to a designated charitable organization. Attendees could also be encouraged to contribute directly online to the charity. The Committee agreed that they would look into this.

Jamey noted that some of the vendors present (virtually) may still be doing draws during the convention. The REVP Office can also provide a few draw prizes for members in attendance. (Members would not have to pay for tickets or entries into the draws.)

After further discussion, the report of the Convention Committee was then carried.

INTERNATIONAL SOLIDARITY ACTION COMMITTEE

Report moved by Terri Lee; seconded by Kelly Megyesi

Terri reviewed the report of the International Solidarity Committee as attached to these minutes.

Highlights from the report included the Committee's suggestion that the Council purchase Café Justica coffee as a draw prize for the upcoming Regional Convention. The coffee could be mailed directly by Café Justica to the winners' homes following the event.

A motion was made to provide for up to \$200 for the purchase of Café Justica coffee for member draw prizes at the PSAC BC Regional Convention in May 2021.

Moved: Terri Lee; seconded: Kelly Megyesi

Carried

The Committee further recommended that a social justice video clip be shown during the Convention (perhaps during the break). Jamey committed to seeing how the video clip could work within the Convention program.

Report of the International Solidarity Committee was then carried.

POLITICAL ACTION COMMITTEE

Report moved by Todd Smith; seconded by Bert Farwell

Todd reported that the Committee met and discussed the potential for a spring federal election. If the election is called, campaigning will very likely be online. The Committee also discussed the NDP's Pharmacare online rally and encouraged Council members to attend where possible.

Todd went on to say that if members see community-based online actions or events from progressive/labour-friendly groups, please share them with the REVP Office and the relevant Area Council as we can get involved and spread the word. That said, it is a struggle to get member engagement these days; members are burnt out and stretched thin.

Finally, the Committee also talked about the importance of staying engaged with MPs and meeting with them where possible. We also need to remind members of the cuts that happened under the Conservatives between 2011 and 2015; we cannot go back in the direction and members need to continue the political engagement to ensure it does not happen. If members need support in setting up MP meetings, they can reach out to the REVP Office for assistance.

The report of the Political Action Committee was then carried.

Discussion Item: Member engagement in 2021 – What will work/what has worked with the current virtual landscape?

Jamey opened the floor for the discussion on member engagement.

Jill provided that electronic surveys continue to be useful tools for members (e.g. the women's survey and the bargaining survey). Additional online surveys could be developed on different topics including a follow-up action for members such as a Twitter storm, etc. Others agreed.

With respect to virtual meeting apps, many shared that Zoom seems to be the easier to use and most user-friendly with breakout rooms, polling, etc. Other apps also have limitation if you don't have an account. It's compatibility with smart devices is also helpful for those who don't have laptops or PCs.

A few asked if it would be possible to get training on Zoom or have accounts set up for their Locals/Components, etc. Jamey advised that there are several tutorials online through Zoom directly, but this is something we could investigate in terms of in-house training.

Todd commented that emails for membership engagement have not worked. Group chats haven't worked either. What has worked is telephone conversations. Even though they are more time consuming, they are the most effective strategy and the best channel for two-way communication. Jamey noted that if Council members would like phone lists for their constituents, the REVP Office can assist. He added that members should ensure there is adequate LOS/LWP to facilitate this work, which can be sourced through Coordinator budget or Area Council/Committee budgets when it's those executives conducting the outreach.

Linda commented that it would be helpful to get speaking notes when phoning members, and mitigating strategy to deal with various situations that arise on the phone when cold-calling members.

Jeanne noted the member contact information seems to be missing. The PSAC doesn't seem to have some of the cards that we send in. Patrick answered that this was a significant problem in the past but has been remedied in part with the implementation on the online membership card process for TB members. This avoids cards having to be shipped through so many different hands.

Further discussion ensued.

Jen then sought clarification on why non-government units cannot sign members up virtually. The current paper-based system is plagued with problems and lengthy delays on the Employer side and on the union side. Patrick acknowledged the frustrations with the current systems for SSE and DCLs regarding membership cards. Cards are not online for non-TB yet because the cards are a legal document; they must be signed officially. There have been legal questions on whether an electronic card is applicable for the Canada Labour Code or the BC Labour Code. The eCard hasn't been legally tested yet, but it's a safer bet with federal government units. If there's a raid in a separate employer

unit, it could be ruled that eCards are not valid. Consequently, we need to use paper-based cards in these cases due to the legal ramifications, but HQ is looking at this and what future options they may have. Jen then asked if there's a better address to send the physical card to. Membership services seems to run behind. Jamey acknowledged the concerns raised and advised that he would forward them the HQ.

Todd commented that it's critically important that an online membership card system for all federal workers be established, especially where there are members spread out across multiple worksites. It's virtually impossible to get new hires to sign cards when we can't go see them.

After further discussion, Kelly advised that they have had success with the TB electronic membership cards and have been conducting the member orientations over Zoom. In working with the Employer on this, they're finding that connecting with members is faster than it used to be.

Jeanne noted that not everyone wants or uses Facebook anymore, and they're having to look at new ways to get messages out to members. Her Local is considering setting up a website through the Component, which would serve as a virtual union board. They've attempted to get something through the Employer on their site, but the current service managers are saying no.

PSAC BC Regional Awards Night

In the past, PSAC BC Solidarity Excellence Award recipients (as nominated by the Regional Council) have received their awards as part of the program at the Regional Convention. Given the limited time for the virtual PSAC BC Regional Convention the REVP Office wanted to think of a way to honour our Solidarity Excellence Award recipients, and all regional recognition awards recipients, in a meaningful way that wouldn't necessarily take away from potential resolutions debate time at convention. To that end, it was suggested that the Region organize a (virtual) regional awards night in advance of Convention for members. Jamey solicited the Council for their feedback on this suggestion.

Linda commented that she thought it was a good idea, adding that it would be open to more people than just convention attendees. Jeanne offered that if it takes place a couple weeks before convention it would be good as it won't take away from the convention program. However, she was unsure how many would attend a virtual event.

Jen commented that she liked the idea, and that we should ensure we invite the nominees and their nominators. We should also invite activists, similar to what was done for the VDAC AGM. Jen added that we should also see if there's some way record and make a brief summary of the event, which could be shown at convention during one of the breaks.

Todd provided that he liked the idea and wanted to see if there would be a way to entice members to attend. Perhaps a good speaker to talk about community issues, etc.

Terri added that she liked the idea of a whole evening celebration, but also wanted to ensure that there was some kind of recognition of the recipients at convention as part of the delegate kit.

After some further discussion, a working group for the event was formed consisting of Jennifer Horsley, Marion McLarty and Tracy Arrowsmith. The working group will work with the REVP Office on the logistics for the Regional Awards Night.

Given the busy time leading up to and during convention some potential dates for this event are Wednesday, April 7, Thursday, April 8, Tuesday, April 20 or Wednesday, April 21.

A motion was made to utilize up to \$1500 from the Special Events and Meetings budget line to cover the cost of a speaker at the Regional Awards Night.

Moved: Todd Smith; seconded: Linda Harding

After some further discussion the motion was carried.

Regional Council Training Session – Decolonizing Practices, March 23

Jamey reminded the Regional Council that we have scheduled a training session with [Decolonizing Practices](#). The half-day session takes place via Zoom in the morning of Tuesday, March 23 and loss of salary/LWP coverage will be provided by the PSAC to allow for Regional Council attendance.

Further details will be provided in the coming weeks. For now, Jamey asked that Council members hold the date in their calendars. Additionally, the presenters have advised that Regional Council members will need access to a computer to engage well with the workshop, so Council members were urged to participate by computer rather than by phone. Finally, Council member were also reminded to RSVP for the session if they have not already done so.

Kelly asked if the session would be open to alternates as well. Jamey advised that due to the limited number of seats available for the session (as outlined by the prescribed by the facilitators), the session would only be open to members of the Regional Council.

Other Business and Round Table

PSAC BC PURCHASE OF REUSEABLE NON-MEDICAL MASKS

Jamey advised that non-medical masks had again been discussed at the AEC. As a result of that discussion, the purchase of non-medical masks is now at the discretion of each Region. Jamey advised that the BC Region will be looking into a purchase but stressed that the any masks purchased and used by the PSAC would not be a replacement for PPE and would not be intended for the workplace. Jamey added the PPE remains an obligation of the Employer. Notwithstanding this, the masks purchased by the Region will still adhere to the current recommended standards at the time of purchased (e.g. 3-ply with filter, etc.).

Jamey went on to explain that the Region will be purchasing them centrally and Committee/Area Councils are not to go out and purchase their own. This will ensure that the bulk pricing can be obtained in accordance with PSAC purchasing policies. Once available, they will be distribution in the same manner as other swag purchased by the Region; there will not be a mask for each member in the Region, but the Region will ensure a fair and equitable distribution. The Council was supportive of this decision.

After some discussion, Jen asked if there would be way for some Locals to add to the Region's order at their own cost. Jamey agreed that this could likely be accommodated.

Leanne commented that it would be good if the Region could also purchase hand sanitizer as a swag item for members. Jenny added that it would be good if the branding incorporated "union proud" or something to that effect so the public can understand what PSAC is.

After further discussion, Jamey encouraged the Council to submit their ideas for the masks and other potential swag items.

METRO VANCOUVER ALLIANCE FUNDRAISING INITIATIVE

Jen reported that she attended a Metro Vancouver Alliance fundraising event last night. The final numbers tallied donations of \$27,000, which is just shy of their \$30,000 goal. Jen added that the initiative involved a lot of time and work from volunteers and that she was happy to have had the privilege to close the event last night.

INVITATION TO ATTEND AREA COUNCIL AGMs

Jamey advised the Regional Council that they are invited to attend the AGMs of the Vancouver & District Area Council and the North Vancouver Island Area Council. The VDAC will be having the CCPA's

Alex Hemingway as their keynote speaker and the NVIAC is hosting the Stand Up for Mental Health Comedy Group. Details for both events will be emailed to Regional Council members.

RENT STRIKE BARGAIN CAMPAIGN

Shane advised that with this role at the VDLC, he's involved with the [Rent Strike Bargain campaign](#), which he's hoping to have present at the next full Regional Council meeting. The campaign aims to enshrine collective bargaining rights for renters in BC. The campaign organizers have set up a short [online survey](#) to connect with union workers who rent and their allies. If members would like further details on the campaign or the survey, please contact Shane for further details.

BELL LET'S TALK DAY

Karen reminded the Council that today is Bell Let's Talk Day, which calls on Canadians to take action to reduce the stigma associated with mental health struggles. More information is available at <https://letstalk.bell.ca/en/>

DEADLINE FOR OBSERVER REGISTRATIONS FOR THE PSAC BC REGIONAL CONVENTION

Jamey reminded the Council that the deadline for observer registrations for the PSAC BC Regional Convention is February 18. Please be sure to share this info through your networks.

Scheduling of next conference call

Jamey suggested that the next Regional Council conference call be scheduled after the February NBoD meeting possibly during the week of March 1-5 or March 8-12. The REVP Office will send out a Doodle poll to gauge Regional Council availability.

ACTION ITEM:	REVP Office to send out Doodle polls to gauge availability for the next Regional Council meeting and next conference call
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Meeting Adjournment

Before adjourning the meeting, Jamey Mills thanked everyone for their engagement and participation during the meeting. Jamey also reminded everyone to stay safe and continue following the provincial health guidelines.

A motion was then made to adjourn the meeting.

Moved: Linda Harding; seconded: Todd Smith

Carried

The meeting was adjourned at 4:06 PM.

Minutes recorded by Kristin Schnider

Minutes published: March 2021

**PSAC B.C. REGIONAL COUNCIL BY-LAWS COMMITTEE
REPORT OF THE BY-LAWS COMMITTEE – January 2021**

The following members were appointed to the 2017-2020 PSAC BC Regional Council By-Laws Committee:

- Trish Martin, South Vancouver Island Coordinator – Chair
- James Brierley, Young Workers Coordinator – Co-Chair (until October 2020)
- Johann Ackermann, West Fraser Valley Coordinator (until June 2020)
- Susie Blyth, West Fraser Valley Coordinator (beginning June 2020)
- Jennifer Horsley, Metro Vancouver Coordinator
- Jill MacNeill, Northwester BC Coordinator
- Todd Smith, Alternate REVP BC

The By-Laws Committee was requested to review *REGULATION 1 Selection of Delegates to the B.C. Region Triennial Convention* and met via Zoom on January 19, 2021.

During the January 19th call, REVP Jamey Mills ran an election for the By-Laws Committee Co-Chair, vacated by James Brierley with his resignation from the Regional Council in November 2020. Todd Smith was acclaimed to the Committee Co-Chair position.

Upon review of Regulation 1, the Committee determined that they were in favour of the following resolution for consideration by the B.C Regional Council:

(Additions in **bold**; text to be removed is indicated as ~~strikethrough~~)

WHEREAS Regulation 1 of the B.C Region reads as follows:

REGULATION 1 Selection of Delegates to B.C. Region Triennial Convention

Section 1: Delegates Representing Regional Women’s Committees, Area Councils, and any other constitutionally recognized Regional Committees.

Sub-Section 1: Delegate selection meetings

Each Regional Women’s Committee, Area Council and any other committee recognized by the Council shall hold a general meeting, not less than two (2) months and not more than six (6) months prior to a Triennial Convention, B.C. Region, for the purpose of electing a convention delegate. Every effort shall be made to schedule such meeting at a convenient time to permit as many members as possible attend. Notice of the meeting, in writing, is to be given at least four (4) weeks in advance of the meeting date.

Sub-Section 2: Eligibility

For Regional Women’s Committees, any active member in good standing of the Committee is eligible to seek delegate status and to vote in the delegate selection.

For Area Councils, each Area council delegate in good standing of an affiliated local is eligible to seek delegate status and to vote in the delegate selection.

For each other constitutionally recognized Regional Committee, any active member in good standing of the Committee is eligible to seek delegate status and to vote in the delegate selection.

Eligible candidates who are unable to attend the delegate selection meeting may seek the nomination by submitting a written statement, duly moved and seconded, of their intent to do so.

Sub-Section 3: Voting

The delegate is elected by a simple majority. Where no candidate has a clear majority, the lowest-ranking delegate is dropped from the ballot and voting repeated until one (1) delegate has received a simple majority.

Section 2: Delegates Representing Equity Groups and Young Workers

Sub-Section 1: Eligibility

Equity members must self-identify to run or vote for the equity delegate seats. Each member may belong to and vote in more than one (1) equity group. Equity members may also run or vote in local/component delegate elections.

Sub-Section 2: Nominations

Nominations must be submitted, on the approved form and by the deadline established by the Convention committee, to the office of the REVP.

Sub-Section 3: Voting

Ballots will be mailed to each member who has self-identified as a member of one (1) of the equity groups.

Section 3: Delegates Representing Directly Chartered Locals and Small Separate Employers

Sub-Section 1: Eligibility

Each member in good standing of a Directly Chartered Local or a local of a small separate employer is eligible to seek delegate status and to vote in the delegate selection.

Sub-Section 2: Nominations

Nominations must be submitted, on the approved form and by the deadline established by the Convention committee, to the office of the REVP.

Sub-Section 3: Voting

Ballots will be mailed to each member of the above Locals.

WHEREAS at the 2018 PSAC National Triennial Convention a resolution was passed outlining the delegate entitlement for PSAC Regional Triennial Conventions, which is now contained in Section 16, Sub-Section (6) of the PSAC Constitution:

BE IT RESOLVED that Regulation 1 of the PSAC BC Region be amended as follows:

REGULATION 1 Selection of Delegates to B.C. Region Triennial Convention

Section 1: Delegates Representing Regional Women's Committees, Area Councils, and any other constitutionally recognized Regional Committees

Sub-Section 1: Delegate selection meetings

Each Regional Women's Committee, Area Council and any other committee recognized by the Council shall hold a general meeting, not less than two (2) months and not more than six (6) months prior to a Triennial Convention, B.C. Region, for the purpose of electing a convention delegate. Every effort shall be made to schedule such meeting at a convenient time to permit as many members as possible to attend. ~~Notice of the meeting, in writing, is to be given at least four (4) weeks in advance of the meeting date.~~ **Notice of the meeting is to be given in writing at least four (4) weeks in advance of the meeting date. This notice must clearly state that such election is to take place, what the eligibility requirements are to be elected as the delegate to convention as per Sub-Section 2 of this regulation, and how the vote will be conducted as outlined in Sub-Section 3 of this Regulation.**

Sub-Section 2: Eligibility

For Regional Women's Committees, any active member ~~in good standing~~ of the Committee **in good standing who self-identifies as a woman** is eligible to seek delegate status and to vote in the delegate selection.

For Area Councils, each Area council delegate in good standing of an affiliated local is eligible to seek delegate status and to vote in the delegate selection.

For each other constitutionally recognized Regional Committee, any active member in good standing of the Committee is eligible to seek delegate status and to vote in the delegate selection **providing they meet the following, if applicable:**

- **The Young Worker Committee delegate member must self-identify as a young worker 35 years of age or younger and continue to be a young worker for the duration of the Convention.**
- **The Human Rights Committee delegate member must self-identify as one of the equity groups represented by the Committee.**

Eligible candidates who are unable to attend the delegate selection meeting may seek the nomination by submitting a written statement, duly moved and seconded, of their, intent to do so.

Sub-Section 3: Voting

The delegate is elected by a simple majority. Where no candidate has a clear

majority, the lowest-ranking delegate is dropped from the ballot and voting repeated until one (1) delegate has received a simple majority.

~~Section 2: Delegates Representing Equity Groups and Young Workers~~

~~Sub-Section 1: Eligibility~~

~~Equity members must self-identify to run or vote for the equity delegate seats. Each member may belong to and vote in more than one (1) equity group. Equity members may also run or vote in local/component delegate elections.~~

~~Sub-Section 2: Nominations~~

~~Nominations must be submitted, on the approved form and by the deadline established by the Convention committee, to the office of the REVP.~~

~~Sub-Section 3: Voting~~

~~Ballots will be mailed to each member who has self-identified as a member of one (1) of the equity groups.~~

~~Section 3: Delegates Representing Directly Chartered Locals and Small Separate Employers~~

~~Sub-Section 1: Eligibility~~

~~Each member in good standing of a Directly Chartered Local or a local of a small separate employer is eligible to seek delegate status and to vote in the delegate selection.~~

~~Sub-Section 2: Nominations~~

~~Nominations must be submitted, on the approved form and by the deadline established by the Convention committee, to the office of the REVP.~~

~~Sub-Section 3: Voting~~

~~Ballots will be mailed to each member of the above Locals.~~

RATIONAL: Cleaning up Regulation 1 to align with resolution CS – 51A that was passed at the 2018 PSAC National Triennial Convention and adding a clear timeline for the notice required when Regional Committees and Area Councils are electing a delegate to Convention.

**PSAC B.C. REGIONAL COUNCIL FINANCE COMMITTEE
REPORT OF THE FINANCE COMMITTEE – January 2021**

The Finance Committee met via Zoom on Monday, January 25, 2021. In attendance were the following Committee members:

M. Shane Polak, Member With Disabilities Coordinator and Committee Chair
Leanne Hughes, National Officers Coordinator
Terri Lee, Metro Vancouver Coordinator
Antony Paller, East Fraser Valley Coordinator

Staff Resource: Kristin Schnider, Executive Assistant to the REVP

2020 Financial Statements as at December 31 - PRELIMINARY

The Finance Committee reviewed the 2020 financial statements prepared by the REVP Office for the period ending December 31, 2020.

It was acknowledged that the statements are preliminary as they do not include all expenses incurred in 2020. Specifically, we are still waiting for invoices from the PSAC Finance Section for December 2020, which will include member expenses for the October Regional Council meeting as well as the November 9 Area Council and Regional Committee planning calls.

The Finance Committee recommends approval for the 2020 Financial Statements as at December 31 and as presented to the B.C. Regional Council.

Moved by Terri Lee; seconded by Leanne Hughes
Carried

2021 Coordinator Allowances – Recommendation on Individual Allocations

The Finance Committee reviewed the historical data on individual Coordinator Allowance allocations and the spending in the 2018-2020 cycle. The Finance Committee acknowledged that the Priority Proposal for the 2021-2023 cycle will be approved at the postponed PSAC B.C. Regional Convention this May and the fact that all Regional Council Coordinator positions will be elected for a new three-year term at that time.

In light of the foregoing, the Finance Committee recommends that the 2021 individual Coordinator Allowance amounts be maintained at the same 2020 amounts for each Coordinator, and as outlined in the supporting spreadsheet included with the Committee's written report.

Moved by Terri Lee; second by Antony Paller
Carried

INFORMATION ITEM: PSAC Investments in VCIB Solidarity Savings Program

As decided at the October 2020 PSAC B.C. Regional Council meeting, funds from the PSAC B.C. investments at BMO Bank of Montreal were transferred to the Vancity Community Investment Bank (VCIB) Solidarity Savings Program in December 2020 so that they could accrue interest at a higher rate. The initial amount transferred into the VCIB program was \$250,000. This amount was \$50,000 less than the original projected amount because when the original amount was agreed upon at the October meeting, we had not anticipated reimbursing all the registration fees received for the 2020 PSAC BC Regional Convention. Now that the registration fees have largely been reimbursed and the majority of the 2020 expenses have been paid, we can plan to transfer the remaining \$50,000 to the VCIB program in the coming month.

The VCIB account representative assigned to the BC Regional Council's Solidarity Savings account advised that as of January 2021, the initial deposit into the program was earning 0.65%, accrued daily and paying into the account monthly.

INFORMATION ITEM: Member Review of the 2019 and 2020 PSAC B.C. Regional Finances

The Finance Committee acknowledged that a member review of the 2019 receipts and expenditures for the B.C. Region (including the B.C. Regional Council account, the B.C. Regional Conventions Subsidy account, the Restricted Reserve fund (audits), and the Regional Campaigns account) was originally scheduled to take place in the spring of 2020. However, with the closure of PSAC offices due to COVID-19, this review was postponed.

At the October Regional Council meeting, the Finance Committee reported this information to the Regional Council and advised that given the proximity to the 2020 year-end, the REVP Office suggested that the 2019 review be delayed until the early part of 2021 (provided PSAC offices are open to members at that time) when a review could be concurrently conducted for the fiscal years 2019 and 2020. At that time, it was anticipated that the offices would be reopen to members in Q1 of 2021. However, presently PSAC Officers are not projected to reopen in before June 2021, which is after the PSAC BC Regional Convention.

As the member reviews of 2019 and 2020 must take place prior to the PSAC BC Regional Convention and provide sufficient time for the Convention Finance Committee to assess the reports of the member reviews for 2019 and 2020, the REVP Office is now seeking special approval from the National Office to conduct the member reviews at the REVP Office while the PSAC Offices remain closed. Once approved by the National Office, the REVP Office will re-engage the member who had originally been asked to conduct the 2019 review to see if they are still able to conduct the reviews as well as the 2020 review and set up dates as appropriate. It should be noted that given the volume of paper documentation for the two fiscal years (cheque stubs, supporting backup, and receipts/invoices) it is not feasible to conduct the reviews electronically.

As with past member reviews of the PSAC B.C. Regional Finances, the 2019 and 2020 reviews are to be conducted by a member who does not hold a position on the B.C. Regional Council. Any loss of salary and related non-salary costs for the member's efforts will be reimbursed through use of the B.C. Regional Council "Audit" budget line item.

**PSAC B.C. REGIONAL COUNCIL DASH COMMITTEE
REPORT OF THE DASH COMMITTEE – January 27, 2021**

Recommendation for Remaining 2020 Funds

The DASH Committee met on January 27, 2021 to discuss the allocation of the remaining funds from 2020, which consists of \$600.00 that had been earmarked for donation to the Annual BCFed Christmas Dinner and a sustaining membership in the Council of Canadians. Requests had not come from either of these entities by the end of the 2020, and so the chair of the committee sought the advice of Kristin Schneider on whether the funds can still be utilized for donations.

Subsequently, a request did come in from the Council of Canadians for a greater amount than had been anticipated. However, as of March 15, 2020, the membership structure for the Council of Canadians has changed and been returned to an open membership structure and it looks like only individuals can be members, not entities such as unions. (<https://canadians.org/inscription-membres>). As such, the DASH Committee recommends making a donation of \$100.00 to the Council of Canadians.

For the funds that had been held back for the BCFed Christmas Dinner, the DASH Committee recommends that they be distributed to food banks in the Region, similar to the way the Regional Council distributed the Union Protein Project donation earlier in 2020. A breakdown of \$100.00 to Vancouver Island, \$100.00 to the Interior, \$100.00 to the North and \$200.00 to the Lower Mainland, with recommendations coming from the coordinators in those areas, or distributed in BC through foodbanks Canada, whichever is the choice of the majority of Regional Council.

2020 Donations/Membership Requests and Committee Recommendations

1. Kamloops Community YMCA-YWCA Peace Program

The DASH Committee recommends a donation of the remaining funds in the line item for 2020 to this organization doing work in the Kamloops community - \$176.00

2. Council of Canadians Membership Renewal

As stated above, membership renewal does not seem to be possible under the new membership structure, but we would still recommend supporting the important work of this organization, the DASH Committee recommends a donation of \$100.00

2021 Donations/Membership Requests and Committee Recommendations

1. Coalition of Child Care Advocates of BC – membership renewal

The DASH Committee recommends renewing our membership with the CCCABC for \$100.00

2. Amnesty International – donation request

The DASH Committee recommends a donation of \$100.00 to this social justice organization.

Meeting of the Environment
Committee
January 28, 2021

Attendance: Jill McNeil, Leanne Hughes, John Davies, Shane Polak, Jenny MacLeod

Regrets:

- 1) Call to Order: 8:50
- 2) Agenda approved as proposed. M/S/C (Leanne/John)
- 3) Minutes approved from October. M/S/C (Jenny/Jill)
- 4) Tanker Traffic – MP requested send message to Minister of Transport and address concerns with tanker traffic off the BC North Coast.

M/S/C (Jill/John)

The Oil Tanker Ban was finally made law in 2019 after decades of effort by residents and Indigenous nations in Northwest BC. Now, the Conservatives are trying to scrap our hard-won protections. A crude oil spill would devastate our fragile marine ecosystem and threaten the livelihoods of those who live along the coast.

That the PSAC BC support a campaign to defeat Bill C-229.

That PSAC BC support a campaign to protect our fragile marine ecosystem as was finally made law in 2019 after decades of effort by citizens.

Further that PSAC BC speak against Bill C-229 which threatens the ecosystem of the BC coast.

https://taylorbachrach.ndp.ca/defend-our-coast?fbclid=IwAR3-afIPjXFaefxU7CkUzYD1mgCA_VGwko4DS8vKfHDVdWcljKgmnOwczU

- 5) Silver Mining in Guatemala – The environment committee is pleased with the PSAC's response in fighting against the environmental disaster in Guatemala.
- 6) The electrification of the Government of Canada's Fleet – motion (John/Jenny)

That PSAC BC support the electrification of the Government of Canada's vehicle fleet which will reduce carbon emissions and help to protect the environment.

- 7) Dates that the committee would like PSAC BC to observe and promote on our communications channels:
 - a. Mother Earth Day is April 22, 2021. Please go out and observe nature.
 - b. Earth Hour is March 27, 2021 at 8:30 – 9:30 PM. Please turn off lights and other non-essential powered up items. The PSACBC website advertises this hour as a time of reflection on the environment.
 - c. World Water Day is March 22. Please think about the water resources you use and how it is used.
- 8) Round Table:
 - a. Leanne – Everyone can do their own part for the environment when you see masks on the ground to try and pick them up, if safe to do so, and discard them. I think our committee as a whole seems to work well together.
 - b. John - Pollution is a long-term issue and we should continue to be aware of this.

- c. Jill – Climate Change is a long-term issue and we should continue to watch for actions to affect change. Thanks, Shane, for all his work.
- d. Jenny – pass.
- e. Shane – Would like to thank the members for their attendance at such short notice and apologized for not having more meetings and is committed to ensuring the committee meet more often going forward.

9) Adjournment 9:30 AM.

**PSAC B.C. REGIONAL COUNCIL CONVENTION COMMITTEE
REPORT OF THE CONVENTION COMMITTEE – January 2021**

The Convention Committee met on the afternoon of January 27. Though there are only two Committee members attending the Regional Council meeting, we were lucky enough to have a couple guests join our Committee meeting who helped us with the discussion. I thank them both for the input and ideas they shared with the Committee.

We talked about if we still have a budget as a few things we talked about was maybe hire the comedian for an evening as so entertainment at convention time. Of course, this is subject to the comedian show this weekend at the North Island AGM. So, we have to fine tune this still.

Other ideas that were brought up were a Scavenger Hunt, Bingo, (could be a fundraiser) Virtual Escape Room, Dance party/online games like Pictionary or Scattergories to name a few these are things we will look into in the next week or so and see if we can get it together in time for Convention.

We also talked about the stuff we arranged for the convention in 2020 that was put on hold thing like the T-Shirts the note books and if they were purchased or not after the meeting I had a conversation with Kristin about the T-Shirts etc. and they were purchased already and are waiting to be delivered to the PSAC Office. We talked about mailing these items out to the delegates and observers as we may be mailing out the Convention package to attendees, and we could add this item to the package.

We also talked about the 50/50 draw and the Basket Raffle and to see if there is any way that we can still do this virtually but it was determined that this events will not be happening at this convention as this is something that would be hard to establish by Convention time.

We also talked about having a drop-in room in the evening for members to come in and chat about the day's events if they like. So even though this Convention is all Virtual the Convention Committee has refocused and has a bit of work to do before convention.

Thank you

**PSAC B.C. REGIONAL COUNCIL INTERNATIONAL SOLIDARITY COMMITTEE
REPORT OF THE INTERNATIONAL SOLIDARITY COMMITTEE – January 27, 2021**

Linda Harding, Terri Lee, Kelly Megyesi (for Kelly Sidhu), Ernest Hooker, Jenny Macleod

Guests: Todd Smith, Tracy Arrowsmith

The chair of the committee, Stephen Torng has resigned from the Regional Council and the committee agreed to proceed with the lack of chair.

1. The India farmers need our support against the reforms of the Indian Government who are giving major corporations the authority to set crop prices. The new legislation will remove the any minimum pricing and any collective empowerment the farmers hold. They would be left to the mercy of massive corporate interest. Agriculture is the leading source of income for more than half of India's 1.3 billion people. There have been many protests led by supporters in BC including nightly rallies in Surrey/Delta in support of the farmers.

The BC PSAC passed a motion to send a solidarity statement with other unions to the farmers of India to stop the corporate takeover of India's Agriculture sector.

<https://psacbc.com/psac-bc-stands-solidarity-farmers-labour-activists-workers-india>

Ernest will make contact with a local representative for information on how the BC PSAC can further support their cause.

2. The BC PSAC signed an open letter calling for an investigation into the assassination attempt against Julio Gonzalez, a member of the Peaceful Resistance of Santa Rosa in Guatemala.

<https://www.facebook.com/psacbc/posts/10165166608040157>

3. There was a discussion regarding promotion of International Solidarity at the BC Regional convention.

Motion for the BC Regional Council to purchase some Cafe Justica (<http://cafejusticia.ca/>) coffee to be raffled at a the PSAC Regional convention on behalf of the International Solidarity Committee, to a maximum cost of \$200. The coffee would be mailed directly by Cafe Justica to the winners' homes (no contact and covid friendly).

Motioned by Kelly, seconded by Terri

The idea is to play a short International Solidarity clip at the convention then raffle the coffee at random to all convention participants. We will check with Patrick regarding the option to do some International Solidarity polling questions to engage the convention participants.

In solidarity,

BC Regional International Solidarity Committee