

Amended

Vancouver and District Area Council Annual General Meeting – February 17, 2021

Via Zoom due to Covid-19 pandemic

In Attendance:

Todd Smith (President, AGR 20044), Jen Horsley (Secretary, UPCE 20095), Andre Bessette (UHEW 20729), Warren Wulff (UCTE 20088), Shane Polak (UVAE 20045), Aaron Chang (Treasurer, CEIU 20938), Nielene Chand (UTE 20007), Alketa Katro (UTE 20027), Betsy Chow (UTE 20027), Denzil John Asche (UTE 20027), Miglena Dinovska (UTE 20029), Simona Lo (UHEW 20031), Brian Chanyan (CIU 20040), Joanne Cochrane (CIU 20040), Lisa Steel (CIU 20040), Terri Lee (AGRU 20044), Jay Petersen (UTE 20050), Mark Oh (UTE 20050), Raymond Hua (UTE 20050), Willem Chan (AGRU 20060), Marion McLarty (UNE 20088), Nicholas Pearson (UCTE 20088), Ann-Marie Friesen (UHEW 20729), Cornelia Atmadja (UHEW 20729), Mark Buecker (UHEW 20729), Alice Wang (CEIU 20937), Sarah Reynolds (CEIU 20937), Jean Claude Nibizi (CEIU 20944), Khalil Nanji (CEIU 20944), Sharon Cowie (UTE 20027)

Jamey Mills (REVP), Monica Urrutia – Staff, Kim Nguyen – Staff

A number of members attended the presentation by Alex Hemmingway, but did not stay for the meeting, so their names are not reflected in the minutes.

Regrets: None were received

Meeting Called to Order at 6:02 PM

Agenda:

1. **Welcome & Indigenous Acknowledgement**
2. **Adopt the Agenda**
3. **Guest Speaker – Alex Hemmingway from the CCPA**
 - “Taxing Extreme Wealth to Reduce Inequality and Fund Public Investment After the Pandemic”
4. **Prior Minutes**
 - Ratify motion: Letter to PSAC leadership on CLC President’s endorsement of Bill Morneau for OECD Secretary-General.
 - AGM 26Feb2020 & 18Nov2020 meetings (both attached)
5. **President’s Report**
6. **Treasurer’s Report**
7. **Financials 2020**
8. **Budget 2021**
9. **Affiliate Reports (3 Minutes)**
 - if you want it in the minutes please send a written report to Jen Horsley.
10. **Elections – Jamey Mills, REVP BC**
 - President (two-year term)
 - Second Vice-President (two-year term)
 - Secretary (two-year term)
11. **Standing Updates (Metro Vancouver Alliance; Phoenix; COVID-19)**

12. **PSAC Education**
13. **Jamey Mills, REVP BC**
14. **Round Table**
15. **Prize of PSAC BC swag items**
 - Winner will be selected and contacted by Friday.
16. **Oath of Office**
17. **Next Meeting date**

Welcome & Indigenous Acknowledgement – Todd opened the meeting with the acknowledgement of the traditional territories of the Musqueam, Squamish and Tseil-Waututh and asked the members in attendance to reflect on the territory they were calling in from.

Guest Speaker: Alex Hemingway, CCPA - “Taxing Extreme Wealth to Reduce Inequality and Fund Public Investment After the Pandemic”

Alex is an Economist and Public Finance Policy Analyst at the CCPA’s BC Office. His work focuses on the state of public finances and services in BC, including education, health care, social programs and regulation. He also works on tax fairness—looking at the links between how our tax system is structured and the problem of growing inequality—and explores how high-quality, accessible public services can improve British Columbians’ quality of life.

Alex is currently finishing a PhD in Political Science at the University of British Columbia, where his research focuses on the relationship between economic inequality and inequality of political influence. He holds two master’s degrees from the London School of Economics (MSc Social Policy and Planning; MSc Global Politics), as well as a BA in psychology from Simon Fraser University, with a focus on evolutionary psychology and the evolution of human morality.

There was time at the end of the presentation for questions.

Before opening the business of the meeting, Todd explained voting entitlement and encouraged those who were interested in participating in the future to discuss with their Local Executive becoming a delegate to the Area Council.

Adoption of the Agenda (M/S/C) Jen/Shane

Ratification of Previous Minutes and motions between meetings

Ratify motion: Letter to PSAC leadership on CLC President’s endorsement of Bill Morneau for OECD Secretary-General

Previous AGM Minutes – February 26, 2020 (M/S/C) Jen/Marion

Previous Minutes – November 18, 2020 (M/S/C) Jen/Shane

President’s Report (M/S/C) Todd/Jen

Todd gave his report for the previous year. Written report as submitted below.

- Proud of what we’ve been able to accomplish this last year.
- Our Area Council remained engaged over the year despite the challenges we’ve faced.

- We continued our work internally within our union in regard to the upcoming PSAC BC convention whereby we submitted a number of additional resolutions.
- Our engagement with the Metro Vancouver Alliance continued throughout the year. I'm proud of our contributions to the MVA and wish to thank Jen Horsley and Shane Polak who are our two delegates to the MVA.
- We'll hear more about the MVA later on in the agenda.
- While we weren't able to do any of our usual annual in-person events we instead focussed on engaging with our affiliated locals, committees, and the broader membership in the Area Council's catchment
- One major project we took on this fall was our letter and survey to the membership. The response has been tremendous and as evidenced by the participation at tonight's AGM I would say it has been a success. The survey results will be shared with the Area Council executive, our three Regional Council Metro Vancouver Coordinators, and our REVP... anonymously, of course.
- Those who've asked questions in their surveys should have received a response

Treasurer's Report (M/S/C) Aaron/Terri

The floor was given to Aaron to give his report on the finances of the Area Council. He noted that the budget had been revised and approved in September of 2020 to better reflect the realities of 2020 and the effect the pandemic has had on our activities. Aaron presented the budget vs the actual expenditures with explanations about cheques that had not been cashed in 2020 and billing for Political Action which had not been received until January 2021.

Financial Statements 2020 (M/S/C) Aaron/Terri

Aaron thanked Warren Wulff and Marion McLarty for auditing the financials for the Vancouver and District Area Council. This was done separately over email, so two separate signature sheets are attached to the documents.

Budget 2021

Debits:	
Political Action	2700.00
Membership Meetings	400.00
Conventions/Conferences/Membership Engagement	500.00
Office	25.00
Donations	500.00
Other	0.00
Total	4625.00
Credits:	
PSAC/Regional Support	0.00
Local/Branch Affiliation Dues	300.00
Affiliated Bodies Dues	0.00
Other	0.00
Interest	0.00
Investment Income	0.00

	Total	300.00
Available Funds		2638.98
Budget Request 2021		1632.02

Floor was opened for discussion/questions:

Shane had a question/comment. We have budgeted \$500 for the MVA and that amount has stayed the same as last year, should we be increasing this amount? Todd responded that the PSAC also provides \$2500 to the MVA through the Social Justice Fund. Jen mentioned that in the past we have also contributed funds through our Annual Softball Tournament, maybe we can look at a different sort of fundraising effort if we can't hold the tournament for a while.

(M/S/C) Aaron/Shane

Affiliate Reports

No written reports were submitted.

Jennifer did note that in Shane's verbal report he had noted issues with the call centre employees in his local being required to clock in 15 minutes before the start of their shift and had requested that anyone who was having issues with their employer along the same lines contact him at uvae20045@gmail.com for further discussion.

At the end of the affiliate reports Todd noted that Anne-Marie had asked a question regarding the financial report in chat that he had missed. She asked if e-payment would be available for locals to pay their affiliate dues. Aaron answered that he thought it was possible, and that the executive would need to discuss which email address would be used for this purpose.

Elections

The floor was turned over to Monica for some technical explanation. If any of the positions were to come to a vote, Monica would send an email to all delegates who were eligible to vote and they would need to respond to that email to cast their vote.

Floor turned over to Jamey to run the elections. Jamey introduced himself as the REVP, that his home local is UTE 20027 and that he was the past-president of the Area Council.

Jamey thanked the Executive for the hard work that they continue to do, as well as thanking the member in both public and private employers for the hard work they have done throughout the pandemic to keep the country running.

Jamey explained the election process and noted that a scrutineer could be worked out if required. The area council changed their election cycle, so not all positions are up for election tonight.

President:

Todd Smith nominated by Jen Horsley, 2nd Marion McLarty acclaimed

2nd Vice President:

Andre Bessette nominated by Todd Smith, 2nd Jen Horsley acclaimed

Secretary:

Jennifer Horsley nominated by Todd Smith, 2nd Aaron Chang acclaimed

Standing Reports: Metro Vancouver Alliance

Jennifer reported that the MVA is still working towards renewal due to the departure of their organizer last year. The pandemic has made this more difficult, but the Alliance held a series of virtual fundraising events starting in September 2020. They have raised nearly \$30,000 from individual donors (not affiliated organizations, but individual members of those organizations). The next steps will be contacting affiliated organizations to recommit to the MVA and to ask them to pay their organizations' dues. Also, they piloted an anti-racism/decolonization workshop in October 2020 that was created by the parent organization of the Metro Vancouver Alliance, the Industrial Areas Foundation with direct input from indigenous elders and leaders. This will be adapted to reflect the situation in Vancouver and hopefully going forward later this year. More information about the work of the MVA can be found at <https://www.metvanalliance.org/>

Standing Reports: Phoenix

Todd turned the floor over to Jamey. Jamey noted that consultation is continuing on multiple levels around replacing Phoenix and associated HR programs. SAP has been selected as the provider. The new payroll program is being tested at Heritage Canada before it is rolled out. Heritage Canada was selected because while it does not have as many employees as other organizations within the government, it represents members from a large amount of different Collective Agreements (48% of PSAC agreements have members working there). It is looking like the roll out will likely be in 2023, and it will be a separate but parallel roll out so that the new system isn't getting the bad data from Phoenix and so that if there are any issues there may already be fixes in place in Phoenix.

There are still 270,000 outstanding pay action requests. The pay centre can process 80,000 transactions per month, which still leaves a backlog which is still be added to with new claims. They are finding that interdepartmental transfers and terminations are the most complex cases.

There is no timeline for the Damages to be paid out. The PSAC is holding to its position that because it is damages, not compensation, that the payment should be non-taxable. The PSAC has requested a ruling, currently the CRA has issued an opinion (not an actual ruling) that they are taxable. The PSAC has presented further evidence that this is damages for pain and suffering, not compensation.

There is an upcoming change in terminology. Departments that use the term "pay pods" will find the name has been changed to "accelerator services".

Andre asked a question. He has actually just had his first major Phoenix pay issue and is wondering if the damages cover all service expenses. Jamey responded that the damages will be separate from the \$2500 that is available through the Phoenix website, which is the funding for out of pocket expenses such as accounting services, interest payments, etc. Andre asked a follow-up question regarding loss of inflation on income. Jamey said that the question should be answered via the PSAC website.

<http://psacunion.ca/phoenix> or <http://psacunion.ca/phoenix/damages-compensation>

Anne Marie asked if members would be able to put their damages payment into an RRSP similar to when severance is paid out? Jamey answered that if it is deemed non-taxable then that shouldn't be necessary, but that if it is deemed taxable that would be a question the PSAC would be asking.

Standing Reports: COVID -19

Todd opened by saying that there wasn't much new to report but encouraged members to look after their mental health by reaching out or supporting each other as best we can.

Jamey said that the PSAC is still in talks with the employer, but he had nothing specific to report. The National Officers of the Components who reside in the region meet regularly via teleconference/zoom to share ongoing or persisting issues, at the last meeting we had had a discussion around whether vaccines would be mandatory for some employers, which generally it is felt it will not. Someone asked a question about vacation payout versus being forced to take vacation time while there are travel restrictions. (I'm not sure if this was answered or put in the parking lot)

PSAC Education

The floor was turned over to Monica to tell the members about upcoming education opportunities. Monica said that one of the things she misses the most is in-person education sessions with members. The PSAC is trying to adjust and offer different subjects in a virtual matter. The PSAC has launched a new virtual platform for individual learning that is offered through the national PSAC website, you will need to be registered on the site to access these. The new platform is more user-friendly and intuitive than the previous one. Currently there are two self-paced offerings: "Welcome to your Union" which introduces new members to the union, would be a good addition to union orientation, and "Precarious Work is a Union Issue". There will be more added to the platform in the future.

Upcoming will be an Anti-Racism initiative which has been supported by the PSACBC Regional Council. This in-depth learning opportunity will be delivered in a three-part workshop series beginning on March 31, 2021 with Bakau Consulting (formerly Cicely Blain Consulting). The workshop series will be open to a maximum of 40 participants, who will be required to attend all three sessions. All sessions will be held using Zoom. Please note that all selected participants will be responsible for the costs associated with their attendance. Additional details on the workshop series and the application form can be found at <https://psacbc.com/anti-oppression-anti-racism-sessions-bakau-consulting>

The application deadline for the workshop series is Monday, March 15 at 4:00 pm

The PSAC, the Regional Education Officer and the staff are working on adjusting the foundational courses to an online format. Currently the offerings are 2 Convention Procedures courses being offered in April. TUB and Grievance Handling have been rescheduled and should be coming out soon.

Also, the PSAC BC Regional Health and Safety Conference is coming up soon, applications are open on the PSAC BC website.

Jamey Mills, REVP

Todd acknowledged that Jamey is on a Zoom meeting nearly every night and thanked him for making time to join us tonight. Jamey spoke to missing meeting members in person and this was the way to go about meeting with members for now.

Jamey talked about the upcoming Regional Health & Safety Conference and mentioned that because the Conference is being held virtually there would be more spaces available for members to participate due to reduction in costs from travel, etc. He encouraged members to apply and get the word out to those in their locals who did health and safety work.

Jamey updated the members on bargaining. There are agreements in place for most Treasury Board units, except for FB, as well as CRA, CFIA and Parks. Jamey noted that they are good contracts with no concessions and fair wage increases. He felt that the upcoming bargaining round was going to be a tough one though. The Bargaining Survey is live and already has 7000 responses, will be open until February 25, 2021. (<http://psacunion.ca/treasury-board-bargaining-survey-you-can-shape>) The bargaining conference is coming up in April. If you are a member who self-identifies as being a young worker or from an equity seeking group and you don't think you will be able to attend the conference through your component, you are encouraged to apply for an equity seat.

Jamey emphasized that in this round we will need to do things differently. We need to get information out to members quickly and widely, good communication is going to be essential to leverage our power and our power is in our membership. We need the message that the employer sees to be that we are organized, mobilized and ready to take action.

Jamey recognized that the new Area Council President from the West Fraser Valley Council was in the meeting with us as a guest, Nielene Chan.

Jamey asked if there were any questions, but no one responded at this time.

Round Table

Andre spoke about his background as a Metis, French and Croation person. He spoke to the resolution that he had brought to the BCFed Convention in November and how he had adapted the language in that resolution and submitted it as a bargaining demand. The demand is around requiring mandatory anti-racism/reconciliation and indigenous Intercultural Competency Training for all positions within all Treasury Board bargaining units that PSAC represents. Andre also mentioned that he has been on a "speaking tour" about his own anti-racism and experiences with the employer.

Shane spoke about the Vancouver and District Labour Council, which is having funding issues. There are a few PSAC affiliated locals, but Shane encouraged more locals to affiliate. The funding issues stem from the drastic reduction in dues from the walkout of large affiliates from the CLC as well as reduction in the funds available to affiliates due to membership reductions or layoffs from the pandemic. Shane mentioned that the VDLC does good work, he is currently on the Housing Action Team which is working on evictions, rent strikes and rent bargaining. They look at all aspects of housing and are interconnected with municipal councils and subcommittees. The VDLC offers education, which has been a saving grace from the registration fees. Shane encouraged members to keep an open mind, affiliate if you can and join in the wider labour movement. Todd noted that Labour Councils work similarly to Area Councils in that they are the political action arm of the CLC. Jamey reminded the members that funding is available to off-set affiliation dues through the REVPs office, which offers a subsidy to locals who affiliate.

There were no further contributions to round table.

Prize Package

The prize package of PSAC swag that was mentioned in the invitation letter will be drawn by Friday from the names of all attendees and the winner will be notified via email by Friday February 19, 2021.

Oath of Office

Jamey performed the Oath of Office for the three newly elected officers, Todd Smith, Andre Bessette and Jennifer Horsley

Next Meeting

The next meeting will be our annual planning meeting where we will set out firmer goals and events. Scheduled for Wednesday April 7, 2021 at 6PM

Adjournment

8:10 PM (M/S/C) Shane/Jen