

DRAFT

Vancouver and District Area Council Annual General Meeting February 7, 2024

In Person and via Zoom

In Attendance:

In Person: Crystal Isaac PSAC Regional Rep, Jen Horsley UPCE 20095, Damir Moric CEIU 20937, Priscilla Lam UTE 20050, Laurie Loveland UNE 20088, Raphael Simard CEIU 20944, Devin Bagra DCL 22000

Virtually: Jamey Mills REVP-BC, Theresa Kelly AGR 20060, Denzil John Asche UTE 20027, Cliff Nirendra UTE 20029

Regrets:

Brian Georgievski (CEIU 20937)

Meeting Called to Order at 6:22 PM

Agenda:

1. Land Acknowledgement
2. Welcome – Introductions
3. Adoption of the Agenda
4. Prior Minutes-AGM 7 Feb 2024 (attached)
5. President's Report
6. Treasurer's Report
Financials 2024 (to be attached in reminder email)- will be sent shortly
Budget 2025 (to be attached in reminder email) – will be sent shortly
7. Affiliate Reports (3 Minutes) – NOTE: please send written affiliate reports to Secretary, Denzil John Asche, at murduck@gmail.com either beforehand or within two weeks after the meeting to be included in the official minutes.
8. Elections
President (two-year term)

9. Vice-President (one-year term)
Secretary (two-year term)
10. Standing Updates (Metro Vancouver Alliance; Phoenix; Return to Office)
11. PSAC Education
12. Annual plan
13. Round Table
14. Oath of Office
15. Next Meeting dates (set for the year)

Intro (Jamey Mills):

PSAC BC REGIONAL EDUCATION

The PSAC BC's 2025 Winter/Spring Union Education schedule is live on the PSAC BC website and members are encouraged to register for courses. In this schedule, there are a variety of offerings including a new basic education course: Building Solidarity with Indigenous Communities. This new course is being offered in three areas of the Region this spring and will be offered in the remaining areas in the fall schedule (Southern Interior, North).

Upcoming courses and their catchments:

- Talking Union Basics (TUB), East Fraser Valley | [January 31-February 1](#)
- Virtual Politics for Everyone, Regionwide | [February 11-12](#)
- Grievance Handling (GH), North | [February 21-22](#)
- Talking Union Basics (TUB), Vancouver Island | [February 22-23](#)
- Advanced Local Officers' Training (ALOT), Regionwide | [March 13-16](#)
- Politics for Everyone, Metro | [March 21-22](#)
- Grievance Handling (GH), Southern Interior | [March 22-23](#)
- Grievance Handling (GH), Fraser Valley | [April 11-12](#)
- Grievance Handling (GH), Vancouver Island | [April 26-27](#)
- Understanding and Interpreting the Collective Agreement (UICA) & Health and Intro to the Duty to Accommodate, North | [April 26-27](#)
- Grievance Handling (GH), Metro | [May 2-3](#)
- Intro to the Duty to Accommodate & Steward Series Foundation Workshops, Southern Interior | [May 3-4](#)
- Skills Training for Stewards, Regionwide | [May 7-10](#)

- Building Solidarity with Indigenous Communities, Metro | [June 6-8](#)
- Building Solidarity with Indigenous Communities, Vancouver Island | [June 6-8](#)
- Building Solidarity with Indigenous Communities, Fraser Valley | [June 13-15](#)

PHOENIX PAY SYSTEM UPDATE

PSPC's Pay Centre data remains at very high levels of outstanding transactions sitting in the backlog. The number of transactions received at the Pay Centre has steadily increased since 2021. This increase, along with the high complexity of outstanding transactions that remain, have limited the ability of PSPC to reduce the number of transactions outside service standards. **After almost 9 years**, these number should be much lower.

With the ninth anniversary of the botched Phoenix Pay System coming up next month, PSAC will continue to advocate for members who've been impacted by Phoenix and are fighting for additional Phoenix damages compensation for workers. Stay tuned for more details on what will be taking place in the Region to mark the un-happy anniversary.

FEDERAL ELECTION

By legislation, the next federal election must take place on or before October 20, 2025. That means that in less than a year, Canadians from coast to coast to coast must head to the polls to elect their respective Members of Parliament (MPs) and ultimately decide which political party will form government. For many of us that will also be our next employer.

If you've been paying attention to Ottawa recently, you'll know that the next election will likely take place much sooner than October 2025 and as early as this spring.

After mounting pressure to resign, Justin Trudeau announced that he will step down as Prime Minister and party leader once the Liberal Party has chosen a successor. That decision kicked off a leadership race to replace Trudeau and find a contender to vie to the top job in the next federal election. During his January 6 announcement, Trudeau also advised that he asked the Governor General to prorogue Parliament until March 24, and that she had granted the request. This means that Parliament is suspended until this date. The government remains in power, but all parliamentary activity - from existing bills and committee work to studies and investigations - comes to a halt. This includes the government's promise of '25 and out' for thousands of frontline federal workers that was part of the [Fall Economic Statement](#).

When the next session of Parliament begins in March, many expect Liberal government to lose a confidence vote in the House, which will trigger an election. The Conservative Party, the NDP and the Bloc Quebecois have all stated that they will not support the Liberal party regardless of who is at the helm when Parliament resumes this spring.

And, the first vote in the House this March will be a confidence vote on the throne speech.

So, we need to prepare for an election in the coming weeks. We need to do the work now to ensure we don't see a regressive conservative government in Ottawa this time next year.

PSAC is already busy working on federal election campaign that aims to show members – and the public – the risks of electing a conservative government. PSAC members who were around during the time of the Harper government in 2012 will know all too well that a Conservative government means (further) cuts to public services. And, trust me when I say, they will be deep cuts. Pierre Poilievre has been very clear that sees the public services as 'unnecessarily bloated' and he wants to change that as soon as he has the power to.

Cuts to public services won't just hurt PSAC members. They will hurt everyone in this country. And that's not something we can afford no matter much Pierre Poilievre touts that it will 'save' Canadians in taxes.

As part of our election campaign, we will be looking for members to get involved like we saw with the provincial election this past fall. Details will be shared by the PSAC and we hope members will get engaged and help get out the progressive vote.

OTHER PSAC CAMPAIGNS

As part of the planning for the federal election campaign, you can anticipate that several of the ongoing PSAC campaigns will be folded into the election campaign messaging. This includes our RemoteWorks and Protecting Public Sector Pensions campaigns.

REMOTE WORKS

On RemoteWorks, I'm sure I don't need to tell you, the federal government's regressive three-day in-office mandate undermines the progress made toward a more modern, flexible, and inclusive public service.

The three-day in office mandate has significant and obvious shortcomings, including a lack of planning, insufficient workspaces, and serious concerns regarding employee well-being. Federal workers are currently facing overcrowded offices, health and safety violations, and inadequate resources, which undermine their productivity and overall job satisfaction.

Yet, in a move that defies logic, the government chose to ignore these facts. Evidence was casually tossed aside in favour of an arbitrary mandate that blatantly disregards workers' well-being and violates our collective bargaining rights.

We cannot stand by as ineffective policies erode the quality of our public services and the well-being of those who deliver them. It's time for the government to align its policies with the realities of modern work. We need government that will commit to workplace flexibility that reflects operational needs, respects personal circumstances, and is makes decisions rooted in solid, clear data.

As part of our ongoing fight, we're encouraging members impacted to file individual grievances, contesting their telework agreements. Collectively filing thousands of individual grievances will hold Treasury Board accountable for violating the agreement on telework PSAC negotiated in the last round of bargaining and pressure them to respect their obligations under the agreement. Additional information and template grievance language is available in the frequently asked questions section on the RemoteWorks page on the PSAC national website.

STOP PENSION THEFT

On the Pensions campaign, it should come as no surprise to you folks that every day, federal public sector employees across the country go to work to support people in Canada. They dedicate their careers as firefighters, Coast Guard workers, food inspectors, and many others to help protect our communities, support our most vulnerable, and, quite simply, ensure everyone has access to critical government services.

Every month, these workers take a portion of their paycheques and invest in their retirement through the federal public sector pension plan. They make these investments with the belief their employer, the federal government, will honour its commitment to protect their pensions.

And while federal public service workers have made these contributions with the promise of security and dignity in retirement, the government has announced other plans for their money. In November, the Liberal government announced that it intends to scoop \$1.9B from the pension surplus to be paid the government's bottom line.

In response, PSAC is pushing back against this unfair attack against the 700,000 workers and retirees who paid into this pension plan.

Everyone in Canada deserves a government that honours its promises and invests in the people who serve our nation every day. The workers who have paid into their pensions deserve a government that respects the commitments it made to them.

Q. What will happen to members who are set to retire with their cases unresolved?

A. We don't know what will happen post-retirement, but there is an immense backlog, and they are looking at reducing staff as it is.

Q. Is there a six year time limit?

A. There is a time limit. Your component should be looking at filing aa grievance.

Land Acknowledgement:

Jennifer opened the meeting with the acknowledgement of the traditional territories of the Musqueam, Squamish and Tseil-W'aututh. She thanked for their stewardship, and expressed gratitude for the land, the plants, and the animals. She expressed the will for the work we do to be in a spirit of reconciliation. She said important to be thoughtful with the land acknowledgements.

Welcome - Introductions:

Members introduced themselves in person

Adoption of the Agenda:

Amendment to the Agenda:

To reimburse the amount of the meal for in-person attendees.

Moved Damir; Seconded Jennifer; Carried

Adoption of the Agenda

Moved Denzil; Seconded Laurie; Carried

Amendment to the Agenda:

To reimburse the amount of the meal for in-person attendees.

Moved ?; Seconded ?; Carried

Ratification of Previous Minutes

Previous AGM Minutes – February 7, 2024

Moved Damir; Seconded Priscilla; Carried

President's Report:

Hello Folks!

2024 was a very eventful year for the PSAC and for the world, and I think as an Area Council we have some work to do in 2025 to get ourselves more involved as a political arm of the PSAC, as we will be facing many challenges as a union and as citizens and as allies.

In June 2024 I was grateful to represent the Vancouver and District Area Council as our delegate to the PSAC Triennial Convention. We put forward many progressive

resolutions, and while very few made it to the floor of the Convention, there has been ongoing work by the AEC and NBOD to move forward the ideas that don't carry a cost. I'll be asking Jamey about the progress of our resolutions again. I look forward to working with this Area Council on our Resolutions to next year's PSAC BC Convention.

In July 2024 we had our annual membership engagement event, our Summer BBQ at Memorial South Park. We had a good turnout and a beautiful day for the BBQ and I hope that we will continue the tradition this year. Memorial South is still available, as the city has decided not to upgrade the park for use as a practice field for the FIFA World Cup. This seems like a good central location at a good rate and it's a great opportunity for us to meet with members outside of a meeting. I'd love to see this Area Council work on other membership engagement events, and if I'm re-elected, I'm open to suggestions.

Members of our Area Council also engaged with the community at many summer events, such as Pride festivals and Labour Day, as well as continuing our participation with the Metro Vancouver Alliance. I hope that we can do a bit more community engagement going forward by starting our planning early. We'll be looking for volunteers to staff tables and for suggestions for events in our communities that we can participate in, such as Car Free Days or street festivals. We will need to get our issues and concerns out into the public realm. Please make suggestions!

I am continuing to participate in the MVA, and I see things moving forward, although participating in the Board of Directors as a Union Representative is becoming challenging with the change of time for meetings. The planning is underway for an Assembly around the Municipal Elections in 2026. We have support for the Housing Campaign, and organizing is beginning around the Climate Action Research Team. If you're interested in any of these, please let me know, and if you're available, please join me at the MVA Strategy Team meeting on February 6th at 7pm at St Thomas Anglican at 2444 E 41st Ave in Vancouver.

In December 2024 I was given the opportunity to join the CLC Lobby Day in Ottawa. The theme this year was Investing to Support Workers and included lobby information on Investing in Employment Insurance, Investing in Care Workers, Investing in Unionized Jobs and High Workplace Standards. This was a good opportunity to meet with MPs from around the Lower Mainland. With the upcoming Federal Election we will need to be prepared to speak to new and returning Members of Parliament. If you would like to see the materials, I can have them sent out.

I think that we could have had more participation in the Provincial Election, but we have been pulled a little thin and we'll need to start engaging members early and often to get more participation in this Area Council. If I'm re-elected, I'd like to start a committee to contact Local Executives in our catchment area to invite them to send a delegate to join us. I think this is going to need to be a very personalized effort to reach out. I'll be asking the Regional office for contact lists and I think we'll need to reach out by more than just email. If anyone has thoughts on this or would like to volunteer to help, please

keep in touch. We are facing the fight of our life with the upcoming Federal Election and the sweeping changes we are seeing in the United States with the re-election of President Trump. Our rights and freedoms are under attack and we will need to be organized and have many hands to help with the work ahead.

In Solidarity,

Jennifer Horsley

Moved Jennifer; Seconded Damir; Carried

Treasurer's Report (Attached):

Damir presented the financials. He thanked Colin Cheng and Kevin Au for their work auditing the Financial Statements.

Q. (Not sure who asked this.) This is my first VDAC AGM. Is this budget relatively standard?

A. Yes, it is not very different from other years.

Q. (Comment from Jamey.) We may be able to access funds for mobilisation such as Treasury Board mobilisation. There is also limited funds related to direct actions related to Remote Work and Phoenix.

Moved Samir; Seconded Devin; Carried

Budget Request 2024:

Something

Moved Damir; Seconded Raphael; Carried

Affiliate Reports:

The following reports were given, but no written documents were received:

Raphael's report from CEIU 20944

Damir Moric's report from CEIU 20937. There was a question from Laurie about people who had been offered indeterminate status. Jennifer suggested this might be a topic for the next meeting. There was a question about timing of indeterminate status as to which date the period prior to gaining indeterminate status began.

Jennifer's report from UPCE 20095

Elections

The floor was turned over to Jamey to run the elections. Jamey explained the election process. The area council had previously changed their election cycle. Jamey wanted to thank all previous executive members, particularly thank Aaron Chan for his long service as Treasurer. After the floor was returned to Jen who also thanked Aaron for his work, as well as Damir and Edward.

President

Jennifer

Moved Priscilla; **Seconded ?**

Acclaimed

Vice President

Raphael

Moved ?; Seconded Laurie

Acclaimed

Secretary

Denzil

Moved Jennifer; Seconded Damir

Acclaimed

Standing Reports:

Metro Vancouver Alliance - Jennifer

1. They are starting a new strategy team meeting February 6, 2025, from 5pm to 7pm at St. Thomas Anglican 2444 E 41st Ave, Vancouver. They want VDAC to bring many people in addition to Jen and Priscilla. They will be ratifying their municipal plan and initiating a climate research action team. The delegates assembly date will be changed from June to another date. MVA is also looking for people who want to work on housing and the coop campaign. There was a question as to what the Metro Vancouver Alliance was, which Jennifer answered.

2. Their coming events are as follows:

Foundations Training - Sun, Mar 16 and Sun, Mar 23, 2025

Delegates Assembly (2025) - Tues, June 10 OR Weds, June 11, 2025

Foundations Training - Fri, June 27 and Sat, June 28, 2025

Delegates Assembly (2026) - Weds, May 6, 2026

Municipal Election Assembly - Weds, Sept 16 OR Weds, Sept 17 OR Weds, Sept 23 OR Thurs, Sept 24, 2026

Phoenix - Jamey

There is still over 450,000 pay action requests. It does not make a difference how many compensation advisors are hired. Attrition is bad and it takes 2-3 years to train them. The number of requests are exceeding the numbers completed each month. The biggest issues are still transfers and leave credits which are not seen as being a priority by the employer. Another big issue is people ending their employment. Some people are still entitled to severance pay. Another issue is recover of overpayments, and they are still working on 2016 to 2018. It is important that the employer justify these. The union is still fighting the taxability of damage payments. They are currently saying it will be eight to ten years to correct matters. This week will be the eighth anniversary of the debacle. There will be mobilisation for lobbying. There are current memoranda being updated on the website with useful information.

<https://psacunion.ca/psac-files-policy-grievances-over-phoenix>

Return to Office - Denzil

There was discussion about the importance of doing something, and we need to start planning. Raphael and Denzil

PSAC Education :

Activism Summit March 28 and 29 application deadline is Feb 12 info is on the website. Learning to network and mobilise will be useful

Regional women's conference Metrotown April 4 to 6 flourish flatlining or floundering deadline feb 10 Sharon de Souza will be coming also on the website

Education for spring is posted on the website. Some basic, some advanced.

Annual Plan:

- The barbecue is very successful and popular. We had some funding from the women's committee, and the young worker's committee. It would be good if councils and committees had materials
- Labour Day is very important.
- Pride events will be led by the Mainland Human rights committee. We split the costs of New West Pride and there is also Burnaby Pride, which is free. We usually join in the march with BCFed for the parade for Vancouver Pride. Richmond also has a small march. The trans march and dyke march were also suggested, as well as Eastside Pride, but it was noted Eastside Pride might be connected with Vancouver Pride.
- VDLC is looking for a venue for Mayday. They are looking at the Russian Hall and The Birdhouse. The Maritime Labour Centre is not available. They are looking at having a parade or march to the event, particularly in the current political climate. We might be able to offer something out of the Political Action line item for this. We might be able to join a fair held each year at Grandview Park.
- 2SLGBTQIA+ Coordinator Damir mentioned we walked in the Pride Parade and had booths at Burnaby Pride and New Westminster Pride, and we would like to do that again, and could use volunteers at the booths and maybe help from other organisations with the costs. Richmond had their first Pride Week last year and we would like to have a presence there if possible.
- It was suggested we could participate in Car Free Days, various community festivals. There is a Main Street one and a Commercial Drive one, and perhaps one on Davie. If people want to sit at a table at these events, that would be good.
- We could have outdoor sports events, which we had done in the past. We could for instance do Pickleball, Soccer, or Softball. Apparently older Safeways are being turned into Pickleball courts. Laurie said she was interested in finding out about Pickleball for a one day event. For example, Trout Lake has five courts, which is 20 people, and there could be two shifts.
- An All Candidate's meeting for the election might be a possibility and talk with the REVP's office about this. There was one done by union activists in Victoria last year.

Amendment to the Agenda:

To reimburse Jen Horsley for the amount of the meal for in-person attendees: \$66.05.

Moved Damir; Seconded Laurie; Carried

Round Table

1 Laurie: The CLC Winter School, and particularly the indigenous program which was part of it was especially great, thank you to the PSACBC for a bursary. She

recommends it highly. There were 15 bursaries available which covered the course, accommodation, and meals. Money was also received from the Women's Committee and some money was offered by the Alberta REVP office. Tuition was \$2245, but you need funding for wages, transportation, ask incidentals. They offer six weeks of courses. You can get on the mailing list. Bursaries may be offered by the PSAC this near.

2 Jen: At our next meeting we need to serve notice we were looking our bylaws. The regional council has recd minor changes, mostly it looks like it is grammar, spacing, and typing. We need to put this in our next meeting notice.

3 Jen: There is a call for having locals to affiliate with the Vancouver District Labour Council. It is an affiliation based on a cost per member. They need volunteers and participation from unions. It's a great way to get our message out to other unions.

4 Devin: Also recommended the CLC Winter School. She was there for training in Women's Solidarity and issues.

Oath of Office

Crystal performed the Oath of Office for Jennifer Horsley, Raphael Simard, and Denzil John Asche.

Next Meetings

April 2 18:00 in person; 18:30 online

June 18 18:00 in person; 18:30 online

September 17 18:00 in person; 18:30 online

Adjournment

8:48 PM

Moved Devin; Seconded Raphael; Carried