

## Tentative Agenda:

- Start: 6:00 pm

Jennifer Horsley (President), Monica Urrutia (PSAC rep), Todd Smith (2<sup>nd</sup> VP), Warren Wulff (1<sup>st</sup> VP), Megan Ballantyne (Certified Dental Assistant & organizer), Heather Holdsworth (PSAC Staff Organizer), Marion McLarty (Secretary), Shanti Ferreira Amal, Denzil John Asche, Shane Pollock

- Territorial acknowledgement by Jennifer Horsley

- Guest speakers: Megan Ballantyne ([info.careercda@gmail.com](mailto:info.careercda@gmail.com)) & Heather Holdsworth ([holdsh@psac-afpc.com](mailto:holdsh@psac-afpc.com))

- Campaign for PSAC organizing certified dental assistants discussed
- Discussed the job and difficulties (e.g., denied breaks, unpaid overtime, no leverage for negotiating raises or leaves, OHS, isolated workplaces)
- Reviewed organizing efforts (e.g., solidarity amongst CDAs, gaining visibility)
- Push for organizing sector-wide to ensure that non-union dental offices can outcompete unionized offices
- Legislative proposal with BCFED being worked on as well as petition to Harry Bains, BC Minister of Labour
- Request that PSAC members send information on the campaign to others and encourage them to sign the petition
- See PSAC BC announcement: <https://psacbc.com/psac-members-are-taking-a-stand-alongside-certified-dental-assistants-to-support-unionization-of-precarious-workers-in-bc/>
- Petition: <https://psacbc.com/cdas-deserve-a-union/>

-Approval of agenda

No additions. Warren moves, Shanti seconds. Carried

- Introductions

Everyone introduced themselves, their local, and their latest activism action

-Approval of November 2021 Minutes (attached), 2022 AGM draft also attached for information

Motion of approval by Todd Smith, Warren seconds. Carried.

-Business arising

Nothing to report

-Standing Updates

- Financial Report c/o Aaron
  - \$4057.20 balance
  - 2 transactions since last meeting reported on
  - REVP office sent a memo to VDAC with the latest allocation. There is an expectation of budget allocation for donations should be around 3% of the VDAC budget, in line with Regional Council budget. We had approved \$500 in donations out of a total of \$5725.00 budget. It is currently 8.7%; to be 3% we would need to reduce the donation line item down to \$156.75.
  - Todd moved to reduce donation line item in the budget down to \$250 and move the remaining \$250 to the political action line item. Shane seconds. Carried.
- Metro Vancouver Alliance
  - Shane Polak – no report
  - Jennifer – St. Mary's Catholic Parish there will be a leaders' gathering, and Jennifer will attend as a current delegate. Catered dinner and will include a workshop on mediating institutions, pitch to relaunch MVA and examination of current strategies. Hybrid AGM to be held at BCGEU offices and Zoom 3-4:30 pm on Sunday, May 15<sup>th</sup>. Jennifer and Marion are going, and we can send one more person if they are interested.
  - Jennifer shared an interesting article she has been asked to read: *Toward a Democratic Culture* by Ernesto Cortes:  
[http://d3n8a8pro7vhmx.cloudfront.net/interfaitheducationfund/legacy\\_url/428/Cortes-Toward-a-Democratic-Culture-Kettering-Review-2006.pdf?1527729234](http://d3n8a8pro7vhmx.cloudfront.net/interfaitheducationfund/legacy_url/428/Cortes-Toward-a-Democratic-Culture-Kettering-Review-2006.pdf?1527729234)
- Phoenix
  - Backlogs are not going down.
  - Pay Centre would need to double their current workforce to solve all known issues
  - 2021 Treasury Board said they would launch a new overpayment recovery; PSAC is opposed. Today, PSAC released a memo outlining our view and details on filing grievances should there be a overpayment recovery attempt. The memo will be sent out to VDAC members.
  - The number of new cases and backlog cases were discussed, including termination issues and severance.
  - Former members could start applying for claims in December 2021, and this has rolled out well, except for members who have forgotten they are eligible to apply.

- Discussed PSAC's push for individuals to file an individual tax appeal for Phoenix damages: <https://psacunion.ca/psac-members-urge-to-file-individual-tax-appeals>
- General discussion on continuing Phoenix pay issues, including the length of time for processing damage claims (seems to be going nowhere)
- COVID-19
  - General discussion on individual workplaces. Issues include:
    - Lack of masks at some workplaces, lack of consistency in rule enforcement and managers not following guidelines
    - Members who are on administrative leave-without-pay for not having their vaccinations
    - Random survey of attested people
    - Return to workplace depends on possible 6<sup>th</sup> wave
    - Return to workplace rules seem not consistent
    - Mask distribution by employer
    - Increase in COVID positivity rates reported
    - 699 leave not being approved by managers for having had COVID
    - TB lack of consistent policy and enforcement down to the departments

-Affiliate Reports (3 minutes per local/committee) – **NOTE: please send written affiliate reports to Secretary, Marion McLarty at [MclartM@psac-afpc.com](mailto:MclartM@psac-afpc.com) either beforehand or within two weeks after the meeting to be included in the official minutes.**

- Todd Smith spoke
- Shane Polak spoke
- Jen Horsley spoke

-New Business

>endorsement discussion on Vancouver City Council resolution on Cuba (resolution attached)

- Jen went through be it resolved section of the resolution and the accompanying email from CoDevelopment Canada
- Motion to endorse resolution: Todd. Seconded: Shane
- Discussed
- Motion carried. Jennifer will reply to CoDevelopment Canada that we endorse the motion to Vancouver City Council

>event and engagement planning 2022

- What events should we participate in?
  - Anti-racism event by VDLC on May 1<sup>st</sup>
  - Softball tournament & BBQ this summer – could do a joint BBQ with Mainland HRC / Women's committee to get more groups together (and pool funding) – important that it not be a union meeting – it is meant to be fun – family friendly - \$120 at Trout Lake
    - Discussed dates – Saturday, August 6<sup>th</sup> (backup date of August 13<sup>th</sup>) – Jen will look to book it
    - Further planning will take place at the June meeting
  - Operation Solidarity – May 1<sup>st</sup> event at 1200 block of Commercial Drive
  - VDLC in person Labour Day event at Trout Lake
    - We have been asked to have someone on the planning committee
    - Jennifer Horsley will attend the first meeting on May 3<sup>rd</sup>
  - Car Free Day – doesn't seem to be anything this year
  - Nothing for Indigenous People's Day yet posted
  - Vancouver Pride – usually led by BCFED so it's quite easy to show up with flags

#### -Roundtable

- Monica: Virtual education courses moved to during the week, and after a slow start is has picked up and TUB course is now full with a waiting list. There are still spots available for Grievance Handling and for the second ILOT course in June. Unknown if we do in-person courses in the Fall.
- Monica: helped with Unite Here! activism about their one-year anniversary and their rally at Hilton Metrotown at 5 pm tomorrow.
- Shane: VDLC executive meeting is tomorrow – will be discussing Liberal-NDP agreement with regards to many relevant labour and social justice/housing issues.

-Next Meeting: June 15, 2022

- Motion to adjourn: Todd moved.

- Meeting adjourned at 7:57 pm.