

The **BC Regional Union Safety and Health Committee (BRUSH)** will be holding their **Annual General Meeting (AGM)** as a Hybrid meeting on **Thursday February 29th, 2024 at 6pm**. In-person location will be at the Vancouver Regional Office: 200 – 5238 Joyce Street, Vancouver. (Steps from Joyce Skytrain Station)

Tentative agenda:

1. Welcome & Introductions and Land Acknowledgement
2. Approval of Agenda
3. Approval of previous AGM minutes (March 9th 2023)
4. Guest speaker – TBA
5. Treasurer's Report
 - a. Approval of financial report (2023 income & expenses)
 - b. Approval of the 2024 budget
6. Old Business
7. New Business
8. Election of the following Executive positions:
 - Secretary
 - Treasurer
9. Oath of Office
10. Set date for next General Meeting.
11. Roundtable
12. Adjourn



PSAC BC BRUSH Committee Meeting

Date: February 29, 2024 – Held - Virtual Zoom Meeting & Vancouver Regional Office **Time:** 18:00 – 19:15

Attendance: Tracy Arrowsmith (UTE), Jennifer Horsley, Alain Oterosina (CSC), Marcelo (VP BC UNDE) Patrick B, Kirsty Havard (USJE), Jackie Robertson (UTE), Karen Parent, Kiera Duhamel (UTE), Monique Bakker, Priscilla Lam (UTE), PSAC Vancouver Regional Office, Jamey Mills (PSAC) REVP BC, Ernest Hooker, Colin Cheng, Bert Shane NVIRCC, Kaj Stirler, Jackie Pierre, Ernest, Leanne, and Zoe Johnston (USJE), Julie Kelly (CIU). Celine Ahodekon, Julie, Richard May; Sharon Cowie

Chair: Tracy Arrowsmith

1. Roll Call
2. Welcome & Introductions and Land Acknowledgement – Tracy Arrowsmith
3. Approval of Agenda

4. Accepting the Agenda for February 29th, 2024, PSAC BC BRUSH Meeting
5. Review Previous Minutes: November 28th, 2023.
6. Guest speaker – TBA
7. Treasurer's Report
 - a) Approval of financial report (2023 income & expenses)
 - b) Approval of the 2024 budget
8. Old Business
9. New Business
10. Election of the following Executive positions:
 - a) Election for Secretary
 - b) Election for Treasurer
11. Treasurer Report – Tracy Arrowsmith
12. Oath of Office
13. Set date for next General Meeting.
14. Roundtable
15. Adjourn

1. **Roll Call** – Quick Introductions around the Virtual Meeting via Zoom.

2. **Welcome & Introductions and Land Acknowledgement** – Tracy Arrowsmith Health and Safety Coordinator on the Regional Council.

We will be electing a Treasurer and Secretary. Looking forward to filling these two positions. Thank you, Zoe, for stepping up in the Fall and for everyone for your commitments and engaging on Health and Safety Matters.

I would like to acknowledge that I am coming to you today from the beautiful unceded territories in Prince George and that we are very fortunate that the people up here give us permission to live, work and play on their land. I would like everyone to take a moment to consider where you are coming from and if you are able or would like to please go ahead and share as to where and which indigenous lands you are zooming in from.

3. **Approval of Agenda:** First order of business is the approval of the agenda. The agenda was circulated prior to the AGM. If I could get a motion to approve the agenda and put the agenda forward to approve it. **Motioned** by: Bert Farwell **Seconded:** Monique Bakker.
Approved.

4. Approval of the prior AGM Minutes of March 9th, 2023. **Moved:** Kirsty Havard and **Seconded:** Bert Shane.

Approved.

Accepting of the Agenda for February 29th, 2024, PSAC BC BRUSH Meeting. **Moved:** Jennifer Horsley and **Seconded:** Zoe Johnston.

Approved.

5. **Review of the Previous Minutes – November 28th, 2023.** Any questions. None.

6. **Guest Speaker - Jamey Mills PSAC REVP BC**

Thank you very much, Tracy, happy to be here. And it's great to see as many people as there are, as I know, we've got at least 18 online folks in Victoria and in Vancouver. I think that's indicative of two things. One, health and safety issues are not going away in our workplaces. They're probably getting worse, especially coming out of the pandemic. And secondly, you know, I think a lot of hard work has been done by Trade and our staff are ready to really recruit people to get involved with this committee. When I think about last year, we had just come out of the National Health and Safety

Conference and the turnout was a little bit lower than expected. But you know, Tracy came in as the Health and Safety Coordinator for the Region. We got Jackie in here, a group of folks that I know I've talked with numerous times about bargaining where we're at with that. I'm going to leave it to one topic and I'm going to talk a little bit about the Phoenix pay system because I'd be remiss not to as we've just passed the eighth anniversary of members being overpaid, underpaid, and honestly, in some circumstances not being paid at all. And we've always made this a priority on the AEC and the National Board of Directors. Whether you've been seeing it or not, it's not always been about rallies and petitions. Sometimes it's about working behind the scenes on things like ensuring, unfortunately just part of the damages that were received in 2021 were deemed nontaxable. People thought that was impossible, but we fought all the way as hard as we could to ensure that so for any member that did receive full or partial. Damages back in 2021 \$1,500 of that has been deemed nontaxable by the Canada Revenue Agency (CRA). But like usual CRA and the employers making us jump through a hoop and that hoop is you're going to have to file a notice of objection or an appeal. We've made that easy for folks though. If you go to the PSAC Website, you'll see that there's an easy document that folks can access to easily respond to CRA to make sure that roughly three to \$400 of that amount will be returned to TPP, EI and Income Tax. While we continue this fight, it's not going away.

We had Regional vs National Convention Committees this week. I was on the General Committee with Zoe. That was just really, and one of the RSVPs from Government Services Union which **represents PSPC told us flat out this is not going to be fixed until the 2030s. So whatever timeline we're hearing, it's really a new system is going to take longer, and there's a multitude of reasons for that. You can't just integrate into a new system. We will really need to analyze each individual in PSE file. Because if you take garbage from the current system and put it into the new system, it's not going to miraculously fix it.** We're strongly advocating for more compensation advisors to be hired not just at the pay centers, but also back in the departments and agencies we are strongly advocating, as well for public inquiry. It's not just our members, but it's Canadians that need to know who is accountable for currently re-point \$2 billion dollar debacle that was supposed to save the government and taxpayers \$80 million a year. So, with that, you know, when it comes to bargaining pretty much all of our members except for FB and some local units like workers maintaining search and rescue helicopters at in Comox are currently without a contract. We really supported each other through the Treasury Board strike and through the CRA strike. Let's ensure to show those folks that same amount of support is there as they're fighting for collective agreement. Are there's any questions?

Monique - I know we must put in for the finance for 2014 and whatever dollars that we're supposed to be getting. I did file an appeal. They closed my appeal three times to reopen it. But what can we do to make new members aware because people that were here in 2016, a lot of them are retired. So how do we reach out to these other people? I know that you have some people that are in the Union for retired employees, but is there some way that we can reach out to these people that we're on? We're on strength at the time and shouldn't be receiving this money?

Jamey - Yes, I don't know what we can do other than it being incumbent on each one of us to maintain contact with the folks in our locals'. We're spreading the word as best as we can via email, via Facebook, Instagram, Twitter, every way possible. If you're talking about retired folks, hopefully retired members are participating in things like APSR which is the Federal Association of Public Service Retirees. But what's been more active has been the BC Forum, which is the Federation of Retired Union Members. Stan Luis retired PSAC member is the President.

Tracy - I know this basically covers our union members and we don't really have a lot of footholds for non-union members. But coming from a part of the government that has a Treasury Board, over 50% of our workforce are non-union members. Are they going to extend that to them as well?

Jamey - When it comes to damages PSAC is going to be advocating only for members that are part of our bargaining unit or part of our part of our being under our collective agreements. There are other bargaining agents, like PIPSC and CAPE, as two of the larger ones that are advocating for themselves and for their own damages. If we want to get people that currently don't have a union involved to get representation that might be a good organizing tool. But you know PIPSC got less than us because they got leave, and we got cash and the cash worked.

7. Treasurers Report - Unfortunately, we were not able to elect a new Treasurer at the last meeting.

A. Approval of the Financial Report (2023 Income and Expenses) (*Tracy to attach*).

The financial statement was audited by Chi and Allan - Bank balance as of January 1, 2023, was \$6,118.59. Our bank balance as of December 31, 2023, is also \$6,118.59. We do have \$5.12 in equity shares BRUSH donated \$250 to the December 6, 2023, event, but as we did not have signatories for the bank account, our REVPs Office made the payment on our behalf. Once we do have a Treasurer and our banking in place, we do have to repay them that money. Any questions about the financial statement? None. Mover: Zoe Secorder Marcelo. Anybody opposed? None.

Carried.

B. Approval of the 2024 Budget – Tracy – (*Tracy to attach*) Built this based off last year's budget. We had \$100 for Teleconference. Now we use ZOOM, but it is kept on the agenda, or \$100 for meals to 15 for donations and we've been told in the past that our donations should not be more than 2 - 3% of our budget, we lowered them considerably and that's what we had last year. Special Events would be for like bringing in guests to, meetings or to a special meeting that we're going to have \$900 is we have for advertising; \$900 to \$1200 Campaigns; \$1,200 for Advertising and visibility and these are the spots which I did not have answers to and I'm hoping maybe some of the longer term members might have answers to potentially make changes to the our line items. I reached out to Linda Harding, who was the chair of this committee before me, and she was unsure as well. Why did we split our campaigns and events, or did we have any problems with combining campaigns and events and making it \$1900?

Jamey - I believe they brought out the campaigns, because we were doing the Memorials for last employees, and we were we were putting a lot of funding towards it. I think that's why they separated and because of the problem of we can only spend on the categories we have. I would suggest compiling it again. This way if we have anything that comes up in those three categories we can spend up to that amount. If we exceed one of the categories, we can spend that we can take from other headers to pay for bills we can't move around. I would suggest that for our purposes, it would be better to amalgamate as many names as we can and put them together. I don't think we will need \$2100. I don't think we need that much right now, as we don't have a valid campaign that we are working on. I would suggest for this fiscal we lower it and then for the next fiscal if we do come up with an idea that we do want to start a campaign or start on an issue then we can find a bit more because then we know we have a game plan.

Jamey – I would agree with Monique that special events and campaigns seem more logical to combine and I'm just going to go back into history a little bit. So, what I'm not understanding is the advertising part of advertising invisibility. And the reason this line shouldn't exist is this committee in its first year when it was duly recognized as an established committee bought \$2,500 worth of notebooks that I don't think were ever distributed, so with that, I'm not sure what swag you would need when there's \$2,500 worth of notebooks being around somewhere.

Tracy - So our other thought we had Jamey for advertising, and we talked about this at the November BRUSH meeting to enhance the visibility of the committee. I know some of the other groups have created those QR codes we could put money towards. But as for swag, I believe we were told we weren't to order any swag.

Jamey - Kristin can do the QR codes for you at no cost. And their digital.

Tracy – Kai had mentioned that the Young Workers could also assist. We are trying to engage members to participate, and that's a pretty common line item for a lot of the other committees and very councils. Anybody opposed to changing that item for membership engagement? None.

Marcelo - Meeting expenses \$500. No, can I just suggest taking off the miscellaneous blanket and just put donations to 50? Like meeting expenses is \$250.

Tracy - Our donations are \$250. \$1,200 for membership engagement is quite high. Other committees have between \$275 and \$500 committed to membership engagement and urged more membership engagement. Jamey has been working on trying to engage members at different events. When we were the regional council went to the National PSAC, for leadership training. It's on all of us when we're talking to our locals and local president to see some improvement in the attendance to these meetings and the participation. Take out the other two and just list like events projects expenses and special events campaigns, membership and gives an education as all subsections of event project and expenses.

Bert - I have no problem with having member engagement at COVID dollars. We may not spend that much money. It's better to have a little bit more right now. As we reestablish ourselves and try to get them younger people to come to our meetings. So maybe having a good word for money there for whatever we're going to use it for is a good idea to maintain it for one year and then lower it next year.

Marcelo - Jamey's here because I know one time, we were in a meeting, and we were talking about swags. And we're said no, we're not allowed to have slides. My question is from an engagement point of view - what were we allowed to do? Are we allowed to get the BRUSH things so we can wear them and kind of in the workplace?

Jamey - Every committee wants T shirts. Every committee is getting five very expensive individually branded T shirts. I don't know how Tracy is printed distributor this committee outside of that and buttons. Buttons aren't really like stickers. I wouldn't consider it a swag. I would consider things like more T shirts. Hats that specifically say health and safety committee. This committee has \$2,500 worth of notepads, but I don't know where they've gone. But they were never distributed. That would be the swag I think currently exists for the BC Regional Health and Safety Committee. But we talked about this at length that the Area council committee, Area Council, and committees' summit that we would be more mobilization things. So maybe we were trying to work with PSAC National to get something that's released for like you're talking about significant events like the upcoming April 28 National Day of Mourning, which is a very specific item that we might want to mobilize around as opposed to just branding as a BC regional union health and safety committee. Hopefully that's able to answer your question for individualized swag that was purchased before, and I have no idea where it's going.

Kirsty - I know some committees will send like a gift card to people have put forward purchasing food items or towards the meal type things though I'm under the impression that we could not buy gift cards with PSAC funds but specific item I'm not sure Jamey, you jumped in.

Jamey - PSAC policy is to not purchase gift cards. And then the specific reason for it there's two parts of this. First, our current meeting policy does not permit individuals to be compensated for meetings they hold from home. It's just like the Regional Council. If you take regional council from home, you don't get a per diem, the gift card thing it's really, we don't want to become running afoul of CRA because our interpretation of this is gift cards are technically a refund of dues and a refund of dues might be considered taxable income to members. Okay, my understanding is that from a specific place, it's okay like a unionized grocery chain or something like that it doesn't matter where it's from was our interpretation. Components can do whatever they want because PSAC doesn't run them. But PSAC's

perspective is that it's a refund of dues. Basically, it's just swag items and to attract people to attend networking but young people.

Individualized branded swag versus PSAC swag. We ran out of swag during the strike, and it took me months to negotiate with the regional offices branch to repay me for the \$30,000 worth of swag that they used. So, I've recently got that and there's going to be a whole bunch of PSAC swag. I would also say, under your membership engagement, you wanted to do some sort of draw, it wouldn't be for a gift card you can use it a purchase union I think you could buy a prize and we could utilize that through the website as engagement but not a gift card.

Kirsty - A suggestion like when we came up with the pins, we need to come up with some other slogan that really sticks because right now everybody's upset with the new insurance what we got because the current physiotherapy and everything's lowered some people are not getting the physiotherapy met. And this that the other thing, it would be nice if they came up with another slogan, but we want to really push and make the buttons for it and base it on health and safety or something like equity now, right? Right, because equity now or something like that would also doesn't have to be specific to any one group. But it just includes everybody. Something like equity now has a button for that, but we can all start, promoting it and getting it back and getting it that way. But for health and safety, right. It's like, how about my life matters or something like that? Where lives matter. We've got to come up with a slogan on a pin that we can really generate and put out there and have as much fun as we did with sick leave.

Tracy – That's our budget. Projected expenses of expenses are \$5350. BRUSH has \$6118 in the bank account. That's what we asked for last year. Does anybody have an idea as to what we should request this year? I will tell you that with \$6,000 in the bank account, the office REVPs office isn't going to give us any money until we spend it down. But there is harm in asking.

Allan - We must deduct the \$250, as all we owe to the REVP is \$250.

Tracy - As this is our budget request. Does anybody have any more input before we vote on the budget? I personally don't think we need \$2,000 If we got 1500 sitting in the account, I think it would be more than enough even if we asked for \$750, because I don't see spending \$5,000 because we don't have a game plan. To really spend it yet.

Jamey - Not going to speak for or against. But the recommendation provided to other groups has been do your best to propose a deficit budget because Tracy's right. In my office - between \$2,000 - \$3,000. Before the allocations come, something people haven't talked about in the education line item. And I think that this committee has the greatest opportunity to utilize that because this is not for PSAC education because PSAC obviously pays for its own education. Tracy, maybe you can talk about the opportunities that come up from like district labor councils, the BC fed and the CLC. And that's where that would be utilized and hopefully you burn through that for \$1500.

Tracy - Lots of opportunities. The BC Federation of Labor has lots of health and safety courses. So do the district labor councils within the different regions and Union School which is held by the CLC and that's in February every year, and there's health and safety courses there and we've had the education line item on our books for a very long time without people asking for funds for it. And when you go to winter school union winter school you end up paying for yourself. So, in the past I know people that have gone that have reached out to depending on what they're taking the women's committees, your area councils, the PSAC regional office, people can reach out to the BRUSH Committee for any health and safety training. We wouldn't necessarily give the whole \$1,500 to one person, but we could split it up three times \$500 6 times. Jamey is not speaking for and against our budget, he is recommending to other committees that we have a deficit budget, we could beef up that line item. Or as Monique mentioned, \$2,000 is a lot to ask for, we could ask for a lower amount and spend what we can this year, giving us room to change our budget next year.

Jackie - I suggest for now leaving it at the \$1500. I would say but we what we need to do is when there's courses that I would even recommend that I've taken over the years like especially the duty to accommodate course, with the Federation of Labor that advanced course there's some points out there that I would highly recommend which also brings in the total health and safety entity to accommodate. Let's Talk about education, talk about what we did for education. What lessons we like, what courses we did and what's still out there. Then maybe we should go as a group to one of these courses. Have all of us on the health and safety committee. Attend an educational course right from one of these groups. I know we're not all in the same area, but maybe we can have one of them do it virtually for just us, so we all get the same level of training.

Bert - I agree with the plus speakers thinking about maybe all of us trying to take a course or something like that but if you take 20 of us that are here tonight, put us all on one course per \$1,500 not going to cover the entry or the administration fees. So maybe now with that idea in mind, we should raise that up to \$2000 just to be on the safe side and still ask for \$1,000 for next year's budget and that we were kind of bouncing balancing out in two different ways.

Allan – Suggesting adding the \$1,000 to education and our budget request of \$1500.

Tracy - So you're proposing \$2500 for education, so then you're not talking about a \$500 course that you're offering six people \$250 towards training. \$500 Meeting expenses, donations, \$250 special events and campaigns \$90 - \$100 membership engagement \$1200 and education \$2500.

Bernie - Because we still owe Jamey's office \$250 from last year. Would it not be pre-planning to budget that into this year's budget? We know that for the December 6 thing that we budgeted \$250, so, it's already there. When it comes up in October, November, we don't have to discuss it and vote that we've already budgeted into.

Kirsty - I just want to speak in favor of increasing the donations to \$500. I'm part of the West Fraser Valley area counselors people know and when we do the vigil, we have anywhere between 40 to 70 people show up so it's a big, you know, there's a lot of interest. When we have MPs show up, we have the news. Media shows up we're always represented on the news for it.

Monique - I have a thank you letter here to if you want me to read it from our one of the donations that we did for the for the women's shelters because we are with West Fraser Valley area Council includes Langley, Pitt meadows, Maple Ridge, Surrey Delta, Surrey Delta. We have a lot of women's shelters in our area, and \$250 doesn't cover it. I support an extra \$250 because we can get more money, then it's just more women and children we are helping the extra \$250 so that we can donate \$500 dollars this budgeting that because we've already spent it, PSAC said that our donations should only be about two to 3% of our total budget.

Jamey - Let's talk about the difference between our donation and the line items for special events campaigns. When it comes to supporting the December 6 vigil or sending someone to the golden tree event for April 28. It's put on by the BC Fed. We have members online that have been pivotal in those events. And it's not a donation but supporting - December 6 vigil that is a special event or in fact membership engagement. I've heard Priscilla speak at it. You know there's other folks potentially on here that have been keynote speakers at those events, and it's not about donating money – it's about these are not funds like the BC Fed or CLC which doesn't have a line item. They lean on affiliates like us to provide support for it to make their special event campaign or membership engagement events happen. It's no different than an Area Council providing a District Labor Council money to make sure that a Labor Day event happens. So, donations are very specific, and I would not suggest going above \$250 because giving money to something like a December 6 event is not a donation, it's supporting a special event.

Tracy - Based on Jamey's point do we want to leave the donations at \$500 to go back to \$250. As stated, we owe \$250 for last year out of our budget. I put it down to \$250 but maybe a special events campaign. Maybe we can just round it up to \$2000. And that will include the visual right if we ever want to have to specify within and save and close the visual of the loop to include Labor Day and includes the Memorial Day in April. You know we can justify spending the money because those are all considered special events and campaigns.

Allan - Just moving the question and I would propose that we accept this as written.

Tracy – Allan O. moves the budget. Secunder – Arnie. Anybody opposed to the budget? Hearing none, we now have a budget.

Carried.

Monique - Let's reload it reliving the audit. Do you have the audit?

Tracy - We haven't seen the document that is signed. It's been audited. I was audited. It's on two separate documents. It was audited by Allan and by Pi. We do have the paperwork.

10. Elections - Tracy – the PSAC will run the Election - Jackie – will run the election for both the Secretary and Treasurer positions.

a) **Treasurer** - Jackie - A lot of folks have stepped down is because they've taken on more responsibility expenses, but it is important that someone is, taking care of the minutes and sharing the agenda below and then working with Tracy and the rest of the elected folks to ensure the expenses are paid. Standard election rules - Anyone's got a question they can ask us for nominations three times, you need a mover and seconder and then as needed someone will keep track of three minutes for speaking time. So, we'll start with the position of Treasurer, and I'd like to thank anyone that has been the past Treasurer in advance. But is there a Nominator for the position of Treasurer and I realized some folks have more than one person in the room and I can physically see the people in the Vancouver office.

Priscilla nominated Jackie Robertson for Treasurer. Is there a seconder for that before I set it up? – Tracy

Okay, knowing that there's someone else Monique and you are the Treasurer elsewhere.

Marcelo, do you still wish to nominate Monique? Yes Okay.

Jackie - Is there a seconder for Monique? Tracy

Jackie- Okay, so for the final time are there further nominations for the position of Treasurer? So, in reverse order, I'll first ask the individuals if they're interested.

Monique - Will you let your name and stand if the other person wants to do it then I'll step down so she can get experience. Jackie - Okay.

Tracy - So we'll say yes, but no, Jackie, will you let your name stand? Yes, I will.

Okay, based on that, Monique, I'm going to give you a second option and you now say no, you will not let your name stand, Correct. Monique - Correct. Yes, that's so she can get some experience.

Jackie, you've been acclaimed congratulations.

BRUSH – Treasurer Jackie Robertson

b) **Secretary** - Tracy - Now for an equally important position, which so we thank Zoe very much for jumping into help is the position of Secretary. Are there any nominations for the position of Secretary? For the second time, are there any nominations for the position of Secretary? Karen, in Prince George - I wouldn't mind doing secretary if you needed.

Jackie - I nominate Karen, seconded by Tracy.

Tracy - I'm just going to say if anyone's questioning that the President can nominate so I don't know that I heard three voices. Richard May – I'll second. For the second time are there any further

nominations for the position of Secretary and for the third and final time? I will consider nominations closed and Karen, will you let her name stand? I'm assuming Yes.

Karen - Yes.

Tracy – Our new members of the executive are Karen Parent who is the president of the CEIU Local and Prince George. She's also my Vice President on the Area Council up here in Northeastern BC, and Jackie who is a local president for UTE based out of Victoria. **BRUSH – Secretary – Karen Parent**

- 12. Oath of Office - Jamey** – Read over the Oath of Office and had both Jackie Robertson and Karen Parent recited the Oath for a one-year term with the BRUSH Committee.

9. New Business

Jamey - So your recommendation and this helps you and my office is please move to E transfer. So that way the statements go directly to my office, and we don't end up in situations where there's an account payable.

Tracy - We will try as we bank with the community Savings Credit Union. And after this meeting, I'll have to get in touch with them because I'm the only current signatory on the account. So, we would probably get both Jackie and Karen on the account so that we have more signatories. And we'll have to do a lot of that via mail, but it is doable. The person who deals with the union accounts is awesome.

Tracy - What happens when a committee doesn't use their bank account, very often, the Treasurer gets locked out of the bank account after four or five months of inactivity. They consider the bank account dormant.

- 13. Next Meeting – June 27th, September 26th, and November 28th?** (Tracy see note below)

- 14. Round Table - Tracy** - Thank you for your patience with the budget and with the meeting scheduling. Does anybody have any issues in their workplace or anything going on that they want to talk about for Round Table?

Monique - Thank you again. I just want to read the letter that we were given. Thompson Thera House is one of the Women's Shelters that we supported at the vigil because you BRUSH chipped in. I wanted you to know what they wrote. PSAC members, we can't thank you enough for the kind and generous donation without your support. We couldn't do what we do for the women and children who come to some therapists and the board and staff. So that is a nice thank you quote from that. Tracy - Fantastic. Thank you for sharing.

Jennifer - I just wanted to mention that my Purolator Local now has a tentative agreement pending ratification. And one of the important things that we got in some of the language is we got a letter of understanding with reference to safety footwear reimbursement. There were a lot of issues in my local area with people who are on the clerical side, which is who we represent. Not being granted their boot allowance or being granted the minimum \$25 and we got a very clarifying letter that will be at the back of our collective agreement that basically says where during an employee's duty should an employee be required to enter an area where safety footwear is mandatory. Employees are entitled to submit a receipt for reimbursement in accordance with the article. And that's a huge step forward. It makes it really clear that a manager can't just on a whim deny someone their footwear allowance. And the other was a discussion around the scent policy, and HR wasn't aware that there was a scent policy, which they are now aware of.

Tracy - We're struggling with that at my site right now with the cleaner that our new cleaning crew is using, and they keep saying it's non scented and we keep saying yes, it is - flowery - some sort of scent from a cleaner but this one smells like gardenias or something.

Marcelo - Cepheid CFPs by model we have some issue with the leads in the water. So, there's something that came about above under the ships had a huge amount of lead coming from the underwater lines. We tapped that into the health and safety committees. It's a big issue and is hard to fix. Because the pipes are old and to replace it's a huge cost for the federal government, so they're looking right now they're putting signs all over the base and by washrooms and water fountains and kitchens and so on. That people must flush the water for at least two minutes before they consume the water. I had an issue with that when first came about then I got sick and was in the hospital for two days and that Victoria General Hospital has signs involved in bathrooms to flush the water before they drink. I think it'll bring you this venue because we work in a lot of federal buildings. LED spice poisonous, and it can bring some huge health issues in the future because it doesn't leave your body. So that's one of the things to be aware of, and if you have any doubt that the water in your building is not audible or if you have a metal taste to it. Make sure that you ask for the water to be tested. I'm pretty sure the regional office is going to be contacting the area councils on the Island to participate. And those members are only allowed six days of sick leave a year. Even though the federal government extended them, these are for everybody. They only allowed six days if they have more than that they got to use their own billing leave. Tracy for the good work that you do and everybody who volunteers to participate. It's important.

Richard May - On December 15th, menstrual products in the workplace became a requirement under the Canada Labor Code Part II, and within DFO we've been doing some audits of our workplaces how that is progressing. And we found there's some difficulties with some sites, difficulties with some managers and RPFs around the installation. Under the code, it requires the installation and all washrooms, as well as disposal units and our PSE in DFO has been pushing back that they never received any funding. When this direction came out. So, we've been auditing the sites and we're planning to potentially put forward a policy grievance on an ESDC complaint that they're not in compliance with the CLC. So that's one thing as far as K. Scott, go up there, Marcelo Marceau, let me know when it's happening. We'll get a crew together from Nanaimo here will come up and show our support.

Tracy - I know you and I have talked about the menstrual products and the audit, and I will make sure that is an agenda item is on the next BRUSH meeting's agenda and one last thing was Labor's Day of Mourning is coming up in April. So, this month when we're having your meetings with Management, let's remind them and make sure they have that on the radar. Vancouver Regional Office question - Is the same policy different at each site?

Tracy - My understanding is it is a government wide policy, but I don't think it's the same everywhere, but I don't know that does. Does anybody else have maybe Jamey has anybody else?

Jamey - No, I don't think it's the same everywhere. And it's a policy - menstrual products is a requirement under the CLC in all federally regulated workplaces. It is a law under the CLC and if anybody needs any of the source documentation on that, drop Jamey an email.

Jenn - I think for our federal Treasury Board employees, there's like a Treasury Board set policy for federal workers but I don't know provincial. And I mean I work for Purolator. We're under federal regulations, but it's individual to work sites. And I know that ours came up around somebody getting sick from set and that's when it was implemented, but then it fell to the wayside. I mean, as can be seen by HR not even knowing about it. Not wanting to discuss it with the employee.

Jamey - I would say it's going to be different with a lot of different employers, especially when we must consider the Treasury Board doesn't necessarily consider the agencies as part of Treasury Board. I want to talk about something completely different two things. First, I want to take a screenshot with everyone that's willing to go on their camera so that Kristen has something to share and use on Facebook. Secondly - I want to talk just about the convention committees that we had last

week, and I don't know how many people delegates to convention are, but one of the priorities of the general resolutions committee was increasing. The number of delegates for the national health and safety conference is from 300 to 350. This will result in an ongoing dues increase for our members. But there were over 900 people that submitted their names to be delegates to the national health and safety conference. That took place in January of last year. So, there's obviously a significant desire so health and safety is obviously still a big issue in your workplace. This will result in dues increases and I know there's some components that may be going to convention against that. So, when you're looking at your priorities, select one of the resolutions that we should pass.

Jackie - Because we can't force people to buy unscented products. They put out emails and ask people and suggest it, but I just get pushback every time but every it's constant that people are getting sick from other people in the office. And I think people think if they don't put perfume on their unscented, they don't realize their balance is said here. Local management, at least at my site, is pretty good about it.

Tracy - Jackie, and I can work on seeing what's out there and seeing what we can do with the scent. But you're right it's kind of a policy but kind of not in some places when we put up. I know someone from my local that was removed from union training and had to go and get their clothes washed because I think they've washed them in whatever their regular laundry detergent was, and it was impacting another member. So that is a tough one and we have talked about it at the regional council about insisting on scent free, but you can't control what people buy or what they can afford. We do the best we can to control it at Union events.

Monique - Comment on what Jamey was saying about the National Health and Safety complex - the national health and safety conference that brings people together. But because we have such high demand that we hold them more often or within regional units, to allow for more people to attend, instead of coast to coast. (BC, AB, SK as one group) you might just save some money in the long run. Still have a lot of people into one of these courses, and then you can bring more awareness and it'll just and then people from there can be molded to the national level to be the representative to go back to the areas. It might be something to think of

Richard – Canadian Centre of Occupational Health and Safety (CCOHS) has some information as well as posters on scent awareness and scent-free workplaces. So maybe that's something you could bring to your OSH committee and discuss it there, and, you know, recommend policy development.

Kirsty – You may need to move to Accommodation – if the scent free policy is not being enforced or conversely if there is no scent free policy.

Tracy - I want to thank you so much for coming out tonight. I really appreciate all the support for health and safety. I do apologize for not knowing my own schedule when setting meeting dates.

15. Motion to Adjourn 19:37 – Tracy and seconded by Marcelo.

Notes: Tracy - Out of town April 25th - driving to Kelowna and won't have cell service that will keep the June 27 for the next meeting. Jackie to send out a Doodle poll for a meeting perhaps towards the end of April or early May rather than leaving everybody on the line. If that works for everybody. /zj