

**DRAFT RECORD OF MEETING  
B.C. REGIONAL COUNCIL MEETING  
HELD FRIDAY, SEPTEMBER 20 IN BOARDROOM A & B OF THE  
BC FEDERATION OF LABOUR, 5118 JOYCE STREET, VANCOUVER, BC  
AND SATURDAY, SEPTEMBER 21 THROUGH SUNDAY, SEPTEMBER 22, 2013  
AT THE PSAC VANCOUVER REGIONAL OFFICE,  
5238 JOYCE STREET, VANCOUVER, BC**

In Attendance:

Bob Jackson, REVP-B.C. (Chair)	Terri Lee, Metro Vancouver
Celine Ahodekon, West Fraser Valley	Cindy Little, South Vancouver Island
Shawna Bundac, Metro Vancouver	Kelly Megyesi, Women's
Sargy Chima, Racially Visible	Jamey Mills, Metro Vancouver
Paul Croes, Pride	Antony Paller, East Fraser Valley
Roberta Drinkwater, Southern Interior	Tracy Shudo, Members with Disabilities
Heather DuDoward, Aboriginal (Fri & Sat)	Virginia Vaillancourt, South Vancouver Island
Benilde Gomes, Northwestern B.C.	Christine Walker, North Vancouver Island
Linda Harding, Health & Safety	Susan Yaciw, Southern Interior
Nic Humphreys, National Officers (Fri & Sat)	Erica Yang, Youth
Jayne Johns, Alt REVP-B.C.	

Absent:

Heather DuDoward, Aboriginal (Sunday)	Sharon Tieman, Directly Chartered Locals and Separate Employer Unit
Nic Humphreys, National Officers (Sunday)	

Staff:

Patrick Bragg, Political Communications Officer  
Luc Guevremont, Regional Coordinator  
Kristin Schnider, EA to the REVP-B.C.

Observers (Friday Only):

Teri Friday, Agriculture RVP – Grain Commission	Dave Clark, UCTE RVP – Pacific
Bob Kingston, Agriculture National President	T. Mark Miller, UNDE National Vice-President
Terri Lee, Agriculture RVP – Western BC	Jennifer Chieh Ho, UNE RVP
Michelle Simard, GSU RVP – Mainland	Melvin Dureen, USGE RVP – CSC
Randy Sanderson, UCTE National Vice-President	Phil Carriere, USGE RVP – RCMP/Justice/CAFC

**Friday, September 20, 2013**

The meeting commenced at 12:39 PM

Bob Jackson called the meeting to order and welcomed the National Officers attending as observers. He then conducted a brief round of introductions for all members present.

**MOMENT OF SILENCE FOR WORKERS KILLED ON THE JOB**

Bob Jackson then advised the observers of the standing order of business for a moment of silence to acknowledge the lives of workers lost on the job. Prior to the moment of silence, Bob further advised that a member of UNE had recently been lost as a result of the tragic train accident in Ottawa. Sister Karen Krzyzewski, 53, had been en route to work on the morning of September 25 when a bus tragically collided with a train in Ottawa's southwest end, taking her life and 5 others.

## **OPENING REMARKS**

Following the moment of silence, Bob Jackson then provided some opening remarks. He noted that the National Officers had met the day before, and has some good discussion. Among other items, the National Offices discussed the *We Are All Affected (WAAA)* campaign, the results to date, the campaign's strengths, and what areas require greater focus going forward.

Bob then acknowledge that this would be the last formal meeting of the B.C. Regional Council prior to 2014 Regional Convention scheduled for April 25-27 at Fairmont Hotel Vancouver. He further acknowledged that it had been an incredibly busy period since the 2011 Convention with a lot of changes on the Regional Council. Challenges have been faced by the Council and the Region's greater membership since the last Convention. Bob commented that he is very proud of the members and the work they perform in the Region, especially in light of the adversity faced.

## **ADOPTION OF AGENDA**

The meeting agenda was circulated electronically in advance of the meeting. Jayne Johns motioned that the circulated agenda be adopted, seconded by Antony Paller.

Nic Humphreys then requested that item 18 on the agenda be moved ahead to allow him to speak to it before he has to leave for UEW business in Ottawa on Sunday. Bob agreed to move this item to an earlier time in the meeting proceedings.

Kelly Megyesi then requested that the Reconciliation Walk in Vancouver be added as an agenda item on Sunday morning. Bob advised if the event was added to the agenda all Regional Council members would be required to attend. Kelly then spoke in support of adding the event to the agenda. Heather DuDoward added that she already planned to attend as the Aboriginal Equity Coordinator on the Regional Council. Bob answered that it would be appropriate for Heather to attend in her capacity on the Regional Council. Kelly Megyesi then motioned that the Reconciliation Walk be added to the meeting agenda, seconded by Christine Walker.

Several Council members then voiced against the motion, acknowledging that the Regional Council only meets twice a year and has a lot of business before it. They further acknowledged that it would be appropriate for Heather to attend on behalf of the Council. It was further noted that information regarding the walk was circulated to all locals and National Offices, and it is likely that several members will be in attendance already.

Christine Walker echoed support of Kelly comments, adding that the recent Regional Women's conference had focused on aboriginal issues and it would be appropriate for the union to make a statement by attending the walk.

After further discussion the motion to include the Reconciliation Walk in the agenda was defeated.

The motion to adopt agenda as circulated was then carried.

## **HOURS OF SESSION**

The Chair then provided the proposed hours of session for the meeting.

The Hours of Session were then adopted as:

Friday, September 20 from 12:30 PM to 5:00 PM

Saturday, September 21 from 9:00 AM to 12:00 PM  
(lunch to be provided)

12:45 PM to 4:30 PM

4:30 PM to 5:30 PM or as required for Committees to meet

Sunday, September 22 from 9:00 AM to 12:00 PM  
(lunch to be provided)

12:45 PM to 4:00 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 SHARON TIEMAN**

Bob Jackson advised that Sharon Tieman would not be attending the meeting as a result of some unexpected personal circumstances. As such, this agenda item is to be brought forward to the next in person meeting of the Regional Council.

ACTION ITEM:	Bob Jackson to swear in Sharon Tieman as a Regional Council member at the next in-person meeting
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**PREVIOUS MINUTES**

The previous minutes for the meeting held April 5-7, 2013 and minutes for the B.C. Regional Council conference calls in June and July 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 April 2013 B.C. Regional Council meeting and the minutes of the June 17, 2013 and July 30, 2013 conference calls.

Moved: Jamey Mills  
Seconded: Benilde Gomes  
Carried

**BUSINESS ARISING FROM THE PREVIOUS MINUTES**

No business was raised by the meeting attendees.

**REVP REPORT**

Jayne Johns assumed the Chair for duration of the REVP Report.

Bob Jackson motioned that his report be accepted.  
Moved: Bob Jackson  
Seconded: Jayne Johns

Bob provided some updates to his report, noting the recent round of negotiations at YVR that had proved challenging. UCTE RVP Dave Clark was at the centre of the negotiations along with PSAC staff negotiator Dave Jackson. Bob reminded all present that regional bargaining, particularly with airports, can be difficult. This round was similar to previous rounds: there was a strong sense that the employer was intent upon clawing back provisions from the members. In light of that situation, the bargaining team was very clear in its recommendation to members for a strong strike vote, which was realized. Without the strong strike mandate, the union may not have achieved the same results.

Bob went on to speak about the PSAC’s affiliates within provincial unions who will be facing a similar fights at the bargaining table with the Provincial Government. He highlighted the strong solidarity and support the affiliates showed for YVR workers during their recent negotiations and their offers of support on picket lines if required. He then encouraged PSAC members to reciprocate this support actively going forward.

Bob then reminded members of the upcoming National Bargaining Conference this February. Components have received the program of bargaining demands, and the goal is to have an opportunity for all members to feed into that process, advancing their ideas through the Components.

Bob added that the TC ratification vote had been completed the day before. The results were fairly high, with many prepared to move toward the next round already before them. Other groups that are still in bargaining include FB, CRA, and CFIA. All of these groups are facing difficult times with the employer and all are experiencing

long negotiations. Bob noted that the FB group was successful in their legal challenge against the employer's attempt to circumvent the negotiation process with a forced vote. Up next is NAV Canada, who will be hosting their bargaining conference next week in Ottawa.

Christine Walker asked if there would be an Eastern and Western Bargaining conference again. Bob answered that there will not be regional conferences; instead, there will just be the National Bargaining Conference in February 2014. Bob further advised that the NBOD's Collective Bargaining Committee met yesterday to discuss the upcoming conference and whether or not CFIA and Parks Canada will be included (as they are expected to still be in bargaining at the time of the conference). At this point, the Committee has decided not to include these units. Christine Walker then asked how members are to submit their bargaining feedback to the PSAC. Bob answered that members can provide their input through their Components, who will be soliciting this information from them. Members are encouraged to check with their Component and National Officers on the process as they may vary from Component to Component. The deadline for Components to submit their feedback to the PSAC is October 31.

The motion to adopt the REVP's report was then carried.  
Bob Jackson then resumed the Chair.

### **BC FEDERATION OF LABOUR UPDATES**

Bob advised that he had attended the BCFED Executive Officers meeting last week where the BC NDP leadership was discussed briefly now that Adrian Dix has announced his resignation. There was a lot of discussion among the Officers regarding the BC NDP Party and how the results of election have affected affiliates.

*(Paul Croes then entered the meeting)*

#### **a. IKEA – Teamsters Update**

Bob advised that the Teamsters are still locked out at the Richmond IKEA store. Bob further clarified that the Richmond store is unionized whereas the Coquitlam store is not. Bob added that the BCFED has advised that the employer has been threatening employees to return to work or lose jobs. As a result 30 members have returned, which has caused some internal issues for the Teamsters. Those remaining on the line could use support and solidarity from affiliates. Moreover, the BCFED is discussing the possibility of a national boycott of IKEA with the CLC. At present, members are encouraged not to patronage either the Richmond or the Coquitlam stores until the conflict is resolved.

Dave Clark added that those remaining on the line are largely young workers who are being intimidating by the employer, and it would be good for our members to go down and support them on the line.

Bob concluded the discussion by requesting Council members and National Officers to go back to their constituencies and advise members of the request for non-patronage, and encourage them to show their support for the Teamsters on the line.

#### **b. Upcoming BCFED Regional Conferences**

Bob reminded everyone that there won't be a BCFED convention this year. Instead the BCFED will host its regional conferences. The next scheduled conference is the Union Renewal Conference taking place November 25-27. As in the past, there will be a day for youth engagement on the day prior to the conference. Information will be posted on the PSAC BC and BCFED web sites as it become available.

#### **c. Convention Fees and Per Capita Increases**

Bob briefly spoke to the per capita increases that were approved at the last BC Federation of Labour Convention. This increase will be spread across the whole membership so the impact will be minimal. Bob noted that this increase is to account for rising costs and that there is no financial instability within the BCFED.

In addition to the per capita increase, the BC Federation of Labour is also having some additional concerns specific to its conventions. As such the BC Federation of Labour is also proposing an increase to its convention registration

fees: \$25 for the next convention in 2014, and an additional \$25 for 2016. In an analysis of all Federations of Labour conventions, the BCFED has consistently one of lowest registration fees across the country despite being in one of the most expensive areas for hosting conferences/conventions.

**d. Travel Pool Reminder**

Bob advised that there had been some confusion regarding the BC Federation of Labour’s Convention Travel Pool and how it works. The pool was instituted to assist BCFED members from outside Lower Mainland to attend BCFED Convention. A full explanation of the pool is available on the BCFED website and within the BCFED convention booklet. Bob added that the information would also be posted to the PSAC B.C. website to further assist PSAC members with questions.

Bob noted that through the pooling of PSAC credentials, some locals had members from other Components attending as their delegates, which caused some confusion for locals in settling travel pool invoices.

ACTION ITEM:	Patrick to post BCFED Travel Pool information to the PSAC B.C. website
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**e. Affiliations by PSAC Locals to the BCFED – Reminder to Complete Paperwork**

Bob reminded the members present that there is a PSAC National budget to cover the cost for locals to affiliate to the BC Federation of Labour; however, locals need to ensure they submit the appropriate paperwork and keep their executive contact information up to date with the BCFED.

Bob then took questions on the BCFED updates. Kelly Megyesi asked about the situation with IKEA, advising that she had written to management a number of months ago, who had later responded to her that the parties were entering mediation. Kelly asked if this was still the case. Bob answered that the mediation was conducted some time ago and that it was unsuccessful. Further discussion ensued on ongoing labour disputes within the province.

Bob then went on to advise that had been a number of Executive Officer changes at the BC Federation of Labour: CUPE’s Barry O’Neil retired after last BCFED Convention, Tom Dufrense also retired from the ILWU, Susan Lambert had stepped down as the President of the BCTF, and the creation of UNIFOR has also had implications for the Executive Council.

**WAAA CAMPAIGN UPDATE & DISCUSSION WITH NATIONAL OFFICERS**

Bob advised that the National Officers had a good discussion the day before on the campaign and where it needs to go. When the regional meetings were held in April the latest phase of the campaign was announced. The April meetings were to be attended by at least one executive member from each local who would take the information on the new campaign phase of back to constituents, determine how to recruit campaigners and begin the member-to-member conversations.

Since those meeting, the Region experienced a number of challenges that delayed the campaign somewhat. Some of those challenges included regional priorities beyond the control of the PSAC such as collective bargaining, the delivery of the Advanced Union School and the Regional Women’s Conference, staff resource allocation issues and annual leave, the FNHA transfer, etc. At this point, the majority of these challenges have been addressed and overcome.

Bob went on to say that while we are now able to resume the campaign with greater focus, it will take time to complete all the one-on-one conversations, particularly for province-wide locals. It has been suggested that locals could work collaboratively with Area Councils, the Regional Council, and National Officers to address some of the logistical challenges.

Bob spoke about the pledge cards, reminding members that the cards are not the focus of the campaign but a tool to assist the member-to-member conversations. He added that another purpose the cards serve is to provide the PSAC with current contact information for members. Bob acknowledged that there has been some sensitivity

around privacy issues, but reiterated the importance of having accurate contact information for successful communication with members. He then assured members that contact information is secure within the PSAC.

Bob reminded everyone that the NBOD had unanimously endorsed the campaign with their full support, and will continue to do so. At the upcoming NBOD meeting in October there will be some time to assess the campaign's progress. The meeting will also provide the leadership with an opportunity to discuss best practices and assist some Regions in catching up with others in terms of the number of member-to-member conversations conducted.

Questions were raised on the Region's membership database. Some members voiced concerns that some of the information contained in the database was outdated, referencing issues with email. Patrick responded that while the Region does its best to keep information up to date, it can only be as current as the information received. He added that there is also the issue of transferring updated information from the database to the PSAC's email lists. Currently there is no link between the two systems and all updates must be done manually.

Jamey Mills advised that he understands that staff must send out correspondence on behalf of Regional Council members and Area Councils; however, it has been the case that information he has for some members is more current than the Regional Offices'. Luc replied that in light of privacy concerns, email lists cannot be disseminated to Area Councils and Regional Committees. The PSAC limits access to members' information to staff in an effort to meet the organization's requirements for privacy and confidentiality. He then reiterated Patrick's comments that it is difficult for staff to maintain information if members are not advising staff of updates.

Further discussion ensued.

Jayne Johns then raised the CLC's Fairness campaign in light of the WAAA campaign. She commented that the letter issued by the PSAC National President implied that the PSAC won't be getting involved in the CLC campaign given the WAAA campaign. However, Jayne felt that the Union should take the opposite position: the PSAC should be coordinating its efforts with the CLC's campaign so that members can benefit from the work done by both. Jayne added that the Regional Council needs to think about how it can get involved. She added that the CLC campaign materials are available for use any Union and can accessed through the Communications Officer.

Nic Humphreys responded to Jayne's comments, stating that he wished the PSAC had been able to coordinate its WAAA campaign with the Fairness campaign. However, to now ask PSAC members to get involved in both campaigns may be too ambitious. It's already a struggle just to get participation in the WAAA campaign.

Bob added that the CLC campaign is already underway and the BCFED Executive Officers have received a report on the plans going forward. He agreed that it would be ambitious for members to participate in both campaigns. However, given the lag in the WAAA campaign since the April meeting, there may be some advantages to use upcoming CLC meetings as an opportunity to reignite the WAAA campaign.

Paul Croes commented that from the CEIU perspective the WAAA has been effective. Currently the Component is working on how to become more effective, expanding upon the public engagement element of the campaign. While the member-to-member conversations are important, the Union needs to be speaking to the public and getting them to understand how they are affected by the cuts as well. CEIU's *Neglected* campaign has also been included in this public outreach. Paul noted that there will be a relaunch of the CEIU campaign to better coordinate and organize. The relaunch has been set for May 2, following the May 1 activities.

Christine Walker then suggested that the Region send out a notice to members when targets are achieved: e.g. send out an announcement when 1000 cards are received, etc. Christine added that in publicizing our target achievements we can create a 'buzz' around the campaign. Bob cautioned that the success of the campaign cannot necessarily be judged by the number of cards received; the focus on the campaign is on the conversations, not the cards.

Celine Ahodekon commented that members are asking what they can do after they have signed a card; they're looking to know what the next step is in the campaign. Bob answered that through the member-to-member

conversations members will know how to connect and get involved with the PSAC. And they should be encouraged to do so through their locals, Area Councils, regional committees, Components, etc. Bob noted that not every member who signs a card is going to get involved, but at least they will know where they fit in the union and how to become active. If members are looking for something more to do, there's nothing stopping them from taking action. Bob then encouraged members to submit ideas for action to the REVP Office, Regional Offices, Area Councils, locals, etc.

Some concerns were then raised on the lack on new information available on the PSAC national website since the April meetings. Bob answered that a new national website will be launched in the next couple weeks, and as such there wasn't much energy focused on updating the old site. Bob added that the WAAA website is also being updated and will go live soon.

#### **POLITICAL COMMUNICATIONS OFFICER'S REPORT**

Patrick reported that PSAC has received a lot of feedback nationally that members wanted to see themselves in messaging sent out by the Union. In response, the Union has created a new WAAA video series on the impact of the cuts. The first video in the series is on the closures to Veterans Affairs offices across the country, and shows both members and veterans speaking out on the consequences. The video will be launched in early October at a press event in Ottawa where veterans will be able to speak about services they receive, their value, and the affect of cuts. After the media event, the veterans will go back to their communities and lobby their MPs to reverse the closures by standing up in the House of Commons and speaking against the closures.

Patrick advised that in concert with the National video, the Region will be advertising in local newspapers in communities affected by the closures. The Region is also looking into larger advertising in the Victoria area where there is a concentration of members, veterans and defence employees.

The second video in the series will address cuts to EI and will be modeled in the same way with an element of public outreach. Patrick added that other videos topics may include the Kitsilano Coast Guard Station closure alongside other cuts to search and rescue across the country. Patrick suggested that the videos could be used by campaigners in the member-to-member element of the campaign to show what the PSAC is doing to help stop and reverse the cuts.

In addition to the video series, the PSAC is trying the raise the visibility of the campaign with members: the next issues of *Our Union Voice* will be devoted to the campaign. Patrick further advised that National already sought content from each of the Regions for the issue, and we are anticipating an article on a WAAA event held by USGE Local 20011 during NPSW.

Patrick then went on to report on his work on increase the PSAC BC presence and reach on Facebook and on other social media. Through his efforts, the result has been a significant increase in the number of 'Likes' on the Regional page, up from 300 in August 2012 to 1,200 YTD. Patrick will continue to post compelling content as a method to engage audiences and draw people to the page. He then called on members to provide content or event details, even if it's not specifically PSAC-related (e.g. DLC events).

<b>ACTION ITEM:</b>	All Council members to forward event details and event photos to Patrick for posting on the PSAC BC Facebook page and/or PSAC BC website
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Patrick then advised that the Prairies Region had gone on the road over the summer months to speak with and film PSAC members talking about their work, the value of the Union and what the PSAC has done for them. The trailer for the video produced has been released with the full videos to be released in the coming months. The B.C. Region is discussing engaging in a similar activity, and is currently reviewing logistics.

On the Living Wage campaign at YVR, Patrick advised that it had been stalled due to staffing issues at the Living Wage organization; however, they will be reengaging with the employer next month.

Patrick then reported that he had been asked to participate in the BCFED's Research and Policy Group, which is largely comprised of researcher and policy analysts from affiliates. The focus of the group is on bargaining and his participation is to provide a federal perspective at the meetings. At the next meeting, Patrick will be presenting on the Federal Conservatives attacks against of public services members. He added that there is a growing realization within labour movement that unions under the Canada Labour Code are on the cutting edge of right-wing attacks.

Further discussion then ensued.

Nic asked about a TC video that he had heard about during the recent round of bargaining. Bob answered that a video had been in production and the plan was to release it in this round of bargaining. However, the Bargaining Team got a tentative Collective Agreement before it could be put out. The video will likely be saved for the next round of bargaining.

Comments were made on the usefulness of the PSAC BC Facebook posts. Linda Harding noted that she shares the information with members across the country.

Heather DuDoward commented that with the upcoming federal election, it will be important to support Erica and her efforts to engage young workers as much as possible; social media will be a viable tool for this demographic.

Further discussion ensued.

A motion was then made to accept the report of the Political Communications Officer.

Moved: Paul Croes

Seconded: Tracy Shudo

Carried

Bob Jackson then added that Celine Ahodekon had recently been interviewed on the "Only In Canada" segment of the CBC National for her involvement in reuniting a CBC journalist with an individual in Benin.

<b>ACTION ITEM:</b> Patrick to send the online CBC story link out to Regional Council members
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### **REGIONAL COORDINATOR'S REPORT**

Luc Guevremont began his report by noted that the last few months had been extremely challenging in terms of Regional resources. The Regional Offices had a number of unanticipated priorities to balance in addition to the WAAA campaign and Regional items, including the FB mobilization, TC ratification meetings, etc.

In terms of staffing, Luc reported that Monica Urrutia had given birth to baby boy in the summer and all were doing well. Relatedly, Deanna Kimball had assumed the term position to cover Monica's parental leave. Luc went on to advise that the REO who had been on leave for the last several months had tendered her resignation earlier in September. As such, a job posting will be issued in the next couple weeks to fill the vacancy. Luc further advised that the anticipatory staffing competition initiated in the spring had been delayed due other priorities. However, the competition would resume shortly and applicants will be contacted. He noted that the Region is anticipating two rep retirements in 2014: Regina Brennan will be retiring in January and another rep's date is to confirm.

Luc commented that the Victoria Regional Office renovations are largely complete and the office is looking good. He added that there is a G&A Analyst from the PSAC Ottawa office currently working in office, and he will be for the for a number of months.

In terms of education, Luc reported that the Advanced Union School had been held in early June. While the school was successful, it didn't have full attendance due to some cancellations and a lack of applicants. Luc went on to advise that the fall education schedule had been posted to regional website. Luc added that there was some discussion on whether or not to have a small fall course schedule in light of other priorities, but it was decided that the Region would proceed with the status quo. Luc added that there will be some Convention training courses offered this November along with the regular education offerings.



Luc then moved on to organizing and provided an update for the FNHA transfer to take place on Oct. 1. Due to the requirements under BC Labour code, the local was established as a DCL for the transferring members. An interim executive has also been established and the PSAC has begun card signing for those members. Luc added that the group was able to reach a mediated settlement last month, which determines the composition of bargaining unit. The result is that PIPSC and the PSAC will follow their own members and non-unionized employees will remain as such currently. After October 1, the Union can organize the non-unionized employees if that is the will of the group. The transfer will involve 85-90 PSAC members.

Other organizing efforts include Air North flight attendants in the Yukon and ramp attendants in Vancouver.

Luc then spoke on regional collective bargaining, referencing the negotiations at YVR over the last few months, including the Fuelers earlier this summer. In addition, Luc reported that an agreement had been signed with Purolator in July. Current bargaining includes ARINC, which will be starting next month; MDS Nordion, a UBC nuclear medicine facility, which had their initial meetings early this month; and Seal Cove, where there have been no new developments.

Tracy Shudo asked if the PSAC has approached Westjet for organizing. Luc answered that it has been discussed last year, and that CUPE has a current organizing campaign with Westjet. Bob added that the PSAC is looking at organizing the Westjet greeters, but have faced several obstacles imposed by the employer.

Kelly asked if there were anticipated completion dates for the staffing vacancies. Luc reiterated that the REO position would be posted shortly and the duration of the competition would depend on the number of applications received. The upcoming regional rep retirements will also be posted within the next few weeks.

Luc was then asked to provide an explanation for the staff process. Luc explained that the area of competition for vacancies would be limited to internal applicants first and then to the membership. The general public would not be engaged.

A Council member asked if applications remain on file for past job competitions. Luc acknowledged that there was a lot in interest in the recent position to backfill a maternity leave for a regional rep. He added that the accompanying competition for short term regional reps (terms of two months or less) has not been concluded yet. It is the intent of the PSAC to contact those applicants and conclude the anticipatory staffing list.

A motion was then made to accept the report of the Regional Coordinator.

Moved: Luc Guevremont

Seconded: Paul Croes

Carried

Bob Jackson concluded the discussion with the comment that collective bargaining is underway between the PSAC and the six staff bargaining units is currently in progress.

## **REGIONAL COUNCIL COORDINATOR REPORTS**

### *ALTERNATE REVP-B.C. REPORT*

A motion was made to accept the Alternate REVP report as circulated.

Motion: Jayne Johns

Seconded: Kelly Megyesi

Jayne Johns first acknowledged the typos in her report, and then went on to add that she and Melvin Dureen had attended the Fraser Valley United Way kick off yesterday in Abbotsford. Their purpose in attending was to provide a PSAC presence and reinforce the relationship between labour and the United Way. She added that there will also be a United Way Labour Spaghetti Night fundraiser in October.

The motion to accept the Alternate REVP-B.C. report was then carried.

#### *HEALTH & SAFETY COORDINATOR REPORT*

A motion was made to accept the Health & Safety Coordinator report as circulated.

Motion: Linda Harding  
Seconded: Jayne Johns

Linda then spoke to her report advising that she had accomplished a lot more than she anticipated. She noted that the BRUSH committee will be successful in its aim to hold five meetings this year. Next year, there are plans to achieve six meetings.

The motion to accept the Health & Safety Coordinator report was then carried.

#### *NATIONAL OFFICERS COORDINATOR REPORT*

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

Motion: Nic Humphreys  
Seconded: Jamey Mills

Nic advised that a report of the National Officers meeting held the day before would be circulated to the Regional Council and the PSAC BC National Officers once available. He further added that his written report did not include a listing of his activities over the last few months as these activities were more related to his position as a UEW National Officer rather than a member of the B.C. Regional Council.

The motion to accept the National Officers Coordinator report 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.

Paul Croes then spoke to his report, acknowledging that it had not been submitted in time to be circulated in the electronic package sent to all Council members. He advised that the bulk of his activities centred on the Pride celebrations in the summer months. He also commented on his involvement with MultiUnion Pride and the successful float and presence they had in the Vancouver Pride Parade.

*(A copy of the PRIDE Equity Coordinator's written report is attached to these minutes)*

Sargy Chima advised that she had not submitted a report but would have it available for distribution at tomorrow's session of the Regional Council.

*(Sargy Chima then left the meeting.)*

Heather DuDoward provided some additional commentary for her written report, advising that she had participated in the first GLTB walk on Haida Gwaii this summer.

Tracy Shudo then spoke to her report and her participation at the WAAA summer outreach events. She noted that there were fewer volunteers for some events this summer, which made it challenging for those participating. She suggested that this issue be further addressed next year to alleviate the frustration felt. She added that she has been off work for medical reasons, but will continue to work on the upcoming National Equity Conferences (NEC) and the 2014 B.C. Regional Convention.

Kelly Megyesi expressed her thanks to those on the Regional Council who attended the recent Regional Women's Conference. She noted that the importance of mentoring was acknowledged previously and the conference provided a good opportunity to share ideas and experience with new activists. Kelly went on to advise that the BCFED Standing Committee on Women had scheduled a meeting for early September, but unfortunately it had to be postponed.

Tracy Shudo then asked about the registration fees charged at the recent Regional Women's conference, querying why organizing committee members were also required to pay. Kelly answered that it had been a decision of the committee with the rationale that it would provide some greater flexibility and provide maximum attendance under a tight budget.

Further discussion then ensued.

Erica Yang advised that she had attended the BC Chinese candidates' forum that had been organized during the provincial election. At the forum, much of the discussion involved the BC Liberal Party's rhetoric and support for their electoral platform. However, Erica added that it was also made clear that First Generation Chinese-Canadians are not happy about their challenges integrating into society and blame unions for some of the difficulties.

Erica went on to elaborate upon the Young Worker on-line survey that was conducted in May.

Erica then spoke to some of the challenges the Vancouver Island Young Workers Committee is facing, including the resignation of the committee president over the summer. Erica added that the committee met earlier this week and new executive had been named. At that meeting, some committee members had indicated an interested in running for the Youth Coordinator position on the Regional Council at the next Regional Convention.

Jamey added that most of the active young workers in the Region are close to 30 years old. As such, the Region needs to start looking at recruiting new youth activists within locals. Moreover, young workers need to self identify in advance of the Regional Convention to be eligible for the youth delegate seats.

Further discussion ensued.

Bob Kingston then spoke to the challenges associated with engaging Young Workers. He asserted that it is discouraging to see Unions asking for youth involvement in the labour movement, and at the same time they are signing two-tiered collective agreements, which bargain existing benefits away from young workers. Nic Humphreys agreed with Bob Kingston's comments, noting that this will be a challenge to address going forward.

Bob Jackson reminded everyone that we all have a role to play in the Union and must actively pursue the protection of our rights and benefits. This responsibility goes beyond not signing collective agreements with two-tiered pay and benefits structures.

The meeting recessed for the day at 5:00 PM

### **Saturday, September 21, 2013**

The meeting resumed at 9:08 AM

#### *EQUITY COORDINATOR REPORTS CONTINUED*

Sargy circulated a hardcopy of her report (*attached to these minutes*) and called for questions.

Tracy Shudo asked about the Racially Visible (RV) members meeting in June, querying if it was the caucus' intent to break off from the Human Rights Committee (HRC). Sargy answered that it was not the case; some members of the caucus choose not to participate in the HRC and like to have a venue to discuss issues specific to their equity group. Kelly then asked if this meeting was open to all RV members in the Region or just to those in the Metro Vancouver Area. Sargy answered that meeting details had been circulated to all self-identified RV members. Celine added that she had requested to attend the meeting via conference call but had been denied.

Further discussion ensued.

Sargy then clarified that no teleconference capability had been set up for the meeting because it was the first meeting of the group and was expected to be informal. Future meetings will allow for participation via conference call. The next meeting of the RV caucus is scheduled to take place in November.

A motion was made to accept the Equity Coordinator report as circulated in advance and distributed at the meeting.

Moved: Tracy Shudo

Seconded: Heather DuDoward

Carried

*(Erica Yang then joined the meeting)*

#### *GEOGRAPHIC COORDINATOR REPORTS*

Jamey Mills spoke to his report, adding that the Vancouver & District Area Council had participated in the Labour Day celebrations in Vancouver. While there was no parade, the Labour has made the event into a “showcase” that engages the general public on its issues. Jamey also commented on the success of the Area Council’s softball tournament that ran as a boycott event during NPSW.

Terri Lee circulated a hard copy of her report (*attached to these minutes*) and spoke on her efforts to have the Area Council engage more with the Vancouver & District Labour Council. The challenge has been getting a member of the Area Council to attend the meetings.

Shawna Bundac spoke to her report and her work to grow the BC Mainland Young Workers Committee (BCMYWC) with the BC Federation of Labour.

Antony Paller advised that much of his work over the summer months focused on Labour Day celebration in the Fraser Valley. The event has been running for three years now, and each year the number of attendees is increasing. This year attendance was close to 1,000 with little event publicity. Next year, the Labour Council plans to advertise the event to the public. Terri Lee then asked how the logistics of the Fraser Valley event were carried out (the transportation of a generator, freezer and ice cream). Antony answered that the logistics were facilitated by Brother Melvin Dureen. Jayne Johns added that planning for the Fraser Valley events begins in May and involved other affiliates. In the past they have coordinated with Steelworkers.

Further discussion ensued regarding future plans for Labour Day events.

Heather DuDoward then suggested that the Region consider hiring a summer student to assist with summer events. Bob answered that the Region has done this in the past; however, there is some hesitation in doing so again. In past experiences, the summer student ended up being only participant attending events, representing PSAC on behalf of members, which is not acceptable.

Luc Guevremont further commented that in the last five years, the Region has had a couple students over the summer. If this is to be pursued again, the responsibilities of the student would have to be structured clearly, identifying that the student would help coordinate events. The responsibility for speaking on behalf of the PSAC would rest exclusively with members.

Bob Jackson then asked Antony to elaborate further on the comments within his report regarding members’ concerns on the Union’s political involvement with BC NDP candidates. Antony provided that members had questioned whether or not the PSAC had invited candidates from other political parties to speak at meetings. The view from some of his constituents is that the PSAC only engages the NDP. With that is the concern that the PSAC is placing all of its “eggs in one basket” with the NDP; a failure of the NDP means the failure of the Union in advancing its issues in the Legislature or the House of Commons.

Jamey Mills provided the example of the Kitsilano Coast Guard Station where all political parties were engaged to speak out against the closure. Further discussion then ensued.

Antony Paller responded that while engagement of other parties may be happening, his constituents are not hearing about it, which raises concerns for them. Antony further asserted that the PSAC needs to better communicate with the membership on what parties are being engaged and which parties are unwilling to work with the Union.

Further discussion ensued.

Sargy Chima commented that the message delivered to members needs to be same as last federal election: vote strategically, not “vote NDP.” Kelly replied that there had been a shift with the Executive going from a non-partisan position to one more vocal in its support for the NDP. She suggested that this shift should be assessed in terms of the affect it has had on the membership. Bob further commented that asking members to be more engaged with politicians is something we haven’t done before. However, it is something that the PSAC needs to be doing more of. He added that if there is a Conservative MP out there who will support unions and our issues, we should also engage that individual and solicit her or his support.

Further discussion ensued.

Celine Ahodekon circulated a hard copy of her report (*attached to these minutes*). She advised that the bulk of her efforts were on the Surrey Fusion Festival, which was very successful. She then conveyed her thanks to those who volunteered at the event and acknowledge the support of retired PSAC staff person Garry Fraser, who assisted at the event.

Bob advised that the Region had recently purchase a new pop-up tent with the new Regional logo for future public outreach events. The purchase of the tent was part of the Region’s efforts to build the PSAC BC brand. He added that if there is a need in the Region for items like the tent outside of the Lower Mainland, members should advise the REVP Office because there is a budget for some items. Kelly answered that it would be good to have a PSAC table cloth for each of the Area Councils to use at events.

Tracy further commented on this year’s participation at the Surrey Fusion Festival, noting this year the festival felt different. While the booth was approached by a lot of people, she felt that this year wasn’t as beneficial in terms of exposure as in the past. She added that it would have been good to have an action for the public to take, such as a petition to sign. Those who were willing to sign a petition were not as willing or able to voice personal stories on how the cuts have affected them.

Further discussion ensued.

Paul suggested that the organizing committees and Area Councils should debrief to determine best practices for future events, and to help generate standard operating procedures. Heather DuDoward further commented that within those standard operating procedures it would be good to have key messages for volunteers to ensure the consistency in messaging between events.

Tracy asked if the Region had considered having the pledge cards at summer outreach events. She noted that many members came out to the event and it would have been a good opportunity for the member-to-member conversations. Patrick answered that it had been considered, but it was decided that the focus of the event should be on public engagement. If members were there and wanted cards, it was thought that their contact information could have been collected.

Cindy Little advised that she had recently attended a meeting of MPs with Christine Walker, which provided an opportunity to meet with some MPs and a further meeting with MP Jean Crowder.

Virginia Vaillancourt reported that she and the Victoria Regional Women's Committee were already busy with plans for December 6<sup>th</sup> events this year and the larger event they are planning for 2014.

Christine Walker advised that she had attended the BBQ organized by UVAE and CEIU members. At the event, pledge cards were available as well as entertainment for families.

Benilde Gomes reported that she had been attempting to work with the City Council of Terrace on an initiative regarding tap water. Work is still ongoing in this area. She added that she has also been active with the Idle No More efforts in the area and with the NDP. She commended that she'd like to connect with Heather to increase the exposure for Haida Gwaii events. She concluded her comments, noting that UEW and USGE have gone through a lot of changes and challenges in the area, and it has been difficult to determine who still remains. There doesn't appear to be a lot of active union supporters in the area.

Roberta Drinkwater and Susan Yaciw both commented that they are working toward coordinating a road trip for member outreach with a rep from the Regional Office, but have not been able to determine dates yet. Susan added that there is not a lot of activity in the Okanagan in the summer months. May Day is the bigger event for Labour in that area.

Bob then spoke on the Northeast Coordinator position, advising that since Patt Holmes had left the PSAC, her Alternate has also left the PSAC. The only remaining Northeast caucus member from the 2011 Convention is Tracy Arrowsmith. Sister Arrowsmith was contacted and asked to assume the role; however, she has advised that she is not able to take on the role. As such, the position will remain vacant until the 2014 Regional Convention.

A motion was made to accept the Geographic Coordinator Reports as circulated in advance and distributed at the meeting with the acknowledgement that there was no report for Northeast BC given the current Coordinator vacancy.

Moved: Cindy Little

Seconded: Christine Walker

Carried

Bob Jackson then acknowledged that there was no report from the DCL & Separate Employer Unit Coordinator given Jason Salchert's resignation from the Regional Council and Sharon Tieman's recent appointment to the position.

## **COMMITTEE REPORTS**

### *ENVIRONMENT COMMITTEE REPORT AND THE DRAFT POLICY ON WATER*

On behalf of the Committee, Nic Humphreys spoke to the Committee's report, noting that they had named water as priority partly because it has become so important and also because the issue of the environment too large to address generally. Nic went on to say that a few years ago, the PSAC came to UEW for policy on environment, and there wasn't one available. Given that, the Committee felt it was time for a policy that Components and the PSAC could adopt. The purpose of the policy is to raise awareness on water and its importance to the economy and life. Nic added that policy is also intended to be a living document that can be built upon as required, recommending that it be brought forward to PSAC National for adoption through the REVP. Nic then opened discussion on the draft policy.

Jayne Johns thanked the Committee for its work and asked it would be accept a friendly amendment to the document to removed the words "UEW and" on page 63 with reference to the use of tap water as PSAC events. Jayne further suggested that the policy be brought forward as a By-Law to Regional Convention and on to the next National Triennial Convention.

Patrick also suggested a few editorial changes to the document (*reflected in the revised draft attached to these minutes*).

ACTION ITEM:	Bob to bring the draft policy forward to the NBOD for discussion and the request reconstitution of the Board's Standing Committee on the Environment
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Christine Walker asked if the commodification of water was addressed in the draft policy, especially in light of the recent media coverage regarding Nestle extracting groundwater without charge near Hope, BC and then bottling it for sale across Western Canada. Nic answered that it is addressed on page 63 within the bullet on NAFTA.

After further discussion Kelly commented that this would be a good issue for the PSAC to use to show the Union onside with the public. She also noted that it would be a good idea to piggyback on the existing water campaigns within the BC Federation of Labour, such as CUPE's water droplet campaign. Celine Ahodekon agreed with Kelly's comments, noting that she liked the idea of encouraging the use of tap water at events and working with community partners on the issue.

Further discussion ensued.

Benilde Gomes then reiterated the Committee's previous concerns regarding the dissemination of materials to members and the worry of over-saturating members with information. She then asked if it would be possible to bring the draft policy before the NBOD at their next meeting and to the Regional Convention.

Bob answered that there would be no timing issues to have it for the 2014 Regional Convention; however, it may be a challenge to get it before the NBOD for their fall session due to translation requirements and the time required to accomplish. He then committed to presenting the draft policy to the NBOD at their Spring session. Bob added that he agreed with Kelly's comments, and that the PSAC should work with the BCFED and advise them of the PSAC draft policy.

Further discussion ensued on communicating the draft policy to the membership.

Nic then proposed that the B.C. Regional Council submit a resolution to the 2014 Regional Convention to adopt the draft policy on water and to stipulate within the resolution that it be forwarded on to the 2015 National Triennial Convention.

ACTION ITEM:	Kristin to prepare the B.C. Regional Council's resolution on the adoption of the Draft Policy on Water by the PSAC
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Bob Jackson then raised the issue of bottled water being used for summer outreach events, suggesting that it could be an item for consideration under the policy.

After some discussion, a motion was then made to purchase a large water cooler to be made available at PSAC sponsored events to replace bottled water with potable water.

Moved: Christine Walker

Seconded: Benilde Gomes

Linda Harding cautioned that whatever container is purchased must have a service contract for cleaning after each use for health reasons. Susan Yaciw echoed Linda's comments, adding that we cannot rely on members to clean the cooler and that it should be done properly to ensure sanitation.

After further discussion, the motion was carried with one member recording against.

A motion was then made to accept the report of the Environment Committee.

Moved: Nic Humphreys

Seconded: Benilde Gomes

Carried

*EDUCATION COMMITTEE REPORT*

Susan Yaciw began the Committee report by advising that she had prepared a draft Coordinator Handbook and circulated it to the Regional Council for feedback. To date, few responses have been received. She went on to advised that the Committee had met Friday to review the document and made some changes that were largely grammatical. She added that the Committee is still looking for input for the section on Coordinator Allowances and preparing budgets.

Heather thanked Susan for the work done and suggested that an organization chart be included in the handbook as well as information on education courses. She also suggested that NAPC be included in the section on Regional Committees and Area Councils.

Bob thanked Susan and the rest of the Committee for their work and acknowledged that the purpose of the handbook was to have something to give to new Regional Council members that would provide a general overview, assist them in getting started and explain the roles and responsibilities of Regional Council members.

Nic commented that he saw the handbook as a living document that could continue to expand. He cautioned the Council that it should not worry about perfecting the document and should instead work to make it available for this Convention. He added that the best critics for the handbook will likely be the new members on the Council after the Regional Convention.

Linda Harding asked if the intent was to provide Council members with a hardcopy of an electronic copy of the handbook, adding that a hardcopy would be more challenging to keep current.

Further discussion ensued.

Patrick suggested that the newly produced "Recruitment and Mobilization Tool Kit" be added to the Handbook as an appendix.

ACTION ITEM:	Patrick to send a copy of the "Recruitment and Mobilization Tool Kit" to all Regional Council members
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Kelly Megyesi then suggested that the handbook also include a page or area for feedback on the manual. Paul further suggested that the Handbook include contact information for all of the Regional Council members and for the REVP Office. He noted that currently on the PSAC B.C. website only a few Regional Council members have their email addresses available for members. He asserted that this information needs to be updated and made available. On the issue of email addresses, Bob answered that the only those using their @psac-afpc.com email address had active links on the website.

Further discussion ensued.

A suggestion was then made to include information in the handbook on obtaining a @psac-afpc.com address from the Political Communications Officer.

ACTION ITEM:	Patrick to connect with Regional Council members having issues with their @psac-afpc.com email addresses and update the PSAC B.C. website to provide hyperlinks for all Regional Council members
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ACTION ITEM:	Susan to provide draft handbook documents to Kristin so that they can be formatted into a manual
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A motion was then made to approve the Committee's report.

Moved: Paul Croes

Seconded: Virginia Vaillancourt



Carried

*DONATIONS COMMITTEE REPORT*

On behalf of the Committee, Tracy Shudo advised that the Committee had received two donation requests and a membership renewal: Protein for People, the Greater Vancouver Food Bank, and the standing membership renewal for Everywomen’s Health Centre. The Committee had discussed the items and determined the following recommendations:

- Everywomen’s membership renewal (\$50)
- Donation to Protein for People (\$200)
- Donation to the Greater Vancouver Food Bank (\$400)

A motion was then made to approve the Committee’s recommendations and report.

Moved: Tracy Shudo  
Seconded: Linda Harding  
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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*FINANCE COMMITTEE REPORT*

On behalf of the Committee, Cindy Little advised that the Committee met on Thursday and Friday to review the financial statements and begin work on the preliminary draft of the 2015-2017 Priority Proposal. Cindy then reviewed the Financial Statements as circulated and attached to these minutes.

Roberta Drinkwater queried whether or not the initials included with each of the Coordinator Allowance lines needed to be there. She added that Coordinators had been replaced and the initials may be misleading because of the expenses listed may not have been incurred by the current Coordinator. Cindy answered that regardless, the current Coordinator is accountable for all expenses. Kristin added that the initials are included largely for administration purposes: to ensure that the appropriate expenses are applied to the correct budget when there are more than one coordinator for a geographic area.

Jamey Mills requested that “5010 Meals” in the Chart of Accounts be split into two categories: one for group meals and another for individual meal allowances. Kristin provided that it could be accomplished; however, it would only account for expenditures going forward as the earlier expense had already been allocated to the existing category “5010 Meals” that does not differentiate between group meals and individual meal allowances.

ACTION ITEM:	Kristin to add a new category to the Chart of Accounts for group meals to better identify the funds used for provided meals during Regional Council meetings
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Roberta then requested an income statement to supplement the fund income summaries that were provided.

ACTION ITEM:	Kristin to provide an income statement to the Regional Council for the 2013 YTD budget
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Tracy then asked what line Regional Council conference calls were charged to. Kristin answered that the REVP Office has assumed these cost in its operating budget.

A motion was then made to accept the report of the Finance Committee and the Financial Statements as at August 31, 2013 as presented by the Chair.

Moved: Cindy Little  
Seconded: Erica Yang  
Carried

Nic Humphreys then thanked the REVP Office staff for their assistance in preparing the Financial Statements.

Cindy Little then spoke to the Committee's preliminary work on the 2015-2017 Priority Proposal (*draft attached to these minutes*). Bob reminded members that the Regional Convention takes place within the current budget cycle (2012-2014) and that the Priority Proposal that will be discussed and approved at Convention will not take effect until January of 2015.

Cindy then reviewed the draft proposal in terms of the revenues anticipated: from PSAC National, from the B.C. Regional Council allocation, and from delegate and observer registration fees. She then went on to explain the rationale for each expenditure line.

Terri Lee asked what impact, if any workforce adjustments and cuts to public services would have on the national allocation. Bob answered that the cuts have impacted the average member annual salary, currently decreasing it to \$48,750 per year from the previous average of \$52,000 per year.

Nic then reminded everyone that what is being discussed is a proposed budget, which works on the assumption that PSAC National will be able to provide the anticipated allocation. He added that the B.C. Region funds more of its Regional Convention than any other Region. This will be a challenge to maintain, and as we going forward the Region may have to consider reducing some of the members' Convention expenses currently covered. Bob agreed with Nic comments and noted that even if the allocation National allocation remains the same, Convention costs are increasing and may be something to look at. Bob offered that there are some other options to consider for the 2017 Convention in order to reduce costs, such as venue, etc.

Cindy then spoke to the budget line for Regional Council meetings, advising that the Committee was proposing to increase it by five per cent. Bob added that moving the Regional Council meetings to the Vancouver Regional Office, rather than holding them at hotels has allowed us to stay on budget. More specifically, by holding the meetings in the Regional Office we have avoided going drastically over budget.

With regard to the reduction to the budget line for Coordinator Allowances, some members asked if the Finance Committee would be able to provide a further breakdown for each position, and if the reduction would be applied evenly. Cindy advised that the allocation of coordinator allowances to each coordinator would be at the discretion of the new Regional Council and would be determined at their first meeting in the new 2015-2017 cycle. Christine added that the allocation will depend on a number of variables including the composition of the Regional Council (where Coordinators are located and other resources that they have access to, etc.)

Further discussion then ensued on Coordinator Allowances.

Jayne Johns suggested that the budget line for conference and convention subsidies be renamed from "Conference/Meeting Assistance" to "Conference and Convention Subsidy" to better align with Regulation 7, which sets the criteria for the subsidies. Cindy agreed and suggested that they also rename the budget line for subsidies for the BC Federation of Labour Convention from "Assistance to Attend BC Fed" to "BC Federation of Labour Convention Subsidy" to align with Regulation 3, which addresses with those subsidies.

Cindy also directed attention to the proposed amount for the audit line within the budget. She noted that while there won't likely be a need for a full audit in the next cycle, there is a provision within the PSAC National Constitution whereby the National President can request one at any time. As such, the Finance Committee is proposing \$3,000 per year as a measure of risk management. This budgeted amount will also cover the costs for a member to review the Regional Council's financial records annually (LWOP and/or honorarium).

Jamey Mills asked if this amount had been costed. Christine Walker answered that the cost of a recent audit she was involved with for a non-profit organization was \$12,000. While the \$9,000 over the cycle will not cover the costs of a full audit, it is highly unlikely that it would be used. However, if an audit is requested, the \$9,000 allocated (less the costs of member's review of the records) will cover the majority of the costs. The balance owing would come out of the annual net assets within the priority proposal.

Cindy then went on to provide the rationale for the budget line for BC Federation of Labour Convention subsidies. She noted that the amount was based on a forthcoming proposal from the By-Laws Committee to amend the existing Regulation 3. She added that the current Priority Proposal had been based on annual conventions, which was no longer the case as they are now held every second year.

Jayne Johns noted that the BCFED Convention years were not reflected accurately in the draft and that there would only be one convention within the cycle (2016), not two. As such, there is an additional \$16,000 in the budget line which could be reallocated to the Conference and Convention subsidy line to allow for greater participation in the BCFED's regional conferences per Regulation 7 subsidies. Kelly Megyesi suggested that in light of the additional \$16,000 in the budget, the Committee would need another opportunity to revise the budget and redistribute the funds.

Before concluding discussion on the General Fund Priority Proposal, Bob cautioned that there has been a lot of discussion among the affiliates to revert back to an annual BC Federation of Labour Convention. As such, asserted that he wouldn't want to handcuff any future Regional Council with a budget that could not accommodate an annual Convention.

Cindy then reviewed the proposed Priority Proposal for the Region's Political Action funds.

Jamey Mills asked what the Campaigns and Elections line is for, given its limited use in the current cycle. Kristin clarified that the reason that the majority of funds have not been spent YTD is that the Region was able to access national funds for both the recent provincial election and for the summer outreach related to the WAAA campaign. However, this line would be used for regional issues such as municipal elections.

Cindy then spoke to the increase for the District Labour Council (DLC) Affiliations line, noting that the National Officers had discussed initiating a campaign to encourage locals to affiliate to their DLCs. This additional funding is to assist the campaign. Nic then elaborated on the plans of the National Officers, advising that information would be sent out to all locals on how to affiliate and where to seek funding support.

Some questions were raised on the process by which locals can access these funds. It was clarified that a local and/or Area Council needs to make application to the REVP Office. In previous cycles, these funds were evenly distributed to the Region's Area Councils for further dissemination to locals and/or use by Area Council where possible. It was noted that several of the Region's Area Council are unable to affiliate to a DLC, and that affiliation is limited to locals.

Further discussion ensued.

Cindy then advised that the Committee was proposing a reduction to the Political Action Communications line from \$4,200 per year to \$4,000 per year. It was noted that there are several other national and regional budget lines that can be accessed for communication purposes; a reduction to this budget line would have a minimal impact communications.

Bob then thanks the Committee for their preliminary work on the 2015-2017 Priority Proposal, noting that the Committee would continue to work on this document over the next few months.

Cindy then asked Nic Humphreys to speak on a recommendation of the Committee regarding Regional Convention registration fees. Nic advised that the Committee discussed ways of increasing revenues to meet rising convention costs. The recommendation was to increase the registration fees rather than reducing the travel subsidy members have traditionally received for the B.C. Regional Convention. Nic went on to advise that the established registration fee of \$100 is low relative to other conferences and conventions, and suggested that it be raised to \$200, which would increase revenues approximately \$15,000.

While Council members understood the need to raise the registration fee, some members had concerns on the amount that was being proposed. As an alternative, Paul Croes suggested that the registration fee be raised to \$150 rather than \$200 for 2014.

Further discussion ensued.

Benilde Gomes then advised that the Regional Convention fee had been raised in the past from \$50 to \$100 during her time on the Regional Council, which was also a 100% increase.

A motioned was then made to increase the 2014 B.C. Regional Convention registration from \$100 to \$200.

Moved: Nic Humphreys

Seconded: Cindy Little

Carried

*(Nic Humphreys then left the meeting)*

#### **CONVENTION COMMITTEE REPORT**

On behalf of the Committee, Virginia Vaillancourt advised that the committee had met yesterday with Bob Jackson, Luc Guevremont and Patrick Bragg. She went on to say that the committee had reviewed the activities guide provide by the hotel and had identified some action items as provided in the Committee's report (*copy attached to these minutes*).

Virginia further advised that the Committee had some recommendations regarding the convention agenda and the scheduling of elections, suggesting that all elections be moved to the Sunday.

The Committee also discussed some ideas for potential swag items, including fold-up reusable bags, USB sticks, pens with highlights, and magnets. On the issue of convention materials for delegates, the Committee felt that the majority of items could be mailed out in advance to reduce paper waste and the costs associated.

Virginia also advised that the Committee plans to hold a raffle again and will send out a notice to Regional Committees, Area Councils, and Components to seek raffle items and gift baskets. The Committee also selected Protein for People as the charity to receive the raffle proceeds. The Committee will also be collecting hotel soaps, shampoos, and lotions from delegates, which will be forwarded to a local men's shelter.

The Committee also discussed potential vendors for the vendor fare at the Convention and suggested the following vendors: Mohr Good Ideas, AGR Insurance, Coughlin & Associates, APSAR, JLP, and Ten Thousand Villages. Jayne Johns suggested that BCFED's Youth Committee, the VDLC and CoDevelopment Canada also be considered for the vendor fare. Kelly Megyesi suggested that the International Solidarity Committee host a table at the vendor fare as well.

Virginia went on to advise that the Convention reception will take place on the 15<sup>th</sup> floor of the hotel, and one drink ticket will be provided to all attendees. However, attendees will be asked to return the ticket if they do not plan to use it so that the PSAC will not be charged for unused tickets. This process was followed during the 2011 Convention, which resulted in a savings of \$3,000.

The Committee also discussed potential speakers, and suggested PSAC National President Robyn Benson, Seth Klein of the CCPA, and Deborah Littman of the Metro Vancouver Alliance. The Committee will also be looking in to speaker gifts. Heather DuDoward suggested that the Committee also consider an Aboriginal speaker, and identified Shawn Atleo of the AFN as a potential speaker. Benilde then encouraged Council members with other speaker suggestions to forward them to the Committee before the conclusion of the meeting. She reminded everyone that they don't plan to have too many speakers because the focus of the agenda will be on Convention business.

For the Members' Social on the Saturday during Convention, the Committee is looking at having a Wii, poker and food available in the suite (all items to be covered by the Convention budget).

A motion was made to accept the report of the Convention Committee.

Moved: Virginia Vaillancourt

Seconded: Antony Paller

During the discussion that followed the report, Kelly Megyesi suggested that the Convention organizers look into providing charging stations for iPads and other devices to assist members, and to encourage less paper use.

After further discussion the motion to accept the report of the Convention Committee was carried.

The meeting recessed for the day at 4:23 PM to provide Committees with an opportunity to meet.

### **Sunday, September 22, 2013**

The meeting resumed at 9:06 AM.

#### **COMMITTEE REPORTS CONTINUED**

##### *INTERNATIONAL SOLIDARITY COMMITTEE REPORT*

On behalf of the Committee, Paul Croes advised that all committee members had been very active in the past year. He then spoke to the Committee's report, which was distributed at the meeting and the request for \$250 to for the committee to use at the Regional Convention to engage members in international solidarity initiatives and seek members' feedback.

A motion was then made to accept the report of the International Solidarity Committee

Moved: Paul Croes

Seconded: Erica Yang

Carried

*(A copy of the Committee's report is attached to these minutes)*

##### *SUBSIDIES COMMITTEE REPORT*

On behalf of the Committee, Sargy Chima advised that the Committee had dealt with two subsidies applications. The first was from Kelly Megyesi, who sought funds to attend the African Grandmothers' Tribunal hosted by BCGEU. Based on the information received from the applicant, the Committee recommended a subsidy of \$250 once the applicant exhausted all other funding sources. Specifically, the Committee directed the applicant to seek funds from the Okanagan Human Rights Committee.

The second application was from Kelly Sidhu, who was requesting a subsidy to attend the CEIU Western Regional Women's Conference as an observer. The Committee discussed the request and recommended a subsidy of \$500 for the applicant.

Some discussion was had on the criteria and process for determining subsidies.

A motion was then made to accept the report of the Subsidies Committee.

Moved: Sargy Chima

Seconded: Christine Walker

Carried

#### **REGIONAL CONVENTION RESOLUTION COMMITTEES**

Bob advised that the REVP Office had received expressions of interest from a number of Regional Council members for the three Convention Resolutions Committees (By-Laws, Finance, and General). Additional interest was then voiced by Council members and recorded.

Bob went on to explain that the committee would be announced once the Office provided National Officers and other members with an opportunity to express their interest.

## **CONVENTION CHECKLIST FROM PSAC NATIONAL**

Luc Guevremont provided that PSAC National was assisting the regions with establishing timelines and procedures for Regional Conventions. Last week a videoconference was held for all Regional Coordinators, Political Communications Officers, REVPs and their assistants to discuss some of the preliminary materials provided. That meeting was attended by Patrick and Kristin. Patrick added that the aim is to have the same look and feel for all Regional Conventions. As such, the meeting participants reviewed a checklist for the Convention call out letter (*copy attached to these minutes*). Kristin provided that the call also addressed electronic voting needs and other administrative issues the Regions will face with respect to preparing for Conventions.

Paul Croes commented that he was pleased to hear that the PSAC was moving more toward standard operating procedures for conventions. He then asked about the Convention theme, querying if there would be an opportunity for members to provide input. Bob answered that the move toward consistent procedures stemmed from discussions at the AEC. Initially those conversations led to Sarah Belanger from the Ottawa office being tasked with reviewing the consistency between each Region's by-laws and their Convention call outs.

Bob then went on to address Paul's concern regarding theme. He noted that there had been a lot of discussion at the AEC in terms of convention themes in light of the ensuing 2015 federal election and the fight before the Union with the Conservative Government. The WAAA campaign is the centrepiece of all PSAC activities going forward. With that, it was felt nationally that the campaign needs to be a common thread for all regional conventions and the next PSAC National Convention. He added that there will be allowances for regional sub themes, on which members can provide some input. He then encouraged Regional Council members to submit any ideas for Convention sub themes in advance of the next conference call.

Discussion then turned to resolutions and the guidelines that were provided by PSAC National for writing good resolutions. (*A handout with guidelines for drafting good resolutions was circulated and is attached to these minutes*)

Further discussion on drafting resolutions ensued, and Patrick concluded the conversation by reminding Council members that it is not the wording of a resolution that convinces people, it's the debate that does.

## **REGIONAL COUNCIL MEETING/CONVENTION SCHEDULE**

Bob reminded the Coordinators that the Regional Council will be meeting the day prior to Convention and remain in session throughout the Convention. He added that the new Regional Council will meet on the Monday, April 28 following Convention.

Susan Yaciw requested that the Convention Call out include information on the Monday meeting of the Regional Council meeting on the Monday so that new members of the Council will know well in advance.

Christine Walker then raised a question on what rule would be applied for determining travel status. Patrick answered that normally the Region uses a 60 km rule; however, for the 2011 Convention the radius was moved to 100 km given budget concerns. Luc further provided that in the 2011 call out members were advised that delegates residing within 20 km of the Convention site would not stay in residence.

Further discussion ensued on the PSAC Travel Policy and the definition of travel status.

## **PROPOSED CHANGES FOR THE PSAC BC REGULATIONS AND BY-LAWS FROM THE BY-LAWS COMMITTEE**

On behalf of the Committee, Jayne Johns advised that they had met on Thursday and Friday to review the Regulations and address housekeeping issues. Largely these issues entail the replacement of "BC" with "B.C" and changing numbers within the regulations to the format "one (1)" to be consistent with the PSAC's adopted naming conventions.

A motion was then made to adopt the proposed housekeeping changes to the Regulations as attached to these minutes.

Moved: Jayne Johns

Seconded: Jamey Mills

Carried

Jayne then went on to discuss two proposals drafted by the By-Laws Committee to amend Regulation 3, which deals with the BC Federation of Labour Subsidy. She said that Proposal 1 had been costed and \$16,000 for 17 potential subsidy recipients and Proposal 2 had been costed at \$14,000 for 20 potential subsidy recipients. Jayne then reviewed each section of the proposed regulation changes individually, noting that sections 1, 3, and 4 were the same in each proposal.

Roberta Drinkwater suggested that the Committee remove the word “Biennial” from section 1 to avoid any potential issues if the BC Federation of Labour reverts back to annual Conventions. Jayne advised that the Committee would be ok with the change.

The a motion was made to accept the proposed changes for Section 1 of Regulation 3 as found in both proposals with the friendly amendment, removing the word “Biennial”

Moved: Jayne Johns

Seconded: Susan Yaciw

Carried

Jayne then addressed the proposed addition of Section 4, which requires subsidy recipients to submit a written report following the Convention.

Terri Lee suggested that the Committee include some wording on consequences in the event that a subsidy recipient does not submit a report. The REVP answered that he would not be in favour of putting anything in the Regulation, adding that any consequence would be at the discretion of the REVP. The addition was more about adding a measure of accountability for applicants.

A motion was then made to accept the proposed addition of Section 4 within Regulation 3.

Moved: Jayne Johns

Seconded: Christine Walker

Carried

Jayne then read aloud the proposed changes for Section 3 of the Regulation. She noted that the change was the removal of wording that allowed for late applications after the six week deadline.

A motion was then made to accept the proposed changes to Section 3 within Regulation 3.

Moved: Jayne Johns

Seconded: Paul Croes

Further discussion ensued.

Christine Walker spoke against the proposed wording, commenting that she would like to see consideration for late applications on a case-by-case basis. Jayne responded that the BCFED Convention call out is sent 90 days prior, which should provide applicants with sufficient time to apply for a subsidy. Christine responded that in the past there have been issues with approval of leave requests, which could potentially delay applications.

Comments were then made on the additional pressure late applications would cause for the REVP Office in determining subsidies.

Jamey Mills further commented that there is no “shall” or “must” within the proposed wording. The proposed wording for section 3 reads “applications for the subsidy *should* be made ...” (emphasis added), which leaves the matter up to the REVP’s discretion.

Linda Harding noted that her local executive had not received the convention call out in 2012. As such, local members were not aware of the Convention details until much later. She added that she was not made aware of the subsidy until after the deadline had passed, and therefore submitted a late application in 2012. Linda went on to suggest that other local presidents may not be aware of the subsidies available and therefore cannot communicate that information on the local members. If we are to prohibit late applications, the PSAC need to better educate local presidents on the subsidy and the related application procedures.

Patrick suggested that the local may not have received the information because the executive contact information may not have been updated with the BC Federation of Labour. He added that the PSAC needs to do a better job of keeping affiliations current with the BCFED and ensuring that local contact information is kept up to date.

After further discussion, the motion to accept the proposed change to Section 3 of Regulation 3 as provided was carried.

Jayne then reviewed the two proposals for Section 2 of Regulation 3.

Antony Paller advised that Fraser Valley West and Fraser Valley East had been transposed in error, and proposed a friendly amendment to correct.

Some discussion was had on whether or not to include a reference to the definitions of Fraser Valley East and Fraser Valley West as found within the Regional By-Laws. The Committee then agreed to include the By-Law reference in the proposed changes for Section 2.

Kelly Megyesi then spoke on Proposal 1, favouring it over the second proposal because it was inclusive of equity groups. She added that the Region needs to ensure equity group representation.

Jamey Mills responded that he understood the merit of equity inclusion, but that Proposal 1 was not representative of the distribution of members across the Region. Christine Walker added that equity groups are not precluded from applying for a geographic subsidy and that the REVP could take that information into consideration when making determinations on subsidy recipients.

Paul Croes then spoke in support of Proposal 1, commenting that he would not be in favour of increasing the number of Metro Vancouver subsidies because they would be "cheaper." Instead he urged the Regional Council to ensure inclusion and representation from the Region's "Hinterland."

Further discussion ensued.

Antony Paller suggested that Proposal 1 can be amended to include an additional subsidy allocation for Metro Vancouver given the membership density in the area. Jayne answered that the Committee had considered adding additional subsidies for Metro Vancouver, but then decided that to do it would also require them to add other subsidies such that it would mirror the geographic representation on the Regional Council.

A motion was then made to amend Proposal 1 by increasing the number of subsidies available for Metro Vancouver from one to two.

Moved: Antony Paller

Seconded: Paul Croes

Paul Croes then spoke for the amendment, asserting that he understands there are more members in Metro Vancouver, and reiterated that Proposal 2 is not inclusive of equity groups.

After further discussion to motion on the amendment to Proposal 1 was defeated.

A motion was then made to remove National Officers from the list of constituencies in Proposal 1.

Moved: Jamey Mills

Seconded: Antony Paller



Jamey asserted that while National Officers represent both the Components and the Region, many have their own funding. Moreover, National Officers don't represent a geographic area or an equity group.

After further discussion the motion to remove National Officers from the list of constituencies in Proposal 1 was carried with one member abstaining from the vote.

Christine Walker then spoke in support of Proposal 2, noting that a large number of members reside in Metro Vancouver, which Proposal 2 would address. She added that the REVP does have the option of considering equity representation when reviewing applications when provided by members.

Roberta Drinkwater commented that Proposal 2 provides the greatest number of subsidies for the least amount of money and shifts the subsidies to areas with the greatest concentration of members. She added that Proposal 2 would also be the easier of the two for the REVP to manage.

Tracy Shudo then spoke against Proposal 2, noting that the current regulation provides for eight equity members to receive subsidies. In the past, individuals holding the REVP position haven't always allowed for equity representation in their decision-making. In her opinion it should be spelled out within the regulation. Kelly added that she also would like to see the requirement of equity groups spelled out in the regulation.

Kelly went on to say that the regulation doesn't determine the number of subsidies issued, the budget does: regardless of what enumerated constituencies there are within the regulation, it is the budget that ultimately determined the number of subsidies that can be issued. By identifying equity groups in the regulation constituencies, it will ensure better representation in the selection process.

Further discussion ensued.

Jamey Mills then motioned that Proposal 2 be amended to include the following wording:

"Members representing equity groups shall be considered in the distribution of subsidies by the Office of the REVP"

Moved: Jamey Mills

Seconded: Christine Walker

Jamey Mills acknowledged that while Proposal 2 is still not perfect, with the inclusion of this line it requires the REVP to look at equity groups when allocating the subsidies.

After further discussion, the motion to amend Proposal 2 was carried.

Further discussion ensued.

It was then motioned that a third option be drafted by Christine Walker as a hybrid between the two.

Moved: Christine Walker

Seconded: Celine Ahodekon

After some discussion, the motion to provide a third option was then defeated.

A motion was then made to further amend Proposal 1 by embedding an application form link (application form to be drafted by the REVP Office).

Moved: Jayne Johns

Seconded: Paul Croes

Carried

Motion was then made to replace existing Section 3 of Regulation 3 with Proposal 1 as amended (*copy attached*).

Moved: Jayne Johns

Seconded: Virginia Vaillancourt

Carried unanimously

A motion was then made to embed an application form link within Regulation 7.

Moved: Jayne Johns

Seconded: Jamey Mills

Carried

*(Sargy Chima then left the meeting)*

## **NATIONAL CONFERENCES**

### **a. National Equity Conferences (NEC)**

Bob Jackson advised that all selected NEC delegates had been advised of their acceptance and he went on to remind the Council of the ranking selection process that had been conducted with the Components and within each Region. Bob further offered that the Region's ranking process was done in consultation with the respective B.C. Regional Council equity coordinators. Upon looking at the delegate lists, Bob advised that there was good representation from the Region.

Patrick then provided the numbers of delegates attending the NEC from the B.C. Region: ten (10) Aboriginal, eight (8) Members with Disability, eight (8) PRIDE, ten (10) Racially Visible, and twenty-three (23) Women's. Bob reminded the Council that these numbers also included the delegates sent from each of the Regional Women's Committees, from the Components, and from the National Human Rights Committee.

Tracy Shudo suggested that the equity coordinators on the Regional Council should organize a caucus meeting for the BC delegates. After some discussion it was agreed that the equity coordinators would have a conference call to organize a caucus meeting and/or provide BC delegates with a small swag item identifying them as B.C. Region participants.

## **WAAA VIDEO REGARDING VETERANS AFFAIRS OFFICE CLOSURES**

The Regional Council members viewed the first in the series of new WAAA videos. The first video addressed the negative impact the planned closures to Veterans Affairs offices will have on veterans and their families.

Patrick reminded the Regional Council that there will also be a video produced regarding cuts at EI as well as another around Search and Rescue (including the closure of Kitsilano CG Station). This series will be launched online initially via social media.

Christine Walker suggested that the first video in the series also be sent to the Legions for further dissemination. Patrick answered that the video regarding Veteran Affairs will be launched in Ottawa with Veterans (one for each office closure) with press release in first week of October. Then veterans will then go back and lobby MPs in areas with closure and demand them to stand up and speak against the closures in the House of Commons.

### **b. NATIONAL BARGAINING CONFERENCE**

Bob Jackson reiterated his earlier comments, advising that a decision had been made to hold a National Bargaining Conference rather than regional conferences. The national conference is scheduled for Feb. 13-16.

He added that he will be chairing the national conference for NAV Canada next week, which will also expect to be a difficult round of negotiations. Bob then encouraged member to connect with their Components if they are interested in being members of the bargaining teams for upcoming bargaining.

Christine Walker then raised the issue of sick leave with respect to bargaining. She noted that CEIU will focus on the issue and she has been watching the issue discussed in mainstream media. In response to some of the articles published and the misinformation circulating, CEIU districts had produced a fact sheet for members along with petition for members to sign that will be sent to the House of Commons.

Bob further commented that the message nationally is that the Government will be going after sick leave in the next rounds of bargaining. However, Robyn Benson has been clear on the fact that we will not be bargaining away

sick leave – it is not for sale. Christine asserted that as a Region we should be progressive on this issue and begin our own campaign to protect sick leave benefits.

Further discussion ensued.

Terri Lee then voiced her concerns on the loss of severance pay. She noted that with CFIA still in bargaining, some groups still have severance pay and we need to take a stand to protect it rather than accept its loss. Bob Jackson cautioned that every bargaining team is autonomous and that it is not the PSAC conceding the loss of severance pay. It is a case-by-case decision by each team, and the PSAC will stand behind each Team's decision. Teams can opt to say no to the loss of severance pay, but need a strong strike mandate to do so.

Further discussion ensued.

#### **REPORT OF THE POLITICAL ACTION COMMITTEE**

On behalf of the Committee, Virginia Vaillancourt advised that the committee had come up with an advertising plan for bus, skytrain and billboard ads; however, after discussion with Patrick Bragg it was realized that this media plan would not be cost effective. She then added that the Committee is looking into a petition with National, with help from Patrick. Virginia concluded that the Committee is planning to discuss their plans further via email or teleconference.

Tracy Shudo suggested that the committee could engage in a letter writing campaign on regarding the closures of Veterans Affairs offices much like Virginia had done previously regarding the gun registry. Virginia answered that committee is waiting on direction from National (via Patrick) regarding the closures; however, in the interim it doesn't preclude any member contacting their MP to discuss the issue and voicing their opposition to the closures.

Susan Yaciw offered that since there is an office closing in Kelowna, this could be something that the Area Council could assist with. Patrick advised that if the Area Council would like to get involved, he would put them in touch with staff from PSAC Headquarters to facilitate.

#### **OTHER BUSINESS**

##### **a. Honours and Awards Committee**

Bob Jackson opened the discussion advising that the matter had been raised before on previous conference calls. He noted that the National Honours and Awards available were vastly underutilized, and that the idea had been raised on establishing a Regional committee to recognize members in the region that don't qualify for a National award.

Bob advised that the work of the committee would entail establishing and/or modifying the existing National criteria for awards and coming up with ideas on how to recognize members in the Region in terms of plaques, etc. The Finance Committee could also assist in looking at ways to fund the awards.

After some discussion a motion was then made for the creation of a B.C. Regional Council Honours and Awards Committee.

Moved: Jamey Mills

Seconded: Virginia Vaillancourt

Carried

The following Regional Council members were then named to the committee and were tasked with creating the Committee's terms of referenced:

Paul Croes

Linda Harding

Tracy Shudo

Susan Yaciw

Bob advised that he could assist the committee with obtaining information on what happens with Honours and Awards and the National level. A conference call was then set for October 16 at 5 PM.

ACTION ITEM:	Newly formed Honours and Awards Committee to meet via teleconference on Oct 16 at 5 PM to discuss Committee terms of reference and direction going forward
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**b. “Ouch! Your Silence Hurts Me” – Video**

Kelly Megyesi advised that when the organizing committee was preparing for the Regional Women’s conference, the “Ouch! Your Silence” workshops resurfaced. Some members had advised that they had attended a PSAC Union School where Carolyn Klouk had delivered the workshop and it had been successful. After a thorough search, the series was found on-line and available for purchase. Kelly added she wanted to show the series to the Regional Council so they could lend their support to the pursuit of purchasing the series for use by Area Councils and Regional Committees in B.C. to engage members. The cost for the series is approximately \$1,000, which includes the videos and workshop materials.

A motion was then made for the B.C. Regional Council to endorse the concept and potential purchase and implementation of the Ouch! series of videos and training packages.

Moved: Kelly Megyesi

Seconded: Paul Croes

The Regional Council then viewed the one of the videos in the series.

Jamey Mills asked about the related education materials available through the JLP and whether or not it would be possible to pursue the series with the employer. Kelly answered that she would prefer to do this just as the Union.

After further discussion, the motion was carried.

**c. Hours of Session for Regional Council Meetings**

Kelly Megyesi began the discussion, advising that she is finding it challenging under the current hours of session for Regional Council meetings. As a traveler, it requires her to travel home from the meeting late on Sunday night, leaving little time for family and personal matters before the work week begins again. For her, concluding the meeting on the Sunday at or before lunch allowed for a better work/life balance. Antony Paller then echoed Kelly’s comments, noting that with the travel required he was finding the hours a challenge.

Bob answered that it is difficult to determine and guarantee completion times given the discussion that can occur with some agenda items. He added that there is a lot of business to conduct when the Council is in session, and it’s a challenge to reconcile that against a set schedule, especially because the Council only meets in person twice a year. However, he added that he could appreciate their concerns.

Jamey added that in previous sessions of the Regional Council much of the Committee work was conducted in the evenings as all Council members stayed in residence. However, in the current cycle and with the existing budget this is not feasible. Therefore committee work requires a portion of the hours of session.

Roberta added that the two previous meetings concluded at lunch on the Sunday; however, travelers still can’t book return flights until late in the afternoon as they need to be prepared to meeting into the afternoon if necessary. She advised that she would prefer to see an extension to the hours of session on the Friday or Saturday if required rather than on last day.

Bob answered that this would be a valuable discussion to have with the incoming Regional Council in the next cycle. He added that it could be addressed on the Monday Regional Council meeting following the Convention.

**CONVENTION RESOLUTIONS FROM THE REGIONAL COUNCIL**

Bob began by advising that some committees had been questioning whether or not an additional full in-person meeting should be held in advance of the Regional Convention. The rationale for an addition meeting is to allow

for drafting and discussion of resolutions as a Regional Council. Bob added that the Finance Committee has reviewed the budget and the costs associated with an additional meeting and has confirmed it is financially possible to have one meeting before Convention and as well as a fall meeting in 2014. However, Bob then acknowledged that this would put a lot of pressure on the new Regional Council as their first meeting as the new Council would not take place until the fall, several months after Convention.

The REVP then opened the floor for discussion. Christine Walker commented that with the new Coordinator Handbook, new Regional Council members will have a valuable resource available to them during the time between the Convention and the full meeting of the new Regional Council. She went on to say that part of the problem in prior cycles was the lack of direction Coordinators had in this interim period. She then offered her support to having a Council meeting in January.

Tracy added that she was also in support of having a meeting before Convention, and further added that the handbooks should be provided to Alternate Coordinators on the new Regional Council as well. She then cautioned that teleconferences alone in the period between the Convention and the fall Regional Council meeting may not be enough to adequately plan and carry out summer and/or WAAA activities, especially in light anticipated 2015 election.

After further discussion, it was then agreed to hold a January in-person meeting in the Vancouver Regional Office. The dates for the meeting are January 17, 18, and 19.

Bob then asked all Council members to begin thinking about potential resolutions that the Regional Council may want to submit to Convention. Draft resolutions will be discussed at the January meeting of the Regional Council.

<b>ACTION ITEM:</b>	All Regional Council members to consider and submit draft resolutions for discussion at the January Regional Council meeting
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#### **SCHEDULING OF NEXT MEETING & CONFERENCE CALL**

As agreed earlier in the meeting, the next in-person Regional Council meeting was scheduled for January 17-19, 2014 in the Vancouver Regional Office.

The next Regional Council conference call was then scheduled for November 14<sup>th</sup> at 6:00 pm

<b>ACTION ITEM:</b>	Kristin to send out reminder of the November 14 <sup>th</sup> conference call with calling coordinates as well as a reminder for the next in-person meeting
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#### **ADJOURNMENT**

A motion was then made to adjourn the meeting.

Moved: Erica Yang

Seconded: Antony Paller

Carried

There being no further business, the meeting was adjourned at 3:20 pm

Minutes recorded by: Kristin Schnider

Minutes published: October 2013

## Report to B.C. Regional Council

Name: Paul Croes	Date: September 2013
<b>PRIDE</b>	
<b>Activities since last RC meeting</b>	
<b>Activity</b>	<b>How it fulfilled role on B.C. Council</b>
<p style="text-align: center;"><b><u>Victoria PRIDE 2013</u></b></p> <p>Brother Paul Jones from Victoria who is my Alternate organized a fantastic Pride entry to the Victoria Pride parade. A donation was given to the Vancouver Island Human Rights Committee to help them enter the parade and be visible to the community.</p>	<p>Visibility for the PSAC BC Regional Council.</p>
<p style="text-align: center;"><b><u>Vancouver Pride 2013</u></b></p> <p>Vancouver Pride and Multi Union Pride were both a huge success again this year. The BC Fed, BCGEU and PSAC worked hand in hand to make Multi Union Pride a huge success. Banners were raised in Pride and the largest pride flag flying in the parade belonged to the Public Service Alliance of Canada to great delight of the estimated 800.000 onlookers. The many PSAC members lining the streets that I bumped into after the parade were ecstatic with pride seeing the huge flag carried my Robert Hume (CRA) and me.</p>	<p>Visibility in one of the world's biggest PRIDE celebrations.</p>
New West PRIDE 2013	A donation was made to the New West PRIDE as nobody was able to attend the Pride Celebrations in New Westminster.
Surrey PRIDE	I was not able to participate in this year's Surrey PRIDE but also did not receive a report from anyone attending.
<b>Challenges you had to cope with since the last meeting</b>	
<p>The main challenge is getting PSAC members to participate in the smaller PRIDE celebrations. It seems everyone is able and more than willing to help with the Victoria and Vancouver PRIDE parades and celebrations but the smaller ones are a challenge.</p>	
<b>What would you like to work on next?</b>	
<p>Next the annual PRIDE Celebration Calendar is being worked on to better clarify when these events take place in places across the country, but also in place like Kelowna, Nelson, Prince George, etc.</p>	
<p>In Pride and Solidarity!</p>	
<p>Respectfully submitted,</p> <p>Paul Croes PSAC BC PRIDE Coordinator.</p>	



## Report to B.C. Regional Council

Name : Sargy Chima	Date April 2013 to Sept 2013
Constituency (area, women, etc.)	
BC Racially Visible Rep	
Activities since last RC meeting	
<b>Date &amp; Activity</b>	
April 20, 2013	Attended annual Vasiaki Parade held in Surrey BC to celebrate the Harvest of Crops
April 2013 to May 14, 2013	Spend numerous days door knocking and campaigning in the upcoming federal election including Volunteering all day on Election Day for Sue Hammel.
May 2013	<p>Attended the Regional Women's Conference in Richmond BC. Was able to network with other members, learn about campaigns and awareness on aboriginal issues.</p> <p>Participated in National Racially Visible Conference Call regarding resolutions that were put forwarded to Equity Conference.</p>
June 2013	<p>Attended Regional Council Conference Call for regular business</p> <p>Attending Racially Visible Members Meeting June 19, 2013 to discuss succession planning.</p>
July 2013	<p>Participated in conference with National Racially Visible Reps across the Region and staff from Head Quarters to discuss Equity Conference Agenda</p> <p>Assisted with booth at Fusion Festival on July 20 &amp; 21, 2013.</p> <p>Participated in the the Regional Conference Call for regular business.</p>



August 2013	Planning for my son's wedding that will take place end of August in New Jersey USA.
Sept 2013	As member of the Finance Committee we met on Thursday Sept 19 from 4:30 to 7pm.
Challenges you had to cope with since the last meeting	
Worklife balance	
What would you like to work on next?	
I would like to work on upcoming Equity Conference and talking to members regarding bargaining demands.	

## Kristin Schnider - Report to council

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**From:** leet102 <leet102@shaw.ca>  
**To:** <SchnidK@psac-afpc.com>, <JacksoB@psac-afpc.com>  
**Date:** 9/21/2013 6:20 AM  
**Subject:** Report to council

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Sorry for the delay. In solidarity, Terri

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From Evernote:

### Untitled Note

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Report to the BC Regional Council, April - Sept 2013

I have been spending significant time on local and Component issues this term. I completed a number of Public Service Staffing Tribunal complaints by way of a settlement for Treasury Board members who were affected by Budget 2012 cuts. There are a lot of complaints and greivances in the workplace and I foresee more, once the full impact of the cuts are felt by remaining members. Agriculture Canada and the Public Service Commission were hit hard with announcements of significant cuts including station and office closures.

I attended the National OSH conference in Ottawa in April. The theme was Mental Health at Work which was very appropriate. CFIA has a crisis and had hired Stephan Grenier as a consultant to assist with a Mental Health Peer support network. The pilot will be in the NCR shortly. However, the CFIA refuses to recognize Part XX of the Canada Labour Code (Violence in the Workplace) as it relates to workplace harrassment complaints. I continue to attend Regional & Area OSH committees.

My appointment with Service Canada Board of Referrees as a union sides person is wrapping up with the move to a single appointed full time Tribunal member. EI claimants no longer have access to the three person board to fairly hear their EI appeal. Service Canada has more jurisdiction whether or not to allow a claimant's appeals to go forward to the Tribunal. The CLC believes this is a disservice to the Canadian Public and another example of how We are All Affected.

I attended the We are All Affected Fight Back meeting in Surrey. Members in my Component have been reeling from cut backs,, but are trying to get as many pledge cards signed as possible.

The Vancouver & Distribt Labour Council had a fundraiser for an inner city Vancouver school, which I attended. It included a talk by Jim Stanford who is an economist with CAW. He highlighted how Federal cut backs are hurting Canadians and how cuts to Fed/Prov funding is just passing the buck.

I also attended the BC Regional Women's Conference which was a wonderful & enlightening experience. Robyn Benson was able to attend a portion and provide some insight on National issues. I would like to thank the PSAC and activists for once again putting on an informative conference. I appreciated the table of personal items which were shared with delegates.

I attened the Racially Visible meeting in the PSAC regional office in June. Members shared strategies on how to get more RV members involved with the union. There will be a follow up meeting in the fall and hopefully a caucas at the National Equity Conference.

I attended the Vancouver Labour Day Picnic sponsored by the BC Fed. The turn out was amazing as was the food (corn) provided by CUPE or BCGEU (I forget which). There is a lot of public attendance & participants were interested in our peitions on the Kits Coast Guard closure and cuts to Federal programs. I was suprised that people would stop and talk to us even though the other unions seemed to have much better swag, food and prizes for the kids. The BC Fed organizers gave us a good location in the shade which was appreciated.

## WEST FRASER VALLEY COORDINATOR REPORT

Celine Ahodekon

From June 10<sup>th</sup> till the end of September 2013 I have the privilege to backfill the position of West Fraser Valley Co-ordinator because Jennifer Chieh is currently on leave of absence. During that time I organized the Surrey Fusion Festival which was July 20-21 with Jennifer's help of course! PSAC booth was very well mended by members. It was incredible! I have been helping with Surrey Fusion Festival for 3 years now and I have never seen as many volunteer members as I have seen for this last one. And most of these members were new activists too! Garry Fraser, a past PSAC employee and now retired came out to help at the booth along with his partner Allison. Syd Wong, also a retired member was there too to help and bring the materials back to the regional office. Jennifer Chieh Ho was on leave of absence; however, she was there to help for the two days. Kudos to everyone for helping out, we had a great time!

### **Improvement for the next year's Surrey Fusion Festival:**

- 1) Make sure to have all the swags we need because we ran out of buttons as well as other things. We also heard that we have to be careful to not use all the swags, as we need to leave some for the next outreach which is Vancouver Pride- I am not sure why-.

2) We would also need our own PSAC tablecloth to cover our table

3) Location was noisy: our booth was between two music stands.

**Other activities:**

Participated in council's conference calls:

▶ June 17/2013

▶ July 30<sup>th</sup> where I gave the report on the Surrey Fusion Festival.

That is all for now!

**“DRAFT”**

**Policy Paper on “Water”**

The B.C. PSAC Regional Council recognizes water as Canada’s most valuable natural resource and essential to our lives as Canadians.

The Federal Government has considerable jurisdiction over water and its uses in Canada including Navigable Waters, Environmental Assessment, Fisheries Act, International waters and federal lands. It used to be that we could look to the federal government to protect fresh water for all Canadians with the establishment of institutions such as: The Inland Waters Directorate, Canada Centre for Inland Waters, Canada Water Act, Great Lakes Water Quality Agreement and in 1987 the Federal Water Policy.

Unfortunately this commitment towards ensuring a sustainable water resource for all Canadians has declined markedly in the past two decades. The Inland Water Directorate was disbanded in the 1990’s and almost nothing from the Federal Water Policy was ever implanted. In addition the current federal government has to all intents and purposes done away with the Navigable Waters Act, Environmental Assessment Act, Section 35 of the Fisheries Act and with the implementations of Bill C-45 we have gone from 2.5 million protected lakes and rivers in Canada to 159 lakes and rivers protected. Compounding this abrogation of responsibility by the Federal Government has been the hundreds of millions of dollar cuts to both Environment Canada and Fisheries and Oceans Canada.

“From groundwater protection on federal lands to enforcement of the Fisheries Act, these cuts will tie the hands of Environment Canada to protect the nation’s water heritage for future generations,” declared Randy Christensen, lawyer with Ecojustice. “Going Forward, our environment, our health and our prosperity will require that Canada manage water better and these cuts will cripple Canada’s ability to do that.”

A reinvigorated federal role in water sustainability begins with rebuilding and enhancing our country’s capacity to deal with our freshwater challenges. Federal inaction does not arise from a lack of mandate; it comes from a lack of political will.

The PSAC will support and promote:

- The UN Human Rights Council’s resolution that places certain responsibilities upon governments to ensure that people can enjoy “[s]ufficient, safe, accessible and affordable water, without discrimination”
- That water is a public good, not a commodity and as such will oppose any bulk water exports of Canadian water. The need for a ban is pressing due to the pressure to send water to serve drought prone areas of the United States.

- The exclusion of water from NAFTA and all future trade agreements. Under NAFTA water is defined as a service and an investment. If a corporation is granted permission to export water anywhere in Canada, it becomes a tradable good under NAFTA, and other provinces will have to grant similar access to corporations seeking water export rights. Only a clear exclusion of water from NAFTA and other trade agreements will avert this threat.
- Including bottled water in the banning of bulk water exports from Canada. Water in 20 litre containers is not at the moment considered bulk water. The continuation of bottled water exports could set a precedent allowing for water to be treated as a commodity under NAFTA. The energy required to extract water from natural sources, manufacture water containers, bottle the water in a factory, transport the water by truck to ships before being loaded into more trucks producing enormous carbon emissions.
- PSAC will continue to promote the use of public tap water at all PSAC events and in our members' daily lives.
- The development of water conservation strategies that benefit the Canadian economy, communities and the environment.
- The establishment of national enforceable drinking water standards.
- The declaration of surface and ground water as a **public trust**. Under a public trust doctrine private water use would be subservient to the public interest. The public trust concept means water is a public resource owned by the people of Canada, with the government acting as a trustee responsible for taking care of the resource. The public trust doctrine is becoming increasingly common and established in modern water legislation and has been incorporated in the environmental legislation in the Yukon, Northwest Territories and Quebec.
- The creation of a national public water infrastructure fund. Decades of cuts in infrastructure funding, coupled with the downloading of programs and services to municipal governments, have resulted in a "municipal infrastructure deficit" conservatively estimated at \$123 billion by the Federation of Canadian communities.

A strategy to address water pollution concerns including:

*(Although regulation water pollution falls mostly under provincial jurisdiction, the Federal Government is responsible for protecting fish-bearing waters through the Fisheries Act and controlling toxic substances under the Canadian Environmental Protection Act.)*

- Standards for industry and agribusiness, which would include the enforcing of strict laws against industrial dumping, use of pesticides and discharge of toxins into waterways.
- A slowdown of tar sands production and increased monitoring by federal agencies on water usage and water pollution. Toxins connected to the tar sands have been found as far downstream as the Athabasca delta, one of the largest fresh water deltas in the world.
- Removal of Schedule 2 from the Fisheries Act. Lakes that would normally be protected as fish habitat by the Fisheries act are now being redefined as “tailing impoundment areas” in a 2002 schedule added to the Metal Mining Effluent Regulations of the Act Under this schedule, healthy freshwater lakes lose all protection and become dump-sites for mining waste. Canada is the only industrialized country to allow this practice.
- National enforceable standards for sewage treatment. Canada has no national standards for municipal sewage treatment and wastewater effluent quality. As a result, 200 billion litres of raw sewage are flushed into our waterways every year.
- The restoration of historical funding levels to both Environment Canada and Fisheries and Oceans Canada investing in the country’s freshwater heritage-surely our greatest heritage – in a world running out of clean, accessible water.

BC PSAC Regional Council  
Environment Committee

**Public Service Alliance of Canada**  
**BC Regional Council**  
**Priority Proposal – General Fund**

	2012	2013	2014
<b>Revenue</b>			
PSAC Regional Council Allocation	154,361.26	154,361.26	154,361.26
Regional Convention			177,630
Advertising Visibility			
Reserve and Other			
	<b>154,361.26</b>	<b>154,361.26</b>	<b>331,991.59</b>
<b>Expenses</b>			
Regional Convention			285,000
Regional Council Meetings	47,500	47,500	47,500
Donations and Memberships	5,500	5,500	5,500
Coordinator's Allowance	24,000	24,000	24,000
Conference/Meeting Assistance	6,000	6,000	6,000
Advertising and Visibility	5,500	5,500	5,500
Audit	4,480	4,480	4,480
Special Events/Meetings	5,500	5,500	5,500
Other	500	500	500
Assistance to Attend BC Fed	13,200	13,200	13,200
PSAC Convention Strategy Meeting	18,000	0	0
	<b>-130,180</b>	<b>-112,180</b>	<b>-397,180</b>
Excess (deficiency) of Revenue over Expenses	24,181.26	42,181.26	-65,188.41
Net Assets (beginning of year)	0	24,181.26	66,362.52
Net Assets (end of year)	24,181.26	66,362.52	1,174.11



**Public Service Alliance of Canada**  
**BC Regional Council**  
**Priority Proposal – Political Action Fund**

	2012	2013	2014
<b>Revenue</b>			
PSAC Regional Council Allocation	33,000	33,000	33,000
	<b>33,000</b>	<b>33,000</b>	<b>33,000</b>
<b>Expenses</b>			
CCPA Affiliation	4,000	4,000	4,000
Campaigns/Elections	16,000	16,000	16,000
Political Action Committee	4,000	4,000	4,000
DLC Affiliations	4,800	4,800	4,800
Communications	4,200	4,200	4,200
	<b>33,000</b>	<b>33,000</b>	<b>33,000</b>
Excess (deficiency) of Revenue over Expenses	0.00	0.00	0.00
Net Assets (beginning of year)	0.00	0.00	0.00
Net Assets (end of year)	0.00	0.00	0.00

**PSAC - BC Region  
Balance Sheet As at 31/08/2013**

**ASSET**

**Current assets**

Cash - Master account	362,485.69
GIC - Regional Council Funds	90,000.00
Cash - Convention	0.00
Cash - Health & Safety	0.00
Cash - Regional Communications	0.00
Cash - Local development	0.00
Cash - Area Councils	0.00
Cash - Human Right committees	0.00
Cash - RWC	0.00
Accounts receivable	0.00
Prepaid expenses	0.00
<b>Total current assets</b>	<u>452,485.69</u>

**TOTAL ASSET** 452,485.69

**LIABILITY**

**Current liabilities**

Accounts payable	0.00
Accrued liabilities	0.00
<b>Total current liabilities</b>	<u>0.00</u>

**TOTAL LIABILITY** 0.00

**EQUITY**

**Equity - PSAC BC Region**

Retained Earnings	44,529.10
Current Earnings	337,144.01
Transfer Reserve Fund	0.00
<b>Total equity - PSAC BC Region</b>	<u>381,673.11</u>

**Equity - Reserve Fund**

Retained Earnings - Reserve Fund	70,812.58
Current Earnings - Reserve Fund	0.00
<b>Total Equity - Reserve Fund</b>	<u>70,812.58</u>

**TOTAL EQUITY** 452,485.69

**LIABILITIES AND EQUITY** 452,485.69

Generated On: 09/09/2013

**PSAC - B.C. Regional Council**  
**Political Action Fund Income Summary 01/01/2013 to 31/08/2013**

<u>Account No.</u>	<u>Account Name</u>	<u>Revenue</u>	<u>Expense</u>
<b>PA Campaign/Elections</b>			
4015	Political Action Allocation	16,000.00	
5066	Professional Fees		2,720.57
5401	Membership Fees		750.00
		<u>16,000.00</u>	<u>3,470.57</u>
<b>REVENUE minus EXPENSE</b>		12,529.43	
<b>PA CCPA Affiliation</b>			
4015	Political Action Allocation	4,000.00	
5401	Membership Fees		3,300.00
		<u>4,000.00</u>	<u>3,300.00</u>
<b>REVENUE minus EXPENSE</b>		700.00	
<b>PA Communications</b>			
4015	Political Action Allocation	4,200.00	
5401	Membership Fees		1,500.00
		<u>4,200.00</u>	<u>1,500.00</u>
<b>REVENUE minus EXPENSE</b>		2,700.00	
<b>PA DLC Affiliations</b>			
4015	Political Action Allocation	4,800.00	
5401	Membership Fees		300.00
		<u>4,800.00</u>	<u>300.00</u>
<b>REVENUE minus EXPENSE</b>		4,500.00	
<b>PA Political Action Committee</b>			
4015	Political Action Allocation	4,000.00	
<b>REVENUE minus EXPENSE</b>		4,000.00	

**PSAC - B.C. Regional Council**  
**General Fund Income Summary 01/01/2013 to 31/08/2013**

<u>Account No.</u>	<u>Account Name</u>	<u>Revenue</u>	<u>Expense</u>
<b>RC Advertising and Visibility</b>			
4020	Regional Council Allocation	5,500.00	
5035	Advertising and promotion		4,410.35
5120	Event tickets		760.00
		<u>5,500.00</u>	<u>5,170.35</u>
<b>REVENUE minus EXPENSE</b>		329.65	
<b>RC Assistance to Attend BC Fed</b>			
4020	Regional Council Allocation	13,200.00	
5085	Loss of salaries		1,402.23
		<u>13,200.00</u>	<u>1,402.23</u>
<b>REVENUE minus EXPENSE</b>		11,797.77	
<b>RC Audit</b>			
4020	Regional Council Allocation	4,480.00	
5067	Honorariums		200.00
5085	Loss of salaries		200.06
		<u>4,480.00</u>	<u>400.06</u>
<b>REVENUE minus EXPENSE</b>		4,079.94	
<b>RC Conference/Meetings Assistance</b>			
4020	Regional Council Allocation	6,000.00	
5110	Meeting/convention subsidies		250.00
		<u>6,000.00</u>	<u>250.00</u>
<b>REVENUE minus EXPENSE</b>		5,750.00	
<b>RC Coordinator Allowances - Aboriginal Peoples</b>			
4020	Regional Council Allocation	1,080.00	
<b>REVENUE minus EXPENSE</b>		1,080.00	
<b>RC Coordinator Allowances - Alt REVP</b>			
4020	Regional Council Allocation	900.00	
5010	Meals		-83.80
5023	Mileage		-63.36
5070	Registration fees		-717.00
		<u>900.00</u>	<u>-864.16</u>
<b>REVENUE minus EXPENSE</b>		1,764.16	

**PSAC - B.C. Regional Council**  
**General Fund Income Summary 01/01/2013 to 31/08/2013**

<u>Account No.</u>	<u>Account Name</u>	<u>Revenue</u>	<u>Expense</u>
<b>RC Coordinator Allowances - DCL</b>			
4020	Regional Council Allocation	450.00	
<b>REVENUE minus EXPENSE</b>		450.00	
<b>RC Coordinator Allowances - East Fraser Valley</b>			
4020	Regional Council Allocation	810.00	
<b>REVENUE minus EXPENSE</b>		810.00	
<b>RC Coordinator Allowances - H&amp;S</b>			
4020	Regional Council Allocation	450.00	
<b>REVENUE minus EXPENSE</b>		450.00	
<b>RC Coordinator Allowances - Metro Vancouver 1 (TL)</b>			
4020	Regional Council Allocation	450.00	
<b>REVENUE minus EXPENSE</b>		450.00	
<b>RC Coordinator Allowances - Metro Vancouver 2 (JM)</b>			
4020	Regional Council Allocation	450.00	
<b>REVENUE minus EXPENSE</b>		450.00	
<b>RC Coordinator Allowances - Metro Vancouver 3 (SB)</b>			
4020	Regional Council Allocation	450.00	
5085	Loss of salaries		223.92
		<u>450.00</u>	<u>223.92</u>
<b>REVENUE minus EXPENSE</b>		226.08	
<b>RC Coordinator Allowances - MWD</b>			
4020	Regional Council Allocation	1,080.00	
<b>REVENUE minus EXPENSE</b>		1,080.00	
<b>RC Coordinator Allowances - National Officers</b>			
4020	Regional Council Allocation	1,890.00	
<b>REVENUE minus EXPENSE</b>		1,890.00	

**PSAC - B.C. Regional Council**  
**General Fund Income Summary 01/01/2013 to 31/08/2013**

<u>Account No.</u>	<u>Account Name</u>	<u>Revenue</u>	<u>Expense</u>
<b>RC Coordinator Allowances - North Island</b>			
4020	Regional Council Allocation	1,440.00	
5023	Mileage		61.88
5400	Donations		100.00
		<u>1,440.00</u>	<u>161.88</u>
<b>REVENUE minus EXPENSE</b>		1,278.12	
<b>RC Coordinator Allowances - Northeast BC</b>			
4020	Regional Council Allocation	1,890.00	
5064	Supplies		149.15
		<u>1,890.00</u>	<u>149.15</u>
<b>REVENUE minus EXPENSE</b>		1,740.85	
<b>RC Coordinator Allowances - Northwest BC</b>			
4020	Regional Council Allocation	1,890.00	
<b>REVENUE minus EXPENSE</b>		1,890.00	
<b>RC Coordinator Allowances - Pride</b>			
4020	Regional Council Allocation	1,080.00	
5400	Donations		500.00
		<u>1,080.00</u>	<u>500.00</u>
<b>REVENUE minus EXPENSE</b>		580.00	
<b>RC Coordinator Allowances - Racially Visible</b>			
4020	Regional Council Allocation	1,080.00	
5010	Meals		120.00
5023	Mileage		9.90
5035	Advertising and promotion		440.69
		<u>1,080.00</u>	<u>570.59</u>
<b>REVENUE minus EXPENSE</b>		509.41	
<b>RC Coordinator Allowances - Reserve</b>			
4020	Regional Council Allocation	195.00	
<b>REVENUE minus EXPENSE</b>		195.00	
<b>RC Coordinator Allowances - South Interior (SY)</b>			
4020	Regional Council Allocation	1,890.00	
<b>REVENUE minus EXPENSE</b>		1,890.00	

**PSAC - B.C. Regional Council**  
**General Fund Income Summary 01/01/2013 to 31/08/2013**

<u>Account No.</u>	<u>Account Name</u>	<u>Revenue</u>	<u>Expense</u>
<b>RC Coordinator Allowances - South Interior (RG)</b>			
4020	Regional Council Allocation	1,890.00	
5085	Loss of salaries		397.47
		<u>1,890.00</u>	<u>397.47</u>
<b>REVENUE minus EXPENSE</b>		1,492.53	
<b>RC Coordinator Allowances - South Island 1 (CL)</b>			
4020	Regional Council Allocation	900.00	
5085	Loss of salaries		284.27
		<u>900.00</u>	<u>284.27</u>
<b>REVENUE minus EXPENSE</b>		615.73	
<b>RC Coordinator Allowances - South Island 2 (VV)</b>			
4020	Regional Council Allocation	900.00	
<b>REVENUE minus EXPENSE</b>		900.00	
<b>RC Coordinator Allowances - West Fraser Valley</b>			
4020	Regional Council Allocation	675.00	
5010	Meals		140.00
		<u>675.00</u>	<u>140.00</u>
<b>REVENUE minus EXPENSE</b>		535.00	
<b>RC Coordinator Allowances - Women's</b>			
4020	Regional Council Allocation	1,080.00	
5010	Meals		71.80
5015	Accommodation		170.00
5017	Travel Expenses		88.04
5018	Parking fees / taxi		30.00
5019	Per diem		51.90
5022	Airfare		377.06
5023	Mileage		110.48
5064	Supplies		97.84
5105	Miscellaneous expenses		20.00
		<u>1,080.00</u>	<u>1,017.12</u>
<b>REVENUE minus EXPENSE</b>		62.88	

**PSAC - B.C. Regional Council**  
**General Fund Income Summary 01/01/2013 to 31/08/2013**

<u>Account No.</u>	<u>Account Name</u>	<u>Revenue</u>	<u>Expense</u>
<b>RC Coordinator Allowances - Young Workers</b>			
4020	Regional Council Allocation	1,080.00	
5010	Meals		15.15
5017	Travel Expenses		2.50
5023	Mileage		50.00
		<u>1,080.00</u>	<u>67.65</u>
<b>REVENUE minus EXPENSE</b>		1,012.35	
<b>RC Donations and Memberships</b>			
4020	Regional Council Allocation	5,500.00	
5120	Event tickets		400.00
5400	Donations		1,869.00
5401	Membership Fees		450.00
		<u>5,500.00</u>	<u>2,719.00</u>
<b>REVENUE minus EXPENSE</b>		2,781.00	
<b>RC Other</b>			
4020	Regional Council Allocation	500.00	
<b>REVENUE minus EXPENSE</b>		500.00	
<b>RC Regional Convention</b>			
4020	Regional Council Allocation	42,181.24	
4030	Regional Convention Allocation	88,815.00	
		<u>130,996.24</u>	<u>0.00</u>
<b>REVENUE minus EXPENSE</b>		130,996.24	



**PSAC - B.C. Regional Council**  
**General Fund Income Summary 01/01/2013 to 31/08/2013**

<u>Account No.</u>	<u>Account Name</u>	<u>Revenue</u>	<u>Expense</u>
<b>RC Regional Council Meetings</b>			
4020	Regional Council Allocation	47,500.00	
5010	Meals		3,666.10
5015	Accomodation		6,540.16
5016	Incidentals		692.00
5017	Travel Expenses		325.40
5018	Parking fees / taxi		653.33
5020	Room rental		420.00
5022	Airfare		3,684.70
5023	Mileage		606.13
5065	Print fees		8.96
5085	Loss of salaries		6,769.50
5090	Meeting fees		83.54
		<u>47,500.00</u>	<u>23,449.82</u>
<b>REVENUE minus EXPENSE</b>		<b>24,050.18</b>	
<b>RC Special Events and Meetings</b>			
4020	Regional Council Allocation	5,500.00	
5120	Event tickets		700.00
		<u>5,500.00</u>	<u>700.00</u>
<b>REVENUE minus EXPENSE</b>		<b>4,800.00</b>	
<b>Generated On: 09/09/2013</b>			

**PSAC - BC Regional Council Coordinator Allowances**  
**Fund Income Summary 01/01/2012 to 31/08/2013**

<b>Account No.</b>	<b>Account Name</b>	<b>Revenue</b>	<b>Expense</b>
<b>RC Coordinator Allowances - Aboriginal Peoples</b>			
4020	Regional Council Allocation	2,160.00	
5010	Meals		-367.50
5017	Travel Expenses		-106.75
5023	Mileage		-27.04
5085	Loss of salaries		1,338.89
		<u>2,160.00</u>	<u>837.60</u>
<b>REVENUE minus EXPENSE</b>		1,322.40	
<b>RC Coordinator Allowances - Alt REVP</b>			
4020	Regional Council Allocation	1,800.00	
5023	Mileage		87.53
5085	Loss of salaries		281.69
		<u>1,800.00</u>	<u>369.22</u>
<b>REVENUE minus EXPENSE</b>		1,430.78	
<b>RC Coordinator Allowances - DCL</b>			
4020	Regional Council Allocation	900.00	
5010	Meals		117.50
5015	Accommodation		143.32
5017	Travel Expenses		129.40
5023	Mileage		155.48
		<u>900.00</u>	<u>545.70</u>
<b>REVENUE minus EXPENSE</b>		354.30	
<b>RC Coordinator Allowances - East Fraser Valley</b>			
4020	Regional Council Allocation	1,620.00	
5060	Office expenses		123.57
		<u>1,620.00</u>	<u>123.57</u>
<b>REVENUE minus EXPENSE</b>		1,496.43	
<b>RC Coordinator Allowances - H&amp;S</b>			
4020	Regional Council Allocation	900.00	
<b>REVENUE minus EXPENSE</b>		900.00	
<b>RC Coordinator Allowances - Metro Vancouver 1 (TL)</b>			
4020	Regional Council Allocation	900.00	
5010	Meals		29.70
5023	Mileage		39.60
5070	Registration fees		250.00
		<u>900.00</u>	<u>319.30</u>
<b>REVENUE minus EXPENSE</b>		580.70	

**PSAC - BC Regional Council Coordinator Allowances  
Fund Income Summary 01/01/2012 to 31/08/2013**

<u>Account No.</u>	<u>Account Name</u>	<u>Revenue</u>	<u>Expense</u>
<b>RC Coordinator Allowances - Metro Vancouver 2 (JM)</b>			
4020	Regional Council Allocation	900.00	
5085	Loss of salaries		81.12
		<u>900.00</u>	<u>81.12</u>
<b>REVENUE minus EXPENSE</b>		818.88	
<b>RC Coordinator Allowances - Metro Vancouver 3 (SB)</b>			
4020	Regional Council Allocation	900.00	
5085	Loss of salaries		341.49
		<u>900.00</u>	<u>341.49</u>
<b>REVENUE minus EXPENSE</b>		558.51	
<b>RC Coordinator Allowances - MWD</b>			
4020	Regional Council Allocation	2,160.00	
5010	Meals		134.85
5017	Travel Expenses		130.60
5023	Mileage		66.83
		<u>2,160.00</u>	<u>332.28</u>
<b>REVENUE minus EXPENSE</b>		1,827.72	
<b>RC Coordinator Allowances - National Officers</b>			
4020	Regional Council Allocation	3,780.00	
5010	Meals		72.95
5018	Parking fees / taxi		40.00
		<u>3,780.00</u>	<u>112.95</u>
<b>REVENUE minus EXPENSE</b>		3,667.05	
<b>RC Coordinator Allowances - North Island</b>			
4020	Regional Council Allocation	2,880.00	
5010	Meals		29.45
5023	Mileage		563.00
5400	Donations		100.00
		<u>2,880.00</u>	<u>692.45</u>
<b>REVENUE minus EXPENSE</b>		2,187.55	
<b>RC Coordinator Allowances - Northeast BC</b>			
4020	Regional Council Allocation	3,780.00	
5010	Meals		157.25
5018	Parking fees / taxi		41.50
5023	Mileage		76.73
5055	Postage		23.79
5064	Supplies		149.15
5065	Print fees		433.82
5090	Meeting fees		112.02
5105	Miscellaneous expenses		20.16
		<u>3,780.00</u>	<u>1,014.42</u>
<b>REVENUE minus EXPENSE</b>		2,765.58	

**PSAC - BC Regional Council Coordinator Allowances  
Fund Income Summary 01/01/2012 to 31/08/2013**

<b>Account No.</b>	<b>Account Name</b>	<b>Revenue</b>	<b>Expense</b>
<b>RC Coordinator Allowances - Northwest BC</b>			
4020	Regional Council Allocation	3,780.00	
5085	Loss of salaries		215.83
		<u>3,780.00</u>	<u>215.83</u>
<b>REVENUE minus EXPENSE</b>		3,564.17	
<b>RC Coordinator Allowances - Pride</b>			
4020	Regional Council Allocation	2,160.00	
5035	Advertising and promotion		600.00
5400	Donations		900.00
		<u>2,160.00</u>	<u>1,500.00</u>
<b>REVENUE minus EXPENSE</b>		660.00	
<b>RC Coordinator Allowances - Racially Visible</b>			
4020	Regional Council Allocation	2,160.00	
5010	Meals		205.73
5023	Mileage		9.90
5035	Advertising and promotion		440.69
5060	Office expenses		52.36
		<u>2,160.00</u>	<u>708.68</u>
<b>REVENUE minus EXPENSE</b>		1,451.32	
<b>RC Coordinator Allowances - Reserve</b>			
4020	Regional Council Allocation	390.00	
5023	Mileage		52.70
5035	Advertising and promotion		120.00
		<u>390.00</u>	<u>172.70</u>
<b>REVENUE minus EXPENSE</b>		217.30	
<b>RC Coordinator Allowances - South Interior 1 (SY)</b>			
4020	Regional Council Allocation	3,780.00	
5010	Meals		126.17
		<u>3,780.00</u>	<u>126.17</u>
<b>REVENUE minus EXPENSE</b>		3,653.83	
<b>RC Coordinator Allowances - South Interior (RG)</b>			
4020	Regional Council Allocation	3,780.00	
5060	Office expenses		123.57
5085	Loss of salaries		397.47
		<u>3,780.00</u>	<u>521.04</u>
<b>REVENUE minus EXPENSE</b>		3,258.96	
<b>RC Coordinator Allowances - South Island (CL)</b>			
4020	Regional Council Allocation	1,800.00	
5085	Loss of salaries		284.27
5090	Meeting fees		50.00
5400	Donations		50.00
		<u>1,800.00</u>	<u>384.27</u>
<b>REVENUE minus EXPENSE</b>		1,415.73	

**PSAC - BC Regional Council Coordinator Allowances  
Fund Income Summary 01/01/2012 to 31/08/2013**

<u>Account No.</u>	<u>Account Name</u>	<u>Revenue</u>	<u>Expense</u>
<b>RC Coordinator Allowances - South Island (VV)</b>			
4020	Regional Council Allocation	1,800.00	
5085	Loss of salaries		255.22
5090	Meeting fees		50.00
5400	Donations		50.00
		<u>1,800.00</u>	<u>355.22</u>
<b>REVENUE minus EXPENSE</b>		1,444.78	
<b>RC Coordinator Allowances - West Fraser Valley</b>			
4020	Regional Council Allocation	1,350.00	
5010	Meals		200.00
		<u>1,350.00</u>	<u>200.00</u>
<b>REVENUE minus EXPENSE</b>		1,150.00	
<b>RC Coordinator Allowances - Women's</b>			
4020	Regional Council Allocation	2,160.00	
5010	Meals		103.77
5015	Accommodation		274.83
5017	Travel Expenses		216.54
5018	Parking fees / taxi		55.64
5019	Per diem		51.90
5022	Airfare		377.06
5023	Mileage		377.18
5035	Advertising and promotion		60.00
5055	Postage		109.08
5057	Long Distance		11.20
5064	Supplies		123.30
5065	Print fees		96.30
5085	Loss of salaries		220.32
5105	Miscellaneous expenses		20.00
		<u>2,160.00</u>	<u>2,097.12</u>
<b>REVENUE minus EXPENSE</b>		62.88	
<b>RC Coordinator Allowances - Young Workers</b>			
4020	Regional Council Allocation	2,160.00	
5010	Meals		213.05
5017	Travel Expenses		6.25
5023	Mileage		50.00
5070	Registration fees		75.00
5085	Loss of salaries		428.35
5499	Advance		375.00
		<u>2,160.00</u>	<u>1,147.65</u>
<b>REVENUE minus EXPENSE</b>		1,012.35	
<b>Generated On: 09/09/2013</b>			

**Public Service Alliance of Canada**  
**BC Regional Council**  
**Priority Proposal – General Fund**

	2012	2013	2014	2015	2016	2017
<b>Revenue</b>						
PSAC Regional Council Allocation	154,361.26	154,361.26	154,361.26	154,361.26	154,361.26	154,361.26
Regional Convention			177,630			177,630
Advertising Visibility						
Reserve and Other						
	154,361.26	154,361.26	331,991.26	154,361.26	154,361.26	331,991.26
<b>Expenses</b>						
Regional Convention			285,000			299,250
Regional Council Meetings	47,500	47,500	47,500	49,875	49,875	49,875
Donations and Memberships	5,500	5,500	5,500	5,000	5,000	5,000
Coordinator's Allowance	24,000	24,000	24,000	22,000	22,000	22,000
Conference/Meeting Assistance	6,000	6,000	6,000	5,000	5,000	5,000
Advertising and Visibility	5,500	5,500	5,500	6,000	6,000	6,000
Audit	4,480	4,480	4,480	3,000	3,000	3,000
Special Events/Meetings	5,500	5,500	5,500	5,500	5,500	5,500
Assistance to Attend BC Fed	13,200	13,200	13,200	16,000		16,000
PSAC Convention Strategy Meeting	18,000	0	0	19,000	0	0
Other	500	500	500	250	250	250
	-130,180	-112,180	-397,180	-131,625	-96,625	-411,875
Excess (deficiency) of Revenue over Expenses	24,181.26	42,181.26	-65,188.74	22,736.26	57,736.26	-79,883.74
Net Assets (beginning of year)	0	24,181.26	66,362.52	0	22,736.26	80,472.52
Net Assets (end of year)	24,181.26	66,362.52	1,173.78	22,736.26	80,472.52	588.78

# Public Service Alliance of Canada

## BC Regional Council

### Priority Proposal – Political Action Fund

	2012	2013	2014	2015	2016	2017
Revenue						
PSAC Regional Council Allocation	33,000	33,000	33,000	33,000	33,000	33,000
	33,000	33,000	33,000	33,000	33,000	33,000
Expenses						
CCPA Affiliation	4,000	4,000	4,000	5,000	5,000	5,000
Campaigns/Elections	16,000	16,000	16,000	14,000	14,000	14,000
Political Action Committee	4,000	4,000	4,000	5,000	5,000	5,000
DLC Affiliations	4,800	4,800	4,800	5,000	5,000	5,000
Communications	4,200	4,200	4,200	4,000	4,000	4,000
	33,000	33,000	33,000	33,000	33,000	33,000
Excess (deficiency) of Revenue over Expenses	0	0	0	0	0	0
Net Assets (beginning of year)	0	0	0	0	0	0
Net Assets (end of year)	0	0	0	0	0	0

# Public Service Alliance of Canada

## BC Regional Council

### Priority Proposal – General Fund

	2012	2013	2014	2015	2016	2017
<b>Revenue</b>						
PSAC Regional Council Allocation	154,361.26	154,361.26	154,361.26	154,361.26	154,361.26	154,361.26
Regional Convention			177,630			177,630
Advertising Visibility						
Reserve and Other						
	154,361.26	154,361.26	331,991.26	154,361.26	154,361.26	331,991.26
<b>Expenses</b>						
Regional Convention			285,000			299,250
Regional Council Meetings	47,500	47,500	47,500	49,875	49,875	49,875
Donations and Memberships	5,500	5,500	5,500	5,000	5,000	5,000
Coordinator's Allowance	24,000	24,000	24,000	22,000	22,000	22,000
Conferences and Conventions Subsidy	6,000	6,000	6,000	5,000	5,000	5,000
Advertising and Visibility	5,500	5,500	5,500	6,000	6,000	6,000
Audit	4,480	4,480	4,480	3,000	3,000	3,000
Special Events/Meetings	5,500	5,500	5,500	5,500	5,500	5,500
BC Federation of Labour Convention Subsidy	13,200	13,200	13,200	0	16,000	0
PSAC Convention Strategy Meeting	18,000	0	0	19,000	0	0
Other	500	500	500	250	250	250
	-130,180	-112,180	-397,180	-115,625	-112,625	-395,875
Excess (deficiency) of Revenue over Expenses	24,181.26	42,181.26	-65,188.74	38,736.26	41,736.26	-63,883.74
Net Assets (beginning of year)	0	24,181.26	66,362.52	0	38,736.26	80,472.52
Net Assets (end of year)	24,181.26	66,362.52	1,173.78	38,736.26	80,472.52	16,588.78



## Public Service Alliance of Canada

### BC Regional Council

#### Priority Proposal – Political Action Fund

	2012	2013	2014	2015	2016	2017
Revenue						
PSAC Regional Council Allocation	33,000	33,000	33,000	33,000	33,000	33,000
	33,000	33,000	33,000	33,000	33,000	33,000
Expenses						
CCPA Affiliation	4,000	4,000	4,000	5,000	5,000	5,000
Campaigns/Elections	16,000	16,000	16,000	14,000	14,000	14,000
Political Action by Standing Committees of the B.C. Regional Council	4,000	4,000	4,000	5,000	5,000	5,000
DLC Affiliations	4,800	4,800	4,800	5,000	5,000	5,000
Communications	4,200	4,200	4,200	4,000	4,000	4,000
	33,000	33,000	33,000	33,000	33,000	33,000
Excess (deficiency) of Revenue over Expenses	0	0	0	0	0	0
Net Assets (beginning of year)	0	0	0	0	0	0
Net Assets (end of year)	0	0	0	0	0	0

**BC Regional Council  
Convention Committee Meeting  
September 20, 2013**

**Participants:** Virginia Vaillancourt, Jamey Mills, Tracey Shudo, Be Gomes, Anthony Paller, Patrick Bragg, Bob Jackson

Convention Date April 25 – 27, 2013

Discussed information available from hotel for Convention Delegates, Guests and Observers. There is an Activities & Attractions Hand Out, Restaurant Guide, Run Walk Map.

Jamey advised group that the hotel has a Tourist Package that is available upon request from the Concierge desk. Patrick suggested we maybe able to request enough to put in convention kits.

**Action:** Ask Kristin to check with hotel if we can obtain enough to put in Convention bags.

Discussed activities and attractions to list in convention kit handout:

Railway Club – only unionized pub that also has live music

Urban Fair

Unionized Liquor Store – Thurlow at Alberni

Canada Place – 4D Fly over Canada (Arial view of Canada from Coast to Coast to Coast)

Harbour Centre Restaurant

Food Cart vendors

**Action:** Promote in convention call out about becoming a Fairmont Presidents Club member which is free to join.

**Convention Agenda Recommendations**

- move Constituency Coordinators & Alternate election to Saturday
- move REVP & Alternate REVP election to Sunday
- move Health & Safety Coordinator & Alternate election to Sunday
- move Women’s Coordinator & Alternate election to Sunday
- move Geographic elections to Sunday

Energizer event after lunch. 3-5 mins

No workshops

## **SWAG Ideas**

Fold up reusable bags

USB sticks (business card style with flip out USB)

Pen with Highlighter on end

Bottle – Plastic/Stainless Waterbottle (based on proposal from Environmental Committee)

Sun Rise/Sun Rype products

Fridge magnets with new Region logo

Decals/stickers

**Action:** Get price comparison of USB Sticks versus printing materials in binders.

## **Convention Raffles/Silent Auctions**

Discussed having raffles and silent auctions again at Convention. Discussed possible recipients of funds raised through raffles/silent auctions for 2014.

Convention Committee recommends the following recipient of the funds raised through the raffles and silent auctions.

- Protein for People

**Action:** PSAC BC to send notification to Components/locals/Regional Committees/Area Councils regarding raffles/silent auctions being held at PSAC BC Triennial Convention and invite each to submit an item for raffle/silent auction.

## **Toiletries Collected at Convention**

Convention Committee recommends that the toiletries collected at the 2014 PSAC BC Triennial Convention be donated to the Men's Shelter in Vancouver.

**Action:** Include in opening remarks at convention that anyone who is not using their toiletries in their rooms that we invite them to bring it down to the Rubbermaid bin outside convention hall to be donated.

**Action:** Have a Rubbermaid bin outside of convention hall entrance and empty it into a separate box at the end of each day to keep scent down.

## **Tables/Vendor Recommendations**

Mohr Good Ideas

JLP

AGR (Based in Ottawa)

APSAR

BC Fed Youth

Coughlin

Vancouver District Labour Council

Button Lady

Ten Thousands Villages

Co-Dev (Janet Routledge)

**Action:** Bob will check with Ottawa to confirm who the AGR contact is in BC.

### **Meet & Greet Reception**

Reception will be held on the 15<sup>th</sup> Floor. Budget will provide for 1 ticket per delegate. Each delegate will be advised that if they do not use their ticket to please return them to a set location as the Region is charged for each ticket whether used or not. If the region returns the unused tickets, they are not charged for them.

Possibly have singers/guitar player – Dave Thompson/Gordie Larkin

### **Saturday Social Night**

Game/Social Hospitality room will be set up.

Wii

Poker Tables

BYOB

**Action:** Food budget will be put in Convention budget

### **Guest Speaker Recommendations**

Robyn Benson

Seth Klein – CCPA

Debra Litman – Metro Vancouver Alliance

Sean Atleo from AFN

**Action:** Be Gomes will follow up on price for gifts for guest speakers through Roy Vickers artwork. Approximately 10 gifts.

### **Addition after verbal report to Regional Council**

Include in acceptance letter that WIFI only available in guest rooms – no WIFI in convention hall

Include in acceptance letter that all materials will be electronically sent out and that if delegates would like a hard copy of the materials to print them out. Electronic version is environmentally sustainable and we are trying to go greener.

Report moved by Virginia and seconded by Anthony

## International Solidarity Committee

The whole committee has been very active with the issues surrounding the legislation criminalizing GLBT “behaviour” in Russia. Jennifer was in Ottawa and the other members were either present at other events or supporting events through the Internet. Sister Kelly travelled throughout Europe and was in Venice when she encountered banners reading: the City of Venice Condemns Homophobia and Transphobia.

The campaign that targets the GLBT community with such punishments as death penalty for just being expressive with their love or the perceived expression of the love between GLBT members of the community.

Kelly Megyesi attended the very emotional and inspiring event: African Grandmothers Tribunal. Where grandmothers not much older or even younger than Kelly talked about experiences related to losing most of their families and having to look after the grandchildren of their and other families.

Sister Celine had an unbelievable experience being able to connect a retired CBC Producer and the child he documented many years before. The Vancouver Sun link is: <http://www.vancouversun.com/entertainment/movie-guide/Pete+McMartin+reunion+Dead+Living/8860668/story.html>  
There were also stories with CBC and of course Parks Canada.

There were letter writing campaigns in relation to human rights issues around the world and through KIVA to allow micro loans for entrepreneurs around the developing world. There were campaigns to further building wells and make villages self sufficient by Celine and Paul who attended the Cirque Du Soleil “Drop Charitable” events.

Shawna was in the Philippines talking to a Union activist who was afraid to talk as it is very dangerous right now to be a Union activist. Life is difficult and dangerous for Union members and activists.

**We would like to connect with Co-Development to allow the next members for this committee to perhaps do an exploratory trip to a developing country or make this happen for a youth activist.**

**For the Convention we would like to have an event that will allow interactive participation for the BC PSAC Convention participants to express to us what they feel International Solidarity is to them. To that end we are asking for the Regional Council to allow for an expenditure of up to \$250 making this happen.**

**Respectfully submitted:**

**Paul Croes**

**Kelly Megyesi**

**Shawna Bundac**

**Jennifer Ho**

**Celine Ahodekon**



Public Service Alliance of Canada  
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## **CONGRÈS DES RÉGIONS 2014 REGIONAL CONVENTIONS 2014**

### **A GOOD RESOLUTION...**

- uses clear simple wording;**
- is concise and focused – respects the word limit (150 words for the PSAC Convention)**
- deals with just one topic (problem) and has one major objective;**
- clearly identifies the problem;**
- specifically outlines the required action;**
- builds in accountability i.e. deadlines, who will be responsible for implementing the proposed action, what resources will be required;**
- ensures the action proposed is within the jurisdiction of the organization to implement;**
- isn't something that is constitutionally dealt with in another way (i.e. bargaining demands)**
- allows for flexibility in implementation - it's the end result that accounts;**
- is submitted on time (is not a late resolution);**
- isn't about something that is already enacted;**
- applies the WHO, WHAT, WHEN, WHY and HOW test.**

## EXAMPLES OF GOOD RESOLUTIONS

TRADITIONAL FORMAT	CLEAR LANGUAGE FORMAT
<p><b>SUPPORTING THE COURT CHALLENGES PROGRAM</b></p> <p><b>WHEREAS</b> the court challenges program, which provides funding to challenge laws and policies that violate constitutional equality rights, was abolished by the Conservative government; and</p> <p><b>WHEREAS</b> in the past, this program allowed citizens to defend their fundamental rights - rights that many would not have had the financial means to defend without this program; and</p> <p><b>WHEREAS</b>, without the court challenges program, only people with means have access to the legal system to challenge unjust laws:</p> <p><b>BE IT RESOLVED THAT</b> PSAC support the rights of citizens by taking a public stand in favour of re-establishing the court challenges program; and</p> <p><b>BE IT FURTHER RESOLVED THAT</b> PSAC support all campaigns to have the court challenges program re-established in its entirety.</p>	<p><b>MENTAL HEALTH AWARENESS IN THE WORKPLACE</b></p> <p><b>BECAUSE</b> mental health issues affect 20% of our members and is a leading cause of stress in the workplace; and</p> <p><b>BECAUSE</b> there needs to be an increased awareness of mental health issues; and</p> <p><b>BECAUSE</b> there needs to be consistency in dealing with mental health issues:</p> <p><b>THE PSAC WILL</b> develop a presentation document on mental health and make it available to all locals to increase awareness on mental health issues in the workplace.</p>





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## **CONGRÈS DES RÉGIONS 2014 REGIONAL CONVENTIONS 2014**

### **UNE BONNE RÉOLUTION...**

- se compose d'un libellé clair et simple;**
- est concise et précise, respecte le nombre de mots limite (150 mots pour le Congrès de l'AFPC);**
- traite d'un seul sujet (ou problème) et comporte un objectif principal;**
- identifie clairement le problème;**
- décrit précisément la mesure proposée;**
- intègre les responsabilités : les délais, la personne responsable de la mise en œuvre de la mesure proposée et les ressources qui seront nécessaires;**
- fait en sorte que la mesure proposée s'inscrive dans le domaine de compétence de l'organisme qui doit la mettre en œuvre;**
- ne fait pas partie des questions abordées dans un autre contexte en vertu des Statuts (revendications contractuelles);**
- donne de la souplesse dans la mise en œuvre – c'est le résultat final qui compte;**
- est soumise à temps (n'est pas une résolution tardive);**
- ne porte pas sur une question déjà prévue dans les instances de l'AFPC;**
- permet de répondre aux questions QUI, QUOI, QUAND, POURQUOI et COMMENT.**

## EXEMPLES DE BONNES RÉOLUTIONS

EN LANGAGE TRADITIONNEL	EN LANGAGE CLAIR
<p><b>PROGRAMME DE CONTESTATION JUDICIAIRE</b></p> <p><b>ATTENDU QUE</b> le programme de contestation judiciaire qui accordait des subventions pour défendre des causes contestant des lois et politiques qui violaient les droits constitutionnels à l'égalité a été aboli par le gouvernement conservateur; et</p> <p><b>ATTENDU QUE</b> par le passé, ce programme a permis à des citoyens et citoyennes, de défendre leurs droits fondamentaux, droits que, sans ce programme, plusieurs ne pourraient pas défendre faute d'argent; et</p> <p><b>ATTENDU QUE</b> sans le programme de contestation judiciaire, seuls les biens nantis auront accès au système de justice pour contester les lois injustes :</p> <p><b>IL EST RÉSOLU QUE</b> l'AFPC, en appui aux droits citoyens, se prononce publiquement pour le rétablissement du programme de contestation judiciaire; et</p> <p><b>IL EST DE PLUS RÉSOLU QUE</b> l'AFPC appuie toute campagne pour le rétablissement dans son intégralité du programme de contestation judiciaire.</p>	<p><b>SENSIBILISATION À LA SANTÉ MENTALE EN MILIEU DE TRAVAIL</b></p> <p><b>PARCE QUE</b> les problèmes de santé mentale touchent 20 % de nos membres et constituent une cause majeure de stress dans le milieu de travail; et</p> <p><b>PARCE QU'</b>une meilleure sensibilisation aux problèmes de santé mentale est nécessaire; et</p> <p><b>PARCE QU'</b>il faut composer de façon uniforme avec les problèmes de santé mentale :</p> <p><b>L'AFPC S'ENGAGE</b> à élaborer un document de présentation sur la santé mentale et il le mettra à la disposition de toutes les sections locales afin d'accroître la sensibilisation aux questions de santé mentale dans le milieu de travail.</p>



## **Regulation 3**

### **BC Federation of Labour Convention Subsidy**

#### **Section 1: Purpose**

As part of its strategy to increase our visibility and participation in the broader labour movement, the BC Regional Council will provide a subsidy to assist, encourage, and promote attendance of PSAC members at the Annual Convention of the BC Federation of Labour.

#### **Section 2: Eligibility**

Delegates from outside the Lower Mainland may be eligible for up to \$1000 to help defray the costs of travel, hotel and per diem expenses. Subsidies will be allocated preferentially to one (1) delegate from Vancouver Island, one (1) delegate from the North, and one (1) delegate from the Interior as well as one (1) delegate from each of the four (4) equity groups and one (1) youth delegate.

Delegates from the Lower Mainland may be eligible for up to \$400 to subsidize costs of commuting and per diem expenses. Subsidies will be allocated preferentially to not more than two (2) delegates from Metro Vancouver, two (2) delegates from Fraser Valley, two (2) delegates from each of the four (4) equity groups recognizing gender parity and one (1) youth delegate.

Delegates from the Upper Fraser Valley may be granted additional funding, to be decided on a case-by-case basis and subject to available funding.

If the above numbers of delegates cannot be met based on the applications received, residual funds may be reallocated.

#### **Section 3: Applications**

Applications for the subsidy should be made in writing to the office of the REVP not less than six (6) weeks prior to the opening of Convention. Applications should indicate what other sources of funding are available or being pursued and an estimate of costs. Any funding available from the local, component, Area Council, Women's Committee, etc. Must be reported and preference will be given to those with greatest need. Applicants may submit requests up to week before the start of Convention. If there are funds available, they will be allocated to these applicants.

*Amended by the BC Regional Council, April 2008*

## **Proposal #1**

### **BC Federation of Labour Convention Subsidy**

#### **Section 1: Purpose**

As part of its strategy to increase our visibility and participation in the broader labour movement, the BC Regional Council will provide a subsidy to assist, encourage, and promote attendance of PSAC members at the Biennial Convention of the BC Federation of Labour.

#### **Section 2: Eligibility**

Subsidies will be allocated preferentially to one (1) delegate from each of the following constituencies:

*North Vancouver Island*  
*South Vancouver Island*  
*Northeastern B.C.*  
*Northwestern B.C.*  
*Southern Interior (Okanagan/Kootenay)*  
*East Fraser Valley*  
*West Fraser Valley*  
*Metro Vancouver*  
*Women*  
*Pride*  
*Racially Visible*  
*Aboriginal*  
*Members with Disabilities*  
*Directly Chartered Locals/Separate Employer Units*  
*National Officers*  
*Health and Safety*  
*Youth*

Delegates residing outside Metro Vancouver and East Fraser Valley may be eligible for up to \$1000 to help defray the costs of travel, hotel and per diem expenses.

Delegates residing in Metro Vancouver and East Fraser Valley may be eligible for up to \$500 to subsidize costs of commuting and per diem expenses.

If the above numbers of delegates cannot be met based on the applications received by the application deadline, residual funds may be reallocated to more than one applicant per constituency, based on available funds.

#### **Section 3: Applications**

Applications for the subsidy should be made in writing to the office of the REVP not less than six (6) weeks prior to the opening of Convention. Applications should indicate what other sources of funding are available or being pursued and an estimate of costs. Any funding available from the local, component, Area Council, Women's Committee, etc. must be reported and preference will be given to those with greatest need.

#### **Section 4: Reports**

There shall be a written report to the REVP's office within one month of the event.

## **Proposal #2**

### **BC Federation of Labour Convention Subsidy**

#### **Section 1: Purpose**

As part of its strategy to increase our visibility and participation in the broader labour movement, the BC Regional Council will provide a subsidy to assist, encourage, and promote attendance of PSAC members at the Biennial Convention of the BC Federation of Labour.

#### **Section 2: Eligibility**

Subsidies will be allocated preferentially to:

- eight (8) delegates residing in Metro Vancouver
- four (4) residing in East Fraser Valley
- two (2) residing in West Fraser Valley
- one (1) residing in Southern Interior (Okanagan/Kootenay)
- two (2) residing in South Vancouver Island
- one (1) residing in Northwestern B.C.
- one (1) residing in Northeastern B.C.
- one (1) residing in North Vancouver Island

Delegates residing outside Metro Vancouver and East Fraser Valley may be eligible for up to \$1000 to help defray the costs of travel, hotel and per diem expenses.

Delegates residing within Metro Vancouver and East Fraser Valley may be eligible for up to \$500 to subsidize costs of commuting and per diem expenses.

If the above number of delegates cannot be met based on the applications received by the application deadline, residual funds may be reallocated to more applicants per constituency, based on available funds.

#### **Section 3: Applications**

Applications for the subsidy should be made in writing to the office of the REVP not less than six (6) weeks prior to the opening of Convention. Applications should indicate what other sources of funding are available or being pursued and an estimate of costs. Any funding available from the local, component, Area Council, Women's Committee, etc. must be reported and preference will be given to those with greatest need.

#### **Section 4: Reports**

There shall be a written report to the REVP's office within one month of the event.