

**DRAFT RECORD OF MEETING  
B.C. REGIONAL COUNCIL CONFERENCE CALL  
HELD MONDAY, MAY 26, 2014 AT 6 PM**

In Attendance:

Bob Jackson, REVP-B.C. (Chair)	Ruby Langan, Aboriginal
Johann Ackermann, West Fraser Valley	Terri Lee, Metro Vancouver (Late Arrival)
Paul Croes, Pride (Late Arrival)	Vanessa Miller, Youth
Parveen Deepak, Northeast B.C.	Jamey Mills, Alt REVP-B.C.
Bert Farwell, North Vancouver Island	Liz Oliphant, South Vancouver Island
Colleen Girard, South Vancouver Island	Melissa Shih, A/Racially Visible
Jim Sidel, DCL and SSE	Virginia Vaillancourt, Women's
Benilde Gomes, Northwestern BC	Ken Waldron, MWD
Linda Harding, Health & Safety	Crystal Warner, Metro Vancouver
Jennifer Horsley, Metro Vancouver	Susan Yaciw, Southern Interior
Nic Humphreys, National Officers	

Regrets:

Jennifer Chieh Ho, Racially Visible	Antony Paller, East Fraser Valley
Carolyn McGillivray, Southern Interior	

Staff:

Patrick Bragg, Political Communications Officer  
Deb Seaboyer, Acting Regional Coordinator & REO

Bob Jackson called the meeting to order at 6:06 PM.

**ADOPTION OF AGENDA**

Adopted

**PREVIOUS MINUTES, APRIL 28, 2014**

Minutes were sent out via email for review. Comment from Bob: everyone's had a chance to go through the minutes - if there are any additions, omissions, etc. please let Bob know. Upon review the action items stemming from the April 28 meeting, Bob advised that he would like to go over the Coordinator Handbook with the newer coordinators one on one. He'll try to do that over the next couple of weeks. Coordinator balances and expenditures have been sent out. Bob stressed the importance of keeping alternates in the loop and working closely with them. This will be helpful as we continue our work together.

Standing Committees are now set. Bob provided an overview of how the committees were assigned - everyone had their first choice assigned to them. Some committees have chairs assigned already, others should look at their makeup and look at chairs / co-chairs. There were some questions from Coordinators about the necessity of a chair. It would be preferable that each committee have an assigned chair. Bob reviewed the roles and mandates of the Committees, and encouraged Coordinators to begin work to activate the committees right away.

There were a couple of minor typos in the minutes that Kristin will correct.

M/S/C adopted.

## **REVP REPORT**

### **a. AEC Update**

The last AEC meeting was done via video conference. The AEC is committed to doing more videoconferencing as it saves on costs, as well as human resources (travel time). Not much to report - the AEC dealt with regular business. The next meeting will be in conjunction with the NBoD, week of June 9th. There has been a fair amount of discussion at the AEC around performance management and the impact that it may have on PSAC members.

Performance management has been around for a long time, but it has not been consistent and has not been applied throughout all departments/agencies. There is still a big gap between departments in terms of education, training, transparency. Some departments may have a hard time implementing the new system. There is a high level of awareness among the NBoD around the new system - there was a sizable presentation at the last meeting and performance management is now a standing item at NBoD meetings. Bob encourages Council members to raise the issue with their component representatives and National Officers around what the Components are doing. The NBoD is going to be briefed at their next meeting. PSAC is in the process of filing a policy grievance around the new performance management system. There needs to be a clear understanding by management around what the process looks like. The AEC / NBoD will be discussing communications to Branches/Locals around the system so that we can have some consistency around this issue. We are doing a fair amount of work around this issue, discussions are ongoing, there will be information to come.

Question: was there a discussion around the withholding of incentives? Bob: this process is not to be used to intimidate or get rid of workers, it is supposed to be used to formally assess the work. Will the employer try to use it for other purposes? This is a question we will ask the employer, of course they say no - but it is incumbent on us to hold them to that.

Question: The training for supervisors and managers is currently not mandatory. Are we going to push for that training to be mandatory? Bob: ask at a worksite UMC, see what they put in writing.

Question: should we be consulting PSAC on existing or planned grievances? Bob: I would encourage you to consult with service officers in the Component. Comment: there should be a group/PSAC grievance that says the system is flawed. Bob: PSAC is working on a policy grievance, on behalf of everyone. Discussion ensued around the merits of and strategy around a policy grievance. We are in the early stages of this process. The concrete thing to do right now is concentrate on bringing this up at UMCs and having discussions within individual workplaces.

### **b. CLC Convention**

A number of PSAC members were at the Convention which a good week culminating in the historic election of Hassan Yussuff. Bob served on the balloting committee, and spent most of the election day counting and re-counting ballots. Bob is confident that HY will bring positive change to the CLC, and unite - what some might say - is a fractured union movement. It's time to get on with our business. Convention summaries are available at the CLC website.

### **c. WAAA Action Plan & Upcoming Events/Meetings (PA Summit, TB Meetings)**

Bob provided an update on the May 1st event, which was a tremendous success. Bob thanked everyone who participated. It's critical that we show the employer that we are united behind our

union and our team. Patrick provided an overview of the PA Summit and TB meetings to date - details are on the website. Question: what role do Council members have at the meetings? Bob: it's important that we show members that there is broad support, from all teams and all parts of our union - including Regional Council and Area Councils. It's a good networking opportunity. It has been a bit of a struggle trying to organize and coordinate all the meetings but we have tried to communicate and consult with the RC as much as possible, there are a lot of schedules to juggle and we're trying to organize the meetings as quickly as possible - we got off to a bit of a late start because of the regional convention. Question: can RC members use their budgets to attend the meetings? Bob: yes. There is an appetite to do another day of action, but we must ensure that we communicate

### **COMMITTEE APPOINTMENTS**

*Discussion was covered under the REVP's opening comments under Previous Minutes.*

### **PERSFORMANCE MANAGEMENT AND MEMBERSHIP CONCERNS** (discussion requested by Colleen Girard)

*Discussion was covered under the REVP Report.*

### **OTHER BUSINESS - Donation to MVA, Jamey**

Jamey provided an update on the Metro Vancouver Alliance, which is working towards influencing the next municipal election in progressive ways - issues that they have identified are poverty, housing, transit and social isolation. For more information see [metvanalliance.org](http://metvanalliance.org). Discussion - we have \$2350 remaining in the donations budget.

M/S Jamey, Crystal, that the PSAC BC Regional Council donate \$500 to the Metro Vancouver Alliance. Tabled.

It was decided to send the request to the donations committee for consideration. The donations committee will make a recommendation and then it would go out for a vote if necessary.

### **FALL IN-PERSON MEETING DATES**

It has been very difficult to schedule a meeting that everyone could attend. September 19,20,21 were the dates that met the vast majority of everyone's approval. Regional Council members who can't attend on those dates should send their alternates.

### **SCHEDULING OF NEXT CONFERENCE CALL DATE**

The AEC will not be meeting over the summer, unless something drastic happens. However, the NBoD will be meeting in June. Any urgent Regional Council business and a vote on any donations can be done via email. The next Regional Council conference call will be Monday, July 28th.

### **SOFTBALL TOURNAMENT**

Jamey reminded council members about the tournament, which takes place June 18th - details at the website. The tourney in Victoria takes place June 20th.

### **MEETING ADJOURNMENT**

The meeting was adjourned at 7:20PM

Minutes recorded by: Patrick Bragg

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