

DRAFT

Vancouver and District Area Council Annual General Meeting – February 23, 2022

Via Zoom due to Covid-19 pandemic

In Attendance:

Todd Smith (President, AGR 20044), Jen Horsley (Secretary, UPCE 20095), Warren Wulff (UTE 20088), Shane Polak (UVAE 20045), Aaron Chang (Treasurer, CEIU 20938), Nielene Chand (UTE 20007), Marion McLarty (UNE 20088), Ann-Marie Friesen (UHEW 20729), Mark Buecker (UHEW 20729), Ruby Langan (UNE 20088, representing MHRC)

Monica Urrutia – Staff

Regrets: None were received

Meeting Called to Order at 6:01 PM

Agenda:

1. Prior Minutes

- **AGM 17 Feb 2021 & 17 Nov 2021 meetings**

2. President's Report

3. Treasurer's Report

- **Financials 2021 (to be attached in reminder email)**
- **Budget 2022 (to be attached in reminder email)**

4. Affiliate Reports (3 Minutes) – NOTE: please send written affiliate reports to Secretary, Jennifer Horsley at HorsleJ@psac-afpc.com either beforehand or within two weeks after the meeting to be included in the official minutes.

5. Elections

- **President (remaining one-year term)**
- **First Vice-President (two-year term)**
- **Second Vice-President (remaining one-year term)**
- **Secretary (remaining one-year term)**
- **Treasurer (two-year term)**

6. Standing Updates (Metro Vancouver Alliance; Phoenix; COVID-19)

7. PSAC Education

8. Round Table

9. Oath of Office

10. Next Meeting dates

Welcome & Indigenous Acknowledgement – Todd opened the meeting with the acknowledgement of the traditional territories of the Musqueam, Squamish and Tseil-W'aututh and asked the members in attendance to reflect on the territory they were calling in from. Todd also spoke about the demands that are at the Common Issues table for Treasury Board bargaining that touch on Reconciliation and Indigenous rights and issues. These include, Paid Leave for Traditional Indigenous Practices, an Indigenous Language Allowance, Equity in the Workplace, which is a call for the implementation of #57 of the 94 Calls to Action. Todd thanked the hard work of previous member activist Andre Bessette for all of his work on this.

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

Agenda was accepted with the addition of a discussion on the upcoming Municipal Election and VDLC endorsements after the standing updates.

A round of introductions was held before moving on to the next agenda item.

Ratification of Previous Minutes

Previous AGM Minutes – February 17, 2021 (M/S/C) Jen/Warren

With changes to pg. 1, Warren's local is UCTE 20088 and on pg. 5 under standing reports, MVA had raised \$30,000.00

Previous Minutes – November 17, 2021 (M/S/C) Warren/Aaron

President's Report (M/S/C) Todd/Shane

Todd gave his report for the previous year.

- Proud of what we've been able to accomplish this last year as the pandemic carried on.
- Thank you to everyone for their participation
- Our Area Council remained engaged over the year despite the challenges we've faced.
- While we weren't able to do many of our usual annual in-person events we focused on engaging with our affiliated locals, committees, and the broader membership in the Area Council's catchment
- We helped organize and participated in the Car Rally which took place on Granville Island on May 23, 2021 in support of UNE 20378 who were in a tough bargaining position.
- We were able to send members of this Area Council to the Area Council/Committees Summit which took place on July 15, 2021
- We continued our work internally within our union and held a resolution writing session on September 8, 2021, which allowed us to submit several resolutions to the upcoming PSAC National Triennial convention.
- On September 9, 2021 we hosted a Lunch and Learn with Alex Hemmingway on a Just Recovery and a Wealth Tax
- I will not be reoffering, as I have taken on new responsibilities, but I have reflected on my past 5 years as Area Council President and am proud of what we have been able to accomplish and look forward to continuing to participate in the Area Council in a different capacity. I'm not going anywhere, just need to step back a bit.

Shane rose in support of Todd's report and thanked him for all that he has done over the past 5 years and made note that Todd's work during the many elections that have taken place over that time has been invaluable to electing progressive candidates.

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

The floor was given to Aaron to give his report on the finances of the Area Council. He thanked Shane and Marion for their work auditing the Financial Statements.

Budget 2021

Debits:	
Political Action	2700.00
Membership Meetings	1000.00
Conventions/Conferences/Membership Engagement	1000.00
Office	25.00
Donations	500.00
Metro Vancouver Alliance	500.00
Other	0.00
Total	5725.00
Credits:	
PSAC/Regional Support	0.00
Local/Branch Affiliation Dues	300.00
Affiliated Bodies Dues	25.00
Other	0.00
Interest	0.00
Investment Income	0.00
Total	325.00
Available Funds	1757.20
Budget Request 2021	3642.80

Floor was opened for discussion/questions:

Aaron mentioned that the Conventions line item was increased due to the PSAC Triennial Convention.

(M/S/C) Aaron/Shane

Affiliate Reports

Warren's affiliate report for UCTE 20088:

- Vaccine attestations all done – everyone vaccinated. No news on verifications from Natural Resources Canada management.
- NRCan headquarters in Ottawa is being Workplace 3.0'd. This means no one has a seat except what they find that day (except for execs – they get their offices). There is a threat to take this to

BC buildings, and we will fight it strongly as it is totally irresponsible given our science mandate where our staff have equipment that cannot be easily moved, and there is plenty of space for everyone.

- Return to Workplace is starting up but is very gradual and employee-centred.
- A lot of OHS upgrades are taking place: testing for air, water, and asbestos; better security doors; fixing deficiencies like bad lighting.
- Our leased building is run poorly – management and unions are working together to fight them to get deficiencies fixed.
- Positive work being done by management to make our workspace LGBTQ2+ safe, which our local certainly supports. Our office has applied for a float in the Vancouver Pride Parade, which has been supported by many departments with offices in BC.

Jennifer's report for UPCE 20095

- Peak season is over and there have been some layoffs of temporary employees.
- We had a Covid outbreak in our Richmond facility, which was exacerbated by there being so many people who co-habit or are in the same family working there, so it spread between shifts and departments.
- We will be starting bargaining this year, our contract is up in December and the process is just beginning with our Component president trying to set up a meeting with Jamey and our negotiator. This process may be delayed as the Teamsters are still in negotiations which were put on hold due to the Omicron variant. Will keep the Area Council in the loop for support.
- We have had an issue come up around vacation requests and seniority due to the employer's previous practice of hiring casual workers...needed to resolve what their actual date is for their vacation entitlement, hire date or seniority date? It has been resolved as the hire date for milestones and increases in vacation entitlement, which makes sense, as the hire date carries with the member if they transfer to another place where our union is not in place, such as non-unionized sites or where the Teamsters or Unifor are in place.
- Jen also asked a question on Ann-Marie's report regarding Attestation confirmations as this was not taking place currently in her own workplace. Members of the Area Council answered that in there was variation of 5-10% random confirmation amongst members and 100% confirmation at the manager/executive level.

Ann-Marie's report for UHEW 20729

- Local 20729 UHEW provided a verbal report regarding their AGM happening February 24 completely via teleconference.
- The local headquarters located at 401 Burrard in downtown Vancouver is undergoing an unassigned seat pilot project which is the continuation of workplace 2.0 with activity-based work areas.
- The local members are being asked to continue with the vaccination policy regarding verifying attestations which is not being implemented equally among the branches of the department nationally.

- Return to Work is being discussed for those members who have been working remotely. Local management has been helpful and not many issues have arisen regarding this change in work location or possibly more telework arrangements being created.

Elections

The floor was turned over to Monica to run the elections. Monica explained the election process. The area council had previously changed their election cycle. There have been a number of resignations, which resulted in all executive positions being up for election, but not all of the terms for positions are full terms for election tonight. Todd wanted to thank all previous executive members for their service.

President (1-year term):

Jennifer Horsley	nominated by Todd Smith, 2 nd Shane Polak	acclaimed
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1st Vice President (2-year term):

Warren Wulff	nominated by Shane Polak, 2 nd Marion McLarty	acclaimed
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2nd Vice President (1-year term):

Todd Smith	nominated by Jen Horsley, 2 nd Warren Wulff	acclaimed
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Secretary (1-year term):

Marion McLarty	nominated by Todd Smith, 2 nd Shane Polak	acclaimed
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Treasurer (2-year term):

Aaron Chang	nominated by Shane Polak, 2 nd Warren Wulff	acclaimed
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Standing Reports: Metro Vancouver Alliance

Jennifer reported that she had attended an in-person institutional leaders event hosted by the MVA in November, which had resulted in her missing the previous Area Council meeting. The event was held at St. Thomas Anglican in Vancouver. Leaders made a meal, broke bread together and discussed how to transform our languishing from the pandemic into collective action in the future. It was a casual way to practice listening and get to know each other better. Shane reported that he has been attending the Labour/Faith Caucus meetings, although he missed the last one due to previous commitments. Jen noted that there was a leaders meeting being held this evening, but that this AGM took priority. The MVA is hoping to have training sessions coming up soon, the omicron variant of Covid had put these on hold. More information about the work of the MVA can be found at <https://www.metvanalliance.org/>

Standing Reports: Phoenix

Todd reported on the current state of Phoenix. The 6th anniversary of the implementation of this failed pay system is coming up on February 28th, and the PSAC will be launching a new lobbying campaign with the most up to date information available in the lobby kits. If you are interested in participating by

lobbying your MP please get in touch with the REVP's office, there is Loss of Salary available for participation. There are 4 specific asks in this lobby:

- Hire more compensation advisors to clear the backlog
- Support for ongoing damages
- Make Phoenix General Damages non-taxable
- Properly consult the unions on the next pay system before it is implemented

Lobbies are suggested for the weeks of March 7th and 14th as Parliament will not be sitting these weeks, so MPs should be available.

Todd is planning on meeting with Don Davies and Jen is trying to set up a meeting with Joyce Murray through the REVP's office. Shane asked if this was being done in coordination with the upcoming CLC Lobby, Todd responded that it probably isn't, Shane suggested that if anyone is participating in the CLC Lobby they should roll these issues into it and add more time to their lobby appointment.

Todd added that there are approximately 54% of Phoenix issues still outstanding and that the number of issues is growing. He also noted that management keeps trying to remove it as a standing agenda item in consultations, a further slap in the face for our members.

Shane mentioned that it is well worth putting in a claim for damages, there are several areas for claims, that you may not have thought of that can quickly add up to the minimum \$1500.00.

Standing Reports: COVID -19

Monica advised that the PSAC is still waiting on a decision on the use of 699 Leave, and that the PSAC is advising members to keep filing grievances because we don't know what the decision will be and whether the decision will be retroactive and whether it will carry forward to new issues around this.

Todd reported that he was reminded that CFIA has no jurisdiction or ability to override provincial Covid rules, but also that federal workplace rules can't be removed just because provincial rules are less strict. There is still a mandatory 10-day isolation period for close contact (less than 6 ft) where the member will need to isolate from work.

Ruby reported that some members had applied for exceptions for vaccination attestations at Indigenous Services Canada on religious grounds but had been denied and not actually been advised why their exception application had been denied. There was some concern expressed that they would be forced to go on LWOP.

Ruby said she was happy to have the MHRC participating in the Area Council again, Todd responded that we were happy to have them back.

VDLC (Shane)

Shane reported that the VDLC has already vetted a number of candidates for the Municipal Elections coming up in October. The VDLC has essentially the same catchment area as the Area Council, so these endorsements will be relevant to us. The Labour Council is asking for affiliates to have members participate on their Political Action Committee. They are also looking for volunteers to participate in a centralized phone bank to contact their own members to get them out to vote and to vote for progressive candidates. Shane noted that the Labour Councils not only vetted candidates, but they also

continue to hold them accountable after the election. Shane emphasized that Municipal elections are key to us, they are where we live and work in these communities. Todd said that as a union we try to be non-partisan, which is why we work through the Labour Councils on elections.

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 still misses is in-person education sessions with members. The education schedule is out until June and will still be virtual, please be sure to spread the word to members that there are upcoming courses. They are being offered during the week, during daytime hours over 3 days. Usually run 9-3 on either Monday, Tuesday and Wednesday or on Wednesday, Thursday and Friday. Upcoming offerings are TUB (Talking Union Basics), Grievance Handling and Local Officers' Training. Per diem is offered for each day of attendance. There is still no news on when we will be returning to in-person sessions.

Round Table

Warren noted that he had just received notice as the Area Council delegate that the National Triennial Convention would be going virtual. The notice had said that this would be to make sure that it was equitable for all members to participate and in the best interest of the Health and Safety of our members.

Jen mentioned that the Swissport Fuelers at YVR had held a strike vote and had overwhelming support. Their negotiations were not going well and they were currently in conciliation. They would be in a legal strike position on March 9, 2022. Patty Ducharme would be contacting Jen for support if required.

Oath of Office

Todd performed the Oath of Office for the newly elected officers, Jen Horsley, Warren Wulff, Todd Smith, Marion McLarty and Aaron Chang.

Next Meeting

The next meeting will be our annual planning meeting where we will set out firmer goals and events, hopefully we will have a better idea of whether we can hold/participate in in-person events. Scheduled for Wednesday April 13, 2022, at 6:00 PM. Tentatively set dates for meetings for the remainder of the year:

Wednesday June 15, 2022, 6:00 PM

Wednesday September 21, 2022, 6:00 PM

Wednesday November 23, 2022, 6:00 PM

Adjournment

7:56 PM (M/S/C) Shane