

**DRAFT RECORD OF MEETING
B.C. REGIONAL COUNCIL CONFERENCE CALL
HELD MONDAY, JULY 28, 2014 AT 6 PM**

In Attendance:

Bob Jackson, REVP-B.C. (Chair)	Carolyn McGillivray, Southern Interior
Johann Ackermann, West Fraser Valley	Vanessa Miller, Youth
Terri Lee, Metro Vancouver	Jamey Mills, Alt REVP-B.C.
Jennifer Chieh Ho, Racially Visible	Liz Oliphant, South Vancouver Island
Bert Farwell, North Vancouver Island	Antony Paller, East Fraser Valley (late arrival)
Colleen Girard, South Vancouver Island	Virginia Vaillancourt, Women's
Jim Sidel, DCL and SSE	Ken Waldron, MWD
Benilde Gomes, Northwestern BC (late arrival)	Crystal Warner, Metro Vancouver
Jennifer Horsley, Metro Vancouver	Susan Yaciw, Southern Interior
Ruby Langan, Aboriginal	

Regrets:

Paul Croes, Pride	Linda Harding, Health & Safety
Parveen Deepak, Northeast B.C.	Nic Humphreys, National Officers

Staff:

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

Guests:

Patricia Martin, Alt. South Vancouver Island

Bob Jackson called the meeting to order at 6:03 PM.

ADOPTION OF AGENDA

Bob Jackson called for any additions to the agenda, which had been circulated in advance via email. No additions were made.

PREVIOUS MINUTES, MAY 26, 2014

Bob advised that the draft minutes from the May 26, 2014 B.C. Regional Council conference call had been circulated in advance. He then called for any edits or additions to the minutes. No edits were voiced by the Regional Council.

REVP REPORT

a. AEC Update

Bob advised that the AEC met twice in June: once in conjunction with the NBoD meeting and once later in the month. Included in the meeting discussions were the resolutions going forward to the PSAC National Triennial Convention (NTC) from the National Equity Conferences held last fall. Those resolutions deal with:

- the disproportionate and growing incarceration rate of aboriginal women
- National Aboriginal Day as a statutory holiday
- Aboriginal children in care
- an Aboriginal employment assistance program

The AEC also received an update on 2012 NTC resolutions, including the resolutions on:

- Safe drinking water for First Nations – the PSAC is currently working with Clayton Thomas Muller of the Polaris Institute, and work is going forward.
- Shannon’s Dream (First Nations’ Education) – Since the 2012 NTC, the PSAC has financially supported and volunteered with Cindy Blackstock and the First Nationals Child and Family Care Society in the “Have a Heart” campaign that was carried out in February 2014.
- Transatlantic Slave Trade Policy Paper (GEN 41) – Membership Programs Branch (MPB) of the PSAC is in the process of hiring an academic to write the policy paper on the impact of slavery and racism on women of African descent in Canadian society and in public services. Half of the \$12K allocated to the resolution will be used to hire the researcher who will write the paper, the other half of the funding will be used to produce the education materials that we will use as part of the PSAC educational curriculum.
- Canadian Human Rights Commission (CHRC) office – PSAC continually monitors the CHRC processes regarding human rights complaints. However, the PSAC did not actively lobbying against the closures as there was some internal debate on the effectiveness of those regional office closures; USGE, the component in particular, did not take issue with closures. Nonetheless, concerned with the impact on marginalized groups, primarily with respect to access to justice, the PSAC spoke out publically against the closures. The PSAC is continuing to the work with CHRC, the USGE Local involved, other labour and community organizations to ensure marginalized groups have access to the Commission and its processes.

Bob then spoke to the NTC resolution calling for a national child care program (GEN 84). He commented that this has been a longstanding demand for the PSAC. Since the NTC, PSAC members have strategized and built a fair amount of capacity for child care issues. This has resulted in the campaign, which has three distinct phases:

1. The first phase is the ‘Kitchen Table Conversations’ (KTC), which are well underway.
2. Second phase will be exploring the alternatives, which will be conducted over the fall and winter 2015 and include regional meetings of PSAC activists to discuss the broader issues around child care. Also included in this phase is the national child care conference taking place this fall in Winnipeg. Virginia Vaillancourt will be attending on behalf of the B.C. Region.
3. Phase three is called ‘Taking Action,’ which will be conducted over the winter and spring of 2015 and will concentrate on mobilization as well as political and public engagement. The aim is to make child care a vote-determining issue in the next federal election.

The campaign funding involves just under \$47K for each of the three years. As well, the MPB recently hired a new Women’s Program Officer, Ann-Marie Grodin, who comes to the position with a strong background in mobilization and good knowledge of child care issues in Canada.

As an aside, Bob noted that the MPB Director Mariam Abou-Dib has left the PSAC to take a three-year assignment with the CLC. The PSAC is in the process of staffing this Director vacancy.

Bob then addressed the changes to policies and procedures in light of the new members’ portal, such as member expense claims automation, travel policies, etc. He noted that there was considerable

discussion at the AEC regarding the expense claim automation, and work is proceeding. Finance is getting close to launching the members' portal and the electronic claims form, which includes electronic funds transfers. However, there have been some challenges in terms of integrating the different regional and national systems for expense reimbursement. A soft launch is anticipated this fall with pilot groups. A full launch should follow shortly thereafter.

Bob noted that the changes regarding the reimbursement of fees for the Family Care Policy would be sent out to Regional Council members along with the minutes rather than reviewing them in detail during the call. The same will be done regarding the changes for the Airfare Equivalency travel policy.

ACTION ITEM	REVP Office to send information regarding the changes to the Airfare Equivalency Rules and Family Care Policy with the minutes to this conference call
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Plans for the 2015 NTC in Quebec City are well underway, and plans for the 2018 NTC are now getting started. The 2018 NTC will take place in Toronto.

The next AEC meeting is scheduled immediately before the September Regional Council meeting. So Bob advised that he will bring updates and new information to the Regional Council at that time.

In terms of the NBoD, the June meeting went well: there was a lot of discussion and activity around the Regional and Component conventions. Since the June meeting there has been a change in the NBoD as USGE has elected a new national president. There are still a number of Component conventions to go in the coming months, including UNE's which takes place this August in Victoria. Bob noted that he attended the UCTE Convention last week in Vancouver, and it was successful.

b. Negotiations Update

The Treasury Board (TB) groups met in early July and demands were exchanged. Demands from both sides are posted on the PSAC website. Bob noted that there wasn't a proposal on sick leave. However, the Employer did make a presentation on short term disability leave to all of the tables except the PA table (who will likely see it in September). There was no discussion on engagement with the Union on this subject. With all discussion around sick leave in the media, in the workplace the PSAC and PIPSC filed an unfair labour practice complaint alleging that the Employer is violating its duty to bargain in good faith, and that their behaviour with respect to sick leave constitutes interference with the PSAC's representation of employees contrary to the Public Service Labour Relations Act (PSLRA). The Employer's attempt to unilaterally implement a short term disability plan and their misleading communications with the public and with members also violates the statutory freeze provisions of the PSLRA. At this point, the PSAC is waiting for a response from the Employer. Both sides will return to the table in September.

Bob commented that judging by the process so far, there is no rush to get anything done at this point. However, it is interesting that the Employer put forward their wage proposal as early as they did. The proposal was a 4-year agreement a 0.5% increase for each year. Bob then added that anyone who belongs to a TB group should be in touch with their bargaining team member to keep up to date.

In terms of non-Treasury Board bargaining, CRA is still in discussion and it waiting on a Public Interest Commission (PIC) report, which will be out some time in the New Year. The longer the team is able to hold out, the more severance members will be able to accumulate.

Bob then provided an update on regional bargaining: a ratification vote was conducted for the 35 members at MDS Nordion, which achieved a successful agreement with 2.5% per year with no concessions. Several of the Region's airports are also currently in negotiations: an agreement has been reached for the Prince Rupert Airport, the North Peace Airport has entered conciliation, and negotiations for the Kamloops Airport are just getting started.

The regional unit at Granville Island has dates scheduled this September. Their situation is interesting: currently Granville Island is run by CMHC, but there have been some discussions about transferring the authority to Port Metro Vancouver. If that comes to fruition, such a move may involve transferring the unit from the federal to the provincial jurisdiction.

c. WAAA Action Plan (Political Action Summit, TB Meetings)

Patrick spoke on the Political Action Summit, which was held in Richmond on May 31. The Summit was attended by representatives from the Area Councils as well as the Regional Council's Political Action Committee members. Attendees received training from both Janelle Ho-Shing and Deb Seaboyer. Patrick also advised that he has heard back from some of the Area Councils regarding their plans for actions/activities. Patrick has been trying to connect with Janelle to conduct a formal debrief, but due to conflicting schedules they have been unable to do so.

There have been some thoughts around forming a regional Political Action Committee with membership from each of the Area Councils and Regional Committees throughout the Region. The group would be able to work together on activities and campaigns. Patrick added that they'll likely be more discussion on this later in September.

Bob then addressed the Treasury Board mobilization meetings held over the last few months. Meetings were held in each of the geographic areas throughout the Region. While attendance numbers could have been higher, it's understood that the information was taken back to the locals and worksites and shared between members. Bob further commented that when the Bargaining Teams decide to take action and communicate their needs to the members, the members will be ready. To keep members informed and updated on the bargaining process, the PSAC is also looking into the possibility of holding additional telephone town hall meetings to update members on the Employer's terms and bargaining package.

Crystal suggested that members could use a more information on sick leave, including its history, etc. It would be useful if there was a handout produced or published on the website that highlighted this information. This would allow us to explain to members how sick leave is different from severance leave. Members would also benefit from a history on what the PSAC has achieved while on strike, such as WFA, etc. Bob answered that they've heard similar requests, and that the PSAC is looking at putting a document together regarding the gains achieved through strikes. He then acknowledged the importance of having members stay positive throughout the bargaining process: we're up against a tough government, but we've faced adversity before. One of the best ways to combat against this government is to ensure that members are educated and that we are communicating amongst ourselves.

Carolyn McGillivray then asked why the Employer hadn't put anything forward on sick leave; if sick leave isn't the target, what else are they going after? Bob answered that this is part of the Employer's bargaining strategy: they are not bringing sick leave to the table at the start so that they can 'soft pedal' the issue (making presentations on the benefits of short terms disability plans, etc.). They are

aware that if it had been introduced initially there would have been tremendous pushback from the Union. Further discussion ensued.

UPDATE ON SUMMER OUTREACH EVENTS – SURREY FUSION FESTIVAL, PRIDE CELEBRATIONS

Jennifer Chieh Ho provided an update on some of the summer outreach events.

Despite the rain, many volunteers showed up help at the PSAC booth at the Surrey Pride Festival. They actually had to send some members home as there wasn't enough room for them all under the tent. Tracy Shudo was there the whole day, providing the face painting while other members spoke with parents about the cuts and the WAAA campaign. As a result of these discussions, we got several signatures for the ongoing petitions regarding the cuts.

It was more challenging to get volunteers for the Surrey Fusion Festival (partly because the events spans two full days). Also, the event was not that well attended by the public, and only 31 veterans campaign cards were received after the two days (petition signatures were more difficult to obtain). Given the cost of renting the vendor space at the festival, Jennifer suggested that perhaps the PSAC not participate at the Fusion Festival next year unless there is a joint effort with other unions through the BCFED. Jennifer added that it would have been helpful to have staff support during the event given the shortage of volunteers. Bob answered that he will bring the suggestion of multi-union booth up at the upcoming Public Services Summit with BCFED, COPE and PSAC. Having a larger labour presence at the festival would be good.

Crystal Warner commented that PSAC also attended Car Free Day in Vancouver. It was a busy event with lots of volunteers. Tracy Shudo also provided the face painting at this event while members engaged the parents and got petition signatures, cards signed, etc. She added that the PSAC also participated in the National Aboriginal Day celebrations in Vancouver, which went well. Crystal noted that it's helpful when we can tie our campaign or talking points to the festival theme/focus.

Bob reminded everyone that this weekend the PSAC will be at the Vancouver Pride celebrations and encourage all to attend if possible. He noted that the PSAC was also present at the Victoria Pride celebrations. These events are all good opportunities to get the face of the PSAC out in the public and spread our message regarding the cuts and dispel some of the myths about public services.

Johann Ackermann then conveyed his thanks to Tracy and Jennifer Chieh Ho for their help and leadership with the summer outreach events in the Lower Mainland.

COMMITTEE UPDATES

a. DASH – Membership Renewal for Coalition of Child Care Advocates of BC (renewal paid June 2014) and MVA Donation Request

On behalf of the DASH committee, Jim Sidel advised that the committee was recommending a \$500 donation to the MVA as the PSAC B.C. Region's affiliation to the organization for 2014. He added that in June the DASH Committee had also voted in favour of renewing the PSAC B.C. Region's sustaining members with the Coalition of Child Care Advocates of BC (CCCABC) at a cost of \$100.

Jamey expressed his thanks to the DASH committee for their recommendation, noting that the MVA is a very worthwhile cause that the Vancouver Area Council works with closely.

ACTION ITEM	Kristin to issue a donation of \$500 to the Metro Vancouver Alliance as agreed by the Regional Council
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COORDINATOR UPDATES

a. Racially Visible – Update from Jennifer Chieh Ho

Jennifer Chieh Ho advised that she held the first of the two Racially Visible (RV) caucus meetings she plans to hold this year. The meeting, held July 3, went well despite the low turnout. Fourteen members attended and the meeting included a guest speaker from BCGEU who presented on the struggles facing RV people. The next caucus meeting will be held in November. Jennifer also worked with the BC Mainland Human Rights Committee (HRC) to organize a Committee meeting that celebrated Asian Heritage Month. The meeting brought higher numbers to the HRC.

Jennifer has also been working to increase the email distribution group for the RV caucus. Currently, the Region has approximately 200 self-identified RV members. However, only 20 of those have contacted Jennifer and asked to be included in her email group. Jennifer then asked the Regional Council to assist her with this initiative and reach out to RV members in their areas so that they are aware of the email group. Jennifer will forward out her letter of introduction for Council members so that they may pass it along to RV members. She added that she's happy to provide further details to any Regional Council members with questions. Jennifer then concluded by noting that she plans to follow up with Council members on this request at the September meeting.

Jennifer is also looking into creating bookmarks for members highlighting Black History Month and the 'Elimination of Racism Day.' She plans to work on the design with Patrick and members of the RV caucus.

b. PRIDE – Report on World Pride from Paul Croes

As Paul was not on the call, Bob spoke on Paul's behalf noting that World Pride was a great success with 550 delegates from around the world. An additional 2.5 million people also took part in the events during that week in Toronto. Bob added that we're still waiting on a couple reports from PSAC BC members who attended, but that Paul's report had been circulated in advance of the teleconference.

On Paul's report, Colleen Girard asked about updates to the PSAC's living document "PSAC works for Global GLBT rights." Bob answered that this document is updated nationally as events take place by the PSAC's MPB. After some discussion, Bob advised that anyone with additional questions on World Pride or Brother Croes' report can direct them to Paul Croes.

c. Metro Vancouver – Plans for Aug. 19 Action from Crystal Warner

Crystal commented on the activities that have been taking place throughout the Regions on the 19th of each month, highlighting the good social media coverage that was achieved with the Atlantic's event last month in St. Johns. Crystal went on to say that she's hoping to organize a similar event for members in Vancouver. Given the scheduling of the September meeting, it was thought that this could be organized on Sept. 19 with the Regional Council.

Crystal hopes to involve the downtown locals with a lunchtime activity through plant gating, etc. The event will likely include speakers such as the REVP and labour-friendly politicians. Crystal then encouraged all Council members to organize similar 19 minute activities at their worksites/geographic areas on the 19th of each month. Action can be big or small, but should highlight the significance of the 19th (the lead up to the anticipated Oct. 19, 2015 federal election date).

BC FEDERATION OF LABOUR CONVENTION – Reminders Regarding Regulation 3 Subsidies

This November 24-28 the 56th BCFED Convention will take place in Vancouver, which will include executive elections. The BCFED Convention will provide an opportunity to speak with affiliates on topical issues, such as collective bargaining and the upcoming federal election.

The 2012 BCFED Convention had the largest ever PSAC caucus. The aim is to have an ever larger caucus this fall. Bob added that he'd like to see all Regional Council members in attendance if possible. PSAC BC subsidies are available through Regulation 3 of the PSAC BC Region's By-Laws and Regulations. Council members can also seek other sources of funding through their Locals, Components, Area Council, Regional Committees, etc. Now is a good time to start making plans for attendance and funding.

Regulation 3 and details regarding the BCFED Convention subsidies are posted on the PSAC BC website. If members need any further information they can reach out to the REVP Office for assistance.

COORDINATOR HANDBOOK FOLLOW UP

Bob began the discussion advising that all Council members should have had a chance to review the handbook by this point, and that any questions on the materials can be forwarded to the REVP Office staff.

Bob went on to say that he did make a commitment to have a conversation with all new Coordinators regarding their role and the handbook. To date, a number of these conversations have already taken place. He will continue this activity over the next month so that when the Council meets in September we will be able to have a discussion on the usefulness of the handbook, how it was used, and what items are missing or need further details.

ACTION ITEM	Follow up discussion on the Coordinator Handbook to be added to the September Regional Council meeting agenda
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ACTION ITEM	Council members to send any Handbook typos and/or revisions to Kristin in advance of the September meeting
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Colleen Girard then asked about having the Handbook emailed to Alternates. Kristin advised that the file is too large to send via email; however, she and Patrick will work on a solution so that it can be posted on the PSAC BC Regional website. Another Council member suggested that, if possible, Coordinators meet with their Alternates and transfer the files directly from their flash drives. Further discussion ensued.

ACTION ITEM	Kristin and Patrick to get the Coordinator Handbook posted on the PSAC BC Regional website for Coordinators and Alternates to access
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OTHER BUSINESS

Peoples Social Forum

This August 21-24 the Peoples Social Forum (PSF) will be held in Ottawa. In order to promote and assist attendance by PSAC members from BC, BC, the B.C. Region offered 10 PSF bursaries, which have now been awarded. Those attending from the B.C. Region represent diverse backgrounds from across the province. Bursary recipients will enjoy a great experience at the PSF, and we look forward

to receiving their reports on the Forum and hearing about their plans for subsequent actions in the Region.

The B.C. has also set some money aside to assist with caravans traveling from Vancouver to Ottawa that are being organized through the PSF. Further information on the PSF is available on their website at <http://www.peoplesocialforum.org/>

Vancouver and District Area Council Softball Tournament

Jamey Mills reported that the Vancouver & Dist. Area Council softball tournament went well. There were six teams again this year with 70 PSAC and PIPSC members. The REVP-BC Office was able to support this NPSW boycott event and provided a hot dog lunch for participants. Several retired members also attended, and a \$700 donation was raised for the MVA to assist with their affiliation fees. Jamey concluded that the Area Council is looking to double the size next year. He then thanked those who played and volunteered at the event in June.

UNE Convention – Political Action Activity

Jennifer Chieh Ho advised that UNE is working to organize a political action activity in Victoria next month conjunction with the UNE National Convention. She has spoken with Patrick and they have come up with some ideas. Virginia added that she has also been looking into some of the options and organization of a political action activity is underway. Virginia added that there will also be a child care campaign table set up at the UNE Convention.

PSAC Child Care Campaign – Let's Rethink Child Care

Crystal Warner advised that she and the Vancouver Regional Women's Committee have been involved with the *Let's Rethink Child Care* campaign that the PSAC has signed on to with other labour organizations. To communicate the campaign, Crystal has been speaking with local MPs and they set up an information booth at the recent UCTE Convention in Vancouver. Additional booths will be present at the UNE and CEIU Conventions. Campaign postcards will also be available at the PSAC BC booth at the Vancouver PRIDE Festival. The hope is to get a huge push on this campaign; any support the Regional Council can provide would be appreciated.

Next Meeting of the B.C. Regional Council

Bob reminder the Council that their next meeting would be in the face-to-face meeting this September 19-21 in the Vancouver Regional Office. In the coming weeks Coordinators will receive a call for agenda items and further details regarding travel. Council members were then reminded that their Coordinator reports are due on Monday, August 18. Reports can be sent via email to Kristin.

Thanks to Staff

Jennifer Chieh Ho asked to express her thanks to Patrick and Kristin for their support with summer outreach activities and with the work of the B.C. Regional Council.

MEETING ADJOURNMENT

Before adjourning the meeting, Bob thanked all for their attendance on the call. The meeting was then adjourned at 7:26PM.

Minutes recorded by: Kristin Schnider

Minutes published: August 2014