

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL MEETING
HELD FRIDAY, APRIL 5 IN THE WADDINGTON ROOM
AT THE FAIRMONT HOTEL VANCOUVER, 900 WEST GEORGIA, VANCOUVER, BC
AND SATURDAY, APRIL 6 THROUGH SUNDAY, APRIL 7, 2013
AT THE PSAC VANCOUVER REGIONAL OFFICE,
5238 JOYCE STREET, VANCOUVER, BC**

In Attendance:

Bob Jackson, REVP-B.C. (Chair)	Cindy Little, South Vancouver Island
Heather DuDoward, Aboriginal	Kelly Megyesi, Women's (Friday only)
Benilde Gomes, Northwestern B.C.	Jamey Mills, Metro Vancouver
Roberta Gourlie, Southern Interior	Antony Paller, East Fraser Valley
Linda Harding, Health & Safety	Tracy Shudo, Members with Disabilities
Patt Holmes, Northeastern B.C.	Virginia Vaillancourt, South Vancouver Island
Jennifer Horsley, A/Metro Vancouver	Christine Walker, North Vancouver Island
Nic Humphreys, National Officers	Susan Yaciw, Southern Interior
Jayne Johns, Alt REVP-B.C.	Erica Yang, Youth
Terri Lee, Metro Vancouver (Friday & Saturday)	

Absent:

Shawna Bundac, Metro Vancouver	Terri Lee, Metro Vancouver (Sunday only)
Jennifer Chieh Ho, West Fraser Valley	Kelly Megyesi, Women's (Saturday & Sunday)
Sargy Chima, Racially Visible	Jason Salchert, Directly Chartered Locals and Separate Employer Unit
Paul Croes, Pride	

Staff:

Patrick Bragg, Political Communications Officer
Luc Guevremont, Regional Coordinator
Kristin Schnider, EA to the REVP-B.C.
Sarah Belanger, Political Asst. to the AEC (Sat & Sun)

Guests:

Janet Routledge, BC NDP Candidate for Burnaby North
Lynn Bueckert, BCGEU
Karla Backer, Joint Learning Programme
Sharon Gregson, Coalition for Childcare Advocates of BC
Chris Aylward, NEVP (Sunday only)

Observers (Friday Only):

Johann Ackermann, West Fraser Valley AC
Anne Evasin, Prince George RWC
Tom Hopkins, North Vancouver Island AC

Floyd Knelsen, Northeast AC
Maria-Luiza Romano, Okanagan RWC

Friday, April 5, 2013

The meeting commenced at 9:00 am.

Bob Jackson opened the meeting with a moment of silence to acknowledge the lives of workers lost on the job. Bob noted that this moment of silence was established as a standing order of business for all B.C. Regional Council meetings at the last B.C. Regional Council meeting in the fall of 2012.

Bob then addressed the members in attendance, extending a welcome to the observers present. He advised that there had been a workshop the day prior for Area Council and Regional Committee chairs and that these individuals had been invited to attend the Friday session of the B.C. Regional Council meeting as observers.

A brief round of introductions was then provided for all members present.

ADOPTION OF AGENDA

The meeting agenda was circulated electronically in advance of the meeting. Motion was then made to accept the agenda as circulated.

Moved: Bob Jackson

Seconded: Jayne Johns

Carried

HOURS OF SESSION

The Chair then provided the proposed hours of session for the meeting, again advising that there would be some fixed items on the agenda in terms of scheduling. The Chair then listed the Orders of Day of for the course of the meetings, including:

- Presentations by Janet Routledge, BC NDP Candidate for Burnaby North and Lynn Bueckert of BCGEU regarding the upcoming provincial election
- Presentation by Karla Backer from the Joint Learning Programme
- Presentation by Sharon Gregson from the Coalition of Child Care Advocates of BC (CCCABC)
- Presentation by Sarah Belanger from PSAC National on the WAAA Campaign the attack on the Rand Formula

The Hours of Session were then set as:

Friday, April 5 from	9:00 am to 12:00 pm (lunch break from 12:00 to 1:00 pm) 1:00 pm to 3:00 pm Staff joint working group 3:00 pm to 5:00 pm or as required for Committee working groups
Saturday, November 24 from	9:00 am to 12:00 pm (lunch to be provided) 12:45 pm to 5:00 pm
Sunday, November 25 from	9:00 am to 12:00 pm or completion

SCENT FREE AND HARASSMENT STATEMENTS

Bob Jackson identified the location of these statements within the meeting space and it was agreed that that these not be read aloud. Luc Guevremont was identified as the harassment coordinator for the duration of the meeting session.

SWEARING IN OF NEW REGIONAL COUNCIL MEMBER: LINDA HARDING

Linda Harding was sworn in as a PSAC B.C. Regional Council member by REVP Bob Jackson, having assumed the role of Coordinator for Health & Safety. Congratulations were conveyed by the Regional Council.

PREVIOUS MINUTES

The previous minutes for the November 2012 meeting and minutes for the B.C. Regional Council conference calls in January and February 2013 were circulated electronically in advance with the meeting materials. The Chair called for questions or concerns on the minutes. There being not questions or concerns raised, a motion was made to approve the minutes of the November 2012 B.C. Regional Council meeting and the minutes of the January 17, 2013 and February 28, 2013 conference calls.

Moved: Bob Jackson

Seconded: Patt Holmes and Benilde Gomes

Carried

BUSINESS ARISING FROM THE PREVIOUS MINUTES

No business arising was raised by the meeting attendees.

REVP REPORT

Jayne Johns assumed the Chair for duration of the REVP Report.
A motion was then made to accept the REVP Report as circulated.

Moved: Bob Jackson

Seconded: Jayne Johns

REVP Bob Jackson began his report by speaking about the recent announcement of the 2013 Federal Budget. He noted that once again the Government's budget and related cuts are vague. Nonetheless, he conveyed that he is fairly certain that it will not translate into good news for the PSAC and its members.

Bob added that compounding problems is another internal issue: the current budget cycle that began in January was created last May and was based on specific criteria including an average salary for members. We know now that average salary has decreased significantly. Bob noted that this decrease has been attributed to members leaving at higher end of wage scale, and therefore has reduced the average salary. This factor has significantly impacted the bottom line for the current budget, especially because this budget cycle just began and will be with us until 2015. Bob went on to say that financial stability is the responsibility of AEC, and they are acutely aware of this situation. Therefore, the AEC will be reducing where it can, including meeting and travel costs. Bob added that the AEC plans to make better use of video conferencing for National meetings to reduce spending.

Bob then turned his report to the looming discussion on the RAND Formula attack. He noted that this is an issue that every single member must be aware of. Moreover, the PSAC needs to galvanize around this issue. Bob acknowledges that while this matter is just being talked about presently and no formal bill has been tabled in the House, we have seen how quick a Private Member's Bill can gain momentum (as with Bill 377). Therefore, we cannot allow the same thing to happen with the RAND Formula and the present threat of attack on it.

Bob went on to say that at the CLC Political Action conference, delegates spent some time talking about the potential attack and how the labour movement can work together on this issue. At the end of the conference, most left with a renewed sense of energy to take the fight back in to their workplaces and into the community. Bob added that during the day before the conference began, every national union leader met, including representation for unions not part of the CLC. This unprecedented meeting was called to talk about the current state of affairs and the work ahead of us and trade union activists.

Stemming from the conference, and as a result of the NBoD's National Action Plan, the PSAC will be conducting a series of meetings across the country to talk about the attack on the RAND Formula and our plan to combat it. This has become the priority of the PSAC. Bob then noted that in the BC Region, three meetings have been scheduled: one in Kelowna (April 19), one on Vancouver Island (April 22), and one in Surrey (April 26). Bob then added that the B.C. Regional Council will spend more time in the agenda discussing this attack and these regional meetings when Sarah Belanger presents to the Council on Sunday.

Bob concluded his comments by noting that we are in a 'war imminent' situation that our organization has never faced in our history; members have never had to fight a war like this, but together we will.

Bob then called for questions on his report.

A Council member then commented that she was surprised hear Bob's comments on the higher wage earners leaving. She then offered that in her workplace it has been the lower end workers (and front-end workers) that have been leaving as a result of the cuts. Bob answered that of 180,000 members, when averaged out across country this has been the reality. He also added that this addition of universities as new bargaining units within the PSAC has also contributed to the decrease in the average salary given that those members

typically earn less than federal public service employees. Bob then provided some more examples of other job cuts that have largely been higher wage earners.

A Council member requested to see the figures on the average salary decline. Bob then committed to providing the analysis to the Council so they can see how the average salary is being brought down.

ACTION ITEM:	Bob Jackson to seek figures from PSAC National on the decrease in the average member's salary and report back to the Regional Council
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Another Council member then broached the issue of sick leave that has been permeating the media recently. He asked if there would be any way of finding out what happens to their sick leave when people retire or leave the PSAC. Where does the money go if they haven't used the sick time?

The REVP answered that the whole discussion around sick leave seems to be based on the erroneous assumption that members use their sick leave entitlements every year, and therefore cost the Federal Government huge sums of money. The recent discussion has also assumed the myth that members automatically get their sick leave paid out when they separate. Patrick added that what needs to be emphasized is that sick leave doesn't cost the Government money unless it's used.

Luc Guevremont cautioned that there are 300 bargaining units within PSAC; a small number of those units do have a provision to cash out sick leave in their collective agreements. Therefore any communication from the PSAC must be carefully worded. Patrick agreed and offered that any communication would be specific to federal public service, not the smaller bargaining units.

A Council member then commented that there are a lot of members who have huge caches of sick leave that remain when they leave the federal public service. She suggested that we should communicate fact this to the public, such as providing the average bank of sick leave that remains when a federal service employee retires. Patrick agreed that this would be a good idea.

Further discussion ensued.

Bob then commented on the upcoming Regional Women's Conference, noting the tremendous work going on in terms of planning and organizing. He added that he's looking forward to the success of the conference and is happy to participant as much as he can, taking into consideration the situation with regard to attendance by men. Nonetheless, Bob fully committed his support to the conference and the organizing committee.

Bob then spoke briefly on the upcoming National Health and Safety conference taking place next week. He advised that Linda Harding was placed on the steering committee when she assumed the Health & Safety Coordinator position for the BC Region. Bob added that he is looking forward to conference that received over one thousand applications for the 300 delegate seats.

Bob then reminded members of the National President's visit to the Region this May. Bob advised that Robyn Benson's travel will allow her to attend the latter part of Regional Women's Conference and conduct some worksite tours in the days that follow the conference. Robyn will also attend the North Vancouver Island Area Council meeting in Nanaimo with Bob. Bob then commented that future visits by the National President will include more travel around province to provide her a sense of the geographic challenges faced in our Region and better acquaint her with the Regional issues our members face.

In conjunction with the National President's visit, Bob advised that the Region plans to reinstate BC Forum events. Traditionally, these events were opportunities for members in the Lower Mainland to gather together at the Regional Office to network and/or hear speakers every six to eight weeks. The first of the new BC FORUMS is scheduled to take place on Tuesday, May 7 with both Robyn Benson and the REVP in attendance.

Bob also indicated that these types of meetings could take place at other locations as well as the Lower Mainland.

The motion to accept the REVP Report was then carried.

The REVP then reassumed the Chair.

REGIONAL COORDINATOR REPORT

Luc Guevremont then addressed the B.C. Regional Council and delivered his report, noting that he would address items not highlighted in the report by the REVP-B.C.

In terms of staffing, Luc reported that Erna Post was announced as the successful candidate for the Region's negotiator position this week. Erna Post's previous experience is as a national negotiator. Luc then advised that while the Region's REO Amal Rana was expected back in March; however, the return date was subsequently delayed. In the interim, Deb Seaboyer has been extended as the Acting REO for the majority of the extension. Luc further added that Abudi Awaysheh's term as a G&A Officer in the Region has been extended until the end of the year.

To conclude staffing, Luc then advised that the anticipatory staffing planned as at the Fall Regional Council meeting had been held in abeyance due the known need for a competition for a regional rep to backfill an existing position this spring (as Monica Urrutia will be taking a maternity/parental leave later this year). This competition, as well as the anticipatory staffing, will proceed in the coming weeks, which will create an eligibility list for the Vancouver and Victoria Regional Offices. At this time, Luc conveyed that we are waiting for approval from PSAC HR to proceed. In conjunction with the rep anticipatory staffing, the Region will also be conducting an anticipatory staffing list for an administration position. However, there is no immediate or foreseen need to fill such a vacancy.

Luc then reported on the relocation of Victoria Regional Office. He advised that after a quick survey to canvass the level of support, it was decided to move the office across the hall and to the front of the building to a larger space. A new lease was signed in February, which will expire May 31, 2018. Luc added that he met with staff and PSAC Holdings a few weeks ago to go over the requirements for the new space. A design company has been hired to assist in the design of the new space, and at this time we are awaiting an initial concept design from the design company. Once received, we plan to share the design through a possible open house. PSAC Holdings will then seek the permits, hire contractors, etc when the plan is approved. The deadline for the office move is June 1st as the current space has been leased and the PSAC will need to vacate it.

Luc then moved to regional negotiations, providing an update since his last report in November. He noted that the Prince George Airport ratified a three year agreement in February which included a 2.5% increase per year and inclusion of Family Day.

In addition, there are a number of active negotiations including: the Commissionaires in Seal Cove (Prince Rupert), Fuelers at Globeground (YVR), Purolator, Vancouver Airport, MDS Nordion, and Commissionaires for Victoria, Island and Yukon.

With regard to Purolator, the collective agreement expired December 31, 2012. While the bargaining team has not met with the employer yet, meetings have been scheduled for mid May. Staff rep Janelle Ho-Shing has been assigned to these negotiations.

A couple of meetings have taken place with the employer for the Vancouver Airport negotiations with a few non-monetary items signed off. The main issue with this set of negotiations is the employer's proposal to amend the apprenticeship article (and dual ticket program). The next meetings are scheduled to take place later this month with Dave Jackson assigned.

The MDS Nordion collective agreement expired March 31, 2013 and notice to bargain was served. However, no meetings have been scheduled yet. At present the parties are dealing with the pension issues as the employer is trying to implement changes. As a result, James Infantino has been involved and will address this issue. Janelle Ho-Shing has also been assigned to these negotiations.

Negotiations for the Commissionaires on Vancouver Island and in the Yukon commenced last month. Decertification application issued in one site. John Wilson has been assigned to the unit (who is a term in Ottawa, but familiar with Region).

Upcoming negotiations include ARINC with their collective agreement expiring May 31, 2013. The employer has contacted the Union and Erna Post has been assigned. The bargaining team will meet at the end of April with dates to be scheduled with the employer in May or June.

On mobilization efforts, Luc advised that it has been ongoing for the national units (SSO, Canada Post, TC, Parks, FB, CRA and CFIA) as well as the regional units currently in bargaining.

In terms of education, Luc commented that the Winter/Spring course have been going well. There has been good attendance at the majority of courses offered. However, some courses were postponed due to a lack of participants, and have since been rescheduled.

A Council member then asked if Luc could provide them with information on course postponements as they occur so that the B.C. Regional Council can assist with promoting the said courses once reschedule to ensure maximum attendance.

ACTION ITEM:	Luc Guevremont to advise B.C. Regional Council of which education courses have been postponed so that Council can promote these rescheduled courses
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Luc then spoke on the Advanced Union School, scheduled to take place June 4-9, 2013. He noted that applications have closed with approximately 60 applications received. Currently, those applications are being reviewed review in light of budget for travel requirements, etc.

Luc then provided information on the matter concerning Health Canada and the transfer to First Nations Health Authority. NHU, as a component, along with the PSAC staff and the REVP met about a month ago regarding pensions for this group. Other subsequent meetings have been scheduled to discuss benefits and ongoing work. Many parts of organization have been involved in this file including the Executive Office, to NHU, the REVP and PSAC staff Monica Urrutia, Dave Thompson, Howie West, James Infantino, and Michael Desautels.

Luc then turned to national organizational updates, providing that there have been some changes at the Director and Branch levels. Luc noted that HR has been renamed to Human Resources and Organizational Development under the new Director Gabriel Bergeron. Gabriel comes to the PSAC from Health Canada. Finance has also been renamed. Still under the Direction of Pierre Chartrand, the Branch is now called Finance and Information Management. Luc went to advise that Mariam Abou-Dib has now been confirmed as the Director for the Membership Programs Branch. Additionally, Krista Devine has been announced as the new Director for the Collective Bargaining Branch (with former Acting Director David Orfald moving to Special Projects).

Luc then concluded his report by noting that with the all the foregoing work reported above (in addition to preparations for the Area Council/Regional Committee Best Practices session that took place yesterday, work

on the upcoming WAAA regional meetings, and support for the Regional Women's Conference preparations); April, May and June will be extremely busy for staff in the ROs, and pacing will be important.

Luc then called for questions or comments on his report.

A Council member asked why the Region was conducting an anticipatory staffing list for an admin position. Luc replied that they were creating an eligibility list to expedite staffing of a vacancy should the need arise. Another member asked if the posting would be exclusive for PSAC members. Luc answered that given existing staff collective agreements, both staff and members would be eligible to apply for the anticipatory staffing positions. However, he has made a request that the posting not be made available to the general public.

POLITICAL COMMUNICATIONS OFFICER REPORT

Patrick Bragg began his report by echoing the earlier comments around the CLC Political Action Conference. Patrick added that it was hugely beneficial to have 120 PSAC members from across country in attendance, including NBoD members. Moreover, it was good to be in room with 1,500 like-minded individuals. Patrick emphasised that he appreciated the fact that the conference addressed national issues facing the labour movement.

Patrick then went on to speak on the BC provincial election. He reported that the PSAC BC is involved in the BC Federation of Labour's "WE VOTE" campaign, which has been underway since the fall. On that, Patrick advised that we have received the first pamphlet for distribution from the BCFED, which encourages members to vote at the advanced polls. The pamphlets have been sent out to local presidents along with letter from REVP encourage members to get out and vote.

Patrick went on to say that after many discussions (and as reported at previous meetings), the PSAC BC has decided to take a harder line on this election than we have before in terms of encouraging members to vote NDP. Because the BC Liberals are so unpopular, it's quite an easy message for us to push out to the membership. He added that this election is an opportunity to inoculate members to a harder political message than they're used to receiving.

Patrick then advised that a conference call was held with Area Councils (ACs) and the Regional Council Political Action Committee on the provincial election campaign. The call was an opportunity to provide ACs the tools and resources to help get the members out to vote. With that, Patrick noted that there is also a BCFED telephone town hall next Tuesday, April 9 at 7 PM. All members in the BC Region will receive call from Stratcom asking them to participate in call. Before receiving this call, membership will also receive a recorded call from REVP advising them of the call and encouraging them to participate.

Patrick then reported on the 2013 Federal Budget. He advised that the CLC and PSAC were hoping to do a fair bit of work around the budget. However, due to timing of budget (which conflicted with CLC Political Action Conference) the budget watches in the Region had to be cancelled. Nonetheless, Bob Jackson did participate in budget watch in Oshawa, Ontario during his attendance at the CLC conference.

The Political Communications Officer's report was then suspended to allow for Orders of the Day.

BC PROVINCIAL ELECTION: PRESENTATION BY JANET ROUTLEDGE & BCGEU ON THE PROVINCIAL ELECTION CAMPAIGN

Bob provided a brief introduction for Janet Routledge. He advised that Janet began with the PSAC in 1977 and held various staffing positions during her time there. Since then, Janet has done a lot of work within the labour movement. Bob also noted that while Janet is now a member of the BC NDP Party and a candidate for the Burnaby North riding, Janet is acutely aware of the issues facing federal public service employees and our interest in the provincial election issues. Bob added that Janet would be followed by a presentation by Lynn

Bueckert from the BCGEU, noting that Lynn is currently working Janet's campaign with regard to labour outreach.

Bob then welcomed Janet and Lynn to the meeting and extended an invitation to Janet to take the podium.

Janet then addressed the members present and spoke on the upcoming provincial election. Through her presentation, Janet acknowledged the priorities of the PSAC and noted the connection between electing a provincial NDP government and removing Stephen Harper and the Conservative Party from the House of Commons. Janet also spoke to her work in her riding and the work of engaging the community through her door-to-door campaign.

At the completion of Janet's presentation, Lynn Bueckert then addressed the Regional Council and observers present. Lynn began by explaining the merits of mobilizing the labour movement in this provincial election, and asserted that labour can win back the seats lost to the BC Liberals in the Legislature during the last provincial election.

After the presentations, Bob then called for questions from the audience.

PRESENTATION BY KARLA BACKER ON THE JOINT LEARNING PROGRAMME

Bob called on Karla Backer to speak on the Joint Learning Programme and the impact of the WFA on the Programme. Karla began by noting that prior to the federal cuts in 2012, two-day workshops were the norm for the programme. Post federal budget cuts, it has been a struggle to get two-day sessions.

In addition, it has now been a struggle to get participants registered for workshops. Karla noted that workshop registration is capped at 20 participants per workshop; however, they are only receiving around 12 registrations per workshop. Employers are only letting two or three employees out at a time. Therefore, the JLP is looking at collaboration with members and jointly running sessions with other employer groups.

Further discussion then ensued.

Questions were raised on whether or not DCLs could participate in the JLP. Karla answered that unfortunately participants need to be with the Treasury Board or have a MOU to proceed. Bob further offered that another avenue for members to explore is through the Pacific Federal Council.

Karla then advised that the JLP has established a partnership that will allow for a pilot series of Wednesday workshops at Library Square this June. These workshops are for those members who do not have anything taking place at their own workplaces. The first workshop begins on June 5 with additional workshop weekly for 3 consecutive weeks:

June 5 – Understanding the Collective Agreement

June 12 – Duty to Accommodate: Building An Inclusive Workplace

June 19 – Creating A Harassment-Free Workplace

June 26 – Duty to Accommodate: Building An Inclusive Workplace

Workshops are limited to 16 participants each. At this time, the JLP is looking for interested members. Those members who are interested in attending are asked to email Karla at BackerK@psac.com.

Bob then recommended that the B.C. Regional Council dedicate more time in later meeting agenda to discuss the Joint Learning Programme and its elements. Bob then thanked Karla for meeting with the Council and speaking on this program.

JOINT STAFF PLANNING WORKING GROUPS

PSAC Staff from the BC Regional Offices then joined the meeting.

The B.C. Regional Council, PSAC staff, and observing members then broke into the working groups as established at the October 2011 B.C. Regional Council meeting. Together they worked on creating and/or following up on existing plans for union activities and events with the support of staff.

The group reconvened after the working group and reported back.

COMMITTEE WORKING GROUPS

The Council meeting was then recessed for the day to allow for Committee working groups at 3:04 pm.

Saturday, April 6, 2013

The meeting was recalled to order at 9:02 am

Bob Jackson then advised of the Coordinator absences for the day.

Bob then turned attention back to the agenda, resuming with the Political Communication Officer's report.

POLITICAL COMMUNICATIONS OFFICER REPORT CONTINUED

Patrick continued with his report from the previous day, adding that there are a number of other items being worked on in addition to what was already reported. With regard to the Kitsilano Coast Guard Station, Patrick noted that the REVP Office had been in touch with Hedy Fry's constituency office a couple weeks ago to contribute an article to her constituents' newsletter. This article will provide us with an opportunity comment on the issue and the lack of transparency with the Federal Government.

On the subject of online resources, Patrick advised that a blog has been set up by the AEC about a month ago. This blog was established as a forum for AEC members to express their views on the issues of the day. Patrick added that Robyn has posted on a lot of issues and recently Bob posted piece on similarities between the BC Liberals and Federal Conservatives. Patrick then encouraged all Council members to visit the blog and keep up to date on the posts. The blog can be found at www.aec-cea.ca.

The blog and last year's REVP web videos are part of a broader engagement strategy the PSAC is conducting with its members. The aim is to humanize the PSAC leadership and connect with members on a more personal level. Patrick went on to suggest that perhaps the Regional Council would consider filming some web videos explaining how the how the cuts are impacting their lives.

A Council member commented that employees have been directed by the employer not speak on workplace situations or cut impacts in any media. Patrick answered that members would be speaking on behalf of the Union, and not as employees. He added that he recognized the difficulty this may pose for some members; nonetheless, he confirmed that the Union will support Council members in these efforts.

Bob added further that there has been a lot of discussion on various codes of conduct and what employers can direct employees not to do. He noted that employees can take some action, but cautioned there is a limit. If you're just talking as a Union member, stating that you're concerned about the cuts as a user of the services – the cuts concern you as a citizen – there's nothing wrong with that.

Patrick then spoke on the PSAC BC regional newsletter, advising that he's attempted to make it more engaging and relevant for members. Patrick added that he has been successful in his efforts: based on feedback from members who were concerned the PSAC wasn't in the media enough, Patrick added the "In the News" section to the newsletter, which has received a lot of views. In fact, the click rate has doubled since its inclusion. Open rates for the newsletter have also increased. Presently the rate is a 40% which is a distribution of 2500 people. This statistic is quite good relative to the statistics of other organizations' electronic mail outs.

On the Living Wage campaign, Patrick advised that the REVP-B.C. Office has been working with some of the unions out of YVR, including IAMAW, UNITE HERE, etc. in an effort to convince the Airport Authority to become a living wage employer. He noted that YVR is a huge employer with thousands of different employees (private employees, contractors, members, etc.). The current campaign will likely take five years, and isn't something expected to affect the PSAC members at YVR. However, as trade unionists part of our aim is to attain proper working standards and wages for all individuals. Once successful, this campaign will have a major impact the lives of many at YVR.

Bob Jackson added that challenge of this campaign is the fact that it will be a long-term process that will unfold over the course of several staff turnovers at the airport (typical of low-wage earners). With this turnover, it will be a challenge to maintain the momentum within the campaign. Nonetheless, the PSAC BC is committed to this work, knowing the results will far outweigh the challenges before us.

Patrick then called on all Regional Council members to promote these four communication tools with members: the PSAC BC regional website, the PSAC national website, component websites and the PSAC BC Regional newsletter. Patrick then offered to support this work by recirculating the "Connect with your Union" poster to Council members.

ACTION ITEM:	Patrick to resend the "Connect with your Union" poster electronically to Regional Council members and to also provide hard copies to interested individuals
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The discussion then turned to the rumours surrounding sick leave.

Patrick then suggested that we can't go in thinking that we'll end up like Canada Post. He added that the PSAC National President has been clear on sick leave benefits, affirming that they will not give them up at the Bargaining Table. Bob then confirmed Patrick's comments, noting that Robyn has been adamant: "[the PSAC leadership] won't trade it, sell it, swap it, lose it or give it away."

Patrick added that we have to create media climate wherein people understand why sick leave is important – and not just for members. PSAC members need to speak out against the misinformation that CFIB is putting out to the public. Bob added that this is something that everyone can be doing on their own through use small local newspapers, etc. We need to get our message into community newspapers.

A Council member then commented on the harder line that the PSAC has been taking with its political messaging on the provincial election, advising that he likes the harder approach.

A Council member then asked about the ongoing *We Are All Affected* campaign, inquiring if a second wave of distribution materials would be circulated in the coming weeks. She added that it would be a good opportunity to distribute WAAA materials at the upcoming Regional Women's conference. She would also like to have the ability to show up at all-candidates meetings with WAAA materials.

Patrick answered that headquarters will be producing more materials, noting that he was asked to provide feedback and suggestions on materials about three weeks ago. However, Patrick cautioned that it takes a while to get such materials produced and shipped. That said, it isn't likely that the materials will be available in time for the Regional Women's conference or the provincial election. Patrick then offered that the original WAAA placards, cards and window stickers are still available.

Further discussion then ensued on Communications within the Region and the good value of Patrick's efforts in the Regional website and newsletter.

COORDINATOR REPORTS

ALTERNATE REVP-B.C. REPORT

A motion was made to accept the Alternate REVP Report as circulated at the meeting.

Motion: Jayne Johns

Seconded: Virginia Vaillancourt

Jayne Johns then acknowledged that her report was not included in the meeting materials as it was submitted late. Jayne then explained that part of the reason for the late submission was due to the whole relocation of her work unit, and her assistance to nine members who have been transitioned into other jobs. She, herself, had to complete for a new position, which proved to be very stressful. Jayne then advised that as of yesterday, she received confirmation that she secured a new job in a new department with USGE.

Jayne then went on to address the content of her report, noting that it provided an overview of two-day BCFED Ranking Officers meeting she attended in January. She noted that at the meeting, the unions present committed to staying on message and working in solidarity with regard to the provincial election campaign, Labour's issues and its involvement with the BC NDP.

A Council member commented that he had not been heard a lot from the BC NDP on Labour. He went on to say that we have to start making that connection more visible. He then acknowledged that he understands why the BC NDP haven't advertised their relationship with Labour given the optics that would result. However, he would still appreciate the recognition.

Jayne offered that the BC Federation of Labour has a Labour Liaising Committee working with the BC NDP. Jayne noted that the BC NDP has many issues that they will make a commitment on for Labour, but many that they cannot. This work of the Committee will continue following the election. She added that while the BC NDP won't give us all that we want, they are the best political party to help us.

Bob noted that there has been a fair amount of discussion at the BCFED Executive Council on this issue: getting the BC NDP elected to the Legislature is just the first step; maintaining momentum and working with the new Provincial Government will be ongoing. He cautioned that Labour cannot expect to receive everything it wants with a BC NDP Government. The BC NDP cannot cater to Labour's every demand if it wants to be more than a one-term Government. However, the political environment will be a lot better for a dialogue between Labour and Government.

The motion to accept the Alt REVP-B.C. Report was then carried.

HEALTH & SAFETY COORDINATOR REPORT

Bob noted that no formal report received due to change in Coordinator on the Regional Council. However, the Chair provided Linda Harding with the opportunity to provide a verbal report on activities to date.

Linda Harding commented that she was looking forward to attending the PSAC National Health & Safety conference. She added that the next few months will be a huge learning experience for her, noting that the new role has already been challenging. Linda further reported that she had been speaking with PSAC staff member James Little about the recommendations following the Regional Health & Safety conference and the call for additional BRUSH meetings by members. Linda commented that they are attempting to increase the number of meetings per year from four to five; however, getting a fourth meeting in at the end of the year has already been difficult for the committee.

Linda then advised that she will be attending the Advanced Union School in June to assist James Little with the facilitation of the Health & Safety workshop offered.

NATIONAL OFFICERS COORDINATOR REPORT

A motion was made to accept the National Officers Coordinator's report as circulated.

Moved: Nic Humphreys

Seconded: Christine Walker

Nic commented that there wasn't much to add his report other than that which was reported yesterday following the Joint Working groups. As communicated the day prior, Nic will be working with staff to organize a National Officers meeting in advance of the fall B.C. Regional Council meeting and that National Officers would also be invited to attend a portion of the Regional Council meeting.

Nic went on to reiterate some of the discussion already voiced on the provincial election and on the potential attack on the RAND Formula for the Federal Government as discussed in his written report. He then conveyed his hope that National Officers will be involved in the fightback campaign.

Nic then voiced the challenges he faces in getting the National Officers more involved with the B.C. Regional Council. He noted that the majority of National Officers are extremely busy, especially in light of WFAs. Having them commit to the Regional Council in any significant way is a challenge. Nonetheless, Nic committed to continue his efforts in this area.

The motion to accept the National Officer Coordinator's Report as circulated was then carried.

EQUITY COORDINATOR REPORTS

Bob canvassed the Equity Coordinators to see if they would like to speak to their reports or add any supplementary information.

Tracy Shudo noted that it has been a really busy period and that she attended a lot of activities. Tracy then spoke specifically to the Leadership Summit, noting that she had learnt a lot and that it was beneficial to have discussions with her counter-parts from the other regions.

Tracy then spoke on the upcoming National Human Rights Conferences taking place this November 18-21 in Toronto and her attendance at the National Human Rights Committee (NHRC) meeting in December. Bob added that a lot of work is still being done by the PSAC's Membership Programs Branch on the National Human Rights Conferences to address the challenges that will be faced in having concurrent conferences.

Further discussion ensued regarding the logistics for the NHR conferences.

Heather DuDoward then spoke to her report, noting that she had also attended the NHRC meeting in December and found it to be a valuable experience. Heather spoke briefly to her efforts to speak up in her workplace on the issues concerning aboriginals and aboriginal women in particular.

Erica Yang advised that there was not much to add to her report. She did note that the two Young Workers Committees had been formally established and recognized nationally. Part of her ongoing efforts will be to ensure the success and function of these committees. She added that she is also looking at succession planning as she will age out of the youth portfolio in the next cycle.

Bob then noted that he attended both inaugural meetings of the Young Workers committees and congratulated the committee's for their achievements.

A Council member then voiced a Point of Order, noting that there was no report submitted from the Equity Coordinator for Racially Visible members. As such, the Equity Reports could not be voted on as a whole. After some discussion, Jamey Mills motioned that the Equity reports be accepted as circulated with the proviso that the absent equity coordinator report be excluded from any vote by the B.C. Regional Council until it is received.

Moved: Jamey Mills

Seconded: Patt Holmes

The Equity Reports were then carried with the exception of the report for the Coordinator representing Racially Visible members.

GEOGRAPHIC COORDINATOR REPORTS

A motion was made to accept the Geographic Regional Council Coordinator Reports as circulated.

Motioned: Benilde Gomes

Seconded: Jamey Mills

Bob then canvassed the Geographic Coordinators, asking if they had any additions for their reports.

Jamey Mills alerted the Council to a typo within his report.

Antony Paller advised that he had attended a Fraser Valley Labour Council and Executive meeting last week. During those meetings, they organized volunteers to help out with door knocking in each of the ridings in the Chilliwack area.

Susan Yaciw provided that she had attended an IWD event hosted by the Okanagan College's Women's Committee. She noted that it was a good event and that there were lots of people in attendance from a variety of demographics.

Roberta Gourlie commented that within her constituency she faced some challenges to weather and travel limitations over the winter months (particularly in the Kootenays). Roberta added that she wasn't able to retain member contact information with the transition of coordinators in her position over the last year. As such, she was now working on re-establishing these contacts within her constituency.

Patt Holmes then spoke to her report and provided a summary of her long history with the union, including her involvement with her original component, followed by CEIU, and with the PSAC. Patt spoke to her attendance at the some of PSAC's first women's conferences, her pay equity successes and legal battles with the employer. She noted that over the years she had sat at some of the decision-making tables for some of the key union events. Patt then noted that it's only fitting that her final activity will be working on the organizing committee for the Regional Women's conference.

She then went on to acknowledge the support she received from Kay Sinclair and Bob Jackson in her efforts to bring the PSAC north of Hope. Both REVPS were really been there for members in the North, and generated

change in that area. Patt then extended her thanks to the B.C. Regional Council and the PSAC staff for their support of her work. Further discussion ensued with thanks to Patt for all her years of service to the PSAC and members in the North.

Virginia Vaillancourt then spoke to her report, adding that she was interviewed on the new BC statutory holiday, Family Day, and the fact that PSAC members do not receive it. A video of interview is available on YouTube for which Patrick can provide a link. Virginia concluded by noting that she is looking forward to improved mobility as she recovers from her recent knee surgery.

Christine Walker spoke to the work she did on EI appeals for members opting to alternate out of their positions as a result of WFAs and the changes that have occurred with the Treasury Board.

The Geographic Coordinator Reports were then suspended to allow for an Order of the Day.

COALITION FOR CHILD CARE ADVOCATES FOR B.C. PRESENTATION BY SHARON GREGSON

Bob provided brief introduction for Sharon Gregson and the work of the Coalition for Child Care Advocates of B.C.

Sharon provided an overview of the \$10 a Day Child Care plan, including its origins, where it presently and where it is going. Sharon also spoke to those organizations and individuals that have lent their support to the plan.

Sharon provided some of the statistics on child care burdens on families in this province, noting that many of the elements of the plan are the recommendations found within the report of the United Nations.

Comments and questions were then taken from the Council.

Sharon noted that some of their biggest supporters are their labour allies. Sharon went on to comment that they have also been connecting with first nations communities. This is not a quick process; it's about building relationships and trust. With this in mind, they have been looking at the plan and how it could work for First Nations communities on a case-by-case basis.

The Regional Council then thanked Sharon for her presentation and for the work being done by the CCCABC.

Following the presentation and departure of Sharon Gregson, Jayne Johns asked about supporting the work of the CCCABC through the \$0.02 per month per member that was approved at the PSAC National Triennial Convention (NTC) for childcare, suggesting that the Region make an application to the National Office for this specific purpose.

Bob Jackson suggested that such a proposal could be brought forward as a resolution at the Regional Women's conference.

Virginia Vaillancourt then motioned that the B.C. Regional Council request access any regional allocation of the national funds for childcare as approved at the NTC for specific use by the CCCABC.

Moved: Virginia Vaillancourt

Seconded: Christine Walker

Bob then committed to gathering information on the funds approved at the NTC and whether or not they can be accessed for use on the CCCABC \$10 A Day Child Care Plan.

ACTION ITEM:	Bob Jackson to seek information on the monies approved at the PSAC National Triennial Convention and whether or not they can be accessed for an initiative such as the CCCABC's \$10 A Day Child Care Plan
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The motion was then tabled until additional information could be gathered on how to proceed.

COORDINATOR REPORTS CONTINUED

GEOGRAPHIC COORDINATOR REPORTS

The Chair then returned to the discussion on Coordinator Reports that had been suspended for an Order of the Day.

Benilde Gomes commented that since completing her report, a coworker who was fired went missing and was subsequently found deceased. Be cautioned that this is another aspect of the WFAs and the serious impact on members.

Benilde then concluded her comments by noting that she is looking forward to hearing further information on ports becoming public, especially in light of ongoing proposed pipeline projects.

The motion to accept the Geographic Coordinators reports as circulated was then carried.

Bob then thanked all Regional Council members for their reports. He acknowledged that it has been a struggle for many to write and submit them given current workloads. Nonetheless, the reports are very important.

A Council member then raised a Point of Order noting that no report had been received from the Coordinator for Directly Chartered Locals, further adding that the Coordinator was absent from the meeting without explanation. Both infractions were in violation of the Region's By-Laws.

Another member also voiced her concerns about the absence of this Coordinator and the lack of a submitted report. Bob acknowledged the concerns of both members and echoed similar concerns. Bob added that he would be following up with the Coordinator following the meeting proceedings.

Sarah Belanger then joined the meeting and Bob provided a brief introduction for her.

COMMITTEE REPORTS

BY-LAWS COMMITTEE REPORT

As Chair of the By-Laws Committee Chair Jayne Johns motioned that the Committee's report be accepted.

Moved: Jayne Johns

Seconded: Susan Yaciw

The Committee Chair then spoke to the Report, noting that since the NTC in 2012 that are a few sections within the Regional By-Laws that are not in compliance with the National Constitution. One example is the definition of young workers as provided in the Regional By-Laws vs. the Constitution. Sarah Belanger suggested that these issues be addressed as housekeeping items at the next Regional Convention, as they could not be changed in between conventions.

The Committee Chair then advised that the Committee is working on two other items. One of these items deals with the role of alternates. Jayne went on to say that as a Region, we want to make a recommendation for constitutional change to enhance or change the roles of alternates. She advised that the Committee has

approached the REVP on this issue and have asked him to check with the other Regions to see how they deal with alternates.

The other item that the Committee is addressing is Regulation 3 on the BC FED Convention and the issuance of subsidies for attendees. The Committee is looking to see if the language and direction of the Regulation still make sense and whether or not the Regulation make funds available to all members in need of this financial support. the Committee Chair then advised that the Committee is preparing a proposal for the Regional Council to vet, which will provide three different options on how the Regulation could be amended. These three options will be accompanied with potential costing and will be available at the next in-person meeting.

ACTION ITEM:	By-Laws Committee to prepare a proposal with three options for amendment to Regulation 3 of the Regional By-Laws for Regional Council consideration at the next in-person meeting
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A Council member asked if any other Regions have similar regulations within their existing By-Laws that could serve as guides. Bob answered that each Region’s Regional Council is dramatically different and each region is different in terms of the Federations of Labour. However, he committed to determining if any other Region’s by-laws could assist in this regard.

ACTION ITEM:	Bob Jackson to look into whether or not any other Regions have regulations dealing with funding for Federations of Labour Conventions that could be used by the By-Laws Committee to draw upon
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The motion to accept the By-Laws Committee report was then carried.

DONATIONS COMMITTEE REPORT

On behalf of the Committee Chair, Antony Paller spoke to the Committees report and motioned that it be accepted.

Moved: Antony Paller
Seconded: Jayne Johns

Antony advised that the Committee had been corresponding via email and discussing the requests received. He noted that the Committee had received quite a number of requests. He then listed the requests and advised of the Committee’s recommendations for donations, totalling \$750. The remaining balance for the donations line would be \$750 if these recommendations if approved.

The motion to accept the Donations Committee report and the donation recommendation contained within was then carried.

ACTION ITEM:	Kristin to issue the donations as approved by the B.C. Regional Council and indicated within the Donations Committee Report
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A Council member asked that the Council revisit the motion tabled earlier in the day now that Sarah Belanger had joined the meeting. Sarah was then provided with a summary on the CCCABC and the motion tabled.

Sarah advised that the process to bring this initiative forward and seek national funding would be for the REVP to do so. Sarah added that she was not sure where the PSAC was at on this campaign, but believed that plans had been drafted for the use of these national funds approved at the NTC.

Bob added his concern that this request would be viewed by the PSAC leadership would as a Regional campaign rather than a national one that could potentially seek these national funds. Sarah then suggested that Bob speak with Andree Cote in the Membership Programs Branch within the PSAC and investigate the possibility of including a regional campaign within the greater national plan.

Further discussion ensued.

ACTION ITEM:	Bob Jackson to contact Andree Cote and investigate the possibility of including the CCCABC childcare plan campaign within the greater national plan for childcare
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ENVIRONMENT COMMITTEE REPORT

As Chair of the Committee Nic spoke to the report, and motioned that it be accepted.

Moved: Nic Humphreys

Seconded: Terri Lee

The Committee Chair updated the Regional Council on the fresh water campaign, advising that it had received support from the PSAC National President and the REVP-B.C. after Bob brought it forward to the AEC. The Chair added that this institutive will become part of the Committee’s Terms of Reference. At the same time, it will also serve as our policy on fresh water.

The Chair then asked Terri and Roberta to speak about the committee work conducted the day before (as he was at the Finance Committee meeting). Terri advised that they had discussed adding water to the Term of Reference. She further advised that the Committee plans to begin submitting environmental pieces for inclusion in the Regional newsletter. The Committee also discussed their plans to continue encouraging the use of tap water at all PSAC events rather than bottled water. She added that they also hope to encourage meeting participation by video conference rather than air travel whenever possible. Terri added that they had briefly broached this suggestion with Patrick, who will look into the feasibility of having a video conference rather than an in-person meeting.

Terri then reported that there will be a spring GreenJobs BC Conference in 2014 and that the Committee plans to send someone from the Committee and/or the Regional Council. They will also be encouraging other members to attend.

On the GreenJobs conference website a call out is already posted for groups and organizations to join an open letter, which calls upon political leaders to engage in a bold green jobs priority. Some signatories on the letter already include the David Suzuki foundation, BCFED, BCGEU, as well as the PSAC BC Region, which signed on in January 2013.

Bob commented that the other portfolio he holds at the AEC along with Health & Safety is Environment. He added that he needs to confirm the status of the Environment Committee of the Board with the National President at present.

Sarah advised that there was an Environment Committee of the Board. However, when the Board committee structure was reviewed, it was eliminated. This was because a lot of the policy work on environmental issues is accomplished through other avenues. Sarah went on to note that what the Committee was able to produce was a “Greening of our Conventions” document in 2009, which contains good ideas and direction on what should take for all PSAC meetings.

Bob acknowledged that a lot of work has been done regionally on environmental issues. He went on to say that it would be good to move forward now given the current resurgence in environmental issues. He added that he would like to have a discussion about this with Robyn Benson about reenergizing the national role on these issues.

ACTION ITEM:	Bob to discuss nation role on environment issues and the possibility of reinstating the Environment Committee of the National Board of Directors
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The motion to accept the Environment Committee’s report was then carried.

SUBSIDIES COMMITTEE REPORT

Patt Holmes advised that she was the only member available to meet. She added that no requests had been received by the Committee since the last conference call and that Tom Hopkins had received his subsidy as approved during the February 28, 2013 conference call. Patt concluded with a reminder to all Council members to encourage members to submit subsidy requests to the Committee should the need arise.

No formal report submitted was submitted by the Subsidies Committee.

INTERNATIONAL SOLIDARITY COMMITTEE REPORT

Patt Holmes provided a verbal report for the Committee, advising that she and Alternate Jennifer Horsley were the only committee members available to meet and that they did not received any input from other committee members. Patt went on to say that she anticipated the next International Solidarity event to coordinate with the B.C. Regional Convention.

Patt further advised that the Committee would begin looking for a speaker for Convention.

After further discussion ensued Patt moved that the verbal report of the Committee be accepted.

Moved: Patt Holmes
Seconded: Erica Yang
Carried

POLITICAL ACTION COMMITTEE REPORT

It was advised that there was no report from the Committee and that the Committee did not meet.

It was noted that the change in Health & Safety Coordinator on the Council also caused a vacancy for the Committee Chair position. As such the Committee is now tasked with determining a new Chair.

ACTION ITEM:	Political Action Committee members to collectively determine a new chair for their Committee and report back to the REVP-B.C. Office
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EDUCATION COMMITTEE REPORT

Committee Chair, Susan Yaciw advised that the committee had met by conference call in January to work on the handbook for new Regional Council members. She added that she had spoken with the Acting REO yesterday on this item. The Chair then advised with the new additions to the Committee and the departure of other members, a draft could be not prepared for this meeting. The Committee Chair then committee to having something prepared for the next conference call.

ACTION ITEM:	Education Committee to prepare a draft of the Regional Council handbook for new members for delivery at the next conference call
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The Committee Chair then moved the Committee's involvement with the Advanced Union School taking place in June. She advised that 60 applications had been received and they were currently in the screening process. The Chair also offered that the full summer education schedule had been confirmed, which includes training for all constituencies.

After some further discussion Susan Yaciw motioned that the Education Committee's report be accepted.

Moved: Susan Yaciw

Seconded: Erica Yang

Carried

REPORT OF THE AD HOC COMMITTEES ON EMPLOYMENT INSURANCE ENTITLEMENT

Jayne Johns provided an update on the Committee's findings, advising that on March 12 the unions were successful in getting the Treasury Board Secretariat to change Records of Employment from 'quit' to 'workforce reductions' for employees that opted to leave as a result of the alternation process or those who volunteered to be laid off to protect the job of a co-worker. This decision was retroactive to April 2012. Additional information is available on the PSAC national website.

With this report, Bob Jackson suggested that the committee's work had been concluded and that the committee be disbanded. This suggestion was met with unanimous agreement.

REPORT OF THE AD HOC COMMITTEE ON SUCCESSION PLANNING

Jamey Mills motioned that the report of the Ad Hoc Committee on Succession Planning be accepted.

Moved: Jamey Mills

Seconded: Christine Walker

Jamey then went to advise that the Committee met via teleconference in January. In addition to that call, Jamey advised that he came up with a 'manifesto' (attached to these minutes) on what the B.C. Regional Council can be doing in terms of supporting and promoting the roles of Coordinator Alternates. This manifesto was based on the current mandate of the B.C. Regional Council as found within the By-Laws. Jamey noted that the recommendations contained within the 'manifesto' are his own views and are subject to interpretation. Jamey then read the document aloud, noting that the Committee had agreed to the four points contained within.

Further discussion on the report and the role of alternates ensued.

Bob questioned why the REVP Office would be the body that invites alternates to attend meetings. Jamey explained that the Committee's rationale for this were the travel implications that could potentially be incurred by the attendance of alternatives. As such, the REVP Office should vet any request to invite an alternate to attend in place of a coordinator.

Bob answered that he appreciated the Committee's rationale, but communication must still take place between the coordinators and their alternates, particularly in these cases.

After further discussion the report of the Ad Hoc Committee on Succession was carried as presented by the Committee.

CONVENTION COMMITTEE REPORT

As Chair of the Convention Committee, Virginia Vaillancourt delivered the Committee's report and motioned that it be accepted.

Moved: Virginia Vaillancourt
Seconded: Jamey Mills

The Committee Chair then advised that during the committee working groups, they had reviewed the agenda from the last Regional Convention and discussed some dates and times of items. Specifically, the Committee was looking at the times for the Equity group elections to ensure maximum attendance of delegates.

The Committee Chair further advised that they would be looking to generate a checklist for the Committee with Sarah Belanger. On that checklist as one of the first tasks would be to send out a letter to locals and Components for basket donations for the silent auction.

The Committee then called on B.C. Regional Council members to submit names of organizations or groups to receive the charitable funds that would be raised at the next Regional Convention.

ACTION ITEM:	Regional Council members to submit suggestions to the Convention Committee for recipients of the charitable funds to be raised at the next Regional Convention
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The Committee Chair then advised that the Committee is beginning to look at possible evening event and ensuring that the Convention is a green event. Previous concerns regarding mobility issues will be addressed and dealt with as appropriate. She added that Committee will also look into getting a resource booklet like the one used by UTE that identifies facilities around the hotel. They will also ensure that this booklet contains up-to-date information on the business and services available to members while they are at the Convention.

ACTION ITEM:	Convention Committee to seek resource booklet from UTE and update as appropriate for 2013 Convention
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Bob added that we are still in the early stages of planning for the Convention. On the issue of electronic voting, Bob advised that this was also being discussed nationally with the potential for having a national contract negotiated for all Conventions. Such a contract would be negotiated by Gaelle Felix at the PSAC National Office.

The motion to accept the Convention report was then carried.

FINANCE COMMITTEE REPORT

As Committee Chair, Cindy Little circulated the audited Financial Statements for 2012 and YTD 2013 Financial Statements

The Committee Chair then reviewed the statements for the Council and provided clarification on the expenditures and allocations. A motioned was then made to accept the B.C. Regional Council's Financial Statements for the year ending December 31, 2012 and the YTD Statements for 2013 as circulated.

Moved: Cindy Little
Seconded: Nic Humphreys
Carried

The Committee Chair then moved the report of the Finance Committee.

Moved: Cindy Little
Seconded: Christine Walker

The Committee Chair then spoke to the six recommendations contained in the Committee's report, noting that each of the recommendations would be moved as separate motions for the Council to vote upon.

Recommendation one dealt with Coordinator Allowances, recommending that individual B.C. Regional Council Coordinator Allowances budgets for the 2013 calendar year stay the same as they were in 2012 and as set out in the Committee's report. A motion was then made to accept this recommendation of the Finance Committee.

Moved: Cindy Little

Seconded: Nic Humphreys

Carried

Recommendation two dealt with Coordinator Allowances, recommending that the B.C. Regional Council allow for the carryover of unused individual Coordinator Allowance amounts remaining from a prior year until the end of the current cycle.

The Committee further recommended that those remaining allowance amounts are to stay in each respective Coordinator's budget line and be available for use by that particular Coordinator until the end of the current cycle. At the end of the current cycle, any Coordinator Allowance funds still remaining shall be rolled into the General Reserve fund.

A Council member asked if Coordinators could then potentially carryover of negative amounts if they overspent in one year. The Committee Chair advised that this would be case as Coordinators couldn't pull funds remaining from other coordinators in the event that they used more resources than available in a particular year.

After further discussion the motion to approve the second recommendation within the Finance Committee's report was carried.

Recommendation three dealt with the recent financial review of the 2011 and 2012 B.C. Regional Council financial records by Brother Andy Yung. The Finance Committee recommended that a \$200 honorarium be provided to Brother Yung for his audit of the records in addition to the payment of his one-day LWOP.

Concerns were raised on the amount of the honorarium. The Committee Chair provided the Committee's rationale for the \$200, noting that it was roughly equivalent to the additional day's wages that were spent on the review for which no LWOP was claimed.

After further discussion, the motion on was then voted upon and carried.

Moved: Cindy Little

Seconded: Nic Humphreys

Carried

ACTION ITEM:	Kristin to carry out payment of the \$200 honorarium to Brother Andy Yung for his review of the B.C. Regional Council financial records for the years 2011 and 2012
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The Committee's fourth Recommendation dealt with outstanding item within the Finance Committee's March 2012 report. In that report, the Committee recommended that B.C. Regional Council Coordinators be authorized to book their own travel, without the use of W.E. Travel, for regional travel (within the borders of within British Columbia) except for travel to and from conferences, conventions, and education-related events

subject to the conditions outlined by the Committee. That recommendation was tabled pending further clarification from Headquarters. Now that the information has been received, the Committee Chair motioned that the Regional Council accept this recommendation as found in the Committee's report.

Moved: Cindy Little

Seconded: Christine Walker

The Committee Chair explained the rationale for Regional Council members being authorized to book their own travel, noting the financial savings and a primary motivation. Cindy added that advice has been sought from the PSAC Finance Department on this recommendation. Kristin then read aloud the email response that she had received on this issue, confirming that this would be permissible providing that authorization had been given by the REVP (in the form of a signature on the expense claim form).

Christine Walker raised the concern that some areas don't have service to unionized air travel providers. Bob Jackson answered that the PSAC National President has ruled on this issue with clear instructions: Westjet is not to be used and unionized air carriers must be used whenever possible.

The motion to accept the Finance Committee's fourth recommendation was then carried subject to the conditions contained within the Committee's report.

Recommendation five dealt with funding Regional Council attendance at the WAAA Regional Fightback Meetings taking place in April 2013. In their report, the Finance Committee recommended "that the REVP-B.C. advise the PSAC National Office and AEC that the B.C. Regional Council does not want to fund B.C. Regional Council attendance based on the following:

- a. the National Political Action funds as approved at the 2012 PSAC National Triennial Convention were significantly increased on Convention floor to allow for the financing of such meetings and political action;
- b. the B.C. Regional Council Priority Proposal as set in 2011 does not allow for this expenditure; and
- c. this type of directive from the National Office does not support the principles of Regionalization."

Nic Humphreys motioned that the above recommendation be accepted by the B.C. Regional Council.

Moved: Nic Humphreys

Seconded: Patt Holmes

Nic then spoke to the recommendation, voicing his opinion. Several Coordinators also voiced their support for this recommendation.

Jayne Johns then asked for some clarification on the matter, asking how the decision to include Regional Council members came about. Bob answered that the AEC discussed the matter and all REVPs were asked to have their Regional Councils attend the meetings. He added that locals are also encouraged to send additional members to the meetings (which would not be funded by the National Office).

Further discussion ensued.

Bob further provided that PSAC National was quite clear: each local president will be funded by the PSAC nationally, National Officers are to be funded by the Components and the Regional Councils are to be funded regionally. Sarah concurred and offered that this is part of the action plan endorsed unanimously by NBoD with the understanding that every part of the union will contribute across the country.

Further discussion ensued.

Bob Jackson committed to following the directions of this recommendation if approved by Council and speaking with the PSAC National President.

After further discussion, the motion to approve this fifth recommendation by the Finance Committee was unanimously carried.

ACTION ITEM: Bob to speak with Robyn Benson on the B.C. Regional Council's position regarding the funding of Coordinator attendance at the WAAA Regional Committees as outlined in the approved recommendation and report back to the Regional Council

The Committee Chair then read aloud the Committee's sixth recommendation. This recommendation again addressed the WAAA Regional Fightback Meetings and the funding of B.C. Regional Council attendance providing that:

In the event that the AEC does not provide funding for the attendance of the B.C. Regional Council at the WAAA Regional Fightback meeting, the Finance Committee recommends that expenditures ... be applied to the 'Regional Council Meetings' budget line (and thereby allow that particular budget line to go over budget in 2013). This overage is to proceed with the understanding that any overage related to the WAAA Regional Fightback meetings will be recouped at the end of the year through the use of the 2013 'Assistance to Attend BC FED' budget line when that allocation rolls in to the General Reserve fund at the start of 2014 (as there is no BC Federation of Labour Convention in 2013).

The Chair then motioned that this recommendation be accepted by the B.C. Regional Council.

Moved: Cindy Little

Seconded: Christine Walker

After some discussion, the Regional Council voted upon the motion and it was not carried.

The Finance Chair then thanked Kristin for her work and support of the Committee.

A motion was then made to accept the Finance Committee Report as a whole as delivered by the Committee Chair was carried.

The meeting recessed for the day at 5:09 pm.

Sunday, April 7, 2013

The meeting resumed at 9:02 am

Bob Jackson introduced National Executive Vice-President Chris Aylward who had joined the meeting.

Bob then advised that he had asked Sarah Belanger to come out to the Region to address the B.C. Regional Council and provide a synopsis of the WAAA campaign and the next phase that the campaign is entering with the potential threat on the RAND Formula.

Sarah then addressed the Regional Council and thanked them for inviting her to speak to them on this campaign and allowing her to sit on the meeting proceedings the day prior.

Sarah then began her presentation with some general comments on the WAAA campaign and the shift in focus to the potential threat to the RAND Formula. She went on to say that her presentation (attached to

these minutes) would explain why this has become the main focus of PSAC and why it's imperative that we take this action now.

Sarah further explained that unions have generally been under attack in recent years. She added that unionization rates have been on a steady decline in Canada, noting that the PSAC one of the only units growing these days due to the organizing component of the PSAC.

This next threat on the RAND Formula is not a new tactic by the Harper Government; it has already been successful in other countries with similar legislation imposed (e.g. the United States and the "Right to Work" legislation), which has led to the disappearance of unions and reduction of wages/elimination of union jobs.

Sarah then asserted that the PSAC needs to take this new threat as an opportunity to go to the membership and reenergise their support in the union, and reclaim their trust in the Union's ability to stand up for their rights. This opportunity is to be kicked off by the WAAA Regional Fightback meetings. Sarah provided that these meetings will serve as workshops for our leaders, and assist them to identify and recruit "campaigners" from within their locals to conduct the face-to-face conversations with members.

In concert with these meetings and the face-to-face campaign, the CLC, with financial support of all unions, will carry out a major advertising campaign: via major media – television, etc. in the coming months to seek greater support from the public on our position and the fightback on any decision to eliminate, nullify or reduce the authority of the RAND Formula.

Sarah then called for questions or concerns.

A Council member raised the concern that costing was only provided to send one individual from each local rather than the entire local executives given the work that will be tasked upon executives. Bob Jackson replied that the current cost estimates to PSAC National are already well over \$500K. He added that these meetings are only the start of the campaign and with more meetings anticipated in the coming months.

Another member then asked why no meeting was scheduled in the north. Bob answered that the original plan for the regional meetings was to only have meeting where Regional Offices currently exist (which would equate to only two meetings – in Victoria and Vancouver). However, it was felt that this would be not adequate. Therefore, the plan was adjusted to include more meetings. But given the budgeting restraint only three meetings could be provided: one centrally located in the Lower Mainland, a meeting on Vancouver Island and an additional meeting in the Okanagan.

Luc added that the number of meetings was also determined by the resources available; we need to have facilitators for each meeting and staff resources available to assist. Luc further added that having larger meetings is good in the sense of encouragement and support that members can draw upon.

Further discussion ensued.

Questions were then raised on what will happen with the pledge cards once signed. Sarah answered that the PSAC is encouraging locals to collect the signed pledge cards. Within the kit for locals will be tracking tool and planning chart that will help figure out how many cards have been signed. Once tabulated, Locals are to forward the cards to the ROs so that the numbers are tracked on a regional level. From there, the cards will be sent to Ottawa to be captured in the national numbers.

Further discussion ensued.

A Council member then asked if it would be possible to provide this PowerPoint presentation to Area Councils and/or District Labour Councils to further spread the campaign messaging and garner greater support. Sarah then encouraged all Regional Council members to take her presentation and use it as appropriate for different audiences.

Concerns were raised on the timely dissemination of materials for this campaign due to the geographics of the Region. Luc Guevremont answered that only the pledge cards and a pamphlet are being produced and printed centrally. The rest of the materials will be sent electronically and will be printed regionally. At that time, staff are working on generating the materials for the first round of meetings with local presidents. After their conclusion, staff will begin printing the materials required for campaigners. Luc added that Regional Reps from the ROs will be working locals to determine needs after the three meetings.

A Council member then asked about the cost to disseminate the materials, inquiring whether or not locals are to absorb the related costs. Bob answered that the focus needs to stay on the face-to-face element of the campaign drive. The campaign will not be successful if we just mail out the materials to members and request that they return signed pledge cards.

Another member then asked if this attack on the RAND Formula will have an affect on pensioners. Sarah answered that retirees are not paying dues. So on surface they will not be affected. However, in the broader sense, this is an attack on the benefits that many of the pensioners worked to attain. She went on to say that any legislation isn't likely to affect benefits retroactively, and at this time we cannot necessarily tie this potential attack to a threat upon public service pensions or PSAC pensioners. Nonetheless, many will have a vested interest in the campaign and our efforts to protect the RAND Formula.

Bob Jackson reported that he spoke with Robyn Benson earlier that morning, following the direction of yesterday's session. Robyn was surprised to receive this message from the B.C. Regional Council, noting that it has been the only region to put up any resistance to funding their attendance at these meetings. Bob asserted that nevertheless we need to ensure Regional Council attendance at the meetings and finance it some other way if not through the Regional Council funds. Regardless of money issue, the B.C. Regional Council needs to participate in these regional meetings and more generally with this new phase of the WAAA campaign. He added that these regional meetings are just the beginning on this new phase in the campaign. As we move forward in this campaign, we will completely deplete the national political action budget line even with the increase approved at Convention.

Some general questions were then addressed to the National Executive Vice President Chris Aylward. Jayne Johns asked when membership ceases for workforce adjusted members. Chris Aylward answered that membership ceases for workforce adjusted members when their employment ceases.

A question was raised on the membership status for members who opt for an education allowance as a result of their workforce adjustments. Chris Aylward answered that individuals on education leave are still members; however, during this leave no dues are collected.

Bob Jackson added that members on education leave or other types of leave can make an application to the National President to retain their membership in good standing (MIGS). There have been a number of these requests in recent months.

Further discussion ensued.

ACTION ITEM: Patrick to send out the letter regarding MIGS to Regional Council members

PRESENTATION BY JAYNE JOHNS ON CLC LABOUR COLLEGE PROJECT

Jayne began her presentation by advising that both she and Linda Harding attended the CLC Labour College in 2011. She added that part of the program is a research project to be completed by each participant. Jayne’s project topic was Regionalization, which entailed researching the PSAC history and conducting interviews with the members involved at the start of Regionalization and with the creation of the B.C. Regional Council.

Jayne then delivered a PowerPoint presentation on her research findings, entitled “Bringing the Union to the Members.” A copy of Jayne’s project is attached to these minutes.

Following Jayne’s presentation, Bob thanked Jayne for her work. He added that her project will be included with the Region’s legacy documents, which depict the history of the BC Region. Bob went on to say that he has been working on gathering some of the Region’s legacy documents in recent months, including charters for all the Regional Committees and Area Councils. The charters have now been obtained from the National Office and are in the process of being framed so that they can be displayed in the Regional Offices.

BCFED COMMITTEE REPORT TEMPLATE

As discussed on the last Regional Council conference call, the *Federations of Labour Guidelines* adopted by the AEC in January 2007 require that a member submitting an expense claim for attendance at federations of labour committee meeting is to accompany the claims with a written report. To assist the B.C. Regional Council members with this activity, the REVP Office has drafted a template for such reports. Bob advised that the reporting template circulated electronically with the meeting materials. The template is a word document, which can be edited as needed. The timeline for report and expense claim submission is within two months of the meeting date per the AEC guideline.

Bob then requested that Regional Council members provide their feedback on the template to the REVP Office.

ACTION ITEM:	B.C. Regional Council members to provide feedback to the REVP Office on the BCFED Committee report template circulated electronically with the meeting materials
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PSAC B.C. REGIONAL LOGO

Bob opened the discussion by advising that the Office had been looking at updating the Regional logo with something more representative of the BC Region. Currently the logo includes a representation of the dogwood provincial flower. However, the dogwood may not be identifiable in other areas as something iconic of the Region. Patrick added that the old logo had its challenges and was difficult to work with for a variety of reasons. Bob further explained that he and Patrick had developed a mock-up for a simpler and more modern logo, which includes references to the BC mountains and coastline.

Bob went on to advise that the logo took elements from the National logo to continue with the PSAC branding, including use of the PSAC font and PSAC gears. The logo mock-up was then presented to the Regional Council to further discuss and provide feedback.

Further discussion ensued.

A Council member asked if other Regions were doing similar things with respect to using regional logos since there was a move to use the national logo in recent years. Bob answered that issues of branding have been discussed at the national level. The understanding is that certain elements needed to be present within any PSAC branding, such as the prominent use of the gears or the PSAC font. He added that other Regions are still using their regional logos, such as the Ontario and Quebec Regions.

Further discussion ensued.

Bob concluded by advising that the REVP Office would look into generating the samples with the new logo.

RECOGNITION OF PATT HOLMES

Bob then thanked Council for their contributions and time during the course of these meeting proceedings. He noted that a lot of honest, good conversation took place along with a considerable amount of work. Before adjourning, Bob advised that he wanted to recognize someone who will not be at the next B.C. Regional Council meeting.

Bob then spoke of Sister Patt Holmes and all the work she has done over the years. Bob provided some history on all the work done by Patt over the years and his experience working with her. He added that the BC Region has been very fortunate to have the contributions of Sister Patt. To that end, Bob advised that he put forward a recommendation for Patt’s name to be vetted by the National Honours and Awards Committee for inclusion on the plaque at the PSAC National Headquarters which recognizes the work of members that have gone above and beyond the call of duty. Therefore, Patt will not only be recognized by our Region but also nationally and permanently at PSAC National Headquarters.

Bob concluded his comments by extending his great appreciation and thanks to Patt for all her hard work and dedication over the years. The Regional Council echoed his comments with applause.

Patt thanked the Council for this recognition and replied that her work within the Union has been inspired by her work with the B.C. Regional Council.

SCHEDULING OF NEXT MEETING & CONFERENCE CALL

After some discussion, it was agreed to schedule the next in-person Regional Council meeting for September 20-22, 2013.

The next Regional Council conference call was then scheduled for June 17th at 6:00 pm

ACTION ITEM:	Kristin to send out reminder of the June 17 th conference call with calling coordinates as well as a reminder for the next in-person meeting
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ADJOURNMENT

On behalf the Regional Council, Bob conveyed his thanks to staff for assisting with this meeting. A motion was then made to adjourn the meeting.

Moved: Bob Jackson
Seconded: Jayne Johns
Carried

There being no further business, the meeting was adjourned at 12:10 pm

Minutes recorded by: Kristin Schnider
Minutes published: May 2013