

NVIAC Meeting Minutes January 05, 2023 - Zoom Meeting

Call to Order 6:32 pm

Roll Call:

Richard May UHEW-STSE 20090

Nickie-Lee Dagasso CEIU 20947

Jessica Dagasso CEIU 20947

Bert Farwell UCTE 20220

Camille Soper VP BC UNDE 21007

Andy Vaniera UHEW 20090 Nanaimo

Deb Foster CEIU 20941

Martha Johnson PSAC Regional Representative

Land Acknowledgement

Richard, Deb and Camille

Agenda

Moved by Camille Soper

Second by Deb Foster All in favour - carried.

Minutes from the December 05, 2022 NVIAC meeting

Moved by Bert Farwell to accept minutes

Camille Soper seconded, All in favour - carried.

Richard asked for all to introduce themselves to Andy Vaniera who works at Nanaimo BC, Pacific Biological Station.

New Business

Member Engagement- Richard, Jackie and Deb to start organizing member coffee dates on Saturdays, soon. They have been successful in the past, and it is a good way to engage members. Richard will look at dates starting in January 2023, in Nanaimo BC to start. Richard proposed a budget of \$200, which will be used for engaging members. Discussed not having coffee dates at businesses that have complained about business suffering due to Public Servants working from home (all agreed). Richard, Deb will reach out to Jackie to discuss dates. Richard will send a budget to Jamey Mills, BC Regional PSAC representative for approval. Martha would like to attend these coffee dates when they are arranged. Richard advised we have not used much money in the last cycle as not treasurer.

Old Business

Bert Gave a Bargaining update

The employer is not supporting our bargaining demands.

SV Table

Treasury Board gave a final offer, which has ignored 99% of the union's demands. Offered: 1.75% 2021, 3.5% 2022, 2.5% 2023, and 1.5% 2024.

Action in January 2023- Possible Strike vote.

Retired PSAC members are getting a 6.3% pension indexing increase, which is a good step. This is a good time to push for better working conditions. Bert confirmed there is no, 'Me Too' clause. Camille gave an update for the Association of Canadian Financial Officers offered over four years, 3.5%, 3.5%, 2.0% and 2.0%. Richard discussed if we had a strong strike mandate from members, potentially 130,000 members could walk off the job. We do not want to strike, but having a strong strike vote (mandate) would send a message to the employer that they must bargain in good faith and offer members a deal that recognizes and acknowledges the work our members have done that has kept Canada functioning throughout the COVID-19 pandemic.

Martha Johnson - PSAC Regional Representative (Victoria) gave an update on:

Calendars to be dropped off at Victoria offices, and mailed out for locations north of Victoria BC. Strike Training (in-person) in Nanaimo BC, January 28, 2023- All members Duncan and north of Duncan BC can apply. To go on the picket line is a last resort.

Deb brought up that the Phoenix pay system probably could not cease all striking members pay. Martha said this is an unknown and cautioned not to let members think continuation of pay during a strike would happen, as it could stop pay. Deb asked if you took the training in Vancouver BC in May or June 2022, would you be able to register for January 28, 2023 Strike Training. Bert advised the May 2022 training was 'Mobilization Strategy' training, which is different than strike training.

Employer and December 2022 Return to office, Hybrid Work directive

Deb- Nationally our members that have been working from home since March 2020 (when directed to work from home by the employer) have saved money commuting, parking etc. During the pandemic members working from home, and in the offices (open to public) have had to scramble for child care during the pandemic due to school closures, and lack of available childcare. Many members have suffered financial hardship.

Richard- PSAC is pushing for flexibility with members. The employer needs to recognize conditions enshrined in the Canadian Human Rights Act, that could lead to a Duty to Accommodate (DTA) for members with disabilities, and Child/Family Care responsibilities. Terms of Employment is one of the topics at the bargaining table.

Martha- Brought up the topic of in-person NVIAC meetings, that PSAC BC is asking for in-person meetings to happen as much as possible. Richard advised that using virtual, Zoom meetings has increased accessibility for North Vancouver Island members. Deb advised working until 4:05 pm, and traveling to Nanaimo for in-person meetings would be difficult due to not being comfortable traveling home in the dark when raining/snow, or icy roads. Richard suggested meetings be in-person, and a virtual option, but where would we have the meetings?

Round Table

Camille advised she had not received an invite for this meeting, and could only join the meeting due to we use the same Zoom coordinates each month. Martha will ask for the NVIAC distribution list to confirm we have all the required members included.

Richard and Bert are attending the OHS Committee meeting at the end of January 2023.

March 05, 2023 will be the next NVIAC general meeting at 6:30 pm.

Next Meeting

NVIAC Annual General Meeting (AGM) will be held on the February 05, 2023.

Meeting adjourned at 7:41 pm.